



## From the Board:

### Serving Owners Behind the Scenes

by Kellie Hill – Board President

Simply stated, boards exist for one reason only: to ensure on behalf of the organization's owners that the organization performs as it should. For an organization such as the Medford Food Co-op that is more than just being profitable . . . it's following our mission, working toward our 10-year vision, following the seven cooperative principles AND ensuring financial stability.

This can seem overwhelming which is why the MFC Board uses a Policy Governance Model as its operating system. Developed by John Carver in the 1970s, it has become known and has influenced governance practice all over the world, especially in cooperative businesses. [Policy Governance](#) offers a system that allows boards to address their very weighty responsibilities in a manner that is realistic, practicable, and focused on the most critical organizational issues, those that pertain to the accomplishment of organizational purpose. This creates a clear structure for each MFC [Board meeting](#).

After the more traditional meeting items – call to order, introductions, owner's forum, and approval of minutes – we begin every meeting with a monthly report from MFC General Manager Anne Carter. This report highlights relevant financial information, ownership level issues, public events affecting the perception of MFC in the community, significant operational changes, policy compliance updates, and for the last year and a half, a Covid update. Directors ask questions and respond to any items of concern.

Next, the GM provides a Monitoring Report based on our specific MFC Policies. The reports are on a rotating basis by month and include Planning and Budgeting, Staff, Consumers, Membership, Ends, Succession, Asset Protection, Board Communication, Executive Restraint, Board Support and four times each year, the Financial Condition. Some of these reports such as the Financial Condition can be very lengthy but this is the primary overview and accountability for the Board.

Each of the MFC Policies has specific expectations via bullet  
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## From the GM:

### MFC's Cooperative Community Fund

by Anne Carter – General Manager

In 2017, we created the Medford Food Co-op [Cooperative Community Fund](#) (MCCF) as a permanent endowment within the Twin Pines Cooperative Foundation. Contributions to our fund by our Co-op, our co-op suppliers, and owners grow the fund. As the fund earns interest annually, the Co-op donates the earned interest to local non-profits.

Our [Positive Change](#) program involves both staff and owners in a robust application process that helps us identify the various needs in the community that align with the Co-op's vision and ends. Our Board of Directors selects one Positive Change recipient each year to receive an additional grant from the Cooperative Community Fund. This allows us to select worthy recipients without an additional application and screening process.



Cara and Kristina from the Pollinator Project Rogue Valley accepted the big check for the CCF grant from GM Anne Carter in May 2021.

We have made two donations from our Cooperative Community Fund to date: UNETE's Immigrant Fire Relief Fund received \$624.21 in 2020, and the Pollinator Project Rogue Valley received \$941.98 in 2021.

In celebration of National Co-op Month, the Positive Change  
*Cooperative Community Fund continues on page 2.*

points. The GM defines the interpretation of the bullet points, the operational definitions, the data used in interpretation, and whether MFC is currently in compliance with the policy expectations. After asking questions to fully understand the Monitoring Report, the Board either 1) accepts the report acknowledging compliance; 2) accepts the report acknowledging non-compliance with a date determined for achieving compliance; or 3) does not accept the report submitted and requests a resubmission of the report by a determined date.

After all GM Reports have been presented the MFC BOD moves to Old/Recurring Business items. First is reviewing one or two of the Governance Policies. Based on a rotating schedule we evaluate each policy every year to ensure that they are consistent, effective, help protect MFC, the employees, and the owners. Updates are made as needed.



*Former Board members serving in 2011 when the Co-op first opened.*

Then, Committee Reports are presented by the Committee Chairs. Subsequent “old business” is handled which can include a variety of issues from budgets to trainings to most recently [Articles of Incorporation](#) and [Bylaw revisions](#).

Next is New Business items which also varies monthly depending on what the Board is currently pursuing. These can include event recaps like the Anniversary Celebration, expenditures needing approval, patronage dividend recommendations, resolution amendments, Board goals for the year, reports from the National Co-op Grocers, etc.

Finally, the MFC BOD may choose to go into an Executive Session. These are special meetings-within-a-meeting that provide an opportunity for the board to privately handle sensitive and confidential issues such as GM evaluation, GM compensation contracts, expansion updates, etc.

Lastly, we adjourn for the month. Most MFC BOD meetings last between 1 ½ – 2 hours depending on the difficulty of the work and amount of discussion desired. Agendas received the week prior to the meeting provide clear timeframes.

As an owner of the MFC you are always welcome to participate in any Board meeting and we encourage you to do so. Every owner is eligible to be a Director on the Board as well and elections are held at the Annual Meeting for a three-year term. Meetings occur the third Monday of every month at 5:30 p.m. Until further notice, meetings are being held online via Zoom. Email [board@medfordfood.coop](mailto:board@medfordfood.coop) or [gm@medfordfood.coop](mailto:gm@medfordfood.coop) to receive a link for the upcoming meeting. ■

program will raise funds for the MCCF this October. And in the true spirit of cooperation, Organic Valley, Frontier Co-op and Medford Food Co-op will match your Positive Change donations up to \$1,000!



