



**ASHLAND
FOOD CO+OP**

— *EST. 1972* —

**COMMUNITY &
ENVIROMENTAL
IMPACT REPORT
2025**



OUR VISION

We're on a mission to change the world. By 2030, the Ashland Food Co-op will be a living model of cooperation with the laws of nature in all our affairs.



Sustainable Relations

We will model sustainability justice, and equity in all of our relationships, with employees, vendors, community, and other co-ops



Carbon Neutrality

We will be carbon neutral, conserve energy, and 100% powered by renewable energy.



Zero Waste

As a zero-waste facility, we will minimize waste intake and maximize beneficial reuse and diversion from landfill.



Eliminate Toxic Chemicals

We will use no persistent chemicals.

TABLE OF CONTENTS

2030 Goals	1
Introduction	3
Local Economy	4
Community Leadership & Education	6
Change for Good	7
Community Grants	8
Member Owners	10
Staff and Economic Data	11
Climate Pollution & Emissions Reductions	12
Renewable Energy	15
Partnerships	16
Smart Travel	17
Circularity	20

STRONGER TOGETHER

ASHLAND FOOD CO-OP'S 2025 SOCIAL & ENVIRONMENTAL IMPACT REPORT

details how our core values and cooperative principles directed our most essential work over the past year. This report showcases our unwavering commitment to fostering a more sustainable, equitable, and thriving community. It's an invitation to see the tangible results of our collective efforts and understand the vision guiding our path forward.

The accomplishments documented within these pages are a direct validation of our mission and the enduring power of community-owned resilience. More than a grocery store, **Ashland Food Co-op acts as an essential conduit for this resilience, rooted in partnerships that connect local vendors to our owners and customers.** These are not simply transactions, but a tangible investment in local food resilience.

Within these pages, you'll find stories and data that highlight our efforts in key areas, including:

- **Championing Resilient Local Food Systems:** We believe in the power of local connections. Our community-owned resilience was the key to maintaining stability during a major system disruption, reinforcing our dedication to fostering a resilient and fair local food system through strong partnerships.
- **Addressing Climate Emissions with Urgency:** We recognize our part in the responsibility to protect the atmosphere for current and future generations. While we are proud to produce, purchase, offset, and consume **100%** renewable energy for our operations—including generating **42%** of our electricity from solar arrays and supporting community solar for low-income residents—we are focusing on the real challenge: the approximately **97%** of our emissions footprint that lies within our supply chain. By diverting pre-consumer food scraps from the regional landfill, we successfully prevented its associated methane from entering the atmosphere while seeking innovative "carbon insets" to tangibly reduce the footprint of the products we sell.
- **Leading with Circularity and Innovation:** The power of localized solutions is evident in our circularity efforts. Our community-wide commitment to eliminating waste resulted in avoiding over **125,000** single-use plastic utensils in the Bring-It-Back program's first full calendar year. We are the largest exchange hub for the Rogue To Go reusable food container program. We are actively developing the strategy for a TRUE Zero Waste certification.

We know that social and environmental stewardship is an ongoing journey, and while we're proud of our progress, we are committed to continuous improvement and collaboration. Our response to the UNFI distribution disruption proved that the Ashland Food Co-op is an essential piece of community infrastructure, built on relationships that provide stability when major systems fail. This report is not merely a record of achievements; it is a roadmap. We invite you to explore our 2025 Impact Report and to join us in working to prove the enduring power of community-owned resilience.

The Earth is a Co-op,



SUPPORTING OUR LOCAL ECONOMY



When Ashland Food Co-op's primary distributor experienced a cyberattack last year, it brought a halt to grocery deliveries from our two main distribution centers in Ridgefield Washington and Rocklin California, the interconnectedness of the food system became starkly apparent once again. While this created a challenge to stock the center of the store, if you visited the Produce, Meat and Seafood, Prepared Foods, and Bakery departments during this time you may not have noticed (much of) a difference.

Long established relationships with local and regional vendors, growers, and producers kept the store stocked and our community fed. In addition to offering the unique character of our region through these products and keeping dollars in our communities, our pride in the local products we sell is due in large part to our commitment to a thriving and resilient food system.

