Silver City Food Co-op – Board Meeting Minutes
Wednesday, September 16th, 2026, 5:30- 7:30 PM
City Hall Annex, Upstairs Meeting Room
1203 N. Hudson Street, Silver City NM
Attendees: Tuan Tran, Sandy Lang, Cinde Thomas-Jimenez, Stephanie Cochran, Paul Slattery, Kevin Waters (GM), Anita Myers (Marketing Manager), Arielle Dugan (BIT)

1. Welcome, Introductions and Membership/Board Discussion (5:31 – 5:35 PM)
    a. Minutes – Approved by consensus August 11th, 2026
    b. Director announcements
        i. None

    c. Member comments
        i. Shelly Barnett introduced herself as a member of the Co-op going on 4 years. She sent an email August 28th, 2026, regarding the well-being of former Co-op employee Donna O'Donavan and some thoughts in circulation regarding her circumstances. She said she didn't feel the Co-op had been very forthcoming with aid for her cause, and she talked about her concern for the image of the Co-op and the health care options for at least full-time employees. She also expressed concern for individuals representing the Co-op who are not employed with the Co-op at Co-op sponsored functions, citing the email she addressed to members of the board. The email stated at the 1-year birthday anniversary event of the Co-op, she and another member's concerns for Donna were met with rude remarks and an air of apathy. She went on to say that she spoke with Kevin later regarding the instance and measures they could take to help Donna.

        ii. Lenzo Tallas (sp?) introduced herself as a member of the Co-op for about a decade. She stated she agreed with everything Shelly said and was shocked to hear that this instance occurred. She went on to describe Donna as "the face of the Co-op" and that the community would benefit from having some containers displayed in the store to accept donations for Donna's cause.

        iii. Arwin Lazere (sp?) introduced herself and said she was there to support Donna and she hopes something can happen for her. She also stated she is the founder of NMBARC, an animal rescue coalition. She brought up that she submitted an application for the annual Round-up list last year and was disappointed to hear it was never received. She also expressed concern for the location placement of the bulletin board at the park around the corner. She said she believes it is in the wrong place to receive an appropriate volume of foot traffic, as opposed to the previous location.

iv. Another member made a statement about the environment of the Co-op and how it seems sterile and not as welcoming as the old location. She goes on to state that people not only shop at the Co-op for healthy food options, but for the sense of warmth and sense of humanity. She later introduced herself as Genevieve St. John (sp?) upon being prompted by Cinde.

2. Old Business (5:35 – 6:00 PM)
    a. Concern coordinator update (Paul)

i. Paul stated he eventually got some emails to the concern coordinator email, but they appeared to be repeated copies of the same email from board members. He goes on to say he gets things periodically, but the most activity was during the August 28th email and those were forwarded to him.
ii. Paul commented on the concerns brought to the board by the members present, saying he apologizes for the treatment that they received and witnessed. He went on to say that the goal of the expansion was to be able to offer additional services like health insurance.
iii. Tuan opened the floor up to Kevin to comment on a timeline to offer health insurance options for employees. Kevin read a previous response to the topic out loud, covering bullet points mentioned in previous reports regarding the strategic plan and the goals of the expansion project. He mentioned the complex nature of procuring health insurance and the diligence it takes to make sure we do what's best and cost effective for the Co-op employees. He stated that employees making less than $50,000 a year currently qualify for low cost or free health insurance through the marketplace. He explained to remain within the Co-op's budget, the premium cost for the employee would be so high, no employee would sign up. The health coverage option throughout the marketplace serves to be a better option for employees at this time. To offer health insurance to all employees, the Co-op would need a budget of around $300,000, which is not currently feasible. Kevin said the goal is to start with something that is within the Co-op's budget and gauge the employees on if it is beneficial to them or not. There are a lot of moving parts and where money gets allocated to one area, it has to be cut from another, being member savings and other perks that are currently offered to Co-op members and employees. Kevin listed the current benefits employees have as being paid time off, sick pay, 401K with a 3% matching, and a 20% shopping discount.
iv. Kevin continued reading his email response stating that the Co-op in respect to employee relations does not want to discuss personal employee matters as it would be a violation of HIPAA, and additionally does not want to offer things for one employee and not for others. He said

it would be more acceptable if an outside group solicits help in the way of donations from the Co-op and hosts an event to raise funds or otherwise gain support for employees so as not to place the Co-op liable for discrimination complaints.

