



2026 Annual General Meeting Package

September 24th, 2025 5:30pm – 6:30pm followed by General Q&A
Adventure Hotel and Zoom

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Agenda of 2026 AGM

0. Doors open (5:00pm)
1. Opening (5:30pm)
 - a. Call to order
 - b. Approve the agenda of 2026 AGM
 - c. Approve the minutes of 2025 AGM
2. Presentations (5:35 pm)
 - a. Made Here
 - b. President's Report
 - c. Acknowledgement of IGMs
 - d. GM Report
 - e. Treasurer's Report
3. Appointment of the Auditor (6:15 pm)
4. Confirm results of the board elections (6:20 pm)
5. Adjourn AGM (6:30pm)
 - Door prizes
 - General Q&A

Detailed Agenda

Doors open 5:00pm

- a. Members are welcome to join the Board for snacks from the Kitchen, Butcher Shop, and Deli at the Adventure or to arrive early at the Zoom Room and get settled.
 - b. All those who register for the AGM are sent the information for both in-person and virtual attendance.
1. Opening (Kay Coburn, President)
 - a. Director Coburn calls the meeting to order, welcomes members, and introduces fellow Directors.
 - b. **MOTION To approve the agenda of 2026 AGM**
 - c. **MOTION To approve the minutes of 2025 AGM**, as circulated in the meeting package.
 2. Presentations. Each presentation will be followed by a short Q&A period. Those participating virtually may type their questions in the chat so that they may be read aloud by the moderator.
 - a. Made Here - Informative presentation by Marketing Manager Jonathan Ramos
 - b. President's Report — Board President Kay Coburn
 - c. Acknowledgement of Interim General Managers - Director Cathy-Ann Glockner
 - d. GM Report - General Manager Amanda Verigin
 - e. Treasurer's Report — Board Treasurer James Hiebert
 3. Appointment of the Auditor (James Hiebert, Treasurer)
 - a. **MOTION That the members appoint Doane Grant Thornton LLP as auditor for fiscal year 2027.**
 4. Confirm results of the board elections (Kendal Benesh, Board Development Committee)
 - a. Director Benesh reviews the nominations and elections process and announces the successful candidates for the three member-elected seats. The election is conducted before the AGM, August 24th to September 23rd.
 - b. **MOTION To approve the results of the 2026 board election.**
 - c. Director Benesh reviews the nominations process for the Employee Director - the seat elected by current employees.
 - d. **MOTION To appoint Leannah Fidler as Employee Director for 2026-2028.**
 5. Adjourn AGM (Kay Coburn, President)

Door prizes (Jesse Kerr, Outreach Coordinator)

General Q&A - Directors and management will be available after the adjournment of the AGM to answer members questions. Facilitated by General Manager Amanda Verigin

Minutes of 2025 AGM

**Kootenay Country Store Co-op
Annual General Meeting
September 25, 2025
Adventure Hotel + Zoom**

Members Present: Vicki Huva*, Arlene McMillin*, Elaine Moore, Hoda Ghamrawy*, John Alton, Zoe Creighton, Catherine Fisher*, Sue Basek, Juliet Craig*, Michael Morrison*, Pat Glacken, Linda Devries, Ina Pockrass*, Jay Marshall*, Michael Bancroft, Carolee Colter, Jon Steinman, Ben Morris, Amanda Verigin*, Sadie Yancey, Sean Silverson, Scott Drew, Philippe Cournoyer, Merelyn Jones, Alex Short*, Shelley Dagorne, Kendal Benesh, Jesse Kerr, Nicole Charlwood, Darice Page*, Kristina Hus, Hannah Murray, Kay Coburn, Cathy Ann Glockner, Kate Miers, James Hiebert, Maggie Jones, Paul Cowan. (38)

* indicates online attendee.

Non-members present: Rachel McGown, Reuben Crookbain, Lucas Mjolsness, Mike Basek, Rhonda Bancroft, Linda Sawscyn, Paul Dagorne, Jackie Diaz, Jon Ramos, Andrew Kent (10)

Recording Secretary: Sadie Yancey, Board Administrative Assistant

Chair: Kay Coburn, Board President

1. Call To Order

Director Coburn called the meeting to order at 5:31pm. She acknowledged the ancestral and unceded land of Syilx, Ktunaxa, and Sinixt nations, and invited participants to reflect on their responsibility to the land and these peoples.

Director Coburn introduced her fellow directors Cathy-Ann Glockner (Vice President), James Hiebert (Treasurer), Maggie Jones, Kate Mier and Paul Cowan. Leannah Fidler (Employee Director) sent her regrets.

MOTION Approve 2025 Agenda, as circulated.

M/Mike Bancroft S/ Cathy-Ann Glockner

CARRIED

MOTION Approve 2024 Minutes, as circulated.

