



CONCORD FOOD COOPERATIVE

BOARD OF DIRECTORS BOARD MEETING MINUTES,

Tuesday, April 21, 2026 5PM

Virtual Meeting

Shawn Menard, President, called the meeting of the Concord Food Cooperative Board of Directors to order at 5:04PM. **Attending:** Shawn Menard, James Stever, Sam Pike, Krista Helmboldt, Abby McShinsky, Amanda Bauer, Zack Sheehan and Andrew Weakly. Staff members included: Nick Schneider (Interim General Manager), Gloria Najecki (Produce Manager), Corban and Melanie Waldvogel (Board Administrator). Guest Phil Hruska attended. Board quorum is met (8 out of 8 present).

WELCOME and STAFF UPDATE

The Board voted to transition away from Josh Belanger as General Manager, and place Nick Schneider as Interim General Manager, while they actively search for a new General Manager. Gloria spoke for the staff when she addressed the Board. She understands that the co-op needs stability to survive, but this will be a difficult transition for a staff that is short staffed, burnt out, and in the process of learning and implementing a new POS system. Shawn addressed the concerns, noting a General Manager's role is to make sure the store has the proper systems and staff in place. Nick said operations were lean due to labor hour savings. Lunch rush can be an issue, and management fills in where needed. The Board is willing to come in and help with general tasks, such as front facing, assisting customers with general inquiries and making the store look its best. NCG also has resources that can help with a transition, and to support staff.

Gloria noted that the co-op's future may depend on being able to provide an elevated experience for its members and shoppers. To that end, Concord customer Phil Hruska spoke up. He has been a loyal customer at the co-op for five years, and was recently disappointed to find only 1/3-1/2 of the items he was seeking at the co-op. He stressed the importance of inventory in staple items, and was happy to report recent shopping trips were more of a success. He appreciated the time staff took to listen to him in the store.

MINUTES

BOARD VOTE: Approve the March 17, 2026 Board minutes as submitted.

(Motion by Abby McShinsky, seconded by James Stever; approved unanimously).

GENERAL MANAGER'S REPORT

Nick remarked that March saw 30 new members, for a total of 9,750. Sales are up, and grocery is focusing on themed end caps. We currently have four days of cash on hand. New London is working on a way to serve sandwiches and hot soups due to community demand.

Brittany from NCG conducted a store visit in March, and noted operational challenges, out of stocks and merchandising providing room for improvement, which NCG can help with. Shawn will share the slides with the board.

COMMITTEE UPDATES

Announcements to the members from committees can be coordinated through Rachel Becker, Marketing Manager at the co-op.

Capital Raising – Krista updated the Board that the Committee has focused their attention on three primary capital raising strategies: selling B shares, non-deductible gifts, and deductible gifts made for appropriate charitable purposes via an organization called Cooperative Development Services (CDS) for a Capital Raising Campaign. CDS can serve as a fiscal agent for charitable donations toward eligible aspects of our work such as education or Food for All

programs. They charge a fee of 5-10% for their services. Best timing for a campaign is fall, with Jan-March second. As part of building a strategy for the campaign and identifying needs and targets, the committee will explore the impact of paying down or retiring debt in addition to money for capital needs, tapping members and volunteers for their expertise for design and implementation.

BOARD VOTE: Authorize the Capital Raising Committee to pursue legal advice of up to \$3,000 regarding assessing feasibility of proposed strategies for the campaign.

(Motion by Krista Helmboldt, seconded by Andrew Weakly; approved unanimously).

The Board wished to recognize the staff of the Concord Food Co-op, and thank them for their hard work, dedication and commitment to the mission during change.

BOARD VOTE: Enter Executive session at 6:42PM.

(Motion by Andrew Weakly, seconded by James Stever; approved unanimously).

BOARD VOTE: Adjourn at 7:19PM.

(Motion by Shawn Menard, seconded by James Stever; approved unanimously).

The next Board meeting will be Tuesday, May 19, 2026, 5PM at the Hotel Concord.