



## SEVANANDA NATURAL FOODS MARKET

### REGULAR BOARD MEETING

Tuesday, June 24th, 2025

**Board Members Present:** Board President L'Angela Lee, Board Member Yusuf Corley, Board Secretary Beverly Perkins, Board Member Gregory Daniels, Board Member Jerilyn Bell, Board Member Jasmine Simone, Board Member Dr. June Chennault and Board Member Fabian Simpson.

**Board Members Absent:** None

**Non-Board:** Chris Roland (General Manager) and Cheranna Dottin (Board Admin)

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**Timekeeper:** Jerilyn Bell

**Cue taker:** None

#### **Call to Order/Welcome/Roll Call**

Board President Jessica McMorris called meeting to order at **6:50 PM EST**. She greets everyone in attendance.

#### **Co-op Principles and ENDS Statement**

Both the Co-op Principles and ENDS Statement are read into the record.

#### **Approval of the Agenda**

The Board uses the allotted time reviewing the June 2025 Agenda.

Gregory Daniels motioned to approve the June 2025 Agenda.

2<sup>nd</sup>: Beverly Perkins

Votes Taken:

L'Angela Lee- Yes.

Yusuf Corley- Yes.

Beverly Perkins- Yes.

Gregory Daniels- Yes.

Jerilyn Bell- Yes.

Jasmine Simone- Yes.

Dr. June Chennault- Yes.

Fabian Simpson- Yes.

**Motion Approved.**

#### **Minutes Approval of March and April 2025.**

The March and April 2025 minutes were reviewed in advance via email, and edits were submitted in advance by the full Board.

Gregory Daniels motioned to approve March 2025 minutes.

2<sup>nd</sup>: Gregory Daniels

Votes Taken:

L'Angela Lee- Yes.

Yusuf Corley- Yes.

Beverly Perkins- Yes.

Gregory Daniels- Yes.

Jerilyn Bell- Yes.

Jasmine Simone- Yes.

Dr. June Chennault- Yes.  
Fabian Simpson- Yes.

***Motion Approved.***

Gregory Daniels motioned to approve April 2025 minutes.

2<sup>nd</sup>: Gregory Daniels

Votes Taken:

L'Angela Lee- Yes.

Yusuf Corley- Yes.

Beverly Perkins- Yes.

Gregory Daniels- Yes.

Jerilyn Bell- Yes.

Jasmine Simone- Yes.

Dr. June Chennault- Yes.

Fabian Simpson- Yes.

***Motion Approved.***

### **Purchase/ Repurchase of Shares**

General Manager Chris Roland reports for the month of May 2025 that there was (0) repurchase of shares and 32 Purchase of shares from Member Owners in which (5) of them were full share purchases.

### **Decisions Made by the Board Outside of the Regular Meeting**

There are no votes made by the Board outside of the regular meeting due to lack of quorum.

### **FYI Reporting**

Chris Roland, General Manager

### **Sales & Updates**

April & May brought great sales growth for Sevananda, as we've now had 3 months in a row of double-digit growth. This is our highest growth in the 20 years of Sevananda history. April sales were 702, 989 showing a 11.6 % growth compared to 2024 and May sales were 695,562 showing 10.2 % growth. Traffic was up 5% for both months.

### **Finances**

The 1st quarter financials are now closed with assistance from Gail Somers. Heather Massey is also getting some training to grow her skill set, allowing her to get more done. As you know we had a very successful year last year. We netted 220k in profit in just the first three months of 2025.

### **Personnel**

We've been working on a lot of new leadership positions at Sevananda this past month. Produce Manager Shawn Sudes has stepped down. The position has been posted internally and now on Indeed with strong candidates applying and interviews in progress. Human Resources Lead has been posted to Indeed with interviewing beginning this week. PM Front End Supervisor (1 of 5 leads up front) has been hired, it was an internal promotion! Guyandy White who has been with us about 8 months and has shown amazing consistency, accuracy and a killer attitude.

### **Marketing**

Our work with IGA has stalled and Chris is still waiting to work with them on: direct mailing, magnet mailing, text marketing and more. Until then, we will use social media and newsletters to push things out.

**See Report for full details.**

## **Audit Update**

The goal will be to get some competitive quotes for multiple years of audits. Chris is still looking for a company with an interview on June 27<sup>th</sup>.

## **GM Policy Monitoring Updates**

Policy I-1 Ends Statement & Policy III-1 Global Executive Constraints.

The general manager and the Board plan to have a special call meeting to discuss action plans around both polices.

## **Questions to the Board**

### **What is IGA?**

-Independent Grocers Association.

You reported the influx in sales was due to the Natural Health “boom” and Employee Tax Retention Credit. What contributed to it outside of that?

A lot of our growth is the Wellness Dept. A lot of people are leaning more towards small businesses, independence and natural foods.

## **GM Policy Monitoring**

For the month of April 2025, the GM monitors

### **Policy III-6 Financial Conditions and Activity**

#### **Policy Type: Executive Limitations**

*“With respect to the actual, ongoing financial conditions and activities, the General Manager must not cause or allow the Cooperative to be unprepared for future opportunities, the development of fiscal jeopardy, or key operational indicators to be below average for our industry.”*

Chris reports this policy as out of compliance due to: Item 4: Allow solvency (the relationship of debt to equity) to be insufficient. This will not improve overnight as it’s based on paying down our debt and/or producing net income.

