



From the GM:

Creating Positive Change

by Anne Carter – General Manager

The Seven Cooperative Principles are the guidelines used by cooperatives to put their values into practice. The 7th Principle: Concern for Community directs cooperatives to work for the sustainable development of their communities. Medford Food Co-op has incorporated this principle into our [10 Year Vision Narrative](#) with the statement: “We envision a strong community donation/grant program to encourage and promote businesses and organizations with compatible goals and ends.”

Last year we launched the [Positive Change](#) program to raise money for local non-profit organizations working to better our community. Customers are able to contribute by rounding up the total of their purchases each time they shop at the Co-op.



We were amazed by the generosity and kindhearted participation of our customers. We raised \$23,280.18 for 12 non-profit organizations! The recipient organizations were very grateful. Several recipients told us that it helped them fill a gap in cash flow during a slow time of year. The Family Nurturing Center was able to spend it on repairing and purchasing farm equipment, an expense that they can't pay for with grant funds.

Inspired by how quickly small change adds up, the Co-op will begin providing a mini grant to each Positive Change recipient beginning in January 2020. In addition to all funds donated at checkout through the

round-up program, each monthly recipient will also receive an additional \$200 from the Co-op. As the Co-op grows, we'll grow the amount we contribute each month. As per your votes in the annual election, we will be raising money for the following organizations this year:

- January: **Children's Advocacy Center**
- February: **Southern Oregon Climate Action Now**
- March: **Bee Girl Organization**
- April: **Rogue Farm Corps**
- May: **Maslow Project**
- June: **Sanctuary One**
- July: **CASA of Jackson County**

From the Board:

Board Projects & Goals

by Kellie Hill – Board President

With another calendar year complete, your [Board of Directors](#) wanted to take this time to let you know what we've been working on for the Medford Food Co-op.

Committees:

We have undertaken the task of revising the committee charters. Previously we revised the Contract & Compensation Committee as well as the Management Evaluation Committee. This year we revised the Finance Committee charter to properly reflect the way the committee was actually functioning. We also disbanded the Annual Meeting Committee and established the Owner Engagement Committee (which will oversee the annual meeting and broaden the outreach to owners). Next year we will revisit the Nominating Committee to ensure it continues to have a relevant place in our Co-op.

We are actively looking for owners interested in serving on committees. If you have a few hours to spare in service to our Co-op, please let us know – we'd love to have you!

Bylaws:

As we continue to prepare for a possible expansion in the future, we recognize that our [bylaws](#) need updating. This is a ginormous undertaking that we've been working on and will continue to work on in 2020. Our goal is to have a finalized version available prior to the next annual meeting and in plenty of time for multiple

- August: **Southern Oregon Land Conservancy**
- September: **Our Family Farms**
- October: **Rogue Valley Food System Network**
- November: **Rogue Valley Farm to School**
- December: **Food & Friends**



Each fall, we will publicize the opening of the application process. Interested organizations can apply by January 31st to be considered for the Positive Change program. All Positive Change applications are vetted by the Co-op's Outreach Committee to make sure each applicant meets our basic criteria. Approved applications are then voted on internally by our fundraising cashier and counter staff, and the top 18 organizations democratically selected by staff are passed on to owners for a final vote in the annual election. The 2020 Annual Meeting is tentatively planned for early October instead of May. Owners can expect to receive their electronic ballots that include the list of Positive Change applicants in September.

If you work for, volunteer at, or are otherwise affiliated with a local non-profit organization, encourage them to apply for the 2022 [Positive Change](#) Program. We give priority to organizations that:

- Are registered 501(c)3 non-profit organizations
- Use funding for work related to food, food related issues, or community health concerns
- Are based in the communities served by Medford Food Co-op
- Reflect the cultural and racial diversity of our communities
- Are nonpartisan and do not advocate a particular religion
- Use funding for a specific project (instead of general operation costs)

Thank you for believing in the power of change and the power of community – it is truly making a difference in people's lives. ■

Vendor Profile:

Rise Up! Artisan Bread

by Halle Riddlebarger – Outreach Manager

One of our most popular local bakeries here at the Co-op is [Rise Up! Artisan Bread](#). Located in the Little Applegate Valley, Rise Up! bakes bread in the French Artisan tradition amongst the splendor of 280 acres of forest and farmland – within an intentional community called Full Bloom. Rosie Demmin and Jo Ferneau, the married baking duo behind your favorite breads, are the owners of Rise Up! and both studied Artisan Bread baking at the San Francisco Baking Institute. They share years of baking experience between the two of them.

All that experience makes for exceptional bread, and having an exceptional oven certainly adds a special touch to their loaves! When Rise Up! began constructing their bakery in 2008, the oven was built directly into the walls by two visiting Spaniards over the course of 8 days. This wood-heated "Llopis Oven" stands 7 feet tall and 13 feet in diameter, burns about a cord of sustainably harvested local wood each month, and the stone hearth rotates lazy Susan-style so they can load it with up to 150 loaves at a time. If it sounds impressive in writing, you should see it in action. This artisan oven is the roaring beast of appropriately applied flames producing your favorite artisan bread, and it is a gorgeous sight to behold.



Jo Ferneau and a sneak peek of the Llopis Oven.

Guided by their values, Rise Up! released a [Community Action Plan](#) in 2016. Wanting their community impact to extend beyond great bread, their plan includes: a Community Action Hours program, fair wages for employees, and financial and in-kind support for local non-profits. The Community Action Hours program pays each employee for two hours per month to volunteer at a non-profit of their choice. Rise Up! staff are paid wages equal to or exceeding the Oregon Living Wage, and the company hopes to raise wages even further as their sales increase. In addition to donations to local non-profits, Rise Up! is considering becoming a Benefit Corporation, or [Certified B Corp](#).