TOTAL SALES FROM LOCAL PRODUCTS:

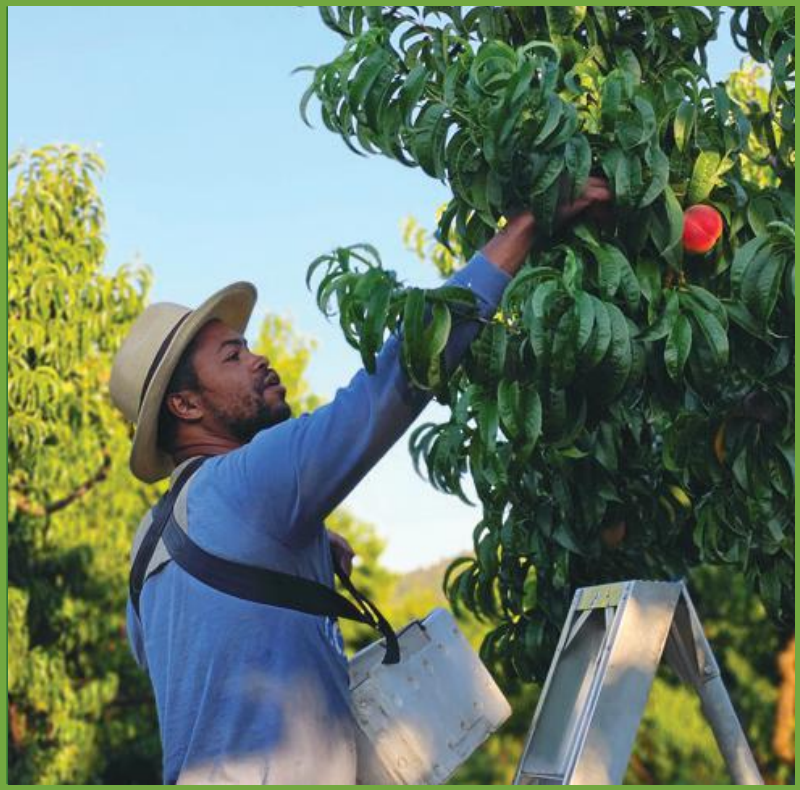
\$9,947,733

**27% of total sales
7% increase over 2024**

LOCAL VENDORS:

139

- **SINCE 1990**
- **15 MILES FROM THE CO-OP**
- **CERTIFIED ORGANIC**
- **TREE RIPENED FRUIT**
- **1,500 + PEACH TREES**
- **APPLE, ASIAN PEAR, & PLUM TREES**



Owned & Operated By:



**ASHLAND
FOOD CO+OP**
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COMMUNITY LEADERSHIP & EDUCATION



PIONEER CLASSROOM & COMMUNITY EVENTS

We believe that access to nutritious food and education supports a healthy and strong community. We proudly hosted 23 free classes for our community in 2025 on topics such as healthy aging, finance, lung health, herbs for kids and more! 18 cooking classes were offered by community instructors, who retained all of the proceeds from attendance fees. Many events included volunteer opportunities and special events were hosted, such as the film “Farming While Black” at the Varsity Theatre which was SOLD OUT and all proceeds were donated to Black Alliance & Social Empowerment (BASE).

NORTH MOUNTAIN PARK CLEAN-UP EVENTS

Ashland Food Co-op continued in its second year adopting North Mountain Park, offering volunteer opportunities for our community and paid time for our staff to participate in efforts to maintain and beautify the park in partnership with the City of Ashland. Overall, 96 hours of people’s efforts went towards the efforts and the camaraderie was immeasurable. Join us!

WE...

- **Pulled Hemlock**
- **Removed Blackberries**
- **Tidied the Children’s Zone**
- **Pulled Weeds**
- **Moved Mounds of Green Material**
- **Ate Snacks & Made New Friends**
- **Had FUN!**

CLASSES & EVENTS OFFERED IN 2025:	Total Events: 67
	Free Classes: 23
	Cooking Classes: 18
	Special Events: 26
	Attendees Hosted: 566





Since 2020 Co-op’s “Change for Good” program has given our customers the opportunity to round their purchases to the nearest dollar (or more) at the register; with **100%** of the difference donated to a rotating selection of local non-profit organizations.

This simple act has a profound impact, allowing us to collectively support a wide range of causes within our community. In 2025 alone, we raised a total of **\$72,670.57** through Change for Good.

