

FREDERICKSBURG FOOD CO-OP BOARD OF DIRECTORS

Meeting Minutes

April 14, 2026 at 6:00 p.m. at Fredericksburg Library and via Zoom

Board Members Present: Toni Stevens, Chair; Paul Simpson, Vice Chair, Valerie Hopson-Bell, Secretary; Andre Pineda, Treasurer; Amanda Thompson, Cat Carter, Christine McElhinney, Jeremy Larochelle

Board Members Absent: Marta Fuentes

Others Present: Suzie Grumko, CEO/GM; Audrey Griffin; Margaret Kertess (Zoom)

Meeting called to order at 6:05 p.m.

CORE VALUES: Christine recited the Co-op's core values.

Approval of Board Meeting Minutes of March 17, 2026

- **Motion to approve March 17, 2026 minutes:** Christine; second Jeremy. Approved 7-0.

Amanda arrived at 6:08 p.m.

General Manager's Reports

FYI Highlights

- Facility/Equipment
 - A meat cooler failure in April was quickly addressed. The store has issued an RFP for freezer replacements.
- Strategic Planning
 - The final stage of the bilingual signage project is adding Spanish on the reverse side of overhead aisle signs, which have also been updated for accuracy.
 - The store made a sponsorship commitment of \$12,000 to the [Fredericksburg Regional Food Bank](#). The Co-op logo will be prominently displayed on food boxes, vehicles and mobile pantries, allowing the store to reach communities and areas not previously addressed.
- Cooperation Among Co-ops
 - Suzie will attend the mandatory NCG Spring Meeting in California starting Sunday.
- Operations
 - First quarter sales closed at +10.7% YOY.
 - Audrey Griffin is conducting a review of store financial practices this week at Suzie's request and will prepare a report which will be shared with the board.
- Ownership Data
 - Total owners as of 4/11/26 = 4399.
 - The March ownership drive brought in 42 new owners.
- Community Coop Cash (CCC)
 - The new Owner Records Coordinator has taken over administration of this program.
 - A promotion will be implemented ahead of the 5K.
- Cash Balance
 - Cash on hand improved by \$28k in April.

Financials

- Suzie noted a correction to employee health insurance reporting which will be reflected in the next monthly report from FMS.
- The store has been accepted to use the UNFI credit card payment system, which will save a significant amount of money.

GM Policy Report: B4 – Owner Right and Responsibilities

- Suzie reported on changes to the ownership installment payment plans.
- Suzie noted the store's projected taxable income, a portion of which would be available for an owner patronage dividend.
 - Audrey Griffin gave an explanation of the tax rules and impact of paying patronage.

Treasurer's Report – Andre

- The Finance Committee met on April 1.
- The Committee recommends earmarking \$300k store cash on hand to replace the failing freezers and then pay down the four 6% owner notes in equal amounts.
- **The board voted to approve the Finance Committee's recommendations. Approved 8-0.**

Policy and Governance Review – Toni

- Policy C3 – Agenda Planning
 - Toni reviewed the policy, noting that the board is pursuing a more condensed than five year work plan.

Events – Toni

- Toni summarized the transition activity from the Events Committee to the store.
- The volunteer Events Committee will become an Annual Meeting Committee. A new charter will be drafted for the new committee.
- Gloria Lloyd will continue managing the ongoing card-making and t-shirt bag-making events at the store.

Sustainability Advisory Committee – Cat

- The committee will table at the Fredericksburg Earth Day event on April 18. Amanda will lead a recycling sorting activity.
- The committee will revisit priorities at its next meeting, including making content more visible.
- Problems with the in-store recycling station were discussed.

Board Calendar – Toni

- Setting the Annual Meeting date will be added to the Calendar.

Board Training – Toni

- A variety of training opportunities are available through Columinate. The financial training is highly recommended. The trainings are free through the CBLD program the board has this year.

Other Business

- **Board Vacancy**
 - Andre is leaving the board in two weeks.
 - Paul presented a suggestion to fill the vacant position with a previous board candidate, John Budd, who is currently a member of the Finance Committee.
 - **Motion to appoint John Budd to fill out Andre's term as of May 1:** Paul; second Cat. Approved 8-0.

- **Ownership Return of Equity Request**
 - An owner has requested return of \$125 paid equity.
 - **Motion to return \$125 ownership equity as requested:** Toni; second Valerie. Approved 8-0.
- **Annual Meeting Date**
 - Sunday, September 20 was chosen as the date of the Annual Meeting.
- **Appreciation for Andre**
 - The board expressed their appreciation to Andre for his service on the board.

Meeting adjourned at 7:10 p.m.

Minutes submitted by Margaret Kertess, Recorder