

To: WFC Owners interested in Board Service
From: WFC Board of Directors
Date: March 2019



Thank you for your interest in the WFC Board of Directors. This packet contains information to help you decide whether Board service is a good fit for you, as well as the forms necessary for application. There are three (3) positions open each election cycle.

Board members are asked to serve at least one three-year term, and may serve up to three consecutive three-year terms. To be eligible, you must be a primary Owner with a minimum of ninety (90) days of consecutive ownership. You must also have attended at least one of the 12 most recent Board meetings prior to the application deadline (August 1).

What is the Board's Role?

The Board of Directors is the legal representative of WFC Owners and is responsible for the overall well-being of the Co-op. The Board exercises its authority through its relationship with the General Manager whom it hires and monitors. The Board's expectations and requirements for the General Manager's performance are clearly stated in the Board's written policies. The Board ensures the Co-op's success by verifying that the General Manager remains in compliance with those policies. WFC maintains director and officer liability insurance coverage.

What the Board Does Not Do

The Board does not involve itself in operational details. It does not make decisions about the products on store shelves, the specifics of personnel issues or other day-to-day matters. The Board governs by declaring, through its policies, the results it wants and the actions it wants the General Manager to avoid while achieving those results.

What are the Board's Policies?

To view the Board's policies and the Co-op's Bylaws, visit the Co-op's website: www.wholefoods.coop

Who Should Run for the Board?

Any primary Owner with a minimum of ninety (90) days of consecutive ownership is eligible to run for a seat on the Board. The following capabilities reflect the nature of the Board's work:

- Constructive and creative leadership skills, sound reasoning and judgment, and the ability to think strategically within the structure of the Board governance process.
- Desire to develop visionary ideas through study, advisement and discussion. This includes an ability to communicate well within a group setting, to speak up, listen well and consider diverse opinions.
- Interest in the cooperative business model, board process, and agreement to work within the policy governance framework, including the development and refinement of new and existing policies.
- Willingness to publicly stand behind Board decisions regardless of personal positions.
- Connection to Owners -- beyond a narrow demographic, an interest in the whole organization and community.
- Understanding of and commitment to the ENDS Statement of the Whole Foods Co-op.

If you have any questions, please feel free to contact Jamie Harvie (Recruitment Committee Chair) at jharvie@wholefoods.coop or any member of the Board.

APPLICATION FOR THE WHOLE FOODS CO-OP BOARD OF DIRECTORS

WHOLE FOODS COMMUNITY CO-OP, INC.

610 E. 4th St., Duluth, MN 55805

(218) 728-0884

www.wholefoods.coop

boardapplicants@wholefoods.coop

General Eligibility Requirements:

1) **Co-op Ownership:** Primary Owners of WFC who have a minimum of ninety (90) days of consecutive ownership prior to the Board application submission deadline are eligible to run for the Board of Directors. A primary owner is the person named first on the WFC stock certificate or ownership application. If the second person named chooses to run, the first person may, in writing to WFC, request transfer of his/her ownership.

2) **Meeting attendance:** Attendance is required at one of the 12 most recent Board meetings prior to the application deadline (August 1). The Board currently meets the 4th Monday of each month from 5:30 – 7:30 p.m., subject to change due to holidays and Co-op events. Please notify the General Manager before attending so any necessary accommodations can be made.

General Application Instructions:

- ❖ By closing time on **August 1st**, submit a completed application, resume, list of references, and a recent digital photo of yourself, suitable for publication, to the Board Recruitment Committee at the Co-op address or email address above.
- ❖ Please answer the questions below using complete sentences. Your answers will be published for Co-op Owners before elections.
- ❖ In early August, applicants will participate in an interview with the Recruitment Committee and/or other members of the Board.
- ❖ Owners vote in September. Candidate profiles and voting instructions will be distributed to all Owners prior to the election.
- ❖ Campaigning is encouraged, however, it is prohibited in the store. The current Board and WFC staff will actively promote the election.

A list of Board members is posted at www.wholefoods.coop, in the *Garbanzo Gazette*, and in the store. Please contact a Board member with any questions.

Deadline for application for the October election is August 1st

Applicant's name _____ (please print)

Owner # _____ Digital photo submitted? Yes ___ No ___

Attended one of the 12 most recent Board meetings Yes ___ No ___

Address _____

Telephone/fax _____

e-mail _____

Please answer the following questions using complete sentences as the questions might not be published alongside your answers.

Important Note: The content of your answers to these questions must not exceed a total length of 450 words.

1. Why would you like to serve on the Board of Directors of Whole Foods Co-op?
2. Describe any volunteer or paid experiences relevant to your service as a Co-op Board member. What skills or experience will you bring to this Board?
3. What opportunities and challenges do you see in the future for Whole Foods Co-op?
4. Other comments.