v. Further comments were made regarding a donation jar in the store to collect money for Donna and her cause. Kevin and the board decided to discuss the topic and come to a decision.

vi. Tuan excused the members who joined the meeting and expressed their concerns. He thanked the members for joining the meeting and bringing these concerns to the forefront to be addressed.

b. CPA Firm for Audits/Reviews Updates

i. David emailed his information on why Wagner was the better choice between the two firms, Wagner and Cooper. Paul commented he thought Wagner was the better choice due to their extensive experience, Sandy stated the fresh eyes of Wagner would be beneficial citing familiarity breeds complacency. Cinde and Tuan also agreed that Wagner was the better option, citing the suggestions of Sandy and Paul. Kevin says the $20,000 expenditure needs to be extremely beneficial for the organization, since the Co-op is trying to seek health care for employees and budgeting is crucial. Kevin goes on to say there was some previous tension between the reviewer and Margarite, the previous finance manager, and he wants to be sure that those feelings are not a factor in the list of cons on Cooper's side. He suggested looking at other services Wagner offers to get the most out of our money.

ii. The board unanimously decided to push the final decision until November to fill in some more research regarding additional services offered by Wagner and whether that option would be financially beneficial for the Co-op.

c. Board Budget Update for the First Quarter

i. Tuan said that the numbers need to be approximate, not estimates, so when Pamela releases the budget it needs to be complete. Kevin said David did not say it was estimated numbers, but he said he felt like there were some numbers missing. Kevin said he reached out to Pamela, but she did not get back to him. Kevin said that quarter 3 will be the quarter that has the complete reports and if there are not reports that are snappy and to everyone's preference, that should not be happening; there should be no excuses as to why the reports would not be accurate by this point.

d. Columinate Consultant Garland McQueen- Requesting October 24th Timeframe

i. Tuan talked to him and he said he can give 3-4 hours of time on October 24th for the retreat.

3. New Business (6:15 – 6:25 PM)
    a. Outreach for Food Insecurity

        i. Kevin said they are going to purchase product in quantity, have it dropped off at the Commons to be assembled into the bags purchased by customers, and then we will have a space designated for the bags to encourage shoppers to buy a bag of food for those in need. Bags will be discounted at a 20% margin for 20 items in the bag, costing around $29 per bag. The Co-op will take a margin hit on the cost of the goods and each bag will be tracked so an approximate amount of cost can be audited at the end of this incentive. There will also be a display at the front of the store showing how many bags have been donated to those in need.
        ii. Cinde asked if the holiday food plan is Thanksgiving or Christmas, or both? Kevin answered that for now it will be over Thanksgiving, see how it goes, and possibly do it for Christmas also.
        iii. Kevin mentioned that when the budget is compiled, to include some sort of line item for food insecurity contribution.
        iv. Paul suggested finding ways to support the Commons more frequently as they have a large reach throughout the community and surrounding areas.

4. Treasurer and Committee Decisions and Announcements (6:25 – 6:35 PM)

    a. Treasurer (David)
        i. David was not present. The board opted to table this section until next meeting.

    b. Member Connect Committee (Cinde)
        i. Cinde said they met Monday and tossed around ideas on how to celebrate the Fall Equinox. They decided on a Gratuity Well display at the front of the store starting Monday. This would encourage people to write notes of gratitude and display them, as well as favorite Fall recipes. The recipes they like the best will be displayed next to the produce section. She said as for the future, the committee is excited to provide more opportunities for community engagement and she looks forward to future plans.

c. Elections and Development Committee (Julianna)
    i. Julianna was not present but sent Tuan an email saying that the elections are on schedule, candidate statements were received and included in this month's issue of the GG. She said there will be a future date and time for candidates to do an in-store meet and greet with members and that she will be back Thursday or Friday to discuss it further.

d. BME Committee (Sandy)
    i. Sandy said the first meeting to start evaluations will be Tuesday at the library.

