



Board Candidate Statements

Danielle Dotson

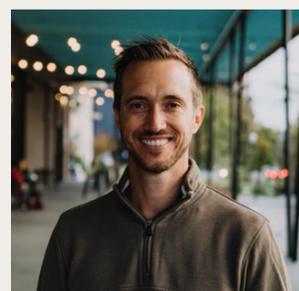
Hello! I'm Danielle Dotson and have been serving on the Board of Directors for the Co-Op for the past nine years. Professionally, I am the marketing director at Adventure Subaru. In my time as a board member, we've seen lots of change! Being a part of the Board has been such a wonderful experience and one where the work never ends. Whether it's finding ways to expand new markets, improving on our current processes, or ensuring the Co-Op holds space for all members of our community, I want to be part of the future.



Ten years from now, I hope to see the Co-Op has diversified its business interests- whether that is cooperative housing or mobile grocery deliveries, we have options and a wealth of resources to tap into. As far as what improvements I'd like to see at the Co-Op, like any organization, continuous improvement must be a top priority. Always look to streamline processes both for efficiency and customer satisfaction.

Denny Warren

I am Denny Warren, DC. Since January of 2006, my wife, Mandy Warren, DC, and I have owned and operated Generations Health and Wellness Center, with a focus on improving the health of our local community through Chiropractic and Functional Medicine care. I have been serving on the Ozark Natural Foods board since the last Co-Op board election and I have been taking online training courses through Columinate to help me better serve in my role as a board member.



I strongly believe that the Co-Op has made a massive difference for local farmers and the health of the community, and because the focus for my family and business has always been health and wellness, serving an organization with the same focus has meant so much to me. I would love to continue my service on the Co-Op board so I can keep giving back to something that my family, the community, and I value so greatly.

I understand that an important focus for any business is continued growth, and I believe that Management and the board care about finding more ways to improve for the benefit of everyone involved. Whether the improvements are working conditions for employees, creating better service for owners, helping to care for local farmers, getting food out to areas considered food deserts, moving toward being more environmentally friendly, or expanding to multiple locations, the completion of these significant goals rely on available funds and this is why the cooperation of the board and management are so crucial. It is important to use my voice to help move the Co-Op in a direction that benefits everyone.

Randy Wilburn

I'm Randy Wilburn, and am excited to run for a second term on the Co-Op Board. These past three years have been both exciting and challenging. Learning about the inner workings of the Co-Op and building a relationship with our General Manager, Mike Anzalone, and our current board members have been great. I also appreciate serving in this vital role as we work to steward and lead our fellow members into a new season of growth for our community, the local farmers, and everyone else who supplies the Co-Op with the best products possible. I hope you all will allow me this opportunity to serve another three-year term to continue advancing Ozark Natural Foods, one of the crowning jewels of Co-Op commerce in Northwest Arkansas. I will not let you down.



Board Compensation Policy

At the Co-Op we understand the value of our Board of Directors. For years the Board has been made up of unpaid volunteers that receive the full-time staff discounts. The proposed policy seeks to ensure reasonable monetary compensation, in addition to the existing discounts.

This year the board is proposing a change in the board compensation structure, which is a portion of the board's annual budget. The bylaws require a vote from the active members to change the board compensation policy.

Bylaw 5.10 Compensation states:

"Any change in the current compensation of the Board of Directors shall be approved by a simple majority of the Active Members voting at an Annual Membership Meeting or at any Special Meeting of the Members called for that purpose. The Cooperative may reimburse directors for any reasonable expenses incurred in carrying out their duties and responsibilities."

The proposed board compensation policy to be voted on states:

"The Total Yearly Board Budget can be up to 20% of Average Weekly Sales from the prior year, to be determined by the Board Secretary/Treasurer and the General Manager. Board Compensation can be up to one third of the Total Yearly Board Budget. Board members will receive discounts at the store in keeping with those the staff receives. In-store stipends will be distributed to Board members on a monthly basis. The amount of unused funds budgeted for the previous year will determine the amount of funds to be apportioned into stipends. The Board will use a proportional approach, to be reviewed annually, to allocate compensation in the form of stipends based on duties of officers and other directors recognizing that the President, Vice President, and Secretary/Treasurer are required to devote more time to official Board activities."

Please note this is not a Bylaw amendment or addition, but an attempt to modernize the policy in which our Board of Directors are compensated.