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

Email the MS Word document to: election2021@threeriversmarket.coop

Your application will be posted on our website. It will not be edited for content, but it may be lightly copy-edited for typos and formatted to ensure uniformity among candidates. Please limit your answers to questions 6-17 to 100 words or less.

Confirmation that your application has been received will be emailed to you by the Board Perpetuation Committee. Only complete applications received by 7 pm on October 1, 2021 will be accepted. Thank you!

APPLICATION FOR BOARD CANDIDATES

1. Name: Erin Salter
2. Owner Number: 0444515075090
3. Names of employers, titles, and dates of positions held during past five years:

Lead Elementary Teacher & Education Coordinator, Mead Montessori School, 2010- present

1. Education (degrees, schools, dates):

Bachelor of Arts (Art History)- Oberlin College, 2000

Montessori Diploma (3-7 age level)- Montessori Educators International, 2002

Montessori Diploma (6-12 age level)- Montessori Institute of Milwaukee, 2010

Master’s Degree in Elementary Montessori Education- Loyola University, 2011

1. Please list at least one professional reference including title, name, and contact information:

Ella Jones, Director of Mead Montessori School, ella@meadmontessorischool.com

1. Are you able to work comfortably with email, electronic documents, and online platforms? yes
2. Describe your involvement in community, cooperatives, or small, community-minded businesses:

In my role as a Montessori elementary educator, I spend much of my time guiding and building our classroom community. At this age, children are learning about what it means to be responsible to a community and are very interested in the interactions that are necessary to be a successful member. In addition, my work involves cultivating long-term relationships with families, both in support of their child(ren)’s growth and as participants of the school community. I was also part of a cooperative in college: Oberlin Student Cooperative Association (OSCA), which emphasized values such as “Concern for Community,” “Sustainability,” and “Individual Responsibility.”

1. How often do you shop at Three Rivers Market? We do the majority of our grocery shopping at Three Rivers Market.
2. Have you complied with all Three Rivers Market policies during your membership, including adhering to all health and safety policies outlined by the co-op during the pandemic? yes
3. Do you have any potential conflicts of interest\*? Please explain. no
4. Why do you want to serve on the Board of Directors? I am interested in learning about the inner-workings of our cooperative that allow it to function sustainably and promote its values. I would also like to do my part in contributing to the cooperative that my family values so much.
5. In your view, what could Three Rivers Market do to enhance its diversity & inclusion efforts? I feel like Three Rivers Market is doing a nice job of welcoming people of all sorts. I am wondering if there could eventually be more outreach in the community (pandemic allowing) that connects a more diverse population to the mission of Three Rivers Market. I brought a group of children from my school to the store to buy food for a camping trip. I was amazed by the discussions that took place within/with this young group. It seems to me that there are many opportunities for the development of values in relation to food and community, with inclusion of people of different ages being just one example.
6. What experiences with respect to diversity & inclusion would you bring to the Board? My profession has certainly provided much experience in the realm of inclusion. Luckily, elementary children are full of compassion and typically embrace learning about differences in humanity with ease. Lessons on interconnectedness and the fundamental needs of humans support this work, as do community meetings and experiences that allow for reflection. In the realm of diversity, I have experience working in an international school with children from 6 continents. Often, our challenges were communication-based because of the varied languages and levels of understanding, but what a gift to work with people from all over the world as a community.
7. In your view, what differentiates Three Rivers Market from other businesses or organizations? I appreciate the care that Three River’s market takes in choosing products and supporting local farmers and producers. I feel a sense of community when I shop at Three Rivers Market and I think that the quality of the food that I buy there is excellent.
8. What role do you think Three Rivers Market can play in Tennessee’s future? I think that Three Rivers Market provides a model of conscientious purchasing opportunities and community connectedness. I think that it can play a role in education… regarding sustainability, healthy eating, the power of working together as a community, etc.
9. What experience, skills, or perspectives will you bring to the Board? As a child of parents who owned a small natural foods store, discussion of philosophy related to the natural foods movement was commonplace. My parents evaluated the ingredients of proposed products and discussed in depth the quality of produce supplied by local farmers who were conscientious about their farming methods. Values related to this sort of conscientious eating/farming/grocery-store-running have made a deep impression on my life. I have also spent 21 years working with children in the Montessori method on concepts such as interconnectedness, the fundamental needs of humans, community membership, and the development of an appreciation for the natural world.
10. Which of the ten Cooperative Values resonates with you most and why? The value of “social responsibility” resonates strongly. Our choices as individuals matter because we are interconnected. To me, it is important to care for one’s self, while also considering the impact that we can make toward collective health and unity (of both humans & the planet). In my profession, this value is manifests as an investment in children for the long-term health of humanity. In the food realm, concepts that come to mind are purchasing foods that are conscientiously grown and produced, expanding one’s awareness of the health properties of foods, and choosing sustainable options. Social responsibility is inclusive and far-reaching.
11. The work of the Board is visionary and strategic. How will you stay focused on the larger vision without being distracted by the day-to-day operations of Three Rivers Market? I feel like I am an idealist at heart and place value on personal growth and the development of long-term sustainability of organizations that are valuable to a community.
12. Please choose up to three (3) of the following that describe your personal style:

\* Please note that you are prohibited from serving on the Board if: (a) you are a current or former (within two years of your last date of employment) employee of the Cooperative, (b) if you 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 (c) are a service provider or a Co-Owner who does business with the Cooperative, except in the same manner as other Co-Owners generally do business with the Cooperative.

Consensus Builder Effective Communicator Strategist Visionary Detail Oriented Independent Quiet Observer Information Seeker Other (please specify)

The words that most resonate with my personal style are: detail oriented, information seeker, and independent.