

JOINT INDUSTRIAL DEVELOPMENT AUTHORITY

Minutes of Meeting

August 27, 2015

The Joint Industrial Development Authority of Wythe County, Wytheville, and Rural Retreat held a regular meeting on Thursday, August 27, 2015, at 3:00 p.m. in the Council Room of the Wytheville Municipal Building at 150 East Monroe Street, Wytheville, Virginia.

MEMBERS PRESENT

David Kause, Chairman
Dana Pack
Dicky Morgan
Charlie White

John Silva
Jennifer Atwell
Wes Mabe

MEMBERS ABSENT

None

EX-OFFICIO MEMBERS PRESENT

C. Wayne Sutherland, Jr., Wytheville Town Manager

EX-OFFICIO MEMBERS ABSENT

R. Cellell Dalton, Wythe County Administrator
Jason Childers, Rural Retreat Town Manager

JOINT IDA STAFF PRESENT

David Manley, Executive Director
John Matthews, Associate Director
Virginia Crockett, Administrative Assistant

DETERMINDATION OF QUORUM

Chairman Kause called the meeting to order and determined a quorum to be present. Chairman Kause offered the invocation and Mr. Pack led the Pledge of Allegiance.

CITIZENS' TIME

Chairman Kause asked if there was anyone present who would like to address the Board. There being none the meeting continued. Chairman Kause welcomed Wayne Sutherland, Wytheville Town Manager to the meeting.

DEAN SPRINKLE – PRESIDENT, WYTHEVILLE COMMUNITY COLLEGE

Mr. Manley introduced Dr. Sprinkle, the new President of Wytheville Community College to the Board. Dr. Sprinkle spoke briefly about his background and the plans and continued efforts for improvement at Wytheville Community College. Skilled labor, new opportunities, and challenges that will be faced in the coming years were also discussed. Workforce entry level job education was discussed as well as forming partnerships with the Wythe County Officials, the Joint IDA, and other regional members to assist with recruiting students to take the skilled labor classes. Chairman Kause stated that he appreciated Dr. Sprinkle coming to speak with Joint IDA Board and that the Board looks forward to working with the college and Dr. Sprinkle in the future.

APPROVAL OF MINUTES—June 25, 2015

Chairman Kause asked if there were any corrections or questions regarding the minutes of the July meeting and if there was a motion to approve the minutes as presented. There being none, Mr. Mabe made a motion, seconded by Mr. Pack, to approve the minutes as presented. With no further discussion, the motion passed unanimously.

APPROVAL OF INVOICES

Chairman Kause asked if there were any questions or discussion regarding the invoices for July. Mr. Silva stated that he appreciated the JIDA staff supplying the Board with the detail of the monthly invoices. Mr. Silva also asked about the mileage reimbursement rate. Mr. Manley stated that the rate was the IRS rate. Chairman Kause stated that it was the IRS standard which has been used by the Joint IDA for many years and noted that having the detail on all of the financial statements was helpful in understanding the information provided. Mr. Silva asked about what period was covered by the Director’s salaries. Mr. Manley stated that it was for one month and that the Joint IDA is billed monthly for the staff and the directors. Chairman Kause asked if there were any further questions or concerns. With there being none, Chairman Kause asked if there was a motion to approve the invoices as presented. Dr. White made a motion, seconded by Mr. Pack, to approve the invoices as presented. With no further discussion, the motion passed unanimously.

**Joint IDA of Wythe County
Check Register
For the Period from August 1, 2015 through August 31, 2015**

Check #	Date	Payee	Amount
EFT	8-24-15	Appalachian Power Company	127.14
EFT	8-24-15	CenturyLink	195.94
EFT	8-24-15	First Bank – Master Card	788.21
EFT	8-24-15	Robert G. Moore	1,100.00
7341	8-24-15	David Manley	1,016.13
7342	8-24-15	TC’s Care and Repair	85.00
7343	8-24-15	Town of Wytheville	22,755.31
7344	8-24-15	Wytheville Office Supply	12.95
7345	8-24-15	Xerox Corporation	56.99
Total			\$ 26,137.67