Ask your cashier to round up your total to the nearest dollar! Round up donations will support the Co-op Community Fund for local non-profit grants.

These funds were distributed to a diverse group of organizations, including Community Works, BASE Southern Oregon, Parker House Project, ScienceWorks, Food & Friends, Bee Girl Organization, White Oak Farm and Education Center, Ashland Schools Foundation, Siskiyou Field Institute, Jackson County SART, The Siletz Health Clinic backed by Rogue Food Unites, and Jackson County Fuel Committee.

The Co-op Gives Committee is proud to have the opportunity to enable such organizations to continue their vital efforts in social services, environmental protection, education, and more. By participating in Change for Good, our customers and the Co-op demonstrate a shared commitment to building a stronger and more vibrant community for all!

♥

2025 total - \$72,670.57
Way to go Co-op shoppers!



In 2025, our Community Grants program continued to contribute to our local community by providing vital financial support to a wide range of deserving organizations. We are proud to have donated a total of **\$35,390** to numerous local non-profits, schools, and community groups.

These donations were distributed to a diverse group of organizations, including the ones listed below. The funds provided by Community Grants helped these organizations continue their important work in areas such as food security, education, environmental protection, social justice, and the arts.



ORGANIZATIONS WHO RECEIVED GRANTS IN 2025:

- Anima Mundi Productions
- Ashland Community Food Bank
- Ashland Flute Circle
- Ashland Folk Collective
- Ashland Food Angels
- Ashland/Talent St. Vincent de Paul
- Cave Junction Farmers Market
- Empowered Arts Ensemble
- Freedom Farms
- Peace House
- Rogue Action Center
- SMART Reading
- Southern Oregon Pride
- Southern Oregon University
- Foundation (SOU Student Food Pantry)
- TRAILS PTC
- Walker Elementary School PTO
- Willowdale Ranch
- Southern Oregon Child & Family Services (SOCFC)
- OUR Community Forestry



100% of all Farm to School Apple Bag Profits go towards our local RVF2S Program.

In **2025**, **\$2,391.22** Farm to School Apples were purchased at our Co-op!

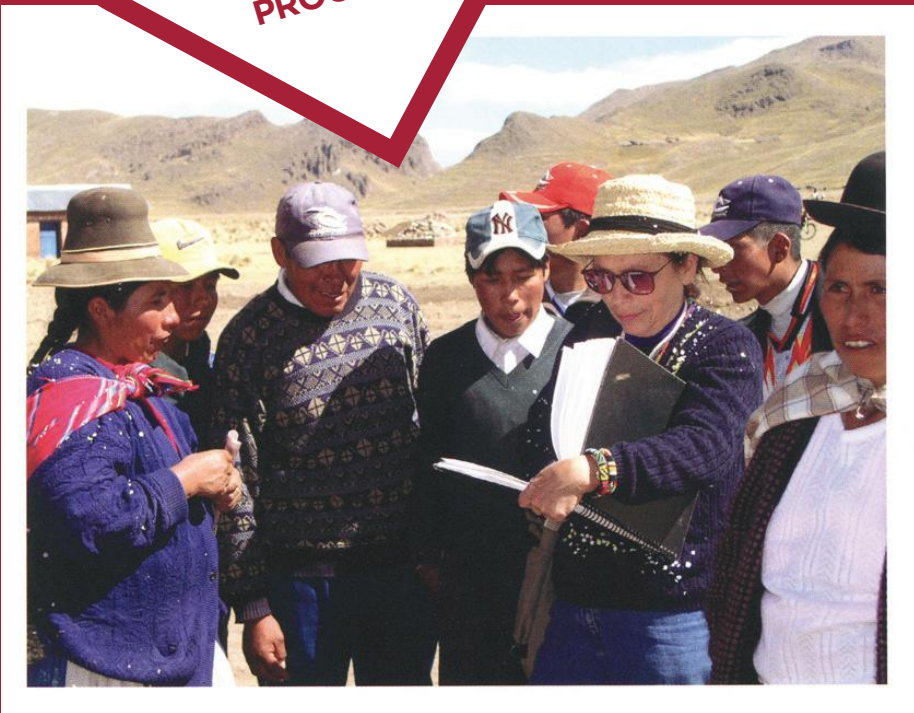


5%
OF ALL STRAWBERRY PROFITS GO TOWARDS THE BETTY LADUKE PROGRAM!

