



618 Kensington Road
Syracuse, New York 13210

syracuse.coop

P: 315-472-1385

F: 315-422-9021

contactus@syracuse.coop

SCM BOARD OF DIRECTORS MEETING

March 24, 2026

MINUTES

Board Meeting Commenced: 4:42 pm

Location: In person at the Salt City Market

Present: Colleen, Tracy, Lionel, Zack, Miguel, Michca, Emma, Jen, Jeremy

Absent: Leah, Paul, Alex

AGENDA REVIEW

Colleen reviewed the agenda and upcoming dates, including:

- CBLD/Executive Committee Meeting on April 16 at 9:15 am via Zoom
- April Board Meeting on April 28 at 6 pm via Zoom
- Finance Training for Directors on April 21, 28, May 5, & 19 at 7:45PM via Zoom

VOTING AGENDA

February Meeting Minutes: Michca moved to approve the minutes as submitted, seconded by Zack. No discussion.

All board members present voted in favor.

New Members: Colleen moved to approve the new members as listed in the FYI report, seconded by Lionel. No discussion. All board members present voted in favor.

Bulk Reset Proposal: This is a proposal to replace the bulk fixtures at the Kensington store. We will lose 2 SKUs total, and will be adding more coffee. Coffee will be moved to the back wall with the rest of the bulk items, and bulk herbs will be moved to the space where coffee currently is. The quote Jeremy obtained was \$23,608, but he believes we will be able to cut this down as we have some extra bins in storage Downtown. Jeremy is asking for an approval of \$25,000 total for the project. Lionel asked why this is a board item. Colleen and Jeremy responded that any capital expenses over \$10,000 must be approved by the board. Zack asked if this project will result in significant down time for the store, if we will have to close. Jeremy said we do not plan to close and will build the new sets overnight. Miguel moved to approve the proposal for the bulk reset expenditure, seconded by Tracy. No further discussion. All board members present voted in favor.

Board Budget: Colleen presented the proposed board budget for FY27. This includes all of the boards' operating costs. This is a reduction of \$2,000 from the previous year's budget. Major expenses include board insurance, board development & training, and the Annual Meeting. Michca moved to approve the board budget as submitted, seconded by Lionel. No further discussion. All board members present voted in favor.

GM REPORT

Kensington Store:

- Jeremy has ordered the new shelving for the bulk reset from Lozier. This was a \$5k expense.

Salina Store:

- The Prepared Foods Manager is stepping down, so we are looking to hire a lead for the kitchen. Kristen, who has formerly served as the Prepared Foods Manager, will cover some kitchen responsibilities, and Jeremy will fill in on store operations in the interim. Jeremy said if our Prepared Foods Manager does decide to return, they would be welcome to.
- There was a small electrical fire at the Salt City Market on Wednesday, March 18. The entire Market shut down for the day for the safety of staff and customers.

General Updates:

- Food For All:
 - Launched Friday, March 20. We've had some customers sign up for this membership over the weekend.
- Garlic and Roses:
 - Garlic and Roses is a media co-op Jeremy started with a few fellow General Managers to create content for people working in the cooperative grocery industry.
 - Jeremy will have an article out in the March newsletter, which is a profile of the Prairie Food Co-op in Lombard, IL. He is working on pieces about Chatham Real Food Market Co-op and The Merc Co-op.

- ISLR/CGPFA Advocacy:
 - This is legislation that addresses pricing discrimination against small grocers vs. big retail chains.
 - Today was the lobby day in Albany for the ISLR/CGPFA, but Jeremy was unable to go. He is going to try to meet with Rachel May another time.
- CCOA Migration:
 - The CCOA migration is complete.
 - We will now be able to participate in a new NCG pilot program for automated invoice coding.
- Consumer Cooperative Management Association:
 - The annual CCMA conference is at the end of May in Tacoma, WA.
 - Garlic and Roses plans to attend.

DISCUSSION AGENDA

Committee Check Ins:

- Board Perpetuation - Tracy, Emma & Miguel
 - Tracy reported that Lauren submitted her resignation from the board today. Each committee member will identify a potential nominee to fill her position. The next committee meeting will be on 4/28 at 4:30 pm. Colleen noted that Zack is an appointee and will need to run for election this fall as well.
- Capital Committee - Zack, Lionel, Jeremy, & Colleen
 - The committee discussed educating themselves and the rest of the board about the capital campaign and learning from the previous campaign. Jeremy plans to bring in a consultant to meet with the board.
- Policy Committee - Michca & Colleen
 - Michca reported that the D policies were reviewed in 2024 and the C policies in 2025. Michca and Paul will work on reports for D1 and D2 to present for the June board meeting, and D5 and D7 for the September board meeting. They won't be able to get through all 9 D policies this year, so will split up between this year and next year.

EXECUTIVE SESSION

The board moved into executive session to discuss recommended actions in response to the customer complaint. They reviewed the Counseling Memo for GM, some suggestions were reviewed to add to the memo. The executive team expressed appreciation for Colleen's professionalism and due diligence as she worked through initial review of the complaint and the investigation that followed, including speaking to outside experts for advice, and keeping the board informed throughout the process.

The board also initiated a draft memo for our next GM Employment Agreement.

Adjourned: 6:37PM