

Currents

OCEAN BEACH PEOPLE'S FOOD CO-OP
MARCH 2026 OWNER NEWSLETTER



BLOOD DRIVE | PRODUCE DISCOUNT DAYS | SAMPLE LOCAL WEEKEND

OCEAN BEACH PEOPLE'S FOOD CO-OP



WHY SHOP HERE?

-  4765 Voltaire St.
San Diego, CA 92107
-  (619) 224-1387
-  www.obpeoplesfood.coop
-   @obpeoplesfoodcoop



OPEN DAILY
to **EVERYONE**
8am - 9pm

-  support **LOCAL** farmers and producers
-  find nourishing **ORGANIC SUSTAINABLE & VEGETARIAN** health food and wellness products
-  be part of a **COMMUNITY-OWNED** cooperative business
-  enjoy delicious homestyle food from **PEOPLE'S VEGAN DELI & BAKERY** located upstairs

*Deli closes at 8pm.
Grab & Go options
always available!*





Currents

Currents is a free monthly publication delivering news about upcoming community events & sales throughout the store + recipes, and ways to live a healthy lifestyle.

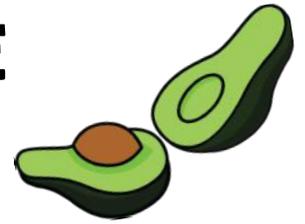
Currents is designed and published by the co-op's Marketing Director with content contribution from our operations team. It is printed locally in Ocean Beach at BK Printing using FSC certified paper made from responsibly sourced wood fiber.



When you're done reading, **Currents** is FULLY RECYCLABLE!

You can also read **Currents** online: obpeoplesfood.coop/newsletter

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Rotating discounts throughout the store exclusively for co-op owners

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14 VOTE in the Co-op Board Election

The election has begun! Read candidate statement & proposed bylaws updates

On the Cover: It's citrus season at the co-op!



Let us know how we can improve!

What do you like about **Currents**?

What do you want to see more of?

Please take a moment to fill out the survey!



FROM THE DESK OF THE GENERAL MANAGER

Sarela Bonilla, General Manager

ST PATRICK'S DAY SPECIAL!

Shamrock Cookies made in house in our vegan deli & bakery available March 17



Hello People's community! The fervent energy of Springtime is upon us! Marked by wildflowers blooming around San Diego, local strawberries, avocados and citrus in season and arriving fresh from local farms, longer days and later sunsets. Don't forget to **spring forward your clocks on Sunday, March 8!** Plus, enjoy **the first day of Spring on Friday, March 20** – come celebrate with tasty vegan food and listen to R&B, soul and soft pop tunes from local duo Marina and Marco, upstairs in the Deli from 5-7pm.

We have SO many sales, specials, events and giveaways planned this month (**Produce Discount Days, Sample Local Weekend, Mini Pies for 3.14 Pi Day** – just to name a few!) as well a full calendar of weekly meetups, workshops and gatherings in our Community Room. Keep reading this month's issue of *Currents* to be sure you don't miss a beet! 🍷

With so much uncertainty in the world around us, engaging with and caring deeply for our local community is the only step forward. One simple way to do this? Vote in the co-op's Board of Directors election, which has now officially begun! Rather than a regular corporate business, People's is owned by members of the community (aka, YOU!). Owners have a real say in how the business is run, and can voice that through a democratic structure (by voting or running for the co-op board). We've set up a voting booth at the front of the store, so stop by and exercise your cooperative values! Voting runs until April 18, culminating in our Annual Meeting. More info about that on page 13.

People's Build

NEW CO-OP MERCH!

Noticed any changes in our General Merch shop at the front of the store?

Our marketing team is excited to share we now have a BRAND NEW COLLECTION of People's logo merch!

These hoodies and t-shirts were printed locally by our friends at Big Frog in Clairemont. Snag one and rep your local food co-op around town!



Hoodies, Sweatshirts and T-Shirts are 100% Organic Cotton and Made in the USA

Tie Dyes are 100% Cotton

sample

LOCAL



weekend



FRIDAY, SATURDAY AND SUNDAY MARCH 20-22

Come try free samples while you shop throughout the weekend!
Look for the full demo schedule both in-store and on our social media.



SUNMUD



CHIPZ HAPPEN



SAN DIEGO TEMPEH



evanhealy
the skin breathes®



AloeLife



DICKINSON
FAMILY FARMS

NEW TO OUR SHELVES

Liquid Death Sparkling Waters & Teas

Wish water was cooler? Look no further than Liquid Death. These sparkling waters and teas give you just the kick you're looking for. New to our lineup: Blueberry Buzzsaw and Severed Lime.



