

## Proposal to the Annual Member-Owners Meeting of Calgary Co-operative Association Limited

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### PROPOSAL

#### Proposal for Calgary Co-op to provide a written statement to all Member-Owners regarding the long period without an apparent permanent CEO

**WHEREAS:** Our co-operative has been operating without a permanent CEO since former CEO Ken Keelor left on or around October 2024.

From an email dated October 17, 2024 from Calgary Co-op former Board Chair Brad Krizan, it was stated:

*Effective immediately, Lisa Swartzman has been appointed interim CEO for Calgary Co-op ... until a new CEO is in place, which we expect will occur within the next year.*

Lisa Swartzman concluded her term as interim CEO around mid-November 2025, at which time Calgary Co-op appeared to quietly appoint current Board Chair Ken White to the additional role of "Executive Chair". Ken appears to continue to assume the duties of both roles.

**WHEREAS:** Current "Executive Chair" and "Board Chair" Ken White recently introduced a Bylaw amendment, seconded by Board member Victoria Bradbury, and carried in 2023, stating, "that patronage returns can be credited to Member-Owners as store credit".

This was implemented shortly thereafter and generally, anyone who has signed up for the Calgary Co-op digital app is now forced to collect their annual patronage return via the "bonus cash bubble", even if they prefer cash as they so used to receive.

**WHEREAS:** At the 2024 Annual General Meeting (AGM), a resolution was introduced (that was passed by Member Owners in 2025) that allowed Member-Owners to choose *how* their patronage returns would be issued (by choice of cash, cheque, e-transfer, or "bonus cash" etc.), however this has not been implemented by the Board or leadership.

Instead, Co-op has deemed this successfully passed resolution merely "non-binding", and the current leadership has not actioned this properly passed resolution in time for the 2026 patronage payments, thus being a direct defiance of the membership body's voices and votes, and even possibly a breach of the governing documents and democratic principles of our cooperative.

In the absence of a permanent CEO to answer to, Calgary Co-op's executives may be conducting operational matters unchecked.

**WHEREAS:** Eric Myers, who teaches business at Mount Royal University, in an October 2024 Calgary Herald article titled 'Ken Keelor suddenly out as CEO at Calgary Co-op' was quoted as saying:

*The search for a new CEO shouldn't take more than a couple of months, he said, and shouldn't necessarily hamper any company desire for growth, if opportunities arise.*

*"They still have to have that eye toward strategy, other types of acquisitions, business ventures," he said. "Because if they don't, Co-op could fall behind in the grocery and food and beverage sector."*

**WHEREAS:** At the time of Calgary Co-op's 2026 AGM, it has been more than 18 months since our cooperative has been without an apparent permanent CEO, and limited transparency and communication on this matter has been provided to Member-Owners.

Calgary Co-op may now be falling behind in the grocery and food and beverage sector.

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**BE IT RESOLVED:** That the Calgary Co-op Board provide a written statement to ALL Member-Owners (via mail, email, or other direct letter to all Member Owners) acknowledging this matter, identify why a permanent CEO has not yet been found since Ken Keelor's departure, and outline a plan and reasonable timeline for hiring a new CEO.