



SEVANANDA NATURAL FOODS MARKET

REGULAR BOARD MEETING

Tuesday, March 25th, 2025

Board Members Present: Board President Jessica McMorris, Board Treasurer Gregory Daniels. Board Secretary Beverly Perkins, Board Member Yusuf Corley

Board Members Absent: Board Member L'Angela Lee.

Non-Board: Chris Roland (General Manager)

Timekeeper: Beverly Perkins

Cue taker: Jessica McMorris.

Call to Order/Welcome/Roll Call

Board President Jessica McMorris called meeting to order at 6:43 PM EST. She greets everyone in attendance. Quorum was not met.

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 had the opportunity to review the agenda via email prior to the meeting and provide input so the Board moved forward with the agenda as written

No vote recorded due to lack of quorum.

Approval of November 2024 Minutes.

The Board had the opportunity to review the November 2024 Minutes via email prior to the meeting and provide input but due to lack of quorum the Board is unable to move forward with voting.

Tabled to email due to lack of quorum.

Approval of January 2025 Minutes.

The Board had the opportunity to review the January 2025 Minutes via email prior to the meeting and provide input but due to lack of quorum the Board is unable to move forward with voting.

Tabled to email due to lack of quorum.

Purchase/ Repurchase of Shares

General Manager Chris Roland will email this report to the Board.

Decisions Made by the Board Outside of the Regular Meeting

01/28/2025-3/25/2025

Jessica read into the record all board decisions made outside of the regular board meeting in the Executive Session and through email

"See Report for Full Details"

FYI Reporting

Chris Roland, General Manager

Sales & Updates

In the month of February, sales showed a 7.7% growth! Traffic was up 75 customers for a total of 18,789.

Finances

Last month accounting re-engaged with a new CPA for accounting support, Audrey Griffin. She over-extended herself when she committed to assisting Sevananda and the tax season, plus her personal commitments. The good news though is that she introduced us to another Accounting Support, Gail Somers. Gail lives in Keene, NH and currently works with two other NCG co-ops, Springfield Food Co-op (Springfield, VT) and Monadnock Food Co-op (Keene, NH). She is very familiar with how Sevananda's books should be organized and function. She has made great progress, redoing Sevananda's 2nd quarter from last year and has almost finished with the 3rd. She knows about the need to have 2024 closed by the end of the month, so that the finance reports can be prepared.

Personnel

This last month a new grocery manager was hired. Grocery Manager, Lauren Fletcher. Lauren has held many leadership positions at both local and chain natural food stores. She was also the Wellness Manager here at Sevananda and even hired Deborah, the current Wellness Manager. She brings a deep love for healthy food. Chris is excited about her passion to keep our food standards high and keep Sevananda's reputation as a trusted food provider in Atlanta. The management team is interviewing an HR candidate this week and Chris will report to the Board if that is fruitful.

See Report for full details.

GM Policy Monitoring Updates

Policy I-1 Ends Statement

Chris R reports this policy in compliance except for the following that are out of compliance:

Sustainable systems - Update: 3/31/25

Economic expansion – Update: 10/31/25

Engaged stakeholders – Update: 6/30/25

Policy II-1 Global Executive Constraints

Chris R. reports this policy as out of compliance because the financials are not up to date. To be reported again, 5/27.

GM Policy Monitoring

For the month of March 2025, the Board monitors

Policy III-6 Financial Conditions & Activity

“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.”

Accounting has been working with Gail Somers to have this completed very soon. This item was reported as out of compliance and was tabled to the next board meeting for review and vote due to lack of quorum.

Next update will come before the annual meeting, 4/12.

Executive Limitations (EL) Policy Review

The Board did not see anything in **III-6 Financial Conditions & Activity** that needed to be addressed immediately by way of an Ad Hoc Committee.

Board Policy Monitoring

Policy II-1

Policy Type: Governance Process

Policy Title: Global Governance Commitment

“The purpose of the board, on behalf of Sevananda’s members is to ensure the success of Sevananda by working together effectively, empowering and holding accountable professional management, providing strategic leadership and perpetuating our democratic organization.”

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

Tabled to email due to lack of quorum.

For the month of January 2025, the Board also monitors

Policy II-2

Policy Type: Governance Process

Policy Title: Governance Style

“The board will govern with an emphasis on (a) outward vision, (b) encouragement of diverse viewpoints, (c) strategic leadership, (d) collective decision making, (e) future and proactivity.”

After thoroughly reviewing this policy and discussing the Board reports this policy as “in compliance”
The Board agrees that they all bring a unique set of expertise the Board and communicate efficiently. They all understand what applies to the construction of the Board.

Tabled to email due to lack of quorum.

Board Linkage (BL) Policy Review

The Board did not see anything in the **Policy II-1 Global Governance Commitment & Governance Style** that needed to be addressed immediately by way of an Ad Hoc Committee.

Brief Board Briefs

Annual Meeting

The 2025 Annual Member Meeting this year will be held on April 12th. The AMM is where Member Owners come together and get updates on what has happened in the last year at the Co-op. They also use this time to envision the new year. A minimum of 50 members are required to attend in order to have a quorum to vote on the bylaw changes. Zoom access is optional for those unable to attend in person. Owners must RSVP to receive the ZOOM link and to be added to the voting list.

Wellness Wednesday

Wellness Wednesdays have resumed. For the month of March there was a financial wellness class that created lots of excitement and engagement. For April the classes will be set around nutrition as well as women's reproductive health.

Committee Chair and Officer Reports

Annual Member Meeting Committee

The committee has been meeting every Wednesday because lots of planning and preparation have gone into executing a successful meeting. A total of 75-100 RSVP's is needed for quorum. Aside from pertinent information being presented, there will be food and raffles to create some excitement during the event.

GM Evaluation & Contract Renewal Committee

This committee is not active. The Board has plans to reengage by the beginning of May 2025.

Owner Engagement Committee

This committee has been working with the Annual Member Meeting Committee assisting with meeting preparation. Aside from that, there is nothing new to report.

Bylaw Revision Committee

Committee Chair: Jessica McMorris.

The only item remaining was to draft public notice for the recent bylaw revisions which were completed on time. Once votes are completed, this committee will dissolve. The public announcement of the bylaw changes is posted in the store.

Elections Committee

This committee is not currently active. Elections were discontinued due to there not being enough qualified candidates to run a contested election.

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

Adjournment:

No vote taken on Adjournment due to lack of quorum.

8:16PM

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Member Owners Present

Karen Cowgill, Elfreda Smith, Perry Raglin, and Stephen Gentle III

Owner Comment

All Member Owner indicated above as present introduced themselves to the Board stating they had no comment.

Decisions Made by the Board Outside of the Regular Meeting

01/28/2025-3/25/2025 Board Decisions Made by Executive Session and Email Report.

GM Reporting

FYI Report

Updates:

I-1 Ends Statement (Update on action Plan)

III-1 Global Executive Constraints (Update on action Plan)

GM Policy Monitoring

III-6 Financial Conditions & Activity

Board Policy Monitoring

Policy II-1 Global Governance Commitment

Policy II-2 Governance Style

Additional Reports

None