Mocktail Club

We introduced these mocktails last year and due to their popularity, we just brought in 2 more flavors! Enjoy a mental vacation with Capri Spritz and Bali Breeze.

Fillo's Walking Tamales

Tamal on-the-go? Yes, please. Find these in our grab & go case! Non-GMO Project Verified, vegan friendly, plant protein, made with Extra Virgin Olive Oil.



Aleia's Gluten Free Bread Crumbs

A pantry staple! Find these in Aisle 7. Non-GMO Project Verified, Gluten-free, Dairy-free, Wheat-free, Soy-free, Trans Fat-free, Low Sodium, Kosher Parve.



Artikaas Cheeses

Try out Goat Gouda: Milder and sweeter than you expect, this 100% goats milk Gouda has a delicate, citrus 'tang' and firm yet creamy texture. It's the perfect balance of sweet and savory, and feels oh so smooth and rich. Team Gouda? Double Cream Gouda is smooth and buttery soft; you can taste the sweetness of pure Dutch milk in every bite.



Point Reyes Original Blue

Produced on the family farm since 2000, this classic style blue cheese is rindless, all-natural and gluten-free. The addictive flavor is bold with hints of sweet milk and a peppery finish. Made from raw (non-pasteurized), rBST-free cows' milk and microbial (vegetarian) rennet.



MARCH CO-OP SALES



Spring **CLEANING** Sale

Co-op owners enjoy

20% off all **full circle** products + 10% off select **Seventh Generation** products



plastic neutral and carbon neutral brand with cleaning tools like scrubbers, brushes and sponges made with natural materials

Unlimited transactions
See in store for details



sale includes select laundry detergent, dishwasher detergent, dish soap, disinfecting sprays, cleaners, paper towels and more

MARCH 1-7



100% CERTIFIED ORGANIC **PRODUCE DISCOUNT DAYS!**



owners choose one transaction to get 10% off the entire produce department!

MARCH 18-22

It's citrus season!
Find Eureka Meyer Lemons
Cara Cara, Navel and Valencia Oranges
Tango and Gold Nugget Tangerines
Grapefruit, Pomelos & Limes all from local farms
like Dickinson, Stehly and Rancho Los Serranos

MARCH CO-OP EVENTS AND ACTIVITIES

TUESDAY
MAR 3
6-7PM

BOOK CLUB IN THE COMMUNITY ROOM

Everyone is welcome! Discuss *What if We Get it Right?* by Ayana Elizabeth Johnson. Save 20% on the selected Book Club book at local bookshop, La Playa Books.

1st Tuesday of every other month

FREE!



SATURDAY
MAR 7
9AM-2:30PM

BLOOD DRIVE W/ SAN DIEGO BLOOD BANK

**GIVE BLOOD,
GET REWARDED!**

FREE!



Donate blood and receive:

- limited edition "Lifesaver League" Packable Duffel Bag
- a Blood Orange Co-op sticker
- snacks from the blood bank
- coupon for a FREE cookie from People's vegan deli & bakery (redeemable only on March 7)



Signing up ahead is encouraged. Photo ID required. Arrive hydrated. Donors must be 17+ years old, weigh at least 110 pounds, and be in general good health to donate.

**Duffel bag available while supplies last. Sticker available for first 30 sign-ups. Not transferable or redeemable for cash.*

SCHEDULE AN APPOINTMENT TODAY!

Visit sandiegobloodbank.org/donate
Scan QR code or call (619) 400-8251



WALK-INS WELCOME

TUESDAY
MAR 10
6-7PM

HANDS ON FERMENTATION WORKSHOP

Learn about the benefits of fermented foods and gut health + take home a jar of your own. Led by Niccolo of Alive Ferments in People's Community Room.

- Cost covers all materials
- Space is limited, sign up now!



SATURDAY
MAR 14
9AM-1PM

KNIFE SHARPENING POP-UP

Get your knives & tools sharpened by Tio of @tiomobileknife in front of the co-op.

- Pricing ranges from \$6-\$19 depending on item
- Cash or contactless payment accepted

Second Saturday of every month!



FRIDAY
MAR 20
5-7PM

LIVE MUSIC UPSTAIRS IN THE DELI

R&B, soul and soft pop tunes from local duo Marina and Marco. Song Requests welcome!

FREE!