STAFF REPORT – ASSOCIATE DIRECTOR

Meetings

- Business Services Unit Meeting - VEC
- Deborah Flippo & Sri Nathella – Draper Aden Associates
- Downtown Wytheville Economic Restructuring Committee
- Heath and Laura Harmon – Revolving Loan Fund
- Keith Litz – Manufacturing Technology Center
- Mt. Rogers IDC – Frank Dowell
- Rebecca Rice
- Revolving Loan Committee
- Sam Moore – Bolling Wilson Hotel
- Workforce Investment Board
- Wythe-Bland Young Professionals and steering committee

Site Visits

- Have been working to set up site visits with our local industries. Met with Frank Dowell and Richie Pack at Mt. Rogers Industrial Development Center (IDC) to discuss what they do, what they hope to do in the near future, and things that could help them meet their goals. Have several requests out and hope to have the opportunity to start making regular site visits around Wythe County.

Startup Wythe In

- *Startup Wythe In*, the business idea competition for Downtown Wytheville. Six finalist have been participating in the mentorship portion of the program. Over the next month finalists will continue to meet with their mentors and many of them are making connections throughout the community that could lead to some fantastic partnerships. Finalists will also have the opportunity to give a dry run presentation on September 15 to gain feedback and prepare for judging on September 29. The committee is still working to increase sponsorship, and plans to surpass \$16,000.

Enterprise Zone Reporting

- Currently gathering information to complete the 2014 Enterprise Zone Activity report for the Department of Housing and Community Development (DHCD). The report will cover information about existing businesses that fall within the EZ's, but the DHCD is particularly interested in how these EZ's have worked to bring new businesses and jobs to the area. Information submitted by EZ Administrators across the State will be used to demonstrate the effectiveness of the EZ program to the Virginia General Assembly to encourage continued support. Will be highlighting local incentives that were available to prospective businesses, how state and local incentives were utilized, how we will be marketing the EZ's through our website and promotional materials, and our goals for these selected areas.

Note: Also discussed during the Associate Director's report: Workforce and the New River-Mt. Rogers Workforce Development Board meeting (a JIDA staff person will be attending the meetings on a quarterly basis); Draper Aden Associates - a meeting with them regarding available grant funds that could be used for Phase I and Phase II environmental studies for various sites in Wytheville, Wythe County, and Rural Retreat; suggestion to add further information regarding meetings with individuals, i.e. what the meeting was for; Mt. Rogers IDC; site visits and adding services industry visits; AG/Expo center.

STAFF REPORT – EXECUTIVE DIRECTOR

Activity Highlights for period ending August 26, 2015

New or Expanding Business Activity

- Responded to inquiries from
 - VEDP
 - Downtown retailer
 - Local real estate agent
 - Various entrepreneurs
 - Various local citizens
 - Local manufacturers
 - Attorney for expanding business
 - Accountant for potential developer
 - Consulting firm in Atlanta

Active Projects: Ready, Queen, Lignum, Caravan, Aurora, Archer, S8, Tread*, Capstone, Weld, Shift*, Copper*, Thunderbolt, Pond*, *Throttle, Center, Titan*

Ongoing projects

- Clawback in progress with VATRRC, Wythe County, JIDA, and local industrial business
- Lot 24 geotechnical issue
- Website
 - Ongoing editing, maintenance
- RLF meetings including loan committee, meeting with various applicants and potential applicants
- Startup Wythe In, Downtown Economic Restructuring Committee
- Audit with RFC Accountants, Corbin Stone

Events

- Southern Economic Development Council Annual Meeting in Savannah, GA: "Bridges to Success: Trade, Talent, and Technology Driving Job Creation" – July 26-28, 2015
 - Sessions included: Advanced Location Marketing – Communicating Business Advantages, Advanced Cat Herding – Building a Regional Online Presence, Lifestyle Attracts Talent, High Impact Leadership, Economic Update, Workforce Marketing and Differentiation, New American Manufacturing Renaissance – Is It Real?, Panel on Re-shoring with experts, Job Creation through Innovation, Site Consultants Panel: Critical Factors.
- IEDC Certification Class @ Georgia Tech: "Economic Development Marketing and Attraction" – August 13-14, 2015
 - Sessions included: Overview of ED Marketing, Understanding the Product/Understanding the Market, Developing the Marketing Plan, Economic Development Online Fundamentals, Marketing Using the Web, Communication + New Media + Social Media, What's Hot and What's Not, Generating Community-wide Involvement, Case Study: Marketing for Success, Branding + Engaging Agencies + Talent.

