

## PROSPECTIVE CANDIDATE PREPARATION

Three Rivers Market seeks qualified candidates to run in the 2024 Board of Directors Election who are dedicated to the cooperative and its mission and who understand and will contribute to the task of governance. Three (3) seats are open. Each seat has a three (3) year term.

Prospective candidates are required to learn about serving on the Board before submitting an application and attend a Board Meeting in July, August, or September. Each Board Meeting will have time scheduled for questions from potential candidates. If you plan to attend a Board Meeting please register via this link: [Meeting Registration](#)

### ELIGIBILITY

All candidates must be members in good standing for at least one year and free of inherent personal, business, or professional conflicts of interest. Former employees of Three Rivers Market are eligible to be elected or appointed as Directors after two years from their last date of employment.

### DESIRED QUALITIES

**Visionary, conceptual thinker**—able to envision an alternative future and to put small considerations into a perspective guided by a larger view.

**Connected to the membership**—familiar with how members use the co-op, able to translate members' needs into organizational goals, and to communicate progress to members.

**Ability to work as a group**—to speak with one voice and to take responsibility for the performance of the Board as a whole.

**Accept authority and use it responsibly**—accept the importance of the position and be willing to take a stand even if it's unpopular. Encourage management leadership and judge performance using clear criteria.

**Commitment**—Board Service is an important responsibility. Candidates must be capable of devoting the time and effort required to effectively execute the duties as outlined in this document.

### 2024 BOARD MEETINGS FOR PROSPECTIVE CANDIDATES

- Thursday, July 11, 2024, 6:30 – 8:30 PM
- Thursday, August 8, 2024, 6:30 – 8:30 PM
- Thursday, September 12, 2024, 6:30 – 8:30 PM

### APPLICATION DEADLINE

Tuesday, October 1, 2024, by 7:00 PM

### APPLICATION SUBMISSION

Submit your application online at the following [link](#).

For general questions and assistance, email: [board@threeriversmarket.coop](mailto:board@threeriversmarket.coop)

### VOTING

Voting begins **Tuesday, November 5, 2024**.

Voting ends at the Annual Meeting in the first week of December.

Annual Meeting details to be announced later this year.

Three Rivers Market is governed by a nine (9) member Board of Directors, all of whom are directly elected by the members or appointed by the Board to fill vacated positions. The Board is directly accountable to the members for the activities and accomplishments of the co-op. Specifically, it is responsible for:

- Interacting with the members—to understand their values and vision for the store.
- Developing, monitoring, and revising a body of policies that guide the co-op to achieve outcomes that are consistent with the members' values and vision.
- Ensuring, through consistent monitoring mechanisms, that management achieves the goals set by the Board.
- Ensuring that the Board operates according to its established processes.
- The Board fulfills its responsibilities through a system of governance called Policy Governance. See [policygovernance.com](http://policygovernance.com) for more information about Policy Governance.

Governing an organization effectively is a serious commitment. Directors are expected to prepare for and actively participate in monthly Board Meetings, Cooperative Board Leadership training, and 2 full-day retreats. While this may seem daunting, the Board is a team, sharing responsibilities to make Board work a manageable part of a Director's life. The time commitment can vary, but a typical month may include a two hour board meeting, two to four hours of committee meetings, and several hours of email correspondence. There are also events throughout the year which may require attendance and participation. The Board term is 3 years. Directors may not be elected to more than two consecutive terms. In return, Directors:

- Receive training in governance and cooperatives.
- Build skills in group-dynamics and group processes.
- Receive a minimum \$50/month stipend. Officers receive a higher stipend. All expenses of training and retreats, including travel, food, and lodging, are covered.
- Have the opportunity to ensure the success of their community-owned cooperative in a highly competitive market
- Create and nourish a healthier environment, healthier people, and a healthier community!

### **Characteristics of Effective Board Directors: Self-Reflection**

As you consider whether to run for the Board, it can be helpful to reflect on how your interests, experiences, and motivations align with the characteristics of effective Board Directors. You will not be asked to write about or share your responses to this section; these questions are designed only to help you determine if serving on the Board would be a good fit for you:

- Are you a passionate and enthusiastic shopper at Three Rivers Market?
- Can you handle sensitive information with discretion? Can you navigate delicate and complex situations with awareness and diplomacy?
- Are you interested in learning about and supporting the Cooperative Values and Principles?
- Are you comfortable with thinking about big-picture planning, and developing systems and visions for the Three Rivers Market's future?
- How comfortable are you with participating actively in discussions?
- How comfortable are you with working in a team environment that works to make decisions by consensus and speaks with one voice thereafter?
- How comfortable are you with delegating areas of decision-making to others and holding them accountable for results?
- Are you willing to set aside any personal interests to honor the needs and the diversity of member perspectives?
- Are you prepared to take on the legal responsibilities of a Board Directors, i.e., the duty of care, the duty of loyalty, and the duty of diligence?

***Thank you for your interest in candidacy for Three Rivers Market's Board of Directors.*** If you choose to seek a position on the Board, you will have the opportunity to experience both personal and professional rewards in leading a unique, progressive cooperative using an innovative governance system.