



April 15, 2026

Dear Co-op Members,

We're writing to share an important leadership update.

The Board has made the decision to part ways with Josh Belanger, who has served as the General Manager of the Co-op since May 2024. This decision comes after careful consideration of what the Co-op needs to be sustainable and successful for the long term.

Josh's leadership, effort, and commitment have helped move important work forward, and we are grateful for his years of service. We wish him well in his future endeavors.

While we search for a new full-time General Manager, Nick Schneider will serve as Interim General Manager, effective immediately. Nick has worked at the Co-op for over 25 years and brings a strong understanding of our operations and the cooperative grocery industry. We are confident in his ability to ensure a smooth transition.

Our goal is to move through this transition in a way that reflects our cooperative values, with a clear focus on the long-term health of the Co-op. The Board has launched a comprehensive hiring process to find our next General Manager to lead the business into this next chapter. If you have any questions about this process, you are welcome to contact the Board at board@concordfoodcoop.coop.

Thank you for your continued support and investment in the Co-op.

In cooperation,
The Concord Food Cooperative Board of Directors