IN 2025, YOUR STRAWBERRY PURCHASES CONTRIBUTED:

\$3,303.69

Towards The Betty Laduke Cultural & Education For Farm Workers Children Program!



2025 MEMBERS



Our Co-op is owned by the people who shop here and we currently have **8,607 active owners** (folks who have made at least one purchase in the last year) We're happy to report that **509** people joined the Co-op in 2025!

Sales in 2025 grew to **\$36,381,117** and Co-op owners represented **76%** of that total.

100% of the available funds from the Owner Dividend program were distributed back to them.

Total 2025 dividends were **\$643,118** for an average of **\$93.78** to each owner*. It pays to shop at the grocery store you co-own!

* Pending independent audit

MEMBERS JOINED IN 2025:

509

ACTIVE MEMBERS:

8,607

DID YOU KNOW?

76%

OF SALES COME FROM OWNERS

OWNER PERKS

- One **10% Off Shop** Every Two Months
- Annual Dividends proportionate to your spending
- Community Access to Nutrition (C.A.N.) program - **10% off** everyday for those enrolled in EBT or similar programs.
- Discounted Classes in the Co-op Pioneer Classroom



CO-OP STAFF



OUR DEDICATED STAFF IS THE HEART & SOUL OF OUR CO-OP



Numbering **167** strong, our team is the keystone of our success nourishing and supporting our community.

We recognize that our staff members are our most valuable asset, and we are committed to providing them with a supportive and rewarding work environment.

We provide competitive wages, benefits, and other perks to our staff, creating a great place to work!

- Competitive pay
- Medical/Rx, Dental and Vision Insurance
- Life Insurance - Co-op paid
- 15% Employee Discount on employee purchases
- Paid Vacation
- 401(k) Retirement Plan with matching contributions from the Co-op
- Health and Dependent Care Flexible Spending Accounts
- Productivity Bonus Opportunity
- Annual Profit Sharing Bonus Opportunity
- Employee Assistance Plan
- Flexible Schedules
- Wellness Programs (discounted gym memberships)
- Advancement Opportunity

94%

OF STAFF WORKING FULL TIME
(27+ HOURS/WEEK)

86%

OF ELIGIBLE STAFF PARTICIPATE IN
EMPLOYEE RETIREMENT PLAN

94%

OF STAFF ARE ELIGIBLE FOR
HEALTHCARE BENEFITS

CLIMATE POLLUTION & EMISSIONS REDUCTIONS



SINCE OUR 2030 VISION WAS WRITTEN OVER FIFTEEN YEARS AGO, the definition of "Carbon Neutral" has expanded to include a business's entire supply chain (upstream/downstream) emissions. Two years of third-party audits show that the products we sell account for **~97%** of our Co-op's annual **~10K MT CO₂e emissions**.

While examining these results, we are starting to fund "carbon insets"—offsets tangible in our supply chain or community. We are also focusing on "Climate Super-pollutants" like methane (Natural Gas) and refrigerants, which, if aggressively cut, could help "flatten the curve" in mitigating climate destabilization.

Ashland Food Co-op has long diverted food waste from operations, and in 2025 diverted **82 tons*** of food scraps to local farms for animal feed. By bypassing the local landfill—which **recent satellite data** identifies as a high-intensity methane source—AFC successfully prevented approximately **119 MT CO₂e**** from entering the atmosphere. Food waste in landfills releases methane and we put great emphasis on our in-house and community supported organic waste diversions.



In 2025 our Co-op continued to sponsor the **Ashland Climate Collaborative's** Household Food Scrap Drop-Off Program at the Tuesday Growers Market (Now that's a mouthful!) which we estimate avoided another **15 MTCO₂e** by diverting material from landfill to local farms for vermicomposting and soil health.

APPROXIMATELY 12.5 TONS OF FOOD SCRAPS DIVERTED FROM LANDFILL IN 2025!

Though these examples are less than **2%** of our total emissions footprint, combined with future projects—from energy efficiency to high-GWP refrigerant reduction/elimination—we are making progress and helping to set a standard for the grocery industry and greater food system alike.



DID YOU KNOW?

