FORT COLLINS FOOD CO-OP
BOARD OF DIRECTORS REGULAR MEETING
MEMBER MEETING MINUTES

Date: June 24, 2026

Time: 5:45 PM

1. ATTENDANCE

Board Members Present (In Person):

- Amanda Höfer, President
- Casey Terry, Vice President
- Dennis Lacerte, Board Member
- Lianna Gerrish, Board Member

Board Members Present (Online):

- Katie Christensen, Board Member

Staff Present:

- Tai Sandoval-Gabel, Deli Lead

(Note: Steve Watts, Acting General Manager, was absent due to scheduled PTO.)

2. CALL TO ORDER AND ESTABLISHMENT OF QUORUM

The meeting was called to order at 5:45 PM by Amanda Höfer, President, following a delay due to a missed reservation by the venue.

A quorum was not established. Only five (5) board members were present, and six (6) are required.

3. APPROVAL OF AGENDA

The agenda was reviewed. Item 9B (Board Evaluation) was struck and tabled for the next meeting due to the lack of a quorum.

4. APPROVAL OF PREVIOUS MEETING MINUTES

Approval of the previous meeting minutes was tabled. The Board agreed to conduct the vote via email, as a quorum was not present to hold a formal vote.

5. GENERAL MANAGER STORE REPORT

Tai Sandoval-Gabel, Deli Lead, provided the store report on behalf of Steve Watts, Acting General Manager:

- Sales and Traffic:
    - May sales grew 10%. June sales to date have been flat. Customer counts are up, but market basket sales are averaging below $15, indicating customers are not doing their full, primary shopping at the Co-op.
- Pricing and Merchandising:
    - The Co-op has begun the process of lowering prices on 3,500 products using the new UNFI discount. The process is about 40% complete and will officially roll out on July 1. A

store floor reset is planned for mid-July, followed by a produce reset. A monthly flyer program featuring in-store sales has also been launched.

- Staffing and Benefits:
    - Seven entry-level staff members were hired. New staff wages and a $75/month health stipend were implemented, and full-time staff healthcare benefits will begin July 1. Regular leadership team meetings have commenced, and an all-staff meeting was held to implement the new policy handbook.
- Union Negotiations:
    - Negotiations for the collective bargaining agreement have begun. Talks have been productive, making progress on non-economic topics and standard contract language.
- Equipment and Facilities:
    - A full-size oven for the deli and an automatic dishwasher were purchased. Upgrades were made to key refrigeration equipment, electrical systems, and plumbing infrastructure. The marketing and front-end office was moved to the front of the store. The parking lot was restriped to include designated staff parking, outdoor security lighting was improved, and a new branded lighted store sign and canopies were installed.
- Accounts Payable:
    - Accounts payable from the initial store opening and tenant improvements are now completely caught up.

6. COMMITTEE REPORTS

- Governance Committee Report:
    - Casey Terry provided a report on behalf of the Governance Committee. The committee is reviewing the Co-op's “Ends” (goals) based on past and ongoing member feedback.
- Finance Committee Report:
    - Lianna Gerrish provided a report on behalf of the Finance Committee. April and May financials have been reviewed. Recent investments in the store and staff are not yet translating into the expected increased revenue.
- General Manager Hiring Committee Report:
    - Lianna Gerrish reported on behalf of the ad hoc GM Hiring Committee.
- National Co-op Grocers (NCG) Application Update:
    - Amanda Höfer provided a brief NCG application update.

7. QUESTIONS AND COMMENTS FROM MEMBER OWNERS

Member owners engaged in discussion on several topics:

- Customer Service and Operations
- Consultant Compensation and Conflict of Interest
- Outsourcing vs. Community Involvement
- Employee Handbook and Scheduling
- Transparency Regarding Former General Manager
- Product Offerings and Store Traffic

- General Manager Interviewing Process

8. ADJOURNMENT

MOTION: A motion was made to adjourn the meeting. The motion was seconded and passed.

The meeting adjourned at 6:38 PM.