

**Middlebury Natural Foods Co-op
Board of Directors
2010 Election
Application Packet**

Thank you for your interest in a position on the board of directors! Your participation is very valuable. If you are elected by the membership to serve on the Board, you will have the opportunity to experience both personal and professional rewards in leading a unique, progressive cooperative by way of an innovative governing system.

The Co-op is seeking board candidates who are:

- Dedicated to the cooperative, its members, and its mission
- Willing to contribute to the task of governance
- Able to deal with values, vision and the long term
- Able and willing to participate assertively in discussions and abide by board decisions and the intent of established policies
- Willing to operate in a group decision making environment and to share power in group process
- Interested in cooperatives and food retailing
- Without question, governing an organization effectively is a serious commitment. Board members are expected to prepare for and actively participate in monthly board meetings (typically 6:30-8:30pm on the fourth Wednesday of the month at the Co-op), an annual retreat, the Co-op's May Annual Meeting, membership events, and occasional board trainings. The board term is three years with no term limit.

Choosing to become a candidate involves two steps.

STEP 1—Familiarize yourself with the contents of this packet.

Contents include:

Board Structure and Responsibilities, Rewards and Eligibility
MNFC Mission, Vision, Value Statements, Buying Criteria, Ends Statements
Application for Candidacy Form

STEP 2—Complete and submit the enclosed application form. **Applications are due by March 31st, 2010.**

It is highly recommended that candidates attend a board meeting prior to the election in May. Meetings begin at 6:30pm and take place in the MNFC offices (located on the second floor of 1 Washington Street). Meeting dates prior to the next election are Wednesday, March 24th and Wednesday, April 28th.

BOARD STRUCTURE AND RESPONSIBILITIES

The Co-op is governed by a democratically elected board of directors. The board is directly accountable to the members for the activities and accomplishments of the store. Specifically, it is responsible for:

- Developing, monitoring, and revising policies that guide the store to achieve outcomes that are consistent with the members' values and vision.

- Ensuring through consistent monitoring that management achieves goals set by the board and that the board operates according to its established processes.
- Acting as a representative for the members.

The board fulfills its responsibilities through a system of governance called Policy Governance, as developed by John Carver. In this model of governance, the Board does not micro-manage the Co-op or the General Manager. This frees the board up to set policy by which the store and the Board operate. Here is a link to an article about Policy Governance: <http://www.cooperativegrocer.coop:80/articles/index.php?id=470>

REWARDS

Board members receive the following benefits:

- The opportunity to provide leadership and subsequently ensure the success of their community owned food cooperative
- 10% unlimited discount on all MNFC purchases
- \$20 stipend for each monthly board meeting attended, payable in June each year
- A charge account for purchases at MNFC

ELIGIBILITY

This year three board positions are open for election by the members. *Any member in good standing is eligible to run for election.*

If you have any questions about anything included in this application packet, or if you would like any further information, including but not limited to: MNFC By-Laws, MNFC Board Governance Policies, or articles about Policy Governance, please contact Kate Gridley, Chair of the Board Development Committee at 388-1509 or kmgridley@gmail.com.

CURRENT BOARD OF DIRECTORS

Member Name	Town of Residence
Kristin Bolton	Cornwall
Ross Conrad	Middlebury
Kate Gridley	Middlebury
Mary Gill	Middlebury
Jay Leshinsky	Middlebury
Michelle McCauley	New Haven
Ilaria Brancoli-Busdraghi	Middlebury
Johanna Nichols	Cornwall
Ashar Nelson	East Middlebury
Tam Stewart	Goshen
Francisca Drexel	Weybridge

Middlebury Natural Foods Cooperative

Vision Statement: Middlebury Natural Foods Cooperative... dedicated to the health and well-being of the whole community.

Mission Statement: Middlebury Natural Foods Cooperative is a democratic, member-owned cooperative committed to providing healthy, competitively priced foods; encouraging ecologically sound and healthful patterns of production and consumption; and responding to members' needs accordingly.

Buying Criteria for Retail Shelf Space: MNFC will select products with a primary emphasis on organic foods and local vendors. MNFC's policy is to avoid buying:

- Irradiated foods. Foods containing artificial preservatives, colors, or flavors
- Meat products from animals raised with hormones or antibiotics.
- Fluid milk, ice cream, frozen yogurt, or dairy products containing Bovine Growth Hormone (rBST).
- Foods containing hydrogenated oils or trans fats.
- Products tested on animals

Despite this policy, MNFC cannot guarantee that all of its products meet all of these criteria. If MNFC discovers that any of its products do not meet these criteria, MNFC will make reasonable efforts to inform members and customers.

Value Statements:

1. MNFC provides education, information, and services for members, employees, and the community.
2. MNFC is committed to forging partnerships with local growers, businesses, and organizations, as well as with other cooperatives.
3. MNFC is a voluntary organization open to everyone.
4. The capital provided by members finances purchases of equipment and supports services, which benefit the MNFC community.
5. While MNFC works closely with other organizations, we are an autonomous cooperative.

MNFC Ends Statements:

MNFC member owners, customers and the community benefit from:

Healthy Foods

A Vibrant local economy

Environmentally sustainable and energy-efficient practices

Cooperative democratic ownership

Application for Candidacy Middlebury Natural Foods Co-op Board of Directors

Name:	_____
Address:	_____
City, State, Zip:	_____
E-mail:	_____
Telephone:	_____

Please respond to each of the following questions so that the member voters will know more about you, your interest in serving on the board and how your skills would enhance your ability to be an effective board member. Your statements will be printed in the May newsletter and posted in the store. If you would like members to be able to put a face to a name, you may submit a photograph of yourself to be posted with your statement. Voting takes place by members from May 1st until May 28th. Results will be communicated to all candidates prior to the Annual Meeting.

Please limit your application to 500 words.

1. Why are you interested in serving on the Board of Directors?
2. Briefly describe any experience you have had with co-operatives or not-for-profit organizations.
3. What has been your experience working with groups and what is your approach to group dynamics?
4. Is there anything else you would like the membership to know about you?

Please return your application:

*by email to Kate Gridley

*or mail to: Kate Gridley, c/o Middlebury Natural Foods Coop, 1 Washington Street,
Middlebury, VT 05753

Your application must be received by Wednesday March 31st, 2010.