ASHLAND FOOD CO+OP
BOARD OF DIRECTORS

**Board Meeting Minutes**

September 9, 2026

(Approved)

Facilitator: Jennifer Gibbs  Timekeeper: Evan Archerd.  The meeting was called to order at 6 p.m. by Jennifer Gibbs.

| Item | Agenda Topic | Discussion |
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| 1 | **Positive Affirmation** | ● Kathryn Kavanagh led the Positive Affirmation. |
| 2 | **Land Acknowledgement** | ● Joanna Wnorowski led the land acknowledgement. She informed the Board that this week was “Grandma Aggie” Agnes Pilgrim’s birthday. |
| 3 | **Owners Forum** | ● Owner Andrew Sarhanis attended the meeting. He was formerly a farmer in Hawaii and shipped galangal and ginger to many co-ops. He wanted to teach classes to help children being taken over by technology by teaching them to start a pet plant in the spring. |
| 4 | **Agenda Review** | ● Jennifer Gibbs reviewed the agenda. There were no changes. |
| 5 | **Consent Agenda** | The Board approved the following Consent Agenda items:<br>● Board Meeting Minutes, August 12, 2026<br>● Executive Session Minutes, August 12, 2026<br>● Board Finance Report, June 2025 |
| 6 | **Announcements and Opportunities** | ● Four directors volunteered to assist in serving ice cream for the upcoming employee barbeque.<br>● Directors were reminded that there are free trainings through the University of Wisconsin Center for Cooperatives. |

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| 7 | **Results, Actions without a Meeting** | ● On August 26, the AFC Board of Directors unanimously approved the proposal to redirect the $5,000 that typically moves yearly from AFC to the AFC Gives Fund to donate to Oshala Farm to assist in their recovery from a devastating fire. |
| 8 | **GM Report** | ● Sales for Co-op in August were $3205,449, up 2.7%. RoCo sales were up 24%. Combined August sales were up 3%. YTD AFC and RoCo combined Sales YTD through August were 3.3% or $25,527,714.<br>● Sales for labor hour $142 in July were up 7.58% compared to July 2025.<br>● Customer surveys show overall satisfaction is up by 2%. Likelihood to recommend was up by 4% and likelihood. to return was up by 3%. Availability of staff was up by 3%. Overall value was also up by 3%. Lowest scores were parking and ease of moving through the store.<br>● Transaction counts are flat. The average basket was up 2.6% compared to August 2025.<br>● The AFC community is welcome to participate in the quarterly North Mountain Park clean up on Friday, September 18 from 9 to 11 a.m.<br>● HR Manager Anna Treadway went to NCG human resource confer in Minneapolis. Sustainability Manager Chris Bryne went to the Utopia Now trade show in Denver to learn about new sustainability products.<br>● There were a number of managers' work anniversaries in August. One manager has worked at the Co-op for 31 years and others for more than 20 years.<br>● There will be an employee appreciation barbeque on Friday.<br>● Negotiations with AFCEA are continuing. September will mark the third year of the contract, which will stay in place until a new one is agreed upon and ratified.<br>● The 2026 peach harvest has concluded. The cycle starts again in December, with fence repair and blackberry eradication. Harvest financials are not yet available. The former owner noted the fruit trees have never looked so healthy. |
| 9 | **Board Treasurer's Report; Finance Committee Charter and Manual** | ● The Finance Committee made some minor changes to their charter and manual. The Board will vote by email whether to approve the changes to the charter and manual.<br>● Sales are only keeping up with inflation. RoCo sales are up from last year.<br>● Sales per labor hour are up slightly. Labor costs are higher in July. Non-labor expenses are $122,000 higher than last year.<br>● Health insurance claims are much less than last year.<br>● Customer count is slightly down. |

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| 10 | **AFC Gives Report Community Grant Organizations** | ● AFC Gives Committee Chair Kathryn Kavanagh reported in August, The Crest at Willow Witt received $7996 through the Change for Good program.<br>● The committee had its first meeting of the new board year in September. Subgroups met and discussed Community Grants organizations. There were many applications and it was difficult to select the awardees. 20 organizations will receive up to $2000 each. A Twin Pines grant was awarded to two organizations.<br>● The Community Grants Celebration will be held on October 29.<br>● The committee will meet on the first Monday of the month at 1 p.m. |
| 11 | **Co-op's 55th Anniversary Celebration** | ● Directors and GM Barry Haynes discussed ideas for the Co-op's 55th anniversary celebration, held on February 14 2027.<br>● The Board agreed to celebrate in the store, serving cake, playing music and offering give-a-ways. |
| 12 | **Scheduling Exit Interviews** | ● Traditionally the Board holds exit interviews with outgoing directors. James, Evan, Kelda and Jen agreed to schedule meetings with Bob Kaplan, Ernesto Soto and Mark Gibbs. The group will make arrangements via email. |
| 13 | **Action Items** | ● The Board will read the updated Finance Committee Charter and Manual changes and vote to approve the document by email. |
| 14 | **Meeting Evaluation** | ● This was a positive and efficient meeting. |
| | | The meeting was adjourned at 6:50 p.m. Minutes were prepared by Abby Lazerow, Board Administrator. |