Adopted Minutes
East End Food Co-op Board Meeting
Virtual meeting held via Microsoft Teams
June 15th, 2026

In attendance:
Board Members: Tom Pandaleon, President; Nick Leise, Vice President; Michael Vogel, Secretary; Frank Noll, Treasurer; Desmond Zheng, Heather Kenner, Jeremy Kahn, Mark Bowers
Management: Tyler Kulp, General Manager; Jeff Guerrero, Marketing and Member Services Manager; Amber Pertz, Café Manager; Jen Girty, Human Resources Manager; Leah Farinola, Grocery Manager; eric cressley, Front End Manager; Erin Myers, IT Manager; Frank Salati, Produce Manager
Member-Owners: See attached
Board Clerk: Jessie Ryan

Introduction
Tom called the meeting to order at 7:06p.m. and Nick read the Ends Statement aloud.

The East End Food Co-op exists to enhance physical and social health in our community.
To these ends, we will create:
1. A sustainable member-owned business open to everyone
2. An ethical and resilient food infrastructure
3. A vibrant, dynamic community of happy, healthy people
4. A creative vision to transform the future

Check-In
Given the large number of attendees at the meeting, Tom made the decision to forgo check-ins.

Amend/Approve Agenda
Decision: Jeremy motioned to approve the agenda as submitted. Second by Tom. There were no objections.

Amend/Approve Minutes
Decision: Tom motioned to approve the May meeting minutes as submitted. Second by Jeremy. There were no objections.

Member-Owners Open Session
Some members in attendance shared their thoughts with the Board about the boycott and the advisory referendum.

Board of Directors Vote on Boycott
Directors had the opportunity to speak on issues raised by the boycott petition.

Motion: The East End Food Co-op shall implement a boycott of Israeli-sourced products until and unless Israel 1) immediately ends all wars and 2) ends its occupation of any foreign land in adherence with international law.
Vote: 0-7-1
Decision: The motion failed.

June Working Meeting Report
The Board met on June 1st, 2026 and discussed next steps with the advisory referendum, Tyler's departure, the Board Calendar, and committee updates.

GM Update
This report is in addition to the monthly monitoring reports. The expectation of this update is to give additional information to the Board of Directors that may not be included in the month's monitoring report. This report aligns with parts of sub-policy B7: Communication to the Board…. "The General Manager shall not cause or allow the Board to be uninformed or unsupported in its work."

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Membership:
Current total Member-Owners: 17,767
- fully paid Member-Owners: 15,234 (as of 05/03/2026)

New Member-Owners: May – Net 43
Total Member-Owner sales: May $675,631 = 60.3% of sales, +1.9% over May 2025

FYTD New Members (Net) – 466 (Prior Year thru May = 540 ~ -13.7% decrease)

Register Round-Up:
April – June (Q4) Recipient: Information on recipient is available on our website, and at each checkout lane.

Casa San Jose

FY26 YTD Total Raise: $3,280

Operations Update:
- My last day at EEFC is June 26. It was a very difficult decision to make, after almost 12 years at the Coop and ~2 years as IGM/GM. It has been the most rewarding experience of my professional life. I am forever grateful for the opportunity to serve our community.
- Some demolition work is beginning in the next few weeks in the "Gemini" theater space, as a preliminary effort to renovate our storage space to make it more efficient, and easier to maintain a clean, safe working environment.
- As of 5/15 we were asked by the Food Trust to pause generating/earning of Food Bucks due to lack of funding for the program. We continue to redeem Food Bucks generated prior to 5/15. We are aiming to launch our FLOWER program before the end of this month.

Finance Update:
- YTD sales as of 6/07/2026 (week 49): $13,401,648 +.7% over prior year
- The week ending 6/07/2026 sales were $276,454, a -0.4% decrease over prior year
- Customer count and basket size fluctuate every week, overall YTD transactions are fewer than prior year. Basket size remains elevated over prior year.

Updates/Questions/Comments:
- Directors thanked Tyler for his many years of service working at the Co-op.
- Do we know how much Food Bucks were generated before 5/15?
  - We do track that, but Tyler did not know that number offhand.
- Is there any indication we might have to stop accepting Food Bucks?
  - We will have to make that decision at a certain point. We did receive payment from the Food Trust about a week ago for a small portion of what we are owed. It is encouraging that they are trying to catch up.
- Are other co-ops that accept Food Bucks experiencing the same thing?
  - We are the only co-op in Pennsylvania whose Food Bucks program is entirely funded by the Food Trust.
- Will shoppers experience any obstacles during the Gemini renovations?
  - Customers shouldn't see any obstacles. Most work should be completed after hours.

