



Board Meeting Minutes

August 12, 2026
APPROVED

Directors attending Jennifer Gibbs, Evan Archerd, Elizabeth Walsh, Kathryn Kavanagh, Joanna Wnorowski, James Pagliasotti, Kelda Vath and Charles Douglass. **Also attending:** Barry Haynes, GM, Abby Lazerow, Board Administrator.

Facilitator: Jennifer Gibbs Timekeeper: Elizabeth Walsh. The meeting was called to order at 6:00 p.m.

Item	Agenda Topic	Discussion
1	Positive Affirmation	Evan Archerd led the positive affirmation.
2	Land Acknowledgement	Kathryn Kavanagh led the land acknowledgement.
3	Welcome to New Directors	Jennifer Gibbs welcomed new directors Charles Douglass, James Pagliasotti and Kelda Vath.
4	Owners Forum	Owners Brighton Litgens, Brianna Gibbs and Miriam Reed attended the meeting. Miriam Reed read a letter sharing her concerns about the Black Lives Matter sign posted at the Co-op. She said owners were not asked if they wanted the signage posted and if AFC is a front for political actions, she believed the membership should be notified and the bylaws revised.
5	Agenda Review	Jennifer Gibbs reviewed the August meeting agenda.
6	Consent Agenda	The following Consent Agenda items were unanimously approved: - Board Meeting Minutes, May 13, 2026 - Executive Session Minutes, May 13, 2026

		• Board Finance Report, April 2025 • Board Finance Report, May 2025
7	Announcements and Opportunities	• Jennifer Gibbs asked directors to declare if they had any conflicts of interest. None of the directors declared conflicts. • Directors were asked to help serve ice cream for the employee barbeque on September 10 from 11 a.m. to 3 p.m.
8	GM Hiring Update	• Jennifer Gibbs announced that the Board of Directors has hired Barry Haynes as General Manager.
9	Results, Actions without a Meeting	• On July 31, 2026, the Board of Directors unanimously approved the proposal to offer Barry Haynes the position of General Manager. • On June 15, 2026, the Board of Directors unanimously agreed to approve the proposed corporate resolution to remove Nick Hardee from a RoCo credit card and to transfer authority to transact business with financial institutions on behalf of the Corporation to Barry Haynes. • On June 15, 2026, the Board of Directors unanimously approved the proposed corporate resolution to update authorized access to accounts at Card Assets including accounts under Ashland Roasting Company LLC and Ashland Agriculture LLC, removing Nick Hardee's authority to act on behalf of the corporation, and to transfer authority to transact business with financial institutions on behalf of the Corporation to Barry Haynes.
9	GM Report	• General Manager Barry Haynes gave the August GM Report. • June sales were up 4% and July sales were up 3.2%. RoCo sales were up 24% in June and 26% in July. AFC & ROCO combined Sales YTD through were 3.4%, slightly above budget. • Customer experience scores had significantly increased. Availability of both staff and products was up 3% and helpfulness of staff was up 1%, and overall value was up by 6%. Lowest scores continue to be parking availability and ease of moving through the store.

		• The new AFC website was launched on Monday, August 10. • The GM and some managers recently attended conferences and tradeshows. The Meat and Seafood Manager attended Tom's Fancy Food Show and the GM and the Co-op IT Manager attended the NCG leadership conference. The Co-op Executive Chef attended the ECRS Ignite Conference to learn about software to track food costs more effectively. • The summer employee party at the Phoodery was fun and successful. • Labor costs for the 2nd quarter of 2026 were \$134,221 under the labor cap of 23.50% authorized by the Board of Directors. Year to date, the store was \$46,881 under the labor cap, as the cap was exceeded in Q1. As a result, a Q2 Productivity bonus was paid to employees in July. The payout will be approximately \$0.75 per hour for eligible employees. • Labor contract negotiations are continuing. • The 2026 peach crop for Rolling Hills Orchard was light due to leaf curl, pests and frost. However, the former owner of the orchard said he had never seen the trees look healthier and hoped for a strong crop in 2027. • The Produce and Agricultural Operations manager will have a pop-up on Saturday at store, selling #2 49er peaches at a discount.
10	Board Treasurer's Report	• Board Treasurer Evan Archerd reported year to date sales were \$9,742 over budget but \$603,883 or 3.3% over last year. • The average basket was \$39.45, which is an increase of 3.7% compared to June 2025. • Customer counts were 2,869, up 0.4% to last June but still about 11% less than the pre-pandemic counts. We are 356 customers less per day than we were in 2019. • The store has \$8 million of working capital, mostly in short-term CDs. • Monthly sales per labor hour are mostly up for the year. • Prepared Foods pricing may increase in the spring of 2027 due to increased food costs.
12	AFC Gives Report Proposal: Annual Change for Good Month	• The July 2026 total for Change for Good, which will go to Ashland Food Angels was \$7,726.29. The June 2026 total for Change for Good, which will go to Pollinator Project Rogue Valley, was \$7,020.09.

		• Community Grant applications are being reviewed soon. \$37,239 will be awarded for Community Grants. These grants are awarded for a specific project. 50 applications were received. • The committee has two new owner volunteers, Katherine Holden and Beth Remington. • This summer there was a devastating fire at Oshala Farms, a local supplier for the Co-op. Management and the AFC Gives Committee recommended donating \$5000 to them from the AFC Gives Fund. Evan Archerd asked the Board to support Oshala Farms in this manner. The Board unanimously approved the donation to Oshala Farms. • The AFC Gives Committee is aware of the great need to support food insecurity in Ashland. Therefore, the Committee supported dedicating one month a year to Change for Good for the Ashland Community Food Bank. The Board approved this proposal. • The November Change for Good program supports organizations that serve the needs of local native American tribes. The Committee has designated Lomakatsi as the November Change for Good recipient. • The Community Grants Celebration will be held on October 29 at the Ashland Springs Hotel 6 p.m.
13	Fall Retreat Date	• The Board will hold its annual retreat on Saturday, November 14 at a director's home.
14	Action Items	• The Board unanimously approved the donation of \$5000 from the AFC Gives Fund to Oshala Farms. • The Board unanimously approved designating Change for Good receipts for one month a year to the Ashland Community Food Bank. • The Consent Agenda documents were unanimously approved.
15	Meeting Evaluation	This was a good and productive meeting.

Minutes were prepared by Abby Lazerow, Board Administrator.