For the month of April 2025, the GM also monitors

### **Policy III-2 Treatment of Members**

#### **POLICY TITLE: Executive Limitations**

*“With respect to interactions with member-owners or those applying to be member- owners, the GM shall not cause or allow conditions, procedures, or decisions which are unsafe, undignified, biased,*

*unnecessarily intrusive, disrespectful, misrepresentative, or which fail to provide appropriate confidentiality or privacy.”*

**Chris reports this policy as in compliance.**

For the month of April 2025, the GM also monitors

**Policy III-3 Treatment of Customer  
POLICY TITLE: Executive Limitations**

*“With respect to interactions with consumers, or those applying to be consumers, the GM shall not cause or allow conditions, procedures, or decisions which are unsafe, undignified, biased, unnecessarily intrusive, disrespectful, misrepresentative, or which fail to provide appropriate confidentiality or privacy.”*

Chris reports this policy as in compliance.

**No vote taken on GM Monitoring due to lack of quorum.**

**Executive Limitations (EL) Policy Review**

The Board did not see anything in **Policy III-6 Financial Conditions and Activity, Policy III-2 Treatment of Members & Policy III-3-Treatment of Customer** that needed to be addressed immediately by way of an Ad Hoc Committee.

**Board Policy Monitoring**

Policy II-3 Board Job Description  
Policy Type: Governance Process  
Policy Title: Board Job Description

*“Specific job outputs of the board, as an informed agent of the ownership, are those that ensure appropriate organizational performance.”*

After thoroughly reviewing this policy and discussing the Board reports this policy as “**in compliance**”.

For the month of April 2025, the Board also monitors

Policy II-5 Officer Roles  
POLICY TITLE: Governance Process.

*“We will elect officers in order to help us accomplish our job.”*

After thoroughly reviewing this policy and discussing the Board reports this policy as “**out of compliance**” due to:

- Item 5 The vice-president will perform the duties of the president in her or his absence
- Item 6 The treasurer is responsible for supporting the Board in all finance-related board work.

Both items 5 and 6 are out of compliance due to their currently not being a Board vice president or secretary. The action plan would be to elect officers, which is the next item on the agenda.

**No vote taken on Board Policy Monitoring due to lack of quorum.**

**Board Linkage (BL) Policy Review**

The Board did not see anything in Policy II-3 Board Job Description and Policy II-5 Officer Roles that needed to be addressed immediately by way of an Ad Hoc Committee.

### **Conflict of Interest (COI) Disclosure**

The Board must disclose any potential conflict of interest to Sevananda

L'Angela Lee discloses her company Honey Suckle Moon and plans to eventually become a vendor at Sevananda in the Wellness Department.

Jessica McMorris discloses having her own business.

Yusuf Corley discloses having a raw food business.

### **Brief Board Briefs**

#### **Board Appointment- Call for Candidates**

The Board is looking to appoint Board members to fill a few seats on the Board instead of going through a full elections process. Possible candidates to be discussed.

#### **Wellness Wednesday**

Sevananda now offers educational classes on certain Wednesdays to the community. They have had a great turnout, and the next class will be Nutritional Health hosted by Wellness Manager Deborah McCrary.

#### **Committee Chair and Officer Reports**

##### **Annual Meeting (AMM)**

The Annual Member Meeting was amazing. Set up and break down was perfect. There were a few cleanliness challenges with rental space. A debriefing document was created by the committee and reviewed by the full board.

##### **GM Contract/ Evaluation**

Nothing new to report. This committee needs to regroup, and the work needs to resume. Beverly Perkins volunteers to chair this committee. Vote to appoint Beverly as Chair tabled to a special call meeting due to lack of quorum.

##### **Owner Engagement Committee**

Nothing new to report. The committee has not met.

##### **Bylaw Revision Committee.**

Committee Chair: Jessica McMorris.

This committee's work is complete. This committee is disbanded due to completion of work. The next big project for this committee will be Board Policies. Jessica plans to check with LaDonna on this process.

##### **Board Appointment Committee**

This Ad Hoc committee goes through the process of appointing Board members. There must be a vote to form this committee, a chair must be voted on, and a charter must be created for this committee.

Discussion tabled to a special call meeting.

*No vote taken on Committee/ Officer Reports due to lack of quorum.*

**Adjournment:**

*No vote taken on Adjournment due to lack of quorum.*

8:47PM

# SEVANANDA NATURAL FOODS MARKET

## REGULAR BOARD MEETING NOTES

Tuesday, April 22nd, 2025

**Board Members Present:** Board President Jessica McMorris, Board Member Yusuf Corley, Board Secretary Beverly Perkins, Board Member L'Angela Lee.

**Board Members Absent:** Board Treasurer Gregory Daniels.

**Non-Board:** Chris Roland (General Manager) and Cheranna Dottin (Board Admin)

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### **Member Owners Present**

Francis Renee and Laura Chatman

### **Owner Comments**

**Laura Chatman** has been a member about a year but has been shopping at the Co-op since 2018. She attended the annual owner meeting and was curious about opportunities for training and workshops. She is also interested in hosting a master class here at Sevananda and wants to know the process of using the space to provide classes to the community.

**Francis Renee** learned about the Co-op a few years ago when his health took a dive. Ms. Deborah has helped him with his health significantly since learning about the products we offer. He is also curious about attending and offering workshops. He is a professional grant writer for CDC. He offers a unique set of skills that he is interested in offering as a committee member to the Board.

### **Decisions Made by the Board Outside of the Regular Meeting**

3/25/2025- 4/22/2025 Board Decisions Made by Executive Session and Email Report.

### **GM Reporting**

FYI Report

### **GM Policy Monitoring**

Policy III-6 Financial Conditions & Activity

Policy III-2 Treatment of Members

Policy III-3 Treatment of Customers

### **Board Policy Monitoring**

Policy II-3 Board Job Description

Policy II-5 Officer Roles

Policy II-2 Governance Style

### **Additional Reports**

None