

Minutes of Regular Meeting - March 24th, 2026

Mississippi Market Selby Classroom and Zoom

Attendance:

Directors Present:

In person: Roy Berger, Tamara Downs-Schwei, Luke Engel, Roderick McCulloch, David Mickelson, Mark Mosiniak, Stephen Munasinghe, Daniel Ramos-Haaz, and Andrea Specht

Via Zoom: Molly Phipps

Directors Absent:

Noel Nix and Haley Swails

The Directors present constituted a quorum.

Others Present:

Catherine Downey, Rivers Cooperative Markets (RCM) Chief Executive Officer (CEO), Grace Lehne, RCM Board Administrative Assistant, and Sara Morrison, RCM Chief Integration Officer (CIO)

Call to Order

Luke E. called the March 24th, 2026 meeting of the RCM Board of Directors to order at 6:01 p.m.

Point of Order

Mark M. moved to add a point of order to add an item to approve a C Share redemption and donation request. This was seconded by David M. and approved by the board.

Member Welcome and Questions

Luke E. acknowledged that no owners were present.

Consent Agenda

Luke E. called for any reports to be pulled from the consent agenda. No reports were pulled. Mark M. moved to approve the consent agenda. This was seconded by Roderick M. and approved by the board.

President's Report

Luke E. solicited feedback from board members about the new agenda format. Many board members were excited about the new format. Luke E. notified the board that Judy Murphy had resigned from her seat on the board. The board agreed to submit committee charters by the May Board Meeting.

CEO Monitoring Report

Catherine D. gave updates about the prior month. Board members discussed the industry news that Catherine D. had included in her report, and consolidation updates. Board members inquired about the internal application process for employees, website domains, and ownership benefit integration.

The board discussed the B.9 Emergency CEO Succession report. Discussion was had about the language included in the policy. Mark M. moved to accept the B.9 Emergency CEO Succession report, which was seconded by David M., and approved by the board.

Annual Work Plan

Luke E. spoke about the Annual Work Plan format he had created. Board members were in agreement that the proposed tool would be used. David M. moved to accept the Annual Work Plan format and content, to be amended as needed. This was seconded by Roy B., and approved by the board.

Committee Check-In

Luke E. told the board that a template for charters would be available in April, and committees would be responsible to complete their charters and select a chair by the May Board Meeting.

Consolidation Retrospective

Luke E. prompted the board to reflect on the consolidation. A board member shared that some owners who had expressed concerns about the consolidation have since come around to the idea and are still shopping in the store. Board members spoke about their satisfaction with the high pass rates of the consolidation vote, and the elements that went into that success. The board felt that the marketing campaigns were well timed and informational.

BREAK: 7:14 P.M. - 7:19 P.M.

Strategic Role and Timing Discussion

Luke E. led a conversation on how and when to develop strategic plans. Board members shared planning resources with each other. Board members agreed that establishing an Ends statement should be a priority, and that it will help guide the strategy.

Board Process, Reflection, & Assignments

Luke E. confirmed which board members would be attending CCMA. Board members reviewed which committees they would join. Roderick M. will join the Education Committee. Daniel R. moved to approve Roderick M.'s joining of the Education Committee. This was seconded by Mark M., and approved by the board.

Adjourn Regular Session

The regular session was adjourned at 7:41 p.m.
Submitted by Grace Lehne, RCM Board Administrative Assistant