WEDNESDAY
MAR 25
6:30PM

DIY CRAFT ACTIVITY

Join the Ocean Beach Library in People's community room located upstairs inside the co-op for a different DIY craft activity each month. All ages welcome!

4th Wednesday of every month!

FREE!



SUNDAY
MAR 29
10:30AM

INTERACTIVE PERFORMANCE FOR KIDS

Join music duo and puppet theatre team Trees of Dreams for a morning full of music, laughter, learning & fun that the whole family will enjoy in the co-op's community room!

Last Sunday of every month!

FREE!



CALL FOR VENDORS!

People's Spring Craft Fair

Saturday May 2nd 🌸 11am-3pm

DEADLINE TO SUBMIT VENDOR INTEREST FORM: MARCH 22

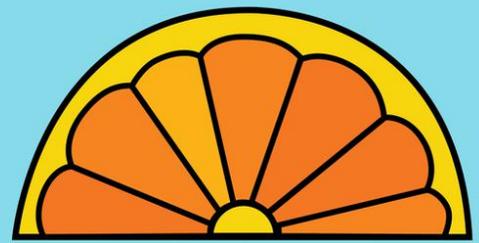


There are no fees to vend at People's Craft Fairs, however space is limited and fills up quickly! Please complete the form by scanning the QR code to the right, or visit:
form.jotform.com/obpeoplesfood/spring-fair-vendor-interest-form



OWNER SALES

March 1-15



OWNER PERKS

BULK:

<p>ORGANIC REG. ROLLED OATS</p> <p>\$1.69 REG 2.15 SAVE 46¢</p>	<p>ORGANIC PUMPKIN SEEDS</p> <p>\$4.99 REG 6.99 SAVE 2.00</p>	<p>ORGANIC GREEN SPLIT PEAS</p> <p>\$2.49 REG 2.99 SAVE 50¢</p>	<p>ORGANIC HULLED MILLET</p> <p>\$1.99 REG 2.39 SAVE 40¢</p>	<p>PACHAMAMA COFFEE FARMERS</p> <p>\$16.99 REG 17.99 SAVE 1.00</p>	<p>ORGANIC PERÚ WHOLE BEAN COFFEE</p> <p>ORGANIC SUNRISE WHOLE BEAN COFFEE</p>	<p>ORGANIC FRENCH ROAST WHOLE BEAN COFFEE</p> <p>ORGANIC MEDIUM DECAF WHOLE BEAN COFFEE</p>
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GROCERY & PERISHABLES:

<p>Immi PLANT-BASED RAMEN All varieties (2.4 oz)</p> <p>\$4.79 REG 6.65 SAVE 1.86</p>	<p>Amy & Brian COCONUT WATER All varieties (17.5 oz)</p> <p>\$2.49 REG 3.29 SAVE 80¢</p>	<p>St. Dalfour FRUIT SPREADS All varieties (10 oz)</p> <p>\$4.69 REG 5.75 SAVE 1.06</p>	<p>Clif ORGANIC NUT BUTTER BARS Both varieties (1.76 oz)</p> <p>\$1.99 REG 2.69 SAVE 70¢</p>
<p>Dr. Bronner's SAL SUDS BIODEGRADABLE CLEANER (32 oz)</p> <p>\$11.49 REG 13.49 SAVE 2.00</p>	<p>Watkins ORGANIC VANILLA POWDER (3.4 oz)</p> <p>\$12.99 REG 15.99 SAVE 3.00</p>	<p>ORGANIC RAINBOW SPRINKLES (3.4 oz)</p> <p>\$5.49 REG 6.35 SAVE 86¢</p>	
<p>Siete GRAIN-FREE PUFF SNACKS All varieties (4 oz)</p> <p>\$3.59 REG 4.79 SAVE 1.20</p>	<p>Mooski CHILLED OAT BARS All varieties (1.59 oz)</p> <p>\$2.00 REG 2.69 SAVE 69¢</p>	<p>alec's ORGANIC A2 PASTURE-RAISED ICE CREAM All varieties (14 oz)</p> <p>\$7.49 REG 8.49 SAVE 1.00</p>	

WELLNESS:

<p>20% off ALL (NFD) Organically Kismet Vitanica Whole World Botanicals</p>	<p>Dr. Ohhira's EO Essential Oils Inesscents Zatik Naturals</p>
<p>25% off ALL (NFD) Herb Pharm</p>	<p>15% off ALL (NFD) The Unscented Co.</p>

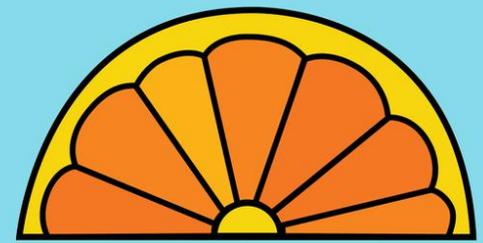
DELI:

<p>March 1-8 Freshly-Squeezed Orange Juice \$6.99 REG 8.99</p>	<p>March 1-15 15% off Lemon Cake</p>
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Owners only. Unlimited transactions.

