

**JustLocalFood**  
COOPERATIVE



EAU CLAIRE, WISCONSIN

# BOARD OF DIRECTORS

*Candidate Packet*

## This Packet

This packet contains information about our co-op, how the board operates, and how to apply to run for the board of directors. Please read the information before filling out the questions at the end of the packet and submitting them to [Elijah@justlocalfood.com](mailto:Elijah@justlocalfood.com) by March 31, 2018. If you have any questions, please contact [board@justlocalfood.com](mailto:board@justlocalfood.com). Thank you for your interest in a position on Just Local Food's Board of Directors.

## What We Stand For

**Just:** Honorable and fair in one's dealings and actions. Justice for the farmers, the earth, the workers, and the consumers. We don't *just* have local food, we have *just* and *local* food!

**Local:** The Chippewa Valley, Western Wisconsin, the Midwest Bioregion and beyond depending on the product and time of year.

**Food:** Material of plant or animal origin that is ingested to produce energy, stimulates growth, and maintains life. Good food is something to share with friends and loved ones, to keep traditions alive, to explore, and to celebrate. Whether you eat to live, or live to eat, you'll find a lot of good here.

**Cooperative:** A jointly-owned and democratically-controlled enterprise that values self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of our founders, cooperative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

## History

A small group of people incorporated as a worker-owned cooperative with the name Just Local Food Cooperative in late 2003. As the co-op grew and business needs changed by 2012, the worker owners decided to implement a management structure to prepare for further growth. A Coordinating Team of five managers was hired in early 2013. In September 2013, Just Local Food Cooperative launched the Customer Ownership program, and became a multi-shareholder business with Worker and Customer Owners. In 2015, both owner classes approved bylaws changes that created a solely customer owned co-op. In 2016, the board of directors approved changes to our management structure and we hired our first general manager, Maria Bamonti. We are now fully owned by the community with over 900 owners. We just announced plans to expand our store and move to a Water Street location.

## The Seven Cooperative Principles

Our goals are rooted in the Seven Cooperative Principles:

1. Voluntary Open membership,
2. Democratic member control,
3. Member's Economic Participation,
4. Autonomy and Independence,
5. Education, Training and Information,
6. Cooperation among Cooperatives, and
7. Concern for the community.

## What Is Policy Governance?

Policy Governance, an operational model developed by John Carver in the 1970s, has been adopted by the board to ensure that Just Local Food serves its owners as it should. In practice, policy governance works by means of a few basic principles:

- The board speaks only through policy. Whatever the board wants accomplished or wants to prohibit is written as policy.
- The board delegates authority for the operation of the co-op to the general manager. The board does not make decisions about the day to day operations of the co-op.
- The board speaks only as a whole.
- The board monitors its own operation and the operation of the general manager through monitoring reports based on its policies.

One of the most important policies that the board works on is the “Ends” policy. It directs the General Manager in all of the decisions she makes and is the overarching reason why the co-op exists. The board approved new Ends this past year that state, “Just Local Food Co-op connects people to their food and advances our community, economy, and environment.”

## What Am I Committing To?

- *Attending regular and special meetings fully prepared.*  
Just Local Food Board membership requires a significant time commitment during the 3 year term. Each director is responsible for attending all meetings and for thoroughly preparing for meetings by reading and thoughtfully considering meeting packets. The board does, however, make an effort to accommodate directors’ schedules when setting meeting dates and times. Between meetings, it is sometimes necessary to communicate via email. Directors should be prepared to respond as needed.
- *Sharing ideas and concerns.*  
Directors are encouraged to take an active part in the work of the board by asking questions and putting ideas forward.
- *Taking on leadership and consistently and actively serving on committees.*  
Directors should be prepared to serve on a committee if called upon and to participate in projects outside of board meetings as needed.
- *Attending training sessions.*  
Ongoing education is part of board membership. Directors should be willing to read articles, participate in online seminars, and attend the Cooperative Board Leadership 101 Workshop as well as other live workshops as opportunities arise.
- *Acting in a professional manner.*  
Directors are expected to display integrity, to resist pressures from special interest groups, to be able to work constructively with others, analyze and use good judgment, to be forward looking, constructive and energetic, and loyal to the interests of the co-op.
- *Confidentiality*  
All directors will maintain confidentiality as needed to protect the co-op’s interests and financial viability. All issues related to personnel, real estate, market strategy and goals,

pending litigation, and details of the co-op's financial status will be considered sensitive and subject to confidentiality unless or until full disclosure is approved by the board as a whole.

- *Avoiding conflict of interest.*

All directors will avoid any conflict of interest with respect to their fiduciary responsibility.

## How Will I Benefit?

Not only will you receive a monthly stipend of \$50 credit at Just Local Food, you will have the satisfaction of serving a growing organization dedicated to supporting the social, financial, and environmental fabric of our community. You will have a voice in the shaping of the future of the co-op while working with a group of people who share a commitment to a democratic process and a sustainable local economy.

## How to Apply

Below you will find 6 questions designed to help the Board of Directors and owners understand your approach to board governance, finances, cooperative principles and community service. Your "candidate statement" will be shared with voters online and in-store prior to the election.

Refer to this packet for information concerning what it means to be a director. The time commitment has been about 10 hours per month, but might fluctuate. We would like to hold a board candidate training (date TBD) for interested board members before the election is held. This will mean that elected candidates will be ready to attend their first board meeting on May 22<sup>nd</sup>, 2018.

Board candidates are encouraged to attend a monthly board meeting. This provides a realistic sense of how the board operates so that a candidate can make an informed decision about seeking a position and also indicates commitment to attending meetings to the owners of the co-op.

PLEASE SUBMIT YOUR RESPONSES AND A PHOTO ELECTRONICALLY TO:  
ELIJAH@JUSTLOCALFOOD.COM BY March 31, 2018

## BOARD OF DIRECTORS CANDIDATE STATEMENTS

**Name:**

**Owner Number:**

1. What is your motivation to serve on Just Local Food's Board of Directors and what do you hope to gain through your participation on the board?
2. Describe any professional or relevant experience that you believe could benefit the Co-op's Board in doing its work.
3. Describe your experience working collaboratively in a group setting.
4. As a cooperative, Just Local Food follows the 7 cooperative principles. Please discuss an aspect of the seven cooperative principles you find interesting or meaningful.
5. What is your vision for the future of Just Local Food?
6. Have you attended a board meeting?

If you have any questions regarding elections or the work of the board, please feel free to contact [board@justlocalfood.com](mailto:board@justlocalfood.com).

**PLEASE SUBMIT ANSWERS TO THE ABOVE QUESTIONS AND A PHOTO ELECTRONICALLY TO: [ELIJAH@JUSTLOCALFOOD.COM](mailto:ELIJAH@JUSTLOCALFOOD.COM) BY March 31, 2018**