

## Oryana Board of Directors' Meeting July Board Meeting 7.15.21

### **Present at the meeting were:**

Attendees: Colleen Valko, Kathy Baylis-Monteith, Holly Jo Sparks, Marty Heller, Chuck Mueller, Cy Agley, Kaitlyn Burns, Chris Miller; Steve Nance, CEO; Devin Moore, Education and Outreach Coordinator. Absent: Laura Cavender  
Guests: Alison Arthur

**Welcome:** Holly Jo began the meeting at 5:33pm

**Agenda:** No changes or additions made; minutes were approved today by all members.

**Board Calendar:** The calendar was brought up and reviewed by the Board. There was discussion about checking back in with particular policies to reflect together. A critical reflection will occur this evening. Colleen has volunteered for 2.4 August to host the critical reflection. Marty will host the reflection for Community in September. Kaitlyn will volunteer for 2.1 and 2.2. Kaitlyn suggested changing verbiage to work plan check in versus board development and educational activity. The members then discussed how to present the reflection. It was decided that resources will be provided to help guide the reflections. It was then decided that the August meeting will be moved to the 26<sup>th</sup> instead of the 19<sup>th</sup>. Although Laura was absent, she informed the Board during the meeting that this date works for her.

**Public Input:** Alison Arthur expressed gratitude for the co-op!

**CEO Report:** Steve presented his Big Picture Report via PowerPoint. Steve shared information about sales weeks at Oryana 10<sup>th</sup> and West. The last couple of weeks have been very busy at both stores starting the week before the 4<sup>th</sup> of July. 10<sup>th</sup> Street has been in the positive for the first time in a while because our numbers are compared to Pandemic times of 2020. More people are coming into the stores and market baskets have dropped a little. We are currently up 40% between the two stores. Labor and wages are well in line at both locations. We are at 9,619 owners! We are just under budget for June. Quarterly, we are below target, organizationally but remember, this was a challenging year to forecast due to Covid-19. Year to date, we are off budget by 4%. There is no further outstanding debt besides our mortgage. We have a good amount of cash with a climbing trend. Looking towards the future, Steve shared the current numbers and the forecast to put things into perspective. He stated that he forecasts West will continue to be very busy and 10<sup>th</sup> will remain steady. He then went on to state some Michigan, CPI, and national numbers to support his forecasts.

Steve shared that many people who had lost their jobs due to the pandemic are choosing not to go back into the workforce for a myriad of reasons. Staffing will remain an issue for quite a while. This has been a challenge for our Culinary team at West. The coffee bar is going to remain closed until we get more staff and the deli hours have shifted to less time open.

The 8th Street bridge is closing July 26<sup>th</sup>. Cass and Park are already closed. Folks always make their way to us, or they'll check West out!

**OCIPS (Oryana Constant Improvement Projects):** West is getting a freezer for seasonal end caps. New signs for West aisles coming in soon. West Community Room's design phase is in process! West's entry way should restart in the next two weeks. Produce at West is getting a reset but won't begin until October. West's Green Grocer Initiative is launching which means recycling and compost

is coming! Also, Sip n' Stroll is coming back as soon as we can staff the coffee bar. The ADA elevator and tower should be done this next week at 10<sup>th</sup>. Kombucha at 10<sup>th</sup> has restarted again!

**Oryana For Good/Trends:** Steve shared some current grocery trends. Devin presented on the plethora of donations, promo, and Oryana for Good that occurred over the past month.

**Ends Reports Education and Wellness:** Devin presented some more detail on both of these particular Ends Reports with the support of Steve. She went in depth on particular ways that the co-op, and the EMOE (education, marketing, outreach, and events) team, has served these Ends. Steve added the operational side of how we served these Ends through department resets, cleaner and more organic product selection, the acquisition of Lucky's, etc.

Kathy motioned to accept both Ends Reports: Education and Wellness; Miller second:  
MOTION

The Board accepted the General Manager's Ends Reports Education and Wellness:

*Chuck Mueller*

Chuck Mueller, Secretary

### Critical Reflection on Ends – *Chuck*

Chuck shared an idea about having the Ends reports become more meaningful by asking “what did we learn about the co-op and the community?” after the report is presented. Chuck went on to state that he understands why Education and Wellness are paired together. He shared that he thinks Oryana does a great job of providing access to wellness in a plethora of ways like Double Up Food Bucks, SNAP, and more. Holly Jo added that Oryana meets the diverse needs of our community and has a continued commitment to high-quality products. Chuck then went onto say he was impressed with the education Oryana provides their staff and the community. Chuck wants to work with other members on how we could educate the community during Co-op Month. Holly Jo shared that Education is the most interconnected principle in how we achieve and share these other Ends.

### Board Work Plan – Committee Reports & Assignments

*Marty-* He shared that the governance document review is supported by the Board after they met. The next steps will be to provide the Board with resources and preparation when we do review the Bylaws. He went on to say that legal assistance will also be considered when reviewing the bylaws. Holly Jo added that items will be added to the agenda to continue this work.

*Kaitlyn-* She spoke with Rose Marie about owner engagement as a board versus a committee. She went on to share ideas about sharing moments with owners at the beginning of meetings. Owner engagement will also be a part of the policy changing process. This could be through a page on the website, virtual townhalls, or include progress in the newsletter. Future steps will be based on policy review. Steve then shared that there will be an engagement opportunity at the end of July or early August at West.

*Cy-* He shared that we are a few weeks behind on getting recruitment out. Colleen added that reviewing the application and a detailed description of what it means to be an engaged Board Member will be a part of this process soon.

*EC-* Holly Jo said that meetings have been lighter which means there has been healthy delegation going on.

**Upcoming Event:**

Columinate has a variety of Board Member events that a few members are attending.

**Public Input and Announcements:** None

**Meeting Minutes Review:**

Kaitlyn motioned to accept the minutes; Colleen second.

The Board accepted the July Minutes:

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Chuck Mueller, Secretary

**Adjournment:** Colleen motioned to adjourn; Kathy second. The meeting adjourned at 7:12 pm.

**Next meeting:** The board next meets on August 26 at 5:30 p.m. in a hybrid format.