Meetings / Business Contacts

- New River/Mt. Rogers Workforce Investment board meeting with Sec. Commerce Maurice Jones
- Hayes Framme, Asst. to Gov. Terry McAuliffe for Sustainability
- Mary Rae Carter, Special Advisor to Gov. Terry McAuliffe for Rural Partnerships
- Wythe Co. Board of Supervisors Economic Development Committee
- WCC Workforce Development Director Search Committee
- Bobbi Hobbs Dillow, Schneider Electric
- Keith Litz, Manufacturing Technology Center
- Downtown Wytheville Economic Restructuring Committee
- VEDP: Ryland Potter, Tim Danielson, John Loftus, Sandi McNinch, Joe Gillespie, Brent Sheffler
- Ned Stephenson, Tobacco Commission
- Jeremy Flynn, Branch Highways
- Cellell Dalton, County Administrator
- David Denny, Sanford Holshauser Consulting
- SVAM Center of Excellence Board of Directors
- Wythe-Bland Young Professionals and Steering committee
- The O'Connor Group
- Matthew Clarke– SchaffnerMTC
- Tracey Holliday, The Farmer's Daughter
- Donnie Bales, Bear Creek Studios
- Mark Feldmann, Glenn Feldman Darby & Goodlatte
- Eric Chapman, Cowan Perry, PC
- Jerry Hurt, RR Depot Foundation, etc.
- Steve Semones, Balzer & Associates
- Trent Crewe, Mayor of Wytheville
- John Woods, Downtown Wytheville, Inc.
- Ellen Reynolds, Beagle Ridge Herb Farm & Wythe County Tourism Advisory Committee
- JIDA Executive Committee, JIDA Loan Committee
- Rosa Lee Jude, Wytheville CVB
- Dariel Curren, DCI – Development Counsellors Int'l
- Anatalio Ubaldo, GIS Planning, Inc.
- Scot Farthing, Wythe County Attorney
- Jeff Dillon, Schneider Electric
- Joe Hines, Timmons Group
- Jeff Dunnack/Peter Argue, Somic America
- Chris Gullickson, Port of Virginia

Media Activity and PR

- Developed quotes for Wytheville Enterprise story on Evatran
- Social media activity

Upcoming:

- Joint Governing Bodies Meeting – Wytheville Meeting Center, Aug. 31 @ 7pm
- WCC Workforce Development Director Search Committee Interviews – Sept. 1, 2
- Pollution Prevention Week event with Manufacturing Technology Center: "Building Partnerships for Sustainability." Daylong event with speakers, panels on sustainability in manufacturing in SWVA and beyond
- IEDC certification training class – UNC, Chapel Hill, NC, October 29-30 ("Real Estate Redevelopment and Reuse")*

Note: CRIFA management was discussed regarding their records and the County's observations of the roll the JIDA plays in the management of CRIFA; Audit; JIDA's roll in the Rural Retreat Depot Board/meeting; Adding additional information on the ED's activities report regarding meetings, visits, and conversations; invitation to the Board to attend the Joint Governing Bodies meeting at the Wytheville Meeting Center on Monday, August 31.

OLD BUSINESS

WEBSITE

Mr. Manley mentioned that he was proud to announce that the Joint IDA has a nearly 100 percent complete website. The web developer has spent the last two weeks on vacation, so a lot of the edits that have been submitted are still being done. Mr. Manley stated that it was hoped to have them completed, but they are still in the process of being made. Joint IDA is editing the content on their own. The O'Connor Group is proud of the website and they believe that it is one of the best economic development websites they have produced. Mr. Manley presented the new Joint IDA website to the Board via the Internet during the meeting. The Board had the opportunity to see the new site as it appears to the general public and answered various questions from the Board regarding the site. Mr. Manley asked that the Board members go through the website and give any suggestions for change, if needed.

