

INFORMATION FOR PROSPECTIVE CANDIDATES

Three Rivers Market seeks candidates to run in the 2025 Board of Directors Election who are dedicated to the cooperative and its mission and who understand and will contribute to the task of governance. Board terms are three (3) years and three (3) seats are open for election to full terms.

Prospective candidates are required to learn about serving on the Board before submitting an application by attending a Board Meeting in July, August, or September prior to the application deadline. Board information can be found [here](#) and registration to attend a Board Meeting is [here](#).

BOARD MEETING OPPORTUNITIES

With few exceptions, Board meetings regularly occur from 6:30 – 8:30 PM on the second Thursday of each month. At the following meetings, dedicated time is allotted for prospective candidates to inquire about Board service.

- Thursday, July 10, 2025, 6:30 – 8:30 PM
- Thursday, August 14, 2025, 6:30 – 8:30 PM
- Thursday, September 11, 2025, 6:30 – 8:30 PM

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 member use of the co-op, dedicated to understanding member needs in developing organizational goals, and to communicate credibly with members.

Ability to work as a group—recognize diverse perspectives while working in pursuit of consensus, accept resulting group outcomes, and take responsibility for performance of the Board as a whole.

Accept authority and use it responsibly—acknowledge that the Board's ultimate authority comes from the cooperative's members. Members place their trust, their needs, and authority in a Board of Directors of their own choosing. As trustee, empower management leadership and assess performance using consistent, objective monitoring and 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.

APPLICATIONS

Submit your application (online at this link or send by email?) and complete the Candidate Checklist.

Deadline: Wednesday, October 1, 2025, by 8:00 PM EDT

For general questions and assistance, email: board@threeriversmarket.coop

VOTING

Voting begins during the second week of November.

Voting ends Friday, December 5, at 8:00 PM EST.

Annual Member Meeting details to be announced later this year. Candidates will have the opportunity to converse with Members at the meeting.

OUR COOPERATIVE BOARD

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 obtains its

authority from and represents the Members. 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, vision, and concerns 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.
- Exercising oversight by ensuring, through consistent, objective monitoring mechanisms, that management achieves the goals set by the Board.
- Maintaining Board processes which empower it to perform duties well and to lead effectively.
- Governing the cooperative in the Membership's best interest. The Board utilizes a system of governance called Policy Governance as a tool to fulfill its responsibilities. See policygovernance.com for more information about Policy Governance.

COMMITMENT: INVESTMENT & RETURN

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. 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 is a team, sharing responsibilities to make Board work a manageable part of a Director's life, but it requires the effort and energy of each individual Director. 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!

IS BOARD SERVICE RIGHT FOR YOU?

Considering all of this information, you might be asking yourself that question. Take time to reflect on how your interests, experiences, and motivations align with the needs of Three Rivers Market. Would they help you to be an effective Board Director, in service to the Membership and the community?

- Are you invested in the long-term health of Three Rivers Market, including as a consistent and enthusiastic shopper?
- Do the "desired qualities" and Board responsibilities listed above align with your aptitudes?
- Do you value active participation in a team environment which uplifts group consensus?
- Will you prioritize supporting Cooperative Values and Principles while honoring the needs and 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!