

Oryana Board of Directors' Meeting
February 18, 2021

Present at the meeting were:

Board Members: Holly Jo Sparks, Kathy Baylis-Monteith, Cy Agle, Christopher Miller, Laura Cavender, Jim Dagwell, Kaitlyn Burns, Colleen Valko, Chuck Mueller; General Manager/CEO, Stephen Nance; Board Assistant, Devin Moore; Marketing and Communications Manager, Stephanie Mathewson; Guests: Andrew Lutes, Linda Gardiner, Jack Miner, Andrea Deibler, Jen May, Alison Arthur, Heather Jensen

Welcome: Holly Jo began the meeting at 5:01pm

Agenda: None; minutes were approved by email.

Board Calendar: None.

Public Input: None.

Zoom Best Practices: Holly Jo gave a rundown of zoom etiquette.

GM Report: Steve presented his Big Picture Report via PowerPoint. Steve shared insight about the Policy Governance Model that Oryana uses. January was a good month for both locations. West has been able to alleviate pressure off of 10th Street's business and size. Both locations are below budget in labor and wages – a good trend. Oryana has just surpassed 9,000 owners! Internally, Dept. Managers and Store Managers are in the midst of business planning. 23% is the growth goal for 2021 over last year. Steve went on to discuss the bridge construction in the downtown area.

OCIPS (Oryana Constant Improvement Projects): West's Coffee Bar has been relocated from the west side of the building to the previous juice bar area. West's front corral will be an enclosed and heated entrance soon. Oryana Boardman Room at 10th Street is getting closer to completion. There has also been an awning roof added to the south entrance at 10th to protect carts in the winter and produce in the summer.

Trends: Stephanie presented on local, regional, and grocery-based trends.

Oryana For Good: Stephanie presented on the plethora of donations, promo, and marketing from Oryana over the past month. She also discussed the many compliments the staff have received recently.

Ends Reports on Localism and Economy: The board reviewed Steve's ENDS Reports, submitted to the Board prior to the meeting. Stephanie gave a synopsis of the reports given to the board. Steve described Oryana's definition of local and how we have invested over \$4.6 million in local sales. Stephanie then went on to discuss Economy ENDS and that in 2020, Oryana dramatically increased the Cooperative Economic model with the acquisition of Oryana West and the investment in Commonplace and Greentree Coop. She shared that owner sales have steadily increased at West since the acquisition. Stephanie discussed how our statements on BLM, political turmoil, and others, make an impact in our economy by educating our owners and customers on the promotion of social justice.

Kathy motioned to accept; Colleen second:

MOTION

The Board accepted the General Manager's Ends Reports on Localism and Economy.



Kaitlyn Burns, Secretary

Owner Engagement Report Out: Chuck presented on behalf of this committee. They are currently working on incentives for greater owner participation in the upcoming General Ownership Meeting with Stephanie Mathewson. They also requested that other board members encourage owners to attend. They also felt that engagement should be integrated into every committee versus just the one.

Financial Due Diligence Committee Report Out: Jim Dagwell discussed that there is no current need for this committee.

Education Committee Report Out: Kaitlyn shared that the committee may be disbanding. After a few committee meetings, there was a realization that it lacked direction and may have already served its purpose. Columinate has readily available resources (i.e. CLBD & Financial Training) for workplans and learning opportunities.

Report Out Discussion: Holly Jo invited members to discuss the dissolving and integrating of these committees. Chuck asked that the board would be notified of possible engagement opportunities. Colleen and Kaitlyn shared that regularly discussing our workplans would hold us accountable. Colleen went on to say that these topics should be laid out within the meeting schedule or bi-annual retreats. Kathy said that if there ends up being unfinished business during meetings, we can always ask members to take on tasks as needed outside of the regular meetings. Many things this committee does are things that the entire Board could do together.

Executive Committee Report Out: Holly Jo shared that she's going to wait to discuss the workplan until next meeting.

Public Input and Announcements: Heather Jensen shared that she appreciated the board and Oryana, and she's excited to run for the board. Andrew Lutes also shared warm feelings. Laura stated that she is excited the Boardman Room at 10th is accessible with an elevator!

Adjournment: The meeting adjourned at 6:30pm

Next meeting: The board next meets on March 18, 5 p.m. via Zoom. Year end and Business Planning will be added to March agenda.