M/Dirk Gibbs S/ Paul Cowan

CARRIED

2. Presentations

President's Report Director Coburn presented the President's Report, including:

- In January, the board refined the first three goals of the strategic plan to help management carry out and to help the board assess progress towards the strategic goals.
- Marketing Director Amanda Verigin has been identified as GM succession candidate. She has been working with the IGMs to receive internal and external training to complement the passion and deep understanding she has of the Co-op, so that she can soon step into the GM role.
- This was a financially successful year despite economic stressors. Director Coburn credited our success to the collective effort of staff and the IGMs.
- Reflection on our 50th anniversary year being aligned with the UN's designation of 2025 as the international year of cooperatives, and that their theme "co-ops build a better world" rings true. The board feels the responsibility to current members and future generations, to root decisions in shared values and common sense.

There were no questions.

GM Report (5:43pm) Co-Interim General Managers Ashley Elliott and Sean Silverson presented the GM report, including:

- A recap of birthday celebrations, to celebrate our 50-year transition from a buying club to a store that awes visitors. This is thanks to members, community, and staff.
- Staff wages were raised ahead of the cost of living and continue to meet Living Wage for employees who've worked one year full time. The staff bonus is the largest ever - \$200k.

- This was one of most financially successful years in our Co-op's impressive history, with highest sales, great strides in paying down long-term debt, and building operating reserves to secure our future
 - We witnessed changing shopping habits due to trade tension - more and more the consumer response has aligned with our value to prioritize local, BC, Canadian products. Our buyers have expanded our product range and selection by adding hundreds of new products – reasonably priced that support our values.
 - Gratitude to members for their continued support - without this, none would be possible.
- A member asked if there will be member patronage. This was deferred to the Treasurer's Report.

Treasurer's Report. (5:50pm) Director Hiebert presented the Treasurer's Report, including:

- Financial information from fiscal years 2021-2025 including assets, liabilities, debt, membership, sales, employee compensation, local purchases, community giving, member discounts, and net income.
- Debt continues to be paid down aggressively and ahead of schedule. Following the end of the fiscal year the most expensive business loan was repaid in full.
- Record sales of \$31.3M outperforms inflation and internal sales targets. Our record net income of \$1.8M is used to pay down debt, give wage increases to employees, and to reduce prices for members.
- Reflection that this is not just about finances, this is a commitment to our mission, vision, values. We extend our values beyond the store with community giving, we support local producers to keep money circulating in our local economy.
- Member patronage increased by 33% to \$100k, divided amongst members in store credit, based on their spending in FY2025.

There were no questions.

3. Increase to Director Compensation

- Director Coburn summarized the rationale for an automatic annual increase to director compensation, included in the meeting package, including:
 - o To ensure that director compensation keeps up with inflation, in years when the Co-op is profitable enough to increase the starting wage.
 - o To recognize that board responsibilities increase as the Co-op gets more complex.
 - o To have an automatic increase so that the board does not need to put a resolution forward to members each year.
 - o Directors will continue to receive the staff discount, currently 20% off all products.

BE IT RESOLVED That following any fiscal year in which the Co-op's starting wage increases, Director stipends increase by the same percentage as the increase to the province's minimum wage, effective October 1st that year.

M/Nicole Charlwood S/Elaine Moore

In response to member questions, it was noted:

- The minimum wage was chosen because it is set by the provincial government, tied to inflation. The Living Wage is not appropriate as directors are not compensated hourly and the Living Wage calculation includes additional factors.
- The increase to compensation will not compound if it is not given in the previous year.
- "Profitable" was included in the rationale but not the resolution because it is imprecise.

CARRIED

4. Appointment of the Auditor

MOTION The membership appoints Grant Thornton LLP as auditor for the fiscal year 2026.

M/Kendal Benesh S/ John Alton

It was noted that the auditor is now named "Doane Grant Thornton LLP."

CARRIED

5. Announcement of Directors

Director Maggie Jones (Chair of Nominations Committee) thanked the candidates who put their names forward to lead the Co-op and to the members who took the time to vote. The nomination period was April 2 – June 4th and the election ran from August 20 – September 24th, with 645 ballots cast. The successful candidates were Kendal Benesh and Mike Morrison. Maggie thanked members Aly Topping, Lindsay Sample, and Shelley Dagorne for their candidacy.

MOTION To approve the results of 2025 board election

M/Nicole Charlwood S/ John Alton

CARRIED

Director Jones thanked Wendy Wiebe for her service on the board, ending with her resignation in January 2025. Director Glockner thanked outgoing director Maggie Jones for her eight years on the board, bringing her extensive experience in natural foods, her thoughtful and hard-working nature, and her ability to always speak from her heart.

The directors for 2024/2025 will be: Kay Coburn, Cathy-Ann Glockner, James Hiebert, Kate Miers, Paul Cowan, Leannah Fidler, Kendal Benesh and Mike Morrison.

6. Adjournment

The chair thanked the staff for making the event happen smoothly and invited participants to stay after the meeting for door prizes, general Q&A, and showing of short documentary *"More Than a Grocery Store"*

MOTION to adjourn AGM 2025, 6:13pm

M/Zoe Creighton S/Cathy-Ann Glockner

CARRIED