

Silver City Food Co-op – Board Meeting Minutes
Wednesday, December 17th, 2025, 5:30- 6:55 PM
520 N. Bullard Street

Attendees: David Burr, Gwen Lacy, Sandy Lang, Paul Slattery, Cinde Thomas-Jimenez, Juliana Flynn, Kevin Waters (GM) and Anita Myers (marketing manager)

1. Welcome, Introductions and Membership/Board Discussion (5:37 – 5:45 PM)
 - a. Minutes – Approved by consensus December 17, 2025
 - b. Director announcements – Introduction of Anita Myers. Anita Myers introduces herself, detailing her experience and qualifications, including her work with Christine at Utter Delight.
 - c. Member comments – none
2. Old Business (5:45 – 5:50 PM)
 - a. Concern coordinator update (Kristina)
 - i. Kristina was not in attendance, no updates.
3. New Business (5:50 - 6:00 PM)
 - a. Bulletin Board Request (David)
 - i. There have been requests from members and board members for a bulletin board at the front of the store and/or outside so messages/posters can be posted. Kevin said there is a plan in the works and a bulletin board is less than 6 months out. The plan includes both an indoor and an outdoor bulletin board as a communication spot. Kevin emphasized how the bulletin board needs to be both structurally stable and visually appealing.
 - ii. A special meeting will be called before the next board meeting to discuss the roles and responsibilities of officers and committees. This will allow those interested in serving in these capacities to determine what the responsibilities will be. These are found in Policy C6 and in the committee charters.
4. Committee Decisions and Announcements (6:00 – 6:15 PM)
 - a. Finance Committee (Gwen)
 - i. The board budget was approved at the last meeting in November.
 - b. Member Connect Committee
 - i. Kristina was absent, no report.
 - c. Elections Committee Report (Sandy)
 - i. Elections were held on December 14th, with 223 total votes. Congratulations to Cinde and Stephanie (not present) on becoming new board members. It was decided that Cinde and Stephanie will complete orientation together, and it was

suggested by David that other members of the Elections Committee could be involved in the orientation process. All agreed.

d.BME Committee

- i. Tuan not present, no report.

5. Monitoring Reports (6:15-6:30)

a. B2- Planning and Financial Budgeting (Kevin)

- i. Upon review of the 2026 Co-op budget, all members unanimously accepted the proposed budget. Kevin discussed that the data to come up with the 2026 budget was based on sales patterns and actual data from the last 4 months. Kevin also explained the combination of pro forma targets and real data to reach a target budget. David asked if the budget is consistent with the pro forma data and Kevin confirms that it is. Kevin states that steps need to be taken to improve sales in certain departments based on the budget. Marketing will play an important role in bringing departments up in sales. There will be the use of new strategies and trying new things to accomplish this goal. Areas not meeting their sales goal are prepared foods and bulk supplements. Gwen brought up the importance of labor cost and monitoring accordingly for needed adjustment.
- ii. Strategic plan alignment suggested to include personal training and education into the budget. All agreed.

b. B7-Communication to the board (Kevin)

- i. Accepted unanimously.
- ii. Discussion about the Garbanzo Gazette revival in January. Mock up was shared with board members after the meeting. Kevin stated he is open to trying new things and suggested we print some and send the majority out digitally to the email list of members. Paul suggested mailing paper copies to individuals who have signed up for a paper copy. Gwen suggested a page for board meeting dates and committee opportunities to inform the public.

c. Ends Check- Environmental Impact (Kevin)

- i. December 2026 with update. Will look into local recycling options; currently doing what we can by separating aluminum and glass.
- ii. Looking into new go containers that will be more cost effective and more environmentally sound.

6. Board Meeting Closure (6:30-6:55)

a. Task List- Preparation for January Meeting

i. President

- 1. David will send out the calendar after the meeting for board members to edit prior to the January meeting. He will set up a special meeting to discuss duties before finalizing officers and committee roles.

ii. EC-Orientation of new board members

- 1. Cinde and Stephanie to take orientation at the same time. David will coordinate with Sandy on orientation.

iii. BME and GM

1. Self evaluation for Kevin is due by January 15th. David suggested a synthesized review of monitoring reports into a single document at that time.
- b. Tabled Items
 - i. Executive session until Jan. board meeting
- c. Board Member Availability
 - i. No significant absences. David will be gone January 9th.
- d. Next Board meeting January 28th, 2026, 5:30 p.m.; Location: 907 Pope St. Sandy suggested and Kevin approved each board member to each pick up their own snack/drink and give Kevin the tags.