OWNER SALES

March 16-31



OWNER PERKS

BULK:

ORGANIC LIGHT BROWN SUGAR \$2.19 REG 2.65 SAVE 46¢	ORGANIC YELLOW POPCORN \$2.49 REG 2.85 SAVE 36¢	ORGANIC STEEL CUT OATS \$1.79 REG 2.25 SAVE 46¢	ORGANIC PINTO BEANS \$2.99 REG 3.45 SAVE 46¢	ORGANIC RED LENTILS \$2.79 REG 3.75 SAVE 96¢	PACHAMAMA COFFEE FARMERS \$16.99 REG 17.99 SAVE 1.00	ORGANIC FRENCH ROAST WHOLE BEAN COFFEE ORGANIC PERÚ WHOLE BEAN COFFEE ORGANIC SUNRISE WHOLE BEAN COFFEE ORGANIC MEDIUM DECAF WHOLE BEAN COFFEE
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GROCERY & PERISHABLES:

Cucina & Amore PESTO Both varieties (7.9 oz) \$3.99 REG 4.75 SAVE 1.40	Maille WHOLE GRAIN DIJON MUSTARD (7.3 oz) \$4.99 REG 6.59 SAVE 1.80	Organicville SALAD DRESSING All varieties (8 oz) \$4.99 REG 6.79 SAVE 1.80	Hu Kitchen ORGANIC CHOCOLATE BARS Milk & Dark (2.1 oz) \$4.49 REG 6.25 SAVE 1.76
Dr. Bronner's SAL SUDS BIODEGRADABLE CLEANER (32 oz) \$11.49 REG 13.49 SAVE 2.00	Watkins ORGANIC POPCORN SEASONING All varieties (3.6-5.3 oz) \$5.49 REG 6.49 SAVE 1.00		
Cafe Altura ORGANIC FREEZE-DRIED COFFEE (3.53 oz) \$11.99 REG 13.39 SAVE 1.40	Mooski CHILLED OAT BARS All varieties (1.59 oz) \$2.00 REG 2.69 SAVE 69¢	alec's ORGANIC A2 PASTURE-RAISED ICE CREAM All varieties (14 oz) \$7.49 REG 8.49 SAVE 1.00	

WELLNESS:

20% off ALL (NFD) Organically Kismet Vitonica Whole World Botanicals	Dr. Ohhira's EO Essential Oils Inesscents Zatik Naturals
25% off ALL (NFD) Herb Pharm	15% off ALL (NFD) The Unscented Co.

DELI:

March 20-22
15% off Grab & Go Yamaladas

March 16-31
15% off Best Banana Bread

Owners only. Unlimited transactions.

HEALTH & WELLNESS



WELLNESS WEDNESDAY
Co-op owners save 5% off the ENTIRE Wellness Dept first Wednesday of every month! *Excludes NFD items.
Wednesday, March 4th & Wednesday, April 1st

Spring Reset detox at your own pace

Spring is nature's invitation to begin again. As the days become longer and the air feels lighter, our bodies naturally crave renewal. We move away from the hibernation of cooler months and shift gears towards more, circulation, and release. This is the optimal time to clear the cobwebs internally by cleansing the body. Here are some suggestions on how to approach detoxification. It is up to you if you want to dive deep or take a gentler approach.

Gentle detox & daily cleanse

Incorporating gentle ways to detox and cleanse daily can be so easy and never overwhelming. Here are some simple ways to do just that:

Start with hydration

Water is the most overlooked detox tool! Try drinking warm water first thing in the morning. Add some lemon or a spoonful of apple cider vinegar for alkalization.

Remineralize the body

As simple as taking a spoonful of sea moss gel every day. Try **Organically Kismet Sea Moss Gels** (a women-owned, California-based brand). They come in many varieties like Blu Magik, which contains the rare Blue Spirulina, or Yin which supports hormonal balance and is rich in vitamin C. & it's all **ON SALE this month: 20% off for co-op owners!**

Support your liver

Your body's main detox organ – so try to show it some love by eating more bitter greens (arugula, dandelion, radicchio). Or make tea with milk thistle (we have it in our bulk herbs section). Also try to limit late night eating so your liver can rest.

