

Our Co-op is a modern success story in no large part because of the hundreds of employees who work here, and the thousands of Members who have collectively put our heart and soul into it. At the same time, the Members you elect to serve on the Board have consistently concluded that our Co-op needs better governing documents to thrive. Our organizational bylaws are legally deficient, confusing and dysfunctional. Our Co-op deserves better.

This year, the Board affirmed the belief that any new bylaw proposal must represent the input of an engaged Membership. There was an unprecedented amount of outreach to Members, including surveys about what Members wanted the bylaws to say, Member listening sessions, and thousands of Member comments.

This led to a cooperative effort that has produced a superior governing document that represents the input and we believe the consensus of the Membership.

We recognize that even small changes can create uncertainty, so to be clear, the purpose of this proposal is simply as follows:

1. to sustain member-governance today, and instill the bylaws with the character of our Co-op for future generations;
2. to replace the current outdated set with bylaws that are consistent with California law;
3. to make our governance practices consistent with best practices for co-operatives;
4. to make the bylaws easy to read, internally consistent and with clear meaning. The proposal avoids legalese, jargon, opaque references to statutes and instead uses normal everyday language.

At this point it is irrefutable that these bylaws -- the result of outreach to an engaged Membership -- are far superior to our current bylaws.

The Board recommends a **YES** vote.

SNFC BOARD OF DIRECTORS

**JOEL ERB, CHARLES FITZPATRICK, KIM GLAZZARD, NICOLE KLIMEK,
STEVE MAVIGLIO, CHRIS TUCKER, DELFINA VARGAS**