

Date: July 8, 2026, 7:00 PM – 10:00 PM.

Location: Online via Zoom

Attendance/Quorum

Board members present: John Bonvechio (President), Donna Frederick (Vice President), Debby Warren (Treasurer), Diane Standaert (Secretary), Summer Alston, Anwar Simon, Neisha Reynolds, Steph Carter, Amy Cao, Cindy Scarborough, and Kim Ionescu.

Board members not present: All board members were present.

Others Present: Jason Bowers (General Manager), Amy Zimmerman (Board Administrator), approximately twenty-five Co-op owners and staff.

A quorum was present.

Call to Order:

President John Bonvechio called the meeting to order at 7:00 PM.

The President reviewed the agenda and meeting procedures. Participants were informed that the meeting was being recorded and were asked to identify themselves while participating via Zoom.

Agenda Review

Board Response to Member and Staff Concerns

Prior to the owner comment period, the President addressed concerns that had recently been communicated to the Board through emails regarding employee treatment, workplace conditions, and staff-management relations.

The President stated that the Board takes employee treatment seriously and seeks to maintain a safe and healthy workplace consistent with the Co-op's values and Ends policies. He acknowledged challenges arising during the Co-op's period of leadership transition, including communication difficulties and impacts on organizational culture and community connection.

The President stated that legal and confidentiality considerations prevent the Board from publicly discussing individual personnel matters. He also reported on efforts intended to strengthen the organization, including approximately \$12,000 allocated for staff training and team building, including training involving the General Manager and Board; improvements to human resources processes; the hiring of a community outreach coordinator; and efforts to improve Board communication with the membership.

The President also noted that the Board had an upcoming retreat at which organizational and governance matters will be considered.

Board of Directors Minutes – July 2026

Approval of June 2026 Minutes

A motion was made to approve the June 2026 Board meeting minutes. The motion was seconded. There being no objection, the June 2026 minutes were approved.

Owner Comment Period

During the open comment period, member owners and members of staff express deep concern for current conditions at the co-op including worker condition, community engagement, and alignment with co-op mission and culture.

A substantial portion of the comments concerned workplace conditions and staff-management relations. Speakers raised concerns regarding employee treatment, management, workplace culture, employee morale and turnover, the handling of employee complaints, fear of retaliation, and the adequacy of human resources.

Some attendees requested an independent review of the concerns raised and the Co-op's management. A Board member noted that the General Manager's annual review falls within the Board's responsibilities and that an external third party could potentially be used in that process.

The President stated that personnel confidentiality may limit what can be disclosed when attendees requested clearer communication regarding the Board's response. The Board is considering ways to improve communication with members.

Speakers also discussed the Board's responsibilities under the Co-op's policy-governance model and encouraged the Board to examine its own governance practices and training.

Separate concerns were raised regarding store operations, including local product sourcing, vendor relations, purchasing practices, product availability, and ordering procedures. Store representatives provided information in response.

The Board thanked people for bringing their concerns to their Board and shared that they would be entering executive session during this meeting to discuss and make some initial decisions related to the concerns from the community and workers.

GM FYI Report – Jason Bowers (GM)

The General Manager's June FYI Report was received and placed on file. No formal board action was taken.

The report provided updates on sales and financial performance, customer experience, board orientation activities, budget planning, employee reviews and staffing, WIC certification efforts, employee benefits, operations and promotions, community outreach, energy efficiency initiatives, and personnel changes.

Monitoring Report: Global A. Ends - Jason Bowers (GM)

The Global A. Ends monitoring report was received and filed, but not discussed or acted upon.

Vote for the Global A. Ends: Vote was postponed.

Executive Session

Board of Directors Minutes – July 2026

The Board entered executive session at 8:15 PM to discuss staff and owner concerns.

Non-Board participants were removed from the Zoom meeting, and the recording of the open meeting was discontinued.

The Executive Session adjourned at 10:00 PM.

Following the Executive Session, the Board shared with the community some next step actions they will be taking including the use of a neutral third-party to assist with the GM annual review, as permitted by existing Board policies. See attached letter to owners from the board, posted to the Co-op's website in English and Spanish on July 10, 2026.

Moved to Next Meeting

Vote on the Global A. Ends moved to August.