The MCCF is not only a permanent endowment that allows us to support local organizations; the funds are pooled together with the Cooperative Community Funds of 44 food co-ops across the United States into a family of funds managed by the [Twin Pines Cooperative Foundation](#) (TPCF).

In their 2020 Annual Report, TPCF reported combined assets of over \$4 million invested in the development of cooperatives. These investments leveraged \$48 million for co-op development nationwide. Additionally, the interest earned by the co-ops' family of funds generated \$114,000 eligible for participant co-ops to donate to local non-profits.

We are proud to be a part of this larger cooperative effort that has a positive impact on our local community and the national cooperative movement. It's another way we carry out two of our core values, Cooperative Principle #6 – Cooperation among Cooperatives and Cooperative Principle #7 – Concern for Community. ■





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ONE PURCHASE  
NOVEMBER  
16TH – 30TH

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# Shop & Save

## AT THE CO-OP THIS NOVEMBER



**FREE \$10 GIFT CARD**

with the purchase of a holiday turkey

Offer valid November 18–24, 2021.

**\$100**  
GIFT CARDS  
for only **\$90**



Medford Food **Coop**

— AND —

The Café

Offer valid November 26 – December 31, 2021.



# For the Myco-Curious

by Halle Riddlebarger – Outreach Manager

On a smoky summer Sunday afternoon in late August, Co-op staff were invited to the [Zoom Out Mycology](#) farm in Central Point to learn about their business and recent grant-funded Reishi Trials.

The Sustainable Agriculture Research and Education (SARE) program is a producer-driven, decentralized competitive grant and education program funded by the United States Department of Agriculture's (USDA) National Institute for Food and Agriculture. To date, [SARE](#) has funded more than 7,666 competitively funded projects to advance sustainable agricultural practices in the United States.



The antler form of *Ganoderma lucidum* surrounded by wood chip substrate – the Reishi Trials.

*Ganoderma lucidum*, or Red Reishi. Zoom Out notes, "Mushrooms represent a high-dollar, specialty product that requires low inputs, minimal equipment, and infrastructure."

The goal of the study is to consider water use, economic returns, and ecological and social benefits to the land and people. Zoom Out "believes Reishi mushrooms are the perfect entryway into exploring the ways diversified farming practices can help improve the sustainability of a small farm via economic and environmental diversification and the social welfare of farm teams." To learn more about the Reishi Trials, visit [zoomoutmycology.com](http://zoomoutmycology.com).

Bashira Muhammad is the managing owner at Zoom Out Mycology, and she compassionately leads a skilled team of wonderful people who help produce sawdust spawn and herbal mushroom teas. Their mission is to drive sustainability with fungi. Bashira and her team

accomplish this by providing fungi centric products and programs geared towards the appreciation and awareness of applied mycology as a path toward sustainability. They provide educational services and experiences in addition to medicinal mushroom teas and mushroom spawn for growing your own mushrooms at home. Zoom Out also distributes produce through the Table Rock CSA. Table Rock CSA is a cooperative of Rogue Valley farmers growing fruits, herbs, and mushrooms. You can find medicinal mushrooms teas from Zoom Out Mycology right here at the Co-op, which include reishi, lion's mane, and maitake mushroom blends. Zoom Out Mycology also offers a variety of medicinal and edible spawn – from reishi to shiitake and more – available on their website.

If you're feeling myco-curious but not quite ready to grow your own at home, sign up for one (or both) of Zoom Out's upcoming December workshops and dive into the world of mycology with Bashira and her team. On Sunday, December 12th at the



Tea time on the Zoom Out Mycology farm tour included appropriately themed mushroom tea cups.

## Important Dates

### Holiday Hours

November 25 – Thanksgiving Day – CLOSED  
December 24 – Christmas Eve – Closing early at 6pm  
December 25 – Christmas Day – CLOSED  
December 31 – New Year's Eve – Open regular hours  
January 1 – New Year's Day – Open regular hours

### Thanksgiving Turkeys

Reserve the bird and rest assured! Choose from non-GMO verified, certified organic, or organic heirloom turkeys in a range of sizes from Diestel Family Turkey Ranch. No deposit required. Turkey order forms are available in-store.

### Board of Directors Meetings

Third Monday of each month from 5:30pm – 7:30pm. Meetings are currently being held online via Zoom until further notice. If you are an owner who would like to participate in an online Board meeting, please email Board President Kellie Hill for an invitation to the online meeting: [board@medfordfood.coop](mailto:board@medfordfood.coop).

OSU Extension Center in Central Point, you can explore Medicinal Mushroom Utilization and learn and share skills and knowledge around utilizing mushrooms as food and/or medicine. And on Saturday, December 18th at the Zoom Out Mycology Farm in Central Point, they will be hosting a Growing Cool Weather Mushrooms workshop where participants will learn and share skills and knowledge around the cultivation of mushrooms as food and medicine. Each hands-on workshop is \$45 and will give you the skills and confidence to produce your own gourmet and medicinal fungi at home. Visit their website [zoomoutmycology.com/events](http://zoomoutmycology.com/events) to learn more and register for the upcoming workshops. Have a fun time exploring fungi with Bashira and the team at Zoom Out Mycology! ■