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## *An Urgent Message from your Food Co-op Board of Directors*

Dear Owners:

We want to inform you that on December 21, 2015 our General Manager, Sherpa, accepted a request from the Board of Directors for his resignation, which was effective immediately. The decision to ask for his resignation was not an easy one but one which we arrived at after much deliberation, and was made, and accepted by Sherpa, with the best interest of the Co-op in mind.

As some of you may be aware, the Food Co-op has been experiencing some financial difficulties that began some time ago. We want to let you know how we got to this point. Sherpa was focused on increasing the staff's wages for high staff morale. He anticipated an increase in Member-Owner shopping, and he also increased inventory. Unfortunately, sales didn't increase and thus didn't cover the increase in payroll. Without the increase in sales we were forced to use our savings account to cover Co-op expenses. By the end of the year our savings account had been drained and we found ourselves in an extremely difficult position. We want you to know that we are confident that the Co-op will survive. We are in good stead, having a great staff team and a wonderful Co-op community!

Our Co-op Department Heads have offered to become an Interim General Management Team, allowing the store to operate with a lower payroll while simultaneously empowering our incredibly knowledgeable staff in the operational decision making process. After its initial test run, we are all very excited about

moving forward with this arrangement. We are confident that with additional staff and board training and support from our wonderful Bookkeeper (and former GM, Tara McGuire), as well as additional community resources, we can turn our finances around and continue moving forward.

We want our Owners to feel confident that their Co-op is in capable hands. Both the Interim General Management Team and the Board are committed to open communication and collaboration. With your involvement (i.e. shopping, participating in Town Hall meetings, taking the Owner Pledge), we look forward to continue to nurture a vibrant community that centers on our lovely, and beloved Food Co-operative. We are truly grateful to all of the Owners and shoppers who have already responded to the situation. Thank you for your continued support! You are making a difference! Please feel empowered as Owners to contact your board of directors at [BOD@fcfood.coop](mailto:BOD@fcfood.coop). We look forward to answering any questions you have.

Best,

The Fort Collins Food Co-operative Board of Directors

Emily Heinz, Patrick Gill, Ruth Ingliss-Widrick, Ryan McGuire, Laura Lyznicki, Grant Morgan, Amber Lamb, Steve Del Grosso



***A Message from your Food Co-op Staff Members***

Dear friends/member-owners of the Ft Collins Food Cooperative,

New Years greetings to you from your co-op staff! It is with joyful anticipation that we welcome 2016. As you may have just learned from our Board of Directors' letter, the senior staff here at the Food Co-op have banded together to "cooperatively" manage the store for the immediate future. Collectively we have many, many years of co-op experience/service, and we look forward to applying that knowledge, our passion for our industry, and our love for all of you, to help the co-op grow and thrive.

The past several years have brought a number of new ideas and changes into our midst-we look forward to the coming year to sort out the things we've learned, and apply them to our co-operative model. We do so with every intention of making the co-op better than it has ever been! We are excited as a group to take more ownership of this place, which serves as both job and community for each of us.

Thank you so much for your continued support of the Food Co-op! We appreciate your tenacity through all the changes we've experienced, and look forward to engaging with you as we seek to re-imagine our neighborhood store. Please feel free to reach out to us with ideas/questions/comments. We promise to have time to chat!

Yours,

Brian, Chris, Steph, Oakley, Theron, Trinity, Tara, Tuesday, Chelsea, Jordan, Zack and Isabella

Email collectively: [generalmanager@fcfood.coop](mailto:generalmanager@fcfood.coop)



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