We feature Rise Up's delicious artisan breads on both our grab-n-go and made-to-order sandwiches in [the Café](#) and offer squares of their incredible focaccia to pair with our housemade hot soups. Try the Little Applegate Sourdough on the Co-op Grilled Cheese, the Sprouted Multigrain on our Plant Power sandwich, the Rosemary



Staff Spotlight

Get to know the staff!



Emily Patterson

How long have you been cooperating?

I've been at the Medford Food Co-op for a little over a year now.

What do you do at the Co-op?

I am the Bulk Department Lead, aka: grain, spice and herb extraordinaire!

What brought you to the Co-op?

I was searching for some new employment, and I always do my best to make sure I find an environment that coincides with my ideals. I found that right here at the Co-op!

What do you like best about your job?

My favorite part of working here is all the positive interactions with customers and co-workers. Customers help me better the department every day and the co-workers here are so supportive in every aspect of the store!

Tell us your Co-op favorites:

I'm a huge fan of the mango slices that we get in bulk from Hummingbird, but I also love the Cara Cara navel oranges that are in season right now!

How has working at the Co-op affected your life?

Working at the Co-op has shown me the importance of finding your "tribe." All of my co-workers here are unbelievably kind and hardworking. It's pretty contagious!

Tell us something we don't know!

Not sure if it's completely evident, but I am a total nerd! I read a lot, know a bunch of random movie trivia, and I game a little, too.

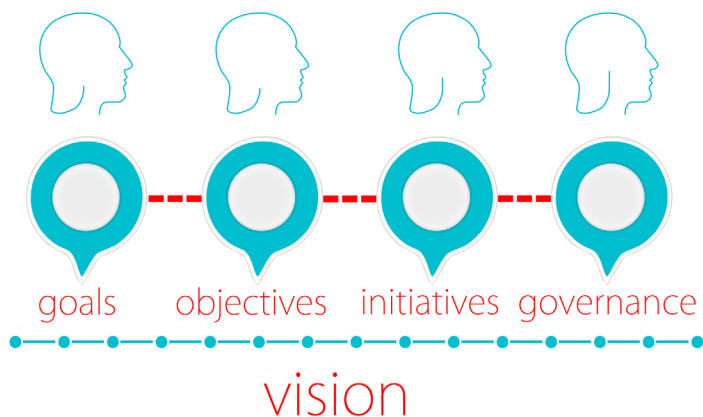
What do you like to do outside of work?

Family is super important to me, so more often than not I am with my sisters or nephews on the weekend just enjoying life!

Where did you grow up/where have you lived in your life?

I'm a true Oregonian. I've spent a few years up in Portland and the Dalles, but for most of my life I've been in the Rogue Valley. ■

open discussion rounds with the full ownership. Most of the work centers around clarifying language, removing sections already covered in Oregon law, and ensuring a clear guideline for the Board's future actions and decisions.



Task Force:

Ashland Food Co-op has also begun investigating possible future opportunities in order to serve a greater community. They have created a task force to explore what that opportunity might look like. Since any change in their co-op may affect our Co-op, one of our directors is part of the task force. We'll continue to monitor their progress to ensure the stability of the Medford Food Co-op.

Training:

Part of the yearly Board budget includes Board Training/Development. There are multiple opportunities each year for your Board to attend trainings with other co-ops as well as conduct a Medford Food Co-op Board Retreat with staff to help guide our mission-driven sense of direction. This year in addition to the Board Retreat at the Medford Library we sent two directors to Sacramento for "Building a Great Board-Manager Relationship" training and two directors to Portland for "Everybody Can Shop at the Co-op" workshop.

The greatest work at the Co-op is accomplished by our amazing staff and management. Without their hard work nothing else would be possible and that list of achievements is very long indeed. Here, I wanted to offer just a few highlights of the work being accomplished by your Board of Directors and encourage all owners to join us at our [monthly meetings](#), on a committee, or as a director. ■

Important Dates

Rogue Valley Growers & Crafters Market

The Indoor Winter Tuesday Market is open through February 25th from 10am – 2pm at the Phoenix Plaza Civic Center on Main Street in Phoenix.

Beginning in March, markets will resume outdoors:

- Medford Thursday Market in Hawthorne Park
- Ashland Tuesday Market at the Ashland Armory
- Ashland Saturday Market on Oak Street

Board of Directors Meetings

Third Monday of each month from 5:30pm – 7:30pm at the Medical Eye Center. Please check our online calendar for any location and/or time changes. If you are an owner planning to attend a meeting and you would like a specific topic to be addressed, please email the General Manager: gm@medfordfood.coop.

Focaccia served on our Portabella Burger, or build-your-own on one of these amazing breads for a memorable sandwich experience.



The Portabella Burger on Rosemary Focaccia.

We offer a broader selection of Rise Up! Artisan Bread for sale by the loaf in the bakery area of the store, including the newly added Sesame Semolina Sourdough.



Sesame Semolina Sourdough.

We also carry their 99.9% gluten-free Teff Bread in the freezer. Due to the presence of gluten in the air at the bakery, the Teff bread may contain traces of gluten. If food allergies or celiac disease don't prevent you from enjoying wheat products, we encourage you to try Rise Up! and see what all the rage is about!

Discover Rise Up! Artisan Bread here at the Co-op, or visit your nearest [Rogue Valley Growers and Crafters Market](#) to purchase fresh baked bread directly. The Indoor Winter Market at the Phoenix Plaza Civic Center runs through Tuesday, February 25th and the weekly outdoor markets resume at the beginning of March. Their bread can also be found at the [Grants Pass Growers Market](#), being held on Saturdays in the Commerical Building at the Josephine County Fairgrounds through March 14th, before resuming outside in downtown Grants Pass the following week. ■