STARTUP WYTHE IN UPDATE

Mr. Matthews stated that only one month remains until the presentations are done by the finalists in front of the panel of judges on September 29, which will be held at the Bolling Wilson Hotel. He noted that there will be a reception, which the Board members will be invited. Prior to the judging the finalists will also have the opportunity to give a dry run presentation on September 15 to gain feedback and be better prepared for the judging. The six finalist have been participating in the mentorship portion of the program. Over the next month finalists will continue to meet with their mentors and many of them are making connections throughout the community that could lead to some great partnerships. Mr. Matthews stated that more than likely four businesses will open without the assistance of the *STARTUP WYTHE IN* program. The committee is still working to increase sponsorship and plans are to surpass \$16,000.

Mr. Manley added that something that was not expected was that the finalists are, on their own, going out and speaking with individuals at other businesses to see how they can work together to collaborate and cooperate. Whether it is about real estate or someone who is in a similar business or has experience, not just with their mentors, but they are going out on their own and talking with folks about how they may work together to get their business open. Mr. Mabe asked about the average number of jobs that the businesses estimate they will create. Mr. Matthews stated that some of them are restaurants who will have anywhere from five to fifteen employees. He noted that there are two that will be lower on the job scale, one being retail and the other the artisan center. Mr. Mabe stated that we are looking at anywhere from one to fifteen positions. Mr. Matthews added that Mr. Mabe was correct and that one to fifteen would be a good estimate.

Mr. Manley mentioned that part of the points scheme in narrowing the contestants down was job creation, investment, and also product mix in what was lacking in downtown Wytheville. He added that, universally, food was what was talked about as a need in downtown Wytheville. Mr. Manley noted that the Board will see that a lot of the businesses will be food related in some capacity and what the perceived need is. Mr. Silva suggested that the Joint IDA staff develop an Excel spreadsheet to quantify the return on investment for the new businesses and make reports to the Board regarding the information collected. Mr. Matthews stated that the Enterprise Zone reporting will be discussed later in the meeting that will cover some of the points that Mr. Silva requested.

REVOLVING LOAN FUND UPDATE

Mr. Manley mentioned that what is being distributed to the Board were the recommendations of the Loan Committee, there were two loans, one of which was recommended and one was not. Mr. Manley discussed the background and information regarding the Farmer's Daughter which has been in business on Main Street in Wytheville for 30 plus years. They are a retail store that also does custom framing, they sell nicer gifts, as well as apparel, jewelry, art, and numerous other items. Ms. Holliday has been the owner/operator since the beginning and is looking to expand her product line and make some needed repairs to the building, etc. He noted that Ms. Holliday was asking for \$25,000 with a 10-year term. It was the recommendation of the loan committee to approve Ms. Holliday's request. Mr. Manley noted that Ms. Holliday had an increase of 13% in sales this year, which is good for a retail store. He stated that Ms. Holliday looked at this not to just sustain her business, but to take it to the next step. She has no intention of leaving the business and enjoys what she does and is ready to take advantage of the momentum in downtown and to take her business where it needs to go. Mr. Manley noted that since the recommendation came from the loan committee that a motion and a second was not needed. Chairman Kause asked if there was a motion to approve the loan for Ms. Holliday for the Farmer's Daughter. Mr. Mabe asked if this loan will be the fourth loan from the Revolving Loan Fund and if the total is approximately \$78,000. Mr. Manley stated yes that it was. Mr. Manley mentioned that he had recently spoken to the USDA Regional Manager regarding the Revolving Loan Fund and he stated the he was pleased with the success that the Joint IDA has had with the fund in such a short amount of time. With no further discussion the loan was approved unanimously by the Board.