5. Monitoring Reports Summary (6:30-7:00)
    a. B3- Asset Protection (Kevin)- Accepted*
        i. Kevin stated the general manager shall not allow equipment and facilities to not be properly insured, elaborating that the Co-op has 5 different types (liability, business, flood, workman's compensation, directors/workers) of insurance that are all current.
        ii. Deposits and investments: Kevin stated that there has been question regarding the $250,000 limit FDIC insurance, but since the Co-op has such large chunks of money they move around weekly, he feels confident that they can take $100,000 out of operating and put it into Western checking. He said he doesn't think they will ever want to cut it all the way down to $250,000.
        iii. Kevin stated that for security, the Co-op is equipped with alarms and security cameras.
        iv. Kevin stated for the protection of intellectual property and data online, there are firewalls and anti-virus software in place to prevent cyber attacks and other digital exposure of sensitive materials, in addition to cyber attack insurance.
        v. Kevin stated that all member information is password protected.
        vi. Kevin stated that there is no conflict of interest occurring in regards to purchasing.
        vii. Kevin stated in regards to the Co-op's image, he felt the Co-op was doing a good job of maintaining their image until recently.
        viii. The board accepted Kevin's report, with regards to the recent member comments brought up previously in the meeting regarding the Co-op's image.

    b. Ends Check-Welcoming Culture (Kevin) Accepted
        i. Kevin said he talked last time about information acquired from UNFI greatest hits Hispanic products to consider bringing into the store. Kevin said the process ended up being a lot more complicated, however NCG has been working on a program to offer Co-ops set options to bring more diverse foods to their stores according to their local demographics. Kevin and Sandra met with a member of NCG a couple weeks ago regarding the program to be released at the next annual meeting, which SCFC will have to register for and sign a contract for to

operate within stated parameters. Kevin said he will have more information regarding this topic at the October board meeting.

ii. Kevin brought up the possibility of offering specific staple products for low cost, providing examples of 99 cent pasta and canned goods. He said that looking into the possibility of bringing in the WIC program, or something similar, it would make the process more viable to purchase whole pallets of product.

iii. Kevin said in regard to the Co-op values, there is a feature in the GG every month on a community non-profit organization, advertising what they do and some information. These are organizations who did not get picked for the Round-Up program to try and facilitate advertising for their organization. Stephanie expressed concern for the exposure of the GG, stating she didn't think many people were reading them online. Anita stated that website newsletter sessions are an average of 300-350 views per month, as well as a list of subscribers who pick up printed copies at the front of the store every month. To conserve on paper and be environmentally conscious, 20 initial copies are printed at the beginning of the month, in addition to requested copies, that are placed on the rack for patrons to pick up if desired.

iv. Kevin stated for outreach, there will be a marketing plan for next year with a sub plan that will address community outreach goals. He said in terms of money donated so far this year, recipients include the Southwest Fiber Arts Collective, Silver City Art Association, Gila/Mimbres Community Radio, Mimbres Valley Health Action League, the Southwest New Mexico Food Hub, the Hearth, the Commons, Silver City Disc Golf, the Silver City Blue Festival, Silver City Museum, the Youth Art Mural Project, Aldo Leopold Charter School, and the Tour of the Gila Bike Race.

v. Kevin said the Birthday Party was the first Co-op event to guage community reception and establish the park as a place for the Co-op to hold events. He went on to say the Co-op is working to possibly hold monthly music events. The next event will be the Trunk-or-Treat, with the date to be determined soon.

vi. Kevin said in terms of attending multicultural events, the Co-op has not gotten off the ground with this yet. Cinde said the MC was discussing some possibilities for attending some events.

vii. The board accepted Kevin's report.

c. B7-Monitoring Monthly Summary Report (Kevin) Accepted

i. Tuan said in the interest of time and because everyone had already read the B7 report, he opened the floor for questions. No questions were presented.

ii. The board accepted Kevin's B7 report.

d. Strategic Plan- Check-in

i. Tuan opened the floor for comments on how everyone thinks the Co-op is progressing. Sandy suggested perhaps having a committee next year that monitors the strategic plan. Tuan said some boards do hold space for sections of

the strategic plan. He asked that everyone think about it for the next meeting and bring ideas/comments.

6. Board Meeting Closure (7:00—7:15 PM)
    a. Task List- Preparation for October Meeting
        i. BME: review board evaluation plan.
        ii. MC: propose committee budget for 2026
        iii. MC and EC: Submit proposed budget to FN chair for review

    b. Tabled Items
        i. CPA firm for audits and updates to allow Kevin time to gather more information regarding services offered by Wegner, as well as talk to other Co-ops who have used Wegner and see what their experiences have been.
        ii. Decision on who is writing the agenda for the October 24th retreat.
        iii. Board budget update for the second quarter.

    c. Board Member Availability
        i. Cinde will be gone October 1st-2nd
        ii. Sandy will be gone October 6th-13th

    d. Next Board meeting to be held at the retreat October 24th at 5:30 p.m. Location was not specified.