

Dear DCM Community,

Thank you. Thank you, to all our staff, owners and neighbors who've been in touch with the board recently or attended the July Board meeting. As current stewards of the DCM, hearing from and engaging with you about our challenges, opportunities, and the longevity of our co-op is critical to our collective work to nourish our beloved DCM so it can nourish our community.

There is more work ahead and we are committed to doing that work with your support.

As a board we are sharing some priorities on our current to-do list that may align with recent concerns and feedback that we've heard. Some action items were identified during the July board meeting, while other actions were planned and initiated over recent weeks or months.

- General Manager Performance Evaluation

Consistent with our by-laws and policy register, the DCM Board is responsible for the General Manager's annual performance review. During the July meeting, the Board shared that it would exercise its authority to engage a neutral third party to conduct the upcoming annual GM performance review.

- Monitoring, Training, and Continuous Improvement

A staff survey was conducted in December 2025 and presented to the board in early 2026. In May, the Board funded training and added support for staff, supervisors, the General Manager, and the Board to equip the DCM throughout with tools and skills that promote a healthy work environment and ensure effective governance and grocery operations. This training and support is now being scheduled and implemented. The Board and the General Manager are committed to continuous improvement, which is deliberate and addresses documented needs within the DCM, consistently, and ongoingly.

- 2026 DCM Board Strategic Planning Retreat

On July 18, the Board will hold a retreat. Time will be dedicated to diving deeply into the coordination needed to complete priority action items and update policies and procedures as appropriate to ensure our practices are equitable and legal. Time will likewise be devoted to a multitude of other responsibilities of the Board and store leadership required to put the co-op on a strong footing, which is undergirded by our collective values and collective spirit.

- Sustained Community Outreach Commitment

The staff team just added a new Community Outreach Manager whose focus is restoring the DCM's legacy as a community – centered and facing – co-op. True community engagement is essential to the co-op's mission and health.

- It Takes Our Village

The next monthly DCM board meeting is August 12 at 7 p.m. There, and elsewhere, the board and store leadership team will continue to manage, govern and critically evaluate our progress toward achieving strategic priorities and effectively addressing pressing daily needs. Everyone Is Welcome. Please join us.

Thanks again to the vigilant members of our DCM community. You evidence a shared love for our co-op and to its value as a vibrant, safe, and community-centered place where everyone always knows they are welcomed. We see this opportunity and accept the responsibility to chart a clearer path to the best DCM attainable. As we move forward and confront future challenges and triumphs, we are thankful to do this in community with our staff, owners and neighbors.

In Solidarity & Cooperation,

**John Bonvechio**  
DCM Board President