



## Good Foods Co-op Seeks Nominations

The Good Foods Co-op Board of Directors is seeking candidates to fill Board openings.

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### Good Foods Co-op Ends (Vision)

Good Foods Co-op is at the forefront of a vibrant cooperative economy and is engaged in community partnerships to nourish:

- An equitable and sustainable food system
  - Education that cultivates food citizenship
  - Access to healthy food for all
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### Responsibilities

Serving as a Board member is both a challenging and rewarding task. While appointment or election to any board is an honor, Good Foods Co-op Board members have important legal and fiduciary responsibilities that require a commitment of time, skills, and resources. The information below will help guide you in a decision as to whether or not the Board is a good fit with your knowledge, skills, and abilities - and if you are able to commit the time necessary to participate effectively.

### Purpose

The Good Foods Co-op Board of Directors develops the co-op vision, mission, and policies, and advises and assists with the leadership and general promotion of Good Foods to fulfill the vision and mission. The Board also oversees the co-op to ensure it upholds the cooperative principles and values.

### Board Member Responsibilities

- Actively participate in Board task groups, and work collaboratively with staff
- Build a rapport with other board members and develop a collegial working relationship
- Prepare for and actively participate in Board meetings and related functions such as retreats and annual owner meetings
- Contribute to a continuous educational process
- Support a strong division between Board strategic work and staff operations (Policy Governance)
- Hold yourself and other board members accountable to the co-op code of ethics.

## **Desired Characteristics**

We seek a board that matches the breadth and diversity of co-op ownership. In addition, we seek board members with the following characteristics:

- Ability to build upon diverse and innovative ideas and views of fellow Directors and staff
- Ability to think holistically and creatively
- A collegial, collaborative, and egalitarian demeanor
- Participation in Good Foods Co-op as an owner
- Commitment to the co-op vision, mission, principles, and values
- Personal commitment to sustainability
- Appreciation of local and sustainable food systems.

## **Time Commitment**

The Board meets one evening a month (generally the third Monday) and holds virtual or in-person, day long retreats once a year. Board members may also be expected to attend special events and task group meetings during the year. Overall, board members should expect to contribute an average of four hours per month to Good Foods Co-op.

## **Term**

Board members serve a three-year term starting immediately after elections in April.

## **Eligibility**

- Must be a Good Foods Co-op owner. Ownership must be in the candidate's name, not a spouse or partner
- Must attend at least one board meeting prior to being placed on the ballot
- Must attend at least one candidate information session to learn about board service
- Must submit an application for candidacy to the Board

## **Compensation**

Board members are eligible for a shopping discount. Reimbursement for expenses reasonably incurred in the performance of Board duties is provided.

## **Interested?**

Please fill out an Application for Board Candidacy at:

<https://goodfoods.coop/about-the-co-op/meet-the-board/become-a-board-member/>

If you have recommendations or questions, please contact [board@goodfoods.coop](mailto:board@goodfoods.coop).

## Supplemental Information:

### Good Foods Co-op Board Member CODE OF CONDUCT

Elected board members are required to agree to and sign the pledge below:

**As a co-op director, I pledge to do my best for Good Foods Co-op and will:**

- Devote the time needed to fulfill the responsibilities of the position;
- Attend all regular and special board meetings and meetings of committees of which I am a member;
- Be prompt, attentive and prepared for all board and committee meetings;
- Contribute to and encourage open, respectful, and thorough discussions by the board
- Attend and actively participate in the board's training sessions and retreats to enhance board understanding and cohesiveness;
- Consider the business of the Co-op and its members to be confidential in nature;
- Disclose any personal or organizational conflict of interest that I may have and refrain from discussing or voting on any issues related to that conflict;
- Be honest, helpful, diligent and respectful in my dealings with the Co-op, with other directors, and with the Co-op's management;
- Work for continued and increased effectiveness in the Co-op's ability to serve its member/owners;
- Be a team player and agree to abide by decisions of the board, even if it is not my own personal opinion;
- Present the agreed-upon view of the board of directors, rather than my own, when I speak for the Co-op to employees, members, shoppers, and the general public;
- Refrain from asking for special privileges as a board member and from interfering with management's authority;
- Work to ensure that the Co-op is controlled in a democratic fashion by its members and that all elections are open, fair, and encourage the participation of all members;
- Strive at all times to keep the members informed of the Co-op's status and plans, and of the board's work, as appropriate;
- Continually seek to learn more about the Co-op and its operations and about my responsibilities as a board member by pursuing educational opportunities;
- As a Co-op director, I agree to abide by this Code of Conduct. I agree that if I have violated the letter or spirit of this agreement, the other board members may take action to remove me from the board pursuant to the Co-op's bylaws.

# Cooperative Values & Principles

Cooperatives worldwide generally operate using the same Principles as adopted in 1995 by the International Cooperative Alliance. The principles are part of a cooperative statement of identity which also includes the definition of cooperative and a list of cooperative values.

## ***Definition***

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.

## ***Values***

Cooperatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

## ***Principles***

1. **Voluntary and Open Membership** -- Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.
2. **Democratic Member Control** - Cooperatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary cooperatives, members have equal voting rights (one member, one vote) and cooperatives at other levels are organized in a democratic manner.
3. **Member Economic Participation** - Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. They usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing the cooperative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.
4. **Autonomy and Independence** - Cooperatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.
5. **Education, Training and Information** - Cooperatives provide education and training for their members, elected representatives, managers and employees so they can contribute effectively to the development of their cooperatives. They inform the general public - particularly the young people and opinion leaders -- about the nature and benefits of co-operation.
6. **Cooperation among Cooperatives** - Cooperatives serve their members-most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.
7. **Concern for Community** - While focusing on member needs, cooperatives work for the sustainable development of their communities through policies accepted by their members.