


Rising Tide Co-op Board Meeting Minutes

 January 27th, 2026

Attendance:

Board members present: Ed Ross, Sam MacGown, Sean O'Neill, Deb Singer, Sofia Doe, Betsy Dunn, Jane Bjerklie-Barry, Leifa Gordon, Patti Matrai.

Remote attendees (via Microsoft Teams): none


Store Representative: Mike Runco, Interim General Manager.

Member Owner: Bruce Hardina

 Meeting called to order by Ed Ross at 5:25 PM. A quorum was present.

1. Approval of Board Minutes

Motion: Approve the September 30, 2025, board meeting minutes with understanding that Board term updates will be made.

Moved by: J. Bjerklie-Barry, seconded by: D. Singer  Motion carried unanimously.

2. General Manager's Report

Mike provided updates on store operations:

- Insurance claim from the end of December power outage was declined. New Insurance policy procured with better coverage- MMG. Added cybersecurity policy and flood insurance
- Feb 2nd- HVAC capital project begins
- Management Restructuring and store training is underway – lots of new employees
 - Department Coordinators are now driving floor experience, also offers flexibility to open & close building
 - Key training- critical situation response trainings = weather, power outages, communications with emergency personnel
- The Store Budget for 2026 was presented

4. Committee Reports

Governance Committee

-New Members P. Matrai and B. Dunn will join returning members S. O'Neill (chair) and S. MacGowan


-Discussion regarding the GM Search and who would be involved. Determined that Governance Committee joined by E. Ross and S. Doe will co-ordinate the process.

Nominating Committee

-New Members L. Gordon and J. Bjerklie-Barry will join returning members D. Singer (chair) and S. Doe

- Will resume sessions beginning in February

5. Old & New Business

 Old Business:

1. Review of Annual Calendar
 - a. Conference Participation-
 - i. P6 Conference Saturday, April 11th- Auburn, ME
 - ii. CCMA Conference, May 28-30- Tacoma, WA
 - b. Board Retreat and Transition Planning
2. Board Communication
 - a. All board member Microsoft Teams accounts are up to date
 - b. Teams- needs an administrator from the board

 New Business:


None

6. Member Owner Comments:

Curiosity about young employees and their interest in employee benefits

Curiosity about employee retention strategies

7. Adjournment

Motion to adjourn: Moved by: S. MacGown, seconded by: P. Matrai  Motion carried.

 Meeting adjourned at 7:00 PM.