Ms. Atwell suggested that the information on the Revolving Loan Fund be reported on during the Joint Governing Bodies meeting, how it works, etc. Mr. Manley stated that he had planned on doing that during the meeting and that it is on his agenda. Mr. Mabe stated that during the meeting between the Wythe County Board of Supervisors and the Joint IDA Board representatives for the jurisdiction, the question was asked about what would happen if one of the loans were to go into default and what the recourse for that would be if it were to happen. Mr. Manley stated that the Joint IDA has a loan agreement and that the USDA also has a certain percentage that can be written off. Mr. Morgan asked if the funds for the Revolving Loan Fund came from the USDA. Mr. Manly answered that it was funded years ago by the USDA and that there were no local funds involved. Mr. Silva asked if property could be taken if it goes into default. Mr. Manley stated that property is not attached and that the Joint IDA asks for a guarantee and borrowers are asked what they have available as collateral. Mr. Morgan asked if the individuals that have gone to a bank before coming to the Joint IDA and were rejected. Mr. Manley stated that it had and could happen, but that the ones that are not feasible are weeded out of the process. Chairman Kause referred to a previous loan which was backed by one of the local banks and that the bank had completed the gathering of information and approved their portion of the loan before it came to the Joint IDA. Other discussion was held regarding further reporting mechanisms, Key Performance Indicator reports (KPI), Return on Investment reports (ROI), and other key indicators of growth and the loaning of funds from the Revolving Loan Fund to businesses. Further discussion will be held regarding ideas on reporting mechanisms. A committee may be appointed depending on the need.

OTHER

None

NEW BUSINESS

ENTERPRISE ZONE

Mr. Matthews mentioned that the Joint IDA is in the process of updating the Enterprise Zone (EZ) report that is due every year. This report will run from January 2014 to December 2014. It is a snapshot of the new businesses that have moved into the Enterprise Zone area and the ones who have utilized the State and Local incentive programs available if they are in the Enterprise Zone. The report focuses on information like the amount of investment involved, how many jobs were created, and which incentives the new businesses were able to utilize. The report is a fairly specific mechanism and once the report has been submitted it will become part of the larger report to the General Assembly to measure how their investment programs are working. The report will be submitted by the end of September and in December the zone will be extended to include some of the existing businesses who might want to expand in the area. Mr. Mabe asked who the report was submitted to. Mr. Matthews stated that it would be submitted to the Department of Housing and Community Development (DHCD). Mr. Morgan asked if the report is only for new businesses or all businesses within the zone. Mr. Matthews explained that it is for all activity within the Enterprise Zone and they will be asking for changes in the zone with the future amendment. Mr. Manley added that the DHCD is asking for any investment or job creation information within the zone and to quantify that using available data from the public or private sector. Mr. Silva suggested that there may already be a template to use for reporting information to the Board and the jurisdictions.

Mr. Matthews stated that the report may not be as comprehensive as what the Board would like to see. Mr. Manley stated that most of the data that the Joint IDA Board would want to see is not anything that the JIDA is allowed to obtain, by law. He noted that companies can submit what they want us to have and that would be the extent of the data that would be received. Mr. Matthews mentioned that looking at the Downtown Wytheville area they netted 23 new businesses last year. However, the report might not apply to all of those businesses because of varying eligibility of the various incentives being offered based on jobs created (type and quantity), pay, investment, and business type. Ms. Atwell asked who would be some of the businesses that would get to take advantage of the incentives in the EZ. Mr. Matthews stated that currently the list includes Bolling Wilson Hotel, Graze on Main, and Flourz sandwich shop.

SUSTAINABILITY SEMINAR – MANUFACTURING TECHNOLOGY CENTER

Mr. Manley reported that the Manufacturing Technology Center (MTC) works closely with the Environmental Protection Agency (EPA) and part of their budget is funded by the EPA. The department working with MTC is the energy efficiency office of the EPA. The Joint IDA was approached by MTC to assist them in putting on an event in September. The name of the event is Building Partnerships for Sustainability and it will be close to a day-long seminar in which subject matter experts will speak about sustainability in its many forms. Mr. Manley explained that waste reduction and energy efficiency will be among the topics discussed. The topics are still being finalized and that responses from some speakers were still pending. Mr. Manley explained that the Joint IDA was asked about suitable subject matter for the discussions particularly since he has regular contact with industrial businesses in the area. The Joint IDA was asked to be a partner in the seminar and we gladly accepted because

it is something that can be offered to the manufacturers in our area, as well as in the region. There is no cost to the Joint IDA. Mr. Manley reported that this may become a regular event. Chairman Kause asked if there were any questions, there being none, the meeting continued.