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B1 – Financial Conditions and Activities

The policy Register states, "With respect to actual, ongoing financial conditions and activities, the General Manager shall not cause or allow the development of fiscal jeopardy or material deviation of actual expenditures from Board priorities established in Ends policies."

Updates/Questions/Comments:

- Tyler reported non-compliance on 3 out of 10 sub-policies.
- Why was there not an amount reported for depreciation and amortization? Do you think that will change?
    - It should change. Tyler spoke with the accountant about this. They were unable to delineate which assets were booked for depreciation and which were booked as expenses.
- How do you predict that will change?
    - We have not purchased any significant assets in the quarter that would affect depreciation.
- Are we paying off loans to avoid paying extra interest?
    - We only have one loan, which is the SBA loan that we received during COVID. It is a low interest rate, but we still want to pay it off.
- The accountant is confident that our record keeping systems are GAAP compliant, but there has not been a review in a couple of years. We can't report compliance until that happens. The year we are in now is unauditable because we did not begin the year with an auditor present during inventory.
- If an audit is going to be performed, is a review necessary?
    - You usually alternate between a review and an audit every year.
- Were there any big contributions that would cause such a big change to personnel and operating expenses?
    - One thing is the function of the calendar and timing. We are on a fiscal calendar year, so the quarter ends on the last Sunday of the month, which is not always the last day of the month. Paying some of our bigger expenses, such as credit card bills, would fall in the following quarter. Also, the first payday of the year fell on January 1st. Since it was a holiday, payroll was processed on December 31st. This means we are missing a whole payroll from personnel expenses.
    - The increase in the occupancy expense was due to our 15% rent increase in February. Our utility bills also increased due to usage and supply rates.
    - The accountants also reclassified some expenses.
- "Other Income" stands out because it is negative.
    - We did not receive a Food Bucks or Mercato check for the entire quarter. It is showing as unrealized earnings.
- Are we still using Mercato?
    - Yes, but we have closed the store for now because we have not been receiving payments and there has been no communication from them.
- Are other co-ops seeing a decline in sales from pickup and delivery services?
    - Pickup and delivery services at major grocery chains is around 5-6% of their sales. No co-op is even close to that number. Many customers enjoy coming into the store to do their shopping.
- Our margin is low for the quarter due to rapidly raising prices and trying to be conscientious of remaining competitive.

Decision: Frank motioned to accept the B-1 report as non-compliant. Second by Nick. There were no objections.

Committee Updates

Finance

Tyler proposed several edits to the committee charter draft and discussed them with the Directors. The committee will meet before the next B1 report in September.

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BP&E/MOP
The committee met last month and discussed starting a book club and relaunching the Member-Owner Survey. The survey may include a question about a Co-op picnic in the future. The committee will meet on Wednesday, June 17th, at 7:00 p.m. The agenda includes the Board Election and Annual Meeting. Desmond is hosting Game Night tomorrow in the conference room.

Executive
The committee hopes to meet in the coming days to discuss the transition to the IMT following Tyler's departure.

Action Items
Directors reviewed the progress or lack thereof on Action Items from previous meetings.

Appreciations
Those in attendance took a moment to share their thanks.

Closing
Next Meeting: Monday, July 20th, 2026
Packet submissions due: Monday, July 13th, 2026

Tom motioned to adjourn the meeting at 9:22p.m. Second by Michael. There were no objections.

The Board entered Executive Session at 9:22p.m.

EEFC Board Meeting
June 15th, 2026

Amber
Aviva Lubowsky
Ayala Hoch
Boaz
Boycott Israel
Braver, Molly
Brian Wolovich
Chris
Claudette Kulkarni
Cohen, Sari
Daniel Ryan
David Stanger
Deb Polk
Deborah Knox
Desmond Zheng
DH
Emily De Ferrari
eric cressley
Erin Myers
Faith Schantz
Frank Noll
Frank S.
Fritz - Co-ops Aagainst Genocide
Gillman, Deborah
Hannah
harvey
Heather K
Iris Wylde
Jean Reznick
Jeff Guerrero
Jennifer Girty
Jessie Ryan
Joel Rosenthal
Johnathan Kohlhepp
Josh
Judith L.A. Friedman
Judy
Julie Paris
Kahn, Jeremy M
Katherine R
Kyle B
Leah Farinola
Leslie Clark
Lindsey Disler
Lubowsky, Gabriel
Marin, Jennifer
mark
martin
Marty Seltman
Megan Moffitt
Meredith Hoap
Meredith Hoofknop
Michael Vogel
mollie
nick leise
Polk, Deborah E
Rus Sandomire
Sari
Seth Adelson
Simone
Sophie Kahn
Stanley Beck
Sue
syd
Tanya Bucci
Tiffany
Tom
Tyler Kulp
Victor Noble
Wendy Levin-Shaw