



March 29th, 2024

Dear Co-op Members,

I'm sure by now you are aware we've been in a leadership transition over the past six months. Garland McQueen, a consultant with [Columinate](#), has been on site providing critical leadership and making many necessary changes to store operations since November. During this time, our General Manager (GM) Search Committee has been evaluating many candidates to find our next GM.

The Board of Directors met on March 27th to discuss the GM finalist candidates and reach a decision on how to move forward. While we saw many positive qualities in the finalists, we ultimately decided that neither of them was the right person to lead the Co-op at this time. Upon reaching this conclusion, we discussed what other options we had and ultimately decided on one of these options.

The Board voted unanimously to promote Josh Belanger, our current Grocery Manager, to an Interim General Manager position for 12 months starting on May 1st when Garland's time with us ends. Josh has proven himself to be a strong leader and dedicated staff member to the Co-op. We are excited to learn more about his vision and see what improvements he can make to our Co-op over the next year.

There is a lot of work ahead to ensure a smooth transition but we are excited to give Josh the opportunity to demonstrate his ability to be an effective General Manager. During this Interim period, we will not be actively seeking any new candidates and will assess the need to do so in future months. Our goal is to provide Josh the training and resources he needs to become an effective long-term General Manager.

If you have any questions or concerns, feel free to contact me at board@concordfoodcoop.coop.

Sincerely,

Shawn Menard, Board President