NEW COUNTY ADMINISTRATOR

Mr. Manley stated he hoped that the new County Administrator would be able to attend the next meeting, or a member of the Wythe County Board of Supervisors to give some background information on the new administrator. Mr. Manley stated that the County Administrator's name is Alan Lamberson. He is a Navy veteran with 20 plus years of service. He was a previous Navy aviator and instructor. He then commanded some landside facilities in the United States. Mr. Lamberson was previously the County Manager for Madison County, NC, for plus or minus two years and was hired by Wythe County last week. Chairman Kause asked the Joint IDA staff to see if Mr. Lamberson would address the Joint IDA Board at the next regular meeting.

JOINT GOVERNING BODIES MEETING – AUGUST 31 (POWER POINT PRESENTATION)

Mr. Manley shared the presentation that will be shown and discussed at the Joint Governing Bodies meeting on August 31. Mr. Manley noted that his presentation is generic in nature because individual presentations are created to fit and accommodate potential manufacturing prospects when they visit our area and feature different data depending on the prospect's needs. Mr. Manley invited board members to attend the Joint Governing Bodies Meeting.

COUNTY APPOINTEES MEETING WITH BOARD OF SUPERVISORS – REPORT

The Wythe County Board members met with the Board of Supervisors on Wednesday, August 26 regarding concerns and questions about the Joint IDA's performance, activities, and additional feedback on business that needs results to be shown. The JIDA Board members reported on the meeting, asked questions of the Joint IDA staff, and discussed the concerns of the Board of Supervisors. Attention is needed on a few questions and some of the information asked and will be addressed by the Joint IDA staff. Also discussed was KPI and ROI reporting, and accountability.

TOWN COUNCIL ACTION ON JIDA PERFORMANCE

Chairman Kause spoke briefly about the letter that was received from the Town of Wytheville stating that the Joint IDA has been performing as asked during the past year on all thirteen points as given in the 2014-2015 memorandum. Chairman Kause stated that the letter from the Town of Wytheville will be discussed during the joint governing bodies meeting on Monday, August 31.

PROJECT UPDATES

Mr. Pack made a motion to enter into a closed session as permitted by Section 2.2-3711(a)(5) of the Virginia Freedom of Information Act, Code of Virginia to discuss unannounced projects. The motion was seconded by Mr. Silva, and passed unanimously. Mr. Pack made a motion, and Mr. Silva seconded, that the Joint Industrial Development Authority of Wythe County, Wytheville, and Rural Retreat certify that, in the closed meeting just concluded, nothing was discussed except the matter (1) specifically identified in the motion to convene in a closed meeting and (2) lawfully permitted to be so discussed under the provisions of the Virginia Freedom of Information Act cited in that motion. The motion was seconded by Mr. Morgan, and passed.

CERTIFICATION OF CLOSED SESSION

WHEREAS, the Joint Industrial Development Authority of Wythe County, Wytheville and Rural Retreat has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3711 of the Code of Virginia requires a certificate by the Joint Industrial Development Authority of Wythe County, Wytheville and Rural Retreat that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Joint Industrial Development Authority of Wythe County, Wytheville and Rural Retreat, hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certificate resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Joint Industrial Development Authority of Wythe County, Wytheville and Rural Retreat.

Motion was passed with the following roll call vote:

The following roll call vote was required after the motion for certification:

AYES:	David Kause	Wes Mabe
	Dana Pack	Dicky Morgan
	Charlie White	John Silva
	Jennifer Atwell	

NAYS: None

ABSENT DURING MEETING: None

ABSENT DURING VOTE: None

OTHER

Memorandum of Understanding with Town of Wytheville – Mr. Manley distributed a copy of the Memorandum of Understanding for payroll with the Town of Wytheville. There was discussion regarding the memorandum and some board members suggested the wording needs to be discussed and changed prior to approval especially as it regards JIDA board members being classified as “employees” of the Town of Wytheville and how it might cause conflicts.

Chamber Dinner – Ms. Atwell reminded the Board of the annual Chamber of Commerce Dinner on November 5 and the award for the Industry Recognition award. She asked if the Board still planned on having an award again this year. The Board agreed to have an Industry Recognition Award again this year. Chairman Kause has a suggestion when the committee meets to talk about the nominee. The information will be added to the October Board meeting agenda.

ADJOURN

There being no other business, Mr. Kause adjourned the meeting at 4:20 p.m.

David Kause, Chairman

Attest:

Virginia M. Crockett, Secretary