Dry skin brushing

Supports the lymphatic system, which plays a key role in detoxification. Use a natural bristle brush and always brush towards the heart. Best to do before showering. We have them in varying shapes & sizes in our wellness dept!

Epsom salt baths

Magnesium-rich baths support relaxation and gentle detoxes through the skin. Encourages light sweating and reduces stress. We have 2lb bags or varieties of beautiful infusions, like this one from **Kate's Magik**.

Deep dive detox

A deep dive detox routine may take some willpower and dedication, but you will benefit from your investment. More intensive detoxes include:

Liquid-based cleanses

such as juice fast or mono diets. Come to our certified organic produce department for all your organic fruits and vegetables!

Extended fasting protocols

often last 24-72 hours or more. Talk to your healthcare provider to make a plan that is healthy for you.

High dose detox supplements

or binders like activated charcoal, bentonite clay, parasitic cleanses, and large amounts of chlorella.

Colon-focused cleanses

including laxative herbs like senna or do colon hydrotherapy.

Detox at your own pace

A spring reset is not about doing the most, it is about doing what feels right for your body. Detox does not look the same for everyone, and it does not have to be harsh to be effective. Whether you are choosing gentle, daily support or exploring deeper detox practices with intention, the key is awareness and respect for your body's signals. You will feel the benefits from your efforts!



NEW!

*in our Wellness
Department*



Herbalist & Alchemist

We are excited to welcome Herbalist & Alchemist, a trusted herbal company founded by renowned clinical herbalist Dr. David Winston – known for his deep knowledge of traditional Western herbalism and spagyric (alchemical) preparation. Check out the Lung Relief products that promote healthy respiratory function. Each are tailored specifically to what type of cough or respiratory imbalance you may experience.

*Chuga
Shilajit*



Wildcrafted by a fifth generation Shilajit Family in the Himalayas, Chuga Shilajit has a direct and personal relationship with their harvesters. Their Shilajit is collected in high elevation, over 16,000 ft and is quality tested in the U.S. making it the purest on the market. Check out the Resin and the pressed tablets in our Wellness Department.

OPERATIONAL REPORT

**March 2026, reporting December 2025 Q4 2025
and 2025 Year End Financials:**

<u>December</u>	<u>2025</u>	<u>2024</u>	<u>% Change</u>
Total Revenue:	\$845,103	\$957,341	11.7%
Basket Size:	\$34.77	\$34.34	1.25%
Transaction (customer) Count:	27,309	27,957	-2.5%
New Owner Count:	205	71	188%
Renewing Owner Count:	366	425	-13%

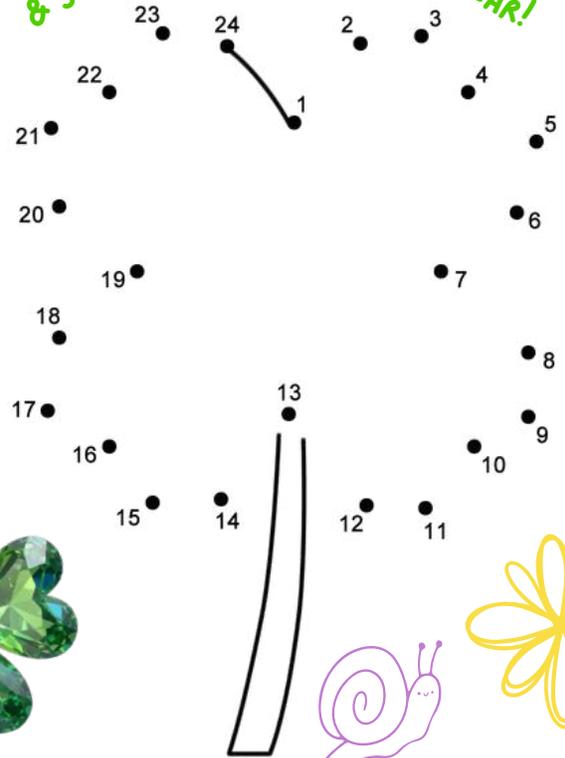
- December total revenue (sales after discounts) was \$845,103 compared to our December 2025 budget of \$995,300 for achieved sales below plan for the month of \$150,197 or 15%
- Q4 2025, October – December, total revenue was \$2,771,535 compared to our Q4 budget of \$2,986,895 for achieved sales below plan by \$215,360 or 7%
- Full Year 2025, total revenue was \$11,499,217 compared to our 2025 budget of \$11,691,564 for achieved sales below plan by \$192,347 or 1.6%
- Full Year 2025 cost of sales (product purchases) was \$7,019,543 compared to Full Year 2025 budgeted cost of goods at \$7,115,547 for a decrease to purchases against budget of \$96,004 or 1.3%.
- Total personnel expenses for Full Year 2025 came in at \$3,354,662 compared to budget of \$3,305,234 for an increase to personnel costs of 1.5% or \$49,428.
- Labor as a % of net revenue for Full Year 2025 was 29.2% compared to 2025 plan of 28.3% of net revenue.
- People's closed 2025 at a net loss of \$292,194 compared to our planned loss of \$186,122.

