2019 APPLICATION FOR BOARD CANDIDATES

If you are interested in serving on the Board, answer the questions below, inserting your responses under each question. Email the Word document to

election2019**@**threeriversmarket.coop

Your application will not be edited and will be posted with the election materials as received. Please limit your answers to questions 9-15 to 100 words or less.

Confirmation that your application has been received will be emailed to you by the Election Committee. Only complete applications that conform to the following format and are received by 9 PM on Tuesday, October 1, 2019 will be accepted.

Thank you!

1. **Name:** Caitlin Seidler
2. **Owner Number:** 444515038804
3. **Names of Employers, Titles, and Dates of Positions Held During Past Five Years:** Knox County Schools, Visual Art Teacher at Fulton High School (2013-present)
4. **Education (Degrees, Schools, Dates):**

BA (Philosophy & Religion), Colgate University (1999-2003); MAT, School of the Art Institute of Chicago (2008-2010)

1. **Are you able to work comfortably with email and electronic documents?** Yes
2. **Describe your involvement in community, cooperatives, or small, community-minded business:** President of Southeastern Glass Building Condo Owners’ Association. Assistant Coach of Fulton High School Girls’ Soccer Team. Member of: Three Rivers Market; Arts & Culture Alliance of Greater Knoxville; Knox County Education Association (teachers’ union); UT Federal Credit Union; Tennessee Art Education Association; Fulton PTSA.
3. **How often do you shop at Three Rivers Market?** Twice a week
4. **The Board has a code of conduct that incorporates conflict of interest policies. A Member is prohibited from serving on the Board if they (1) are a current employee of the Cooperative; (2) are a former employee of the Cooperative who is within two years of their last date of employment; (3) have an inherent personal, business, or professional conflict of interest with current employees or Directors, including but not limited to spouses or domestic partners; or (4) are a service provider or a Member who does business with the Cooperative, except in the same manner as other Members generally do business with the Cooperative. Under this policy, do you have a conflict of interest that would prevent you from serving on the Board? If so, please explain.** None.
5. **Why do you want to serve on the Board of Directors?** I would like to serve on the Board to more actively promote sustainability, health, and a cooperative business model in the Knoxville community. In my seven years of membership, I’ve enjoyed not only access to locally and ethically sourced healthy food, but also the strong sense of community among all who work and shop there. Through service on the Board, I would be particularly interested in strategies to further extend the co-op’s reach into low-income communities. I am eager to learn more about how the cooperative works and contribute to the ongoing development of the vision of this distinctive organization.
6. **Please share any experience you have in working with individuals with diverse backgrounds and cultures from yours. How would that experience translate to your service on the Board?** After moving to Knoxville from Chicago nine years ago, I have been an art teacher at Fulton High School and Sarah Moore Greene Elementary, which has provided me the opportunity to learn about the diverse populations in the East and North Knoxville communities served by these schools. Additionally, I volunteered through Bridge Refugee Services to teach English to refugees from the Democratic Republic of the Congo. Because of these experiences, along with coaching the Fulton girls’ soccer team, I’m particularly interested in exploring effective methods of outreach to communities that typically might not join or shop at Three Rivers Market.
7. **In your view, what differentiates Three Rivers Market from other businesses or organizations?** Each time I shop at Three Rivers Market, I encounter many reminders that I am part of a group with a shared mission to care for each other and our planet, including: the Nourishing Change program; the availability of bulk items and reusable bags/containers; electric vehicle chargers; an exceptionally friendly and helpful staff; and locally sourced food. My colleagues and friends who are either members or occasional shoppers are vocal advocates. This type of loyalty comes from a business that has a vision of improving the community rather than simply being profit-driven.
8. **What experience do you have with Three Rivers Market, and what role do you think it will play in Tennessee’s future?** One of my first goals after moving to Knoxville in 2010 was finding a convenient source for tofu, bulk beans, and other vegetarian staples. Discovering Three Rivers Market (then in its former location on Broadway) was a relief; my now twice-weekly visits make it feel like my home away from home. I think the co-op can serve as a model for communities throughout East Tennessee and beyond that could benefit from more access to affordable healthy food, support of local providers, and a cooperative model that envisions a business as a communal and educational--not merely commercial--hub of activity.
9. **What experience, occupational skills, or perspectives will you bring to the Board?** My employment at Fulton could put me in a position to engage members of the North Knoxville community with the co-op, particularly low-income residents. I also have leadership experience as the president of my condo association and chair of Fulton’s Leadership Team. These roles have taught me how to communicate transparently with others, seek out feedback from those I represent, and lead according to a vision rather than simply in reaction to issues that arise. My other relevant skills and work experience include editing, art, graphic design, and developing teacher training materials for the Tennessee Department of Education.
10. **Which of the 10 cooperative *values* resonates with you the most and why? For a list of the cooperative values, visit** [**http://www.threeriversmarket.coop/co-op-membership/values-and-principles/**](http://www.threeriversmarket.coop/co-op-membership/values-and-principles/)

Concern for community resonates with me most; it is the primary reason I am a member of the co-op. Membership means I choose to support the co-op’s efforts to: provide a place for local farmers and merchants to sell their products; assist local organizations through the Nourishing Change program; and contribute to local advocacy and education efforts related to sustainability. The outstanding selection of healthy food is certainly a benefit of shopping there, but most important to me is contributing to the co-op’s greater mission to improve the East Tennessee community and environment in general.

1. **The work of the Board is not operational. How will you stay focused on the larger vision without being distracted by the day-to-day operations of Three Rivers Market?** In my years of being a member at Three Rivers Market, I have observed outstanding operations by the staff; I completely trust them to make those day-to-day decisions. I would view becoming involved with operational decisions as disrespectful to the staff, who has more expertise than I do on these matters. I would be conscious that my experience as a member and shopper can give me insight into how the vision of the co-op affects other members’ experiences, and use that insight to work with other Board members to reflect on how that vision is actualized.
2. **Please choose up to three (3) of the following that describe your personal style:**
* Consensus Builder
* Effective Communicator
* Strategist
* Visionary
* Detail Oriented
* Prefer independent tasks
* Prefer working as part of a team
* Quiet Observer
* Information Seeker
* Other (please specify)