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

Date: May 27, 2026
Time: 5:39 PM

1. ATTENDANCE

Board Members Present (In Person):
- Amanda Höfer, President
- Casey Terry, Vice President
- Natalie Yoder, Treasurer
- Dennis Lacerte, Board Member
- Lauren DeBell, Board Member

2. **Board Members Present (Online):**
- Bonnie Meyer, Board Member

Staff Present:
- Tai Sandoval-Gabel, Deli Lead

3. CALL TO ORDER AND ESTABLISHMENT OF QUORUM

The meeting was called to order at 5:39 PM by Amanda Höfer, President.

A quorum was established with six (6) board members present.

4. APPROVAL OF AGENDA

MOTION: A motion was made to approve the agenda. The motion was seconded and passed.

5. APPROVAL OF PREVIOUS MEETING MINUTES

The April 2026 meeting minutes were approved the day after the last meeting and posted to the website.

6. GENERAL MANAGER STORE REPORT

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

- **Leadership Team Expansion:**
  - A new leadership team started on May 25, 2026, consisting of four full-time salary exempt positions and two part-time leads. The team includes Tai (Deli Lead), Saraphina Disco (Assistant Deli Lead), Caitlyn (Grocery Lead), Emily (Produce Lead), Jennifer (Front End Scanning Assistant Lead), and Savannah

(Acting Outreach Assistant). Two additional front-end staff members, Gabby and Alejandro, were also hired during this period.

- **Deli Department Improvements:**
  - A deli consultant, Dana, worked with the Co-op for three days to identify operational systems, update technologies, address pricing, and build a framework for improved productivity. Future improvements include rolling out a consistent stock menu and preparing fresh breakfast and lunch burritos with vegan options.
- **Store Layout and Product Offerings:**
  - Produce will be relocated closer to the front of the store in June, with beer and wine subsequently moving behind the grocery section. The Co-op was approved for a major volume discount from UNFI, enabling price reductions of 5-25% on many products and the introduction of approximately 175 healthy and natural products to enhance competitiveness.
- **Marketing and Human Resources:**
  - A new flyer program highlighting store deals launches June 1. A new personnel manual is expected to launch June 8, and union negotiations are set to commence June 1.

7. COMMITTEE REPORTS

- **Governance Committee Report:**
  - Casey Terry provided a brief report on behalf of the Governance Committee. The committee is currently laying the groundwork and conducting background research as part of its labor-intensive work on bylaws cleanup. The committee continues to refine the governance structure to ensure alignment with co-op best practices.
- **Finance Committee Report:**
  - Natalie Yoder provided a report on behalf of the Finance Committee. Q1 financials are complete and show the store opened strong but has dipped to approximately 20% below the Annual Operating Plan (AOP), while the committee closely monitors labor percentages to ensure adequate staffing for growth. A new bill pay program was implemented to ensure technological reliability and timely vendor payments, and the committee has established a system to track the Co-op's performance against the AOP on an ongoing basis.
- **General Manager Hiring Committee Report:**
  - Natalie Yoder reported that an ad hoc committee consisting of herself and Christine Luckasen was formed to hire a permanent General Manager. A resolution and committee charter have been drafted, and the job description

was posted two weeks prior with an updated salary range of $75,000 to $85,000 to attract experienced candidates. The committee has received 41 applications and is evaluating candidates based on management, grocery, and financial experience, with five standout candidates selected for initial interviews, and the Board is also exploring engagement of a local grocery job recruiter.

8. QUESTIONS AND COMMENTS FROM MEMBER OWNERS

Member owners engaged in discussion on several topics:

Board Elections and Recruitment:

It was announced that three board members (Lauren DeBell, Dennis Lacerte, and Katie Christensen) will not run for re-election. The Board is seeking new candidates to fill these vacancies by September, particularly individuals with prior board experience, understanding of policy governance, or the ability to help coordinate member owners.

Virtual Meetings and Recordings:

A member owner requested that virtual meetings be recorded and posted. The Board referenced John Carver's policy governance principles, noting that detailed meeting narratives or recordings detract from the Board's unitary voice and that official meeting minutes serve as the appropriate record of actions. The Board highlighted technical challenges, privacy concerns, and administrative burden of managing hybrid meetings, concluding it is not in the best interest of the Co-op to record or broadcast sessions at this time.

Member Accounts and EBT Balances:

Clarification was provided that member owners can load funds onto internal Co-op gift cards. An ongoing issue was raised regarding new card readers failing to print EBT balances on receipts. The Board agreed that Acting GM Steve Watts needs to prioritize contacting the card reader company to resolve this issue for EBT customers.

Product Offerings and Pricing:

Discussion addressed carrying generic, affordable brands (e.g., Campbell's) versus organic items. The Co-op intends to use the new UNFI discount to bring in cheaper, natural generics (such as Woodstock brand) to provide more competitive pricing while maintaining alignment with the Co-op's focus on nutrition. A suggestion to bring back Consuelo's burritos was respectfully declined in favor of developing the Co-op's in-house deli burrito program.

Marketing and Communications:

Member volunteers offered to canvas neighborhoods to promote the Co-op, with coordination to occur closer to the grand opening. Members suggested that the external

beer and wine banner needs to be larger for better visibility, and requested that future newsletters be sent in a format that can be saved as a PDF.

National Co-op Grocers (NCG) Application:

The Co-op is tracking its financials to meet NCG membership requirements, with the earliest possible entrance date estimated to be October 2026.

Staff Appreciation:

Tai Sandoval-Gabel, Deli Lead, speaking on behalf of members of the staff, expressed gratitude to the Board of Directors for their active involvement, meaningful work, and sound decision-making during the difficult transition to the new location.

9. ADJOURNMENT

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

The meeting adjourned at 6:44 PM.