KIDS AT THE CO-OP!



CONNECT THE DOTS

& SOMETHING LUCKY WILL APPEAR!



A part of our newsletter just for FUN!

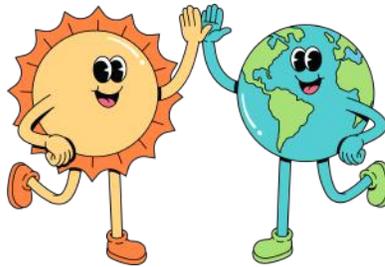
FACTS ABOUT MARCH

March is the beginning of Spring in Northern Hemisphere, whereas it's the beginning of Fall in the Southern Hemisphere (below the equator).



The first telephone was patented on March 7th, 1876 by Alexander Graham Bell. Do you use a telephone like this one?

During Spring, the Earth's axis is tilted more towards the sun. This increases the amount of daylight which increases the temperature!



This rainbow is missing something! Can you add some color? Don't forget the pot o' gold!

Daffodils are the considered March's birth flower!



OCEAN BEACH PEOPLE'S FOOD CO-OP *Annual Meeting*

COMMUNITY CONNECTION

local social and environmental organizations will be tabling at the event, learn how to get involved!

FOOD DONATIONS & RECYCLING

bring or buy donations for *Feeding San Diego*
recycle cans via *Cans 4 Books Reef the Whale!*

LEARN ABOUT CO-OP HEALTH & FUTURE

speeches from the Co-op's Board President,
General Management and Operations team
and CCOF – California Certified Organic Farmers

SNACKS & BEVERAGES to enjoy during the event

KIDS CORNER activities for all ages

SPECIAL GIVEAWAYS for event attendees!

Saturday
April 18
11am-1pm

@ 4765 Voltaire St.
everyone welcome!
To learn more, visit:
obpeoplesfood.coop



OCEAN BEACH PEOPLE'S FOOD CO-OP BOARD OF DIRECTORS 2026 ELECTION

Each year, our food cooperative's annual election gives co-op owners a vital opportunity to participate in cooperative democracy. **This year's vote is especially important, as owners will be asked to elect Directors to the Board and vote on proposed updates to the Co-op's Bylaws.**

In a cooperative, ownership comes with both benefits and responsibilities. The Board of Directors — elected by and from the ownership — guides the co-op's long-term strategy, protects its mission, and ensures financial and organizational health. By voting in board elections, you help select leaders who reflect your priorities, values, and vision for the co-op's future.

Bylaws are the foundational rules that define how our cooperative operates: how decisions are made, how leadership is structured, and how owners' rights are protected. Periodic updates help ensure these rules remain clear, relevant, and aligned with best practices and the evolving needs of our co-op. Voting on Bylaws changes is a direct way to shape how your cooperative operates — not just today, but for years to come. Whether the updates clarify processes, strengthen accountability, or support long-term stability, member approval is essential.

High **participation in both elections and Bylaws votes strengthens our cooperative.** It signals an engaged membership and reinforces the principle that this co-op truly belongs to its owners. Voting is simple, but its impact is lasting. By casting your ballot, you help keep our cooperative democratic, resilient, and rooted in shared ownership.

YOUR CO-OP. YOUR VOICE. YOUR VOTE.

Voter Eligibility: Each owner with a current annual investment is entitled to one vote.

The person voting must be the household owner whose name appears as the primary shareholder on the ownership application. If you have any questions or are unsure of your owner number, email: membership@obpeoplesfood.coop or call (619) 224-1387 and ask for our Membership Department.