The toppings on a Pizza are often more important than where that Pizza is made? When eating with the climate in mind (you Climatorian!) choosing a Veggie Pizza from Italy is less of a carbon footprint than a Meat Lover's made around the corner.

*Based on an estimated 6 x 32 Gallons per day at 75lbs each over 362 days of operation.

** Our diversion strategies are credited with a localized multiplier of 1.35 for vermicomposting and 1.45 for animal feed. This calculation utilizes site-specific multipliers, which account for the high-intensity methane avoidance verified via satellites, the displacement of commercial feed production, and soil carbon sequestration. These figures reflect the "Real-World" impact of preventing fugitive methane plumes and achieved an impact 414% higher than national average estimates, proving the power of localized circular waste solutions.

For our full data-backed methodology, including the satellite observations used to build these multipliers, please visit: ashlandfood.coop/sustainability/data-transparency



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SMART GIVING

Helping those in need



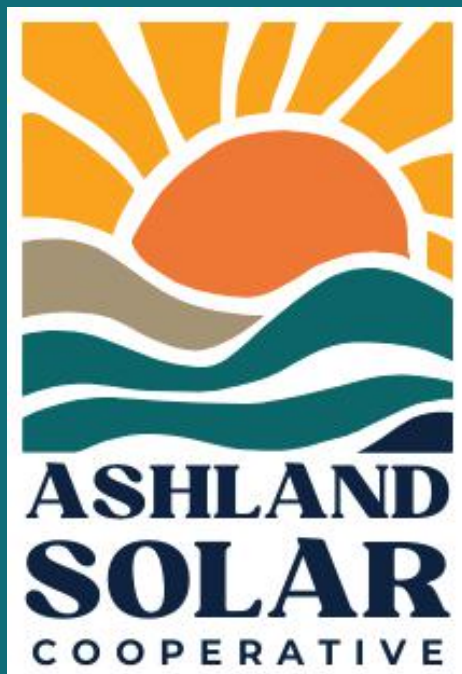
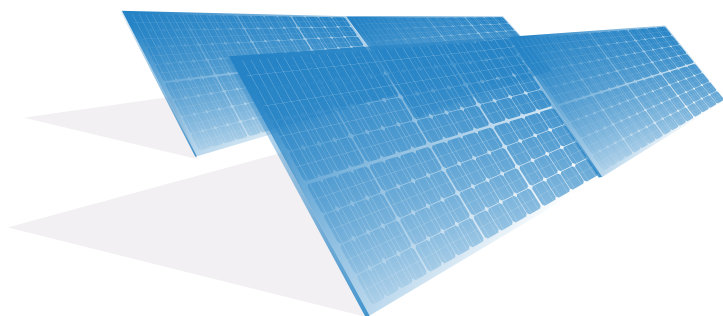
Because of your Smart Chicken Purchases in the month of November, we are able to donate **1,920 lbs** of Fresh Smart Chicken to the Ashland Community Food Bank!

RENEWABLE ENERGY

OUR CO-OP CONSUMES 100% RENEWABLE ENERGY TO REDUCE OUR SCOPE 1 AND 2 EMISSIONS TO ACHIEVE CARBON NEUTRALITY

36,126 kWh produced from four solar arrays.

42% of Ashland Food Co-op's electricity use Enough to power **36** homes



In 2024, AFC committed to being a foundational purchaser of electricity from Ashland Solar Cooperative's (ASC's) new solar array on Mountain Ave.

This partnership is an example of our Co-op's dedication to renewable energy and supporting community solar, equity, and accessibility within the community.

10% of the electricity produced by ASC array is reserved for low-income residents at a reduced rate.

CO-OP PARTNERSHIPS



PARTNERSHIPS ARE AN INDISPENSABLE VALUE TO THE WORK WE DO TO FEED & NOURISH OUR COMMUNITY IN AN ENVIRONMENTALLY & SOCIALLY RESPONSIBLE WAY.



