



RUN FOR THE BOARD

Call for Candidates

Weaver Street Market seeks qualified candidates to run in the 2016 Board Elections. Two seats are open for election—one consumer-owner seat and one worker-owner seat. Applications are due Monday, July 11, 10 pm.

Becoming a Candidate Is a 3-Step Process:

STEP 1 Read through and be clear about the application process.

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STEP 2 Complete three required activities. (see details inside)

- Attend a Board candidate information session.
- Attend a Board meeting.
- Talk with a current Board member.

STEP 3 Complete an application. (see insert)



Board of Directors Election 2016

Candidate Application Packet

Thank you for your interest in candidacy for Weaver Street 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 governing system.

Choosing to become a candidate involves three steps:

STEP 1

Read through and be clear about this entire application packet.

If you have questions about anything included in this application packet, or if you need any further information, please contact the Elections Committee at elections@weaverstreetmarket.coop.

STEP 2

Complete three required activities by the date of application:

- Attend a Board candidate information session.
- Attend a Board meeting if you haven't already attended one in 2016.
- Talk with a current Board member about the experience of serving on the Board.

STEP 3

Complete and submit the enclosed application form. Applications are due on Monday, July 11, 2016 at 10 pm. Weaver Street Market Board policies do not allow for write-in candidates after the application deadline.

Board Member Qualities, Commitment, and Rewards

Weaver Street Market is seeking Board candidates who are dedicated to the cooperative and its mission and who understand and will contribute to the task of governance. Desirable qualities include:

- **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 ownership** – familiar with how owners use the co-op, able to translate owners' needs into organizational goals and to communicate progress to owners.
- **Ability to work as a group** – to operate using consensus 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.

Governing an organization effectively is a serious commitment. Board members are expected to prepare for and actively participate in monthly Board meetings and two full-day retreats. While this may seem daunting, the Board is a team, sharing responsibilities in such a way as to make Board work a manageable part of members' lives. The monthly time commitment averages 6 to 12 hours.

The Board term is two years with no term limit. In return, Board members:

- Receive training in governance and cooperatives.
- Build skills in group-dynamics and group process.
- Receive a \$1,200 annual stipend in the form of store credit.
- Have the opportunity to ensure the success of their community-owned cooperative in a highly competitive market.

Board Structure and Responsibilities

Weaver Street Market is governed by a seven-member Board of Directors, four of whom are directly elected by the members of their ownership class (two consumer-owner representatives and two worker-owner representatives). Two positions are appointed by the Board itself to fill the need for particular skills or knowledge. The General Manager holds the seventh position.

The Board is directly accountable to the consumer owners and worker owners for the activities and accomplishments of the co-op.

Specifically, it is responsible for:

- Interacting with the owners – 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 owners' 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 www.policygovernance.com for more information about Policy Governance.

Eligibility

Each year, one consumer-owner position and one worker-owner position are open for election by the shareholders of the respective group. Any current owner in good standing who has been an owner in their current class of ownership for at least one year by the date of their application is eligible to become a candidate.

Prospective Candidate Preparation

Prospective candidates are required to learn about serving on the Board before submitting an application:

- Attend a Board candidate information session.
- Attend a Board meeting if you haven't already attended one in 2016. If you plan to attend, please contact board@weaverstreetmarket.coop to receive the agenda and background materials.
- Discuss the experience of serving on the Board with at least one current Board member (Alicia Altmueller, Dave Bright, Barbara Keith, Jon McDonald, Linda Stier, Ruffin Slater, Charles Traitor).

To arrange to speak with a Board member, e-mail board@weaverstreetmarket.coop.

Important Dates for Candidates



Candidate Information Session (Attend one)

Wednesday, May 11, 6:30-7:30 pm, WSM Admin Center, Hillsborough

Wednesday, June 8, 6:30-7:30 pm, WSM Admin Center, Hillsborough

(Prior to Board Meeting)

Board Meetings

(Attend one if you haven't already attended a Board meeting in 2016)

Wednesday, May 11, 7:30-9:30 pm, WSM Admin Center, Hillsborough

Wednesday, June 8, 7:30-9:30 pm, WSM Admin Center, Hillsborough

(Following candidate information session)

Application Deadline

(email application to elections@weaverstreetmarket.coop)

Monday, July 11, 10 pm

Voting

Wednesday, August 24 - Sunday, September 11

Annual Meeting (Candidates speak)

Sunday, September 11, 2-5 pm, WSM Admin Center, Hillsborough

2016 BOARD CANDIDATE APPLICATION

Weaver Street Market BOARD OF DIRECTORS

Only complete applications that conform to the following format and that are received by 10 pm on Monday, July 11, 2016, will be accepted by the Elections Committee.

Please email your responses to 1 through 7 below to elections@weaverstreetmarket.coop. You will receive confirmation that your application has been received.

1) Your contact information (for staff use only):

Owner Number: _____

Name: _____

Address: _____

Email: _____

Telephone: (day) _____ (evening) _____

(Please specify preference)

Please answer each question below using a question/answer format. Limit your responses to a total of 1,000 words. Your answers will be published as your candidate statement.

- 2) Describe your occupation and community involvement.
- 3) Why do you want to serve on the Board of Directors?
- 4) What experience do you have with Weaver Street Market, cooperatives, or small community-minded businesses?
- 5) What experience, skills, or perspective will you bring to the Board?
- 6) Include anything else about yourself that you may like others to know.
- 7) Contact information you want published with your candidate statement.