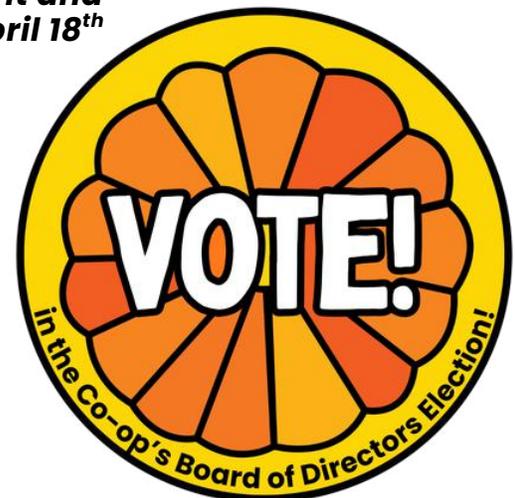
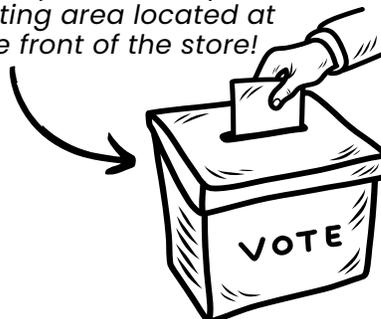
***Review the proposed bylaws updates & candidate statement and
Cast your vote for the open seat on the co-op's board by April 18th***

VOTE ONLINE HERE or **VOTE IN PERSON**



[obpeoplesfood.coop
/boardofdirectors](https://obpeoplesfood.coop/boardofdirectors)

*Cast your vote in person in the
voting area located at
the front of the store!*



PROPOSED BYLAWS UPDATES:

scan code to review
complete bylaws

obpeoplesfood.coop ↪
/boardofdirectors



SECTION	CURRENT	PROPOSED	WHAT IT MEANS	WHY
2.3	"...may waive the share purchase requirement in whole or in part for low-income or disabled persons."	"... may waive the share purchase requirement in whole or in part for persons qualifying as low-income, disabled, or enrolled students."	Add students to group eligible for membership discount	Gives flexibility to apply discounted membership to students encouraging co-op participation at younger age
4.4	n/a	"... no Director may serve more than three (3) consecutive full or partial terms. After serving three consecutive terms, a Director shall be ineligible for election or appointment for a period of one (1) year, after which the Director may again be eligible to serve."	Add term limits for Board members, starting in 2026	Fosters injection of fresh perspectives, while allowing nine consecutive years on board
4.7	n/a	"... The Board of Directors, by a two-thirds vote of the remaining directors, may declare that an actual or potential conflict of interest exists with respect to any director."	Allow Board to identify conflict of interest in Board members	Addresses loophole for conflicts of interest
4.9	"... A director who has repeatedly violated confidences or brought the Cooperative into disrepute shall be subject to removal of the Board by a two-thirds vote of the remaining Board"	"... A director who has repeatedly violated confidences, brought the Cooperative into disrepute, jeopardized its fiduciary integrity, violated the Cooperative's governing documents and duly appointed policies, willfully failed to perform his or her duties as director, conducted himself or herself in an unlawful or unethical manner or in a way that is detrimental to the effective operation of the Board or the Cooperative shall be subject to removal of the Board"	Broaden language allowing Board to remove Board members, but combined with the voting rules, sets a high bar for removal	Strengthens the board's ability to maintain order and perform its fiduciary responsibilities
4.10	n/a	"... Appointees must meet the same eligibility requirements as candidates for election to the Board."	Require Board appointees to meet the same requirements as Board candidates	Fair application of board member requirements
5.3	"... a two thirds majority of votes cast shall decide all issues.	"... a simple majority of votes cast shall decide all issues."	Change Board decisions to be determined by simple majority, unless otherwise provided in the Bylaws	Allows the board to be efficient and agile per industry standard
7.2	"... Officers may be removed and replaced by the Board at any time."	"... By a two-thirds majority vote, officers may be removed and replaced by the Board at any time."	Stipulate that Board officer removal requires a two-thirds vote of Board members	Clarifies voting requirement on an important decision
7.3	n/a	"... Unless prohibited by the Bylaws and where beneficial to the Cooperative, officers may delegate their duties, but such delegation shall not relieve the officer of responsibility or accountability for the proper performance of those duties."	Allow officers to delegate duties	Aligns Bylaws with our common practices and industry standards

CANDIDATE STATEMENT:



Kara Conner

Food cooperatives have always been a special place where I feel a sense of place and purpose. Through my life, I have believed in the power of food and community and their extraordinary ability to connect people on a deeper level. In a previous role as a farmers market Director in WA state, I was inspired by the sense of community within the local food and agriculture scene as it was brimming with connection. I used my experiences to create more equitable access to fresh food and worked to destigmatize food access programs. I have served as a Board Member for the Washington State Farmers Market Association and GROW, the advocacy

group for Seattle's 90 citywide community gardens. Today, I am a current member of the O.B. People's Food Co-op, and am invested and engaged. I serve on both the Finance and Bylaw Review Committees, and am the current Chair of the Board Governance Committee. I look forward to continuing serving the People's community as a Board member.

CANDIDATE Meet & Greet

Saturday, April 4th

Stop by the co-op for snacks and connect with the BoD candidate!



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**PEOPLE'S
FOOD CO-OP**
COMMUNITY OWNED SINCE 1971

2026 Co-op Board of Directors Election

OFFICIAL BALLOT

Owner Name:

Owner Number:

Owner Signature:

Date:

Please select up to 1 candidate to serve on People's Board of Directors:

Kara Conner

Please vote on the proposed bylaws changes:

Yes

No

BOARD MEETING

Meeting Minutes – December 1, 2025

Attendees

Directors present: Jason Bechard, Elise Gela, Abigail Jones, Loni Lavalieri, Kerry McKay, Steve Myrick, Jackson Stevens, Juan Villela

Guests: Sarela Bonilla, Stephen Gearhart, liz hostetter, Joel Kopeschke, Tara Smith

Board Meeting

6:05 pm – Called to order.

Agenda Review & Executive Session

Guest

Tara Smith: Comments regarding Deli and Nominating Committee.

Board Decisions

Consent Agenda

- Role Audits
 - They were initially to find a baseline for each department manager.
 - Discussed strengths, opportunities, management techniques.
 - There will be a six-month check-in.
- Sales Projection Tool
 - Spreadsheet for each department manager to help them manage their labor and costs.
 - Consent Agenda accepted.

GM Monitoring

GM Monitoring Report [B1: Q3 Financial Condition]

- B1.1 and 1.2 are non-compliant for the quarter, but compliant for the year.
- GM is looking for more comparable data to other co-ops, other organic markets, and the grocery industry in general.
- October's Owner Drive had strong results
- Sales are picking up – Thanksgiving brought a lot of Deli sales.
 - Thanksgiving day, sales were \$3000 higher than previously.
- Bakery Co-Ordinator role filled
- Laura has been essential in getting projects done and working toward the Co-op's goals – her hands-on efforts are indispensable.
- Elise moved to accept the B1 report with acknowledgement of non-compliance; Jason seconded.
 - Motion passed: 7-0-1

Board Process

Board Monitoring [Global C]

- The Board is compliant.

Board Monitoring [C1: Governing Style]

- The Board will govern in a manner consistent with the four pillars of co-operative governance: accountability, empowerment, strategic leadership, and democracy.

Member Engagement

Co-op Month

- [See info in Consent Agenda about the Owner Drive.]

Nominations/Elections

Update

- Three outreach events happened at the Co-op.
 - Distributed six or so Board applications.

Board Admin

Bylaws – Potential Changes

- Bylaws Committee Charter
 - Assembled on an ad hoc basis.
 - Added a budget limit for lawyer review of bylaw revisions.
 - Kerry moved to accept the Bylaws Committee Charter; Jackson seconded.
 - Bylaws Committee Charter accepted: 8-0-0
- Note: the Board Committee is meant to create proposed changes to the Bylaws to present to the ownership to vote on.

Board Budget Finalized

- 2024, 2025 budgets and proposed 2026 budgets shown.
 - Inflation was taken into account in the 2026 budget.

GM Evaluation Status

- Kerry is working on it.

Board Development

Yearly Reflections

- The Board Retreat offered a lot of education for members.
- Much of the year was spent educating the new Board members and the ownership on what it means to be a Board member.
- There was good financial education for the Board.

Accountability

Progress of Action Items

- Progress of action items reviewed

Looking Ahead

Review Upcoming Agenda Items

- GM Monitoring Report [B2: Planning and Budget]
- GM Monitoring Report [B8: Board Support]
- Global D: Board-Management Connection
- Valentine Event in-store

Closing

- Accepted Consent Agenda
- Passed B1 report
- Passed Bylaws Committee Charter

Meeting Adjourned at 8pm

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