




## Rising Tide Co-op

### Board Meeting Minutes


 March 25, 2025

#### Attendance:

Board members present: Ed Ross, Sam MacGown, Sean O'Neill, Hide Mizuno, Deb Singer, Sofia Doe.

Remote attendees (via Microsoft Teams): Member-owner Bear Geister.

Store Representative: Heather Burt, General Manager.

 Meeting called to order at 5:30 PM. A quorum was present.

#### **Brief conversation with Bear about his background and interest in the co-op.**

#### 1. Approval of Board Minutes

Motion: Approve the February 25, 2025, board meeting minutes.

Moved by: Sam MacGown, seconded by: Hide Mizuno  Motion carried unanimously.

#### 2. General Manager's Report

Heather Burt provided updates on store operations:

- Including stats comparing Mango sales in March. Hot bar had its best week ever and great things occurring in the kitchen in general.

- Cooler Installation: The coolers will now be installed the 1<sup>st</sup> or 2<sup>nd</sup> week of June. This is later than preferred, but manageable. It looks like store closing for 2 or 3 days and then another day or two ramping operations back to full capacity (coolers need time to get up to temp before goods set out).

#### 3. Communications to the Board (B7)

B7 (Communication to the Board): Heather marked as in compliance.

Motion to accept B1: Moved by: Sophia Doe, seconded by: Deb Singer  Motion carried unanimously.



#### 4. Committee Reports

##### *Governance Committee*

-Brief discussion around the Zoom call as well as the meeting today immediately preceding the Board meeting.

Committee Charter update in the works

##### *Nominating Committee*

- Deb Singer presented updates

- Discussion around role of committees in onboarding process. Who is responsible for educating the new Board members on technology, governance, etc. Overall, the nominating committee will oversee the process, but the governance committee will also educate when requested.


-Charter (connecting to members and recruitment process were updated)

-Board candidate packet (19 pages) that has lots of information on co-ops (roadmap of sorts) and is being reviewed by RT for final approval.

-3 potential candidates for the Board (3 open slots)

#### 5. C2 and Board Self-Evaluation (continued from February meeting)


- Ed Ross reported that C2 is in compliance across all seven sections.

Motion to accept C2 compliance report: Moved by: Ed Ross, seconded by: Sam MacGown   
Motion carried unanimously.


- Self-Evaluation Update: Two areas of concern brought up in comments. Question 1 and Question 6.

#### 6. Old & New Business

 Old Business: None.

 New Business: Sophia discussed her thoughts on the seminar (John Steinman) that she attended. Deb also attended and mentioned the importance of local food systems, especially in the current climate.

HB—agenda for the Annual Meeting needs to be within the context of a Board meeting rather than a committee meeting for approval

- Motion to approve: Moved by: Sam Macgown, seconded by: Hide Mizuno  Motion carried unanimously.



### 7. Adjournment

Motion to adjourn: Moved by: Sam MacGown, seconded by: Sophia Doe  Motion carried.

📌 Meeting adjourned at 6:50 PM.