In 2025 the co-op's Strategic Energy Management program reached its eighth year of participation with ETO. In addition to providing professional Energy Coaches to help identify opportunities for greater efficiencies throughout the store, ETO also provides financial incentives for completing various milestones, as well as reimbursement of up to \$10K per year to hire an intern dedicated to this program.

energytrust.org



**OREGON APPLIED
SUSTAINABILITY
INTERNSHIPS**

In the summer of 2025 the co-op welcomed an additional intern for an eleven week fellowship from OSU's Oregon Applied Sustainability Internships (OASIS) program. While supporting and mentoring the next generation of Sustainability Professionals, the co-op was able to update our understanding of waste stream sources, reductions, and diversions, while developing a plan and roadmap for a TRUE Zero Waste certification in the coming years, helping us get closer to another of our 2030 goals.

seagrant.oregonstate.edu/oasis



Being a municipally owned electric company allows the city to offer its Virtual Net Metering (VNM) program. Ashland Food Co-op owns a 197kW solar array on the Southeast side of town and is credited for the electricity the array adds to the grid. This is how the co-op was able to produce 42% of our electricity in 2025. The City of Ashland also offers rebates and other incentives for businesses, which the co-op has received—for example—in the continued conversion of our cooking equipment to electricity.



We continue to commit to producing or purchasing 100% Renewable Energy in our operations and limiting and reporting on fugitive emissions from refrigerants we use. We purchase Renewable Energy Credits (RECs) and Carbon Offsets from Bonneville Environmental Foundation.

SMART TRAVEL



WE ENCOURAGE CUSTOMERS AND STAFF TO CHOOSE SMARTER, LOW-IMPACT TRANSPORTATION OPTIONS. THOSE INCENTIVES INCLUDE:



To join the Bicycle Benefits program, purchase a sticker for a one-time \$5 fee and receive a **5%** discount when you bike to the Co-op and show the sticker on your helmet.

In 2025:

519 Co-op and RoCo Owners and Shoppers participated. **\$24,096.15** in Discounts!

This is a national program, with **13** participating regional stores and counting.

See **bicyclebenefits.org** for a map of participating businesses.





GREEN WAY TO WORK

Staff members who arrive to work by any means other than a single occupant car trip are entered into a weekly raffle for a **\$10** Co-op gift card.

3675 Green Way to Work trips were logged by participating staff members in 2025!

ANNUAL BIKE-ATHON

For the last sixteen years, Ashland Food Co-op has sponsored a two-day Bike-athon repair and tune-up event for staff.

The co-op covers the cost of labor and half of the cost of up to **\$100** of parts! Keep rolling Team!

RVTD TRANSPORTATION PASSES

AFC participates in RVTD's Discounted Employer Bus Pass Program which makes steeply discounted bus passes available to staff for **\$10** a month



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IN 2025

OUR CO-OP SHOPPER'S BANANA
PURCHASES CONTRIBUTED
\$3,308.20 TOWARDS THE
G.R.O.W BANANA PROGRAM!



CIRCULARITY



5,046 Exchanges at our Co-op in 2025
(That's an average of almost **14** per Day!)

16.7% of our **289,000** meals served in
2025 were on or in some sort of reusable.

Keep up the great work Co-op Fam!

What is **Rogue To Go**?

RTG is a Rogue Valley program where participating eateries exchange a reusable container for a freshly cleaned one for take-out food. Participating eaters pay a one-time fee of \$10 and can make unlimited exchanges. Each exchange is one less takeout container in the landfill. Go to the Info Desk to join Rogue To Go today.

Number of Co-ops: **7**

Single Use Plastic (SUP) Utensils
avoided at Ashland Food Co-op
in 2025: **125,000 +**

For a savings to our Co-op of:
\$10,000+ ANNUALLY



In 2024, Ashland Food Co-op followed the pioneering lead of our sister food co-ops—Moscow (ID), Weaver Street (NC), and Briar Patch (CA)—and removed Single Use Plastic (SUP) utensils from the Prepared Foods Department. Since then, another three co-ops (and counting!)—Community-Bellingham (WA), Lexington (NY), and Skagit Valley (WA)—have joined the club. And why not!? It keeps SUPs out of landfill AND saves the co-ops money. SUPs are guaranteed to be trash, but a metal utensil will get used again and again and again.

ROGUE VALLEY

**RO
CO**

ROASTING CO.

Your neighborhood coffee shop
and small batch craft roaster.



**SUPPORTING
LOCAL PURVEYORS**

**Savory & Sweet Products
Made in our Co-op Kitchen**

Owned and operated by
the Ashland Food Co-op!



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Open Daily 7am-6pm
917 E. Main Street
Ashland, OR 97520

