

# HCC BOARD MEMBER NOMINEE APPLICATION BECOME A LEADER IN OUR LOCAL COOPERATIVE BUSINESS



- Work with a dynamic group of local cooperators focused on guiding the Co-op into a thriving and meaningful future.
- Help answer important questions like: How can HCC be a catalyst for the growth of organic farming in our community?



## ***BOARD ENDS STATEMENT:***

### **What We Want In The World, For Whom, At What Cost**

***HCC exists so that people in the greater Hendersonville community have:***

- ✓ a cooperatively owned business providing health food & related products
- ✓ a thriving local economy supporting sustainable agriculture
- ✓ education about health, food and cooperatives.

## **Nomination Packet Contents:**

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## **INFORMATION FOR POTENTIAL HCC BOARD NOMINEES**

*Thank you for your interest in running for the HCC Board of Directors.  
Please review this packet, designed to give you an idea of board responsibilities and goals.*

**Before you begin your application,**  
**please understand that the work of the board is to:**

- set and monitor policies,
- ensure the financial health of the organization,
- engage in long-term visioning (Ends),
- study topics related to managing a successful cooperative business,
- and engage, inform and represent owners.

**The Board of Directors oversees the organization without interfering  
In the day-to-day operation of running the store. Under Policy Governance:**

- ✓ The job of the board is to guide and control the cooperative on behalf of the owners for the good of all. **The art of steering.**
- ✓ The job of the GM and staff is to plan and direct the use of resources to achieve desired results (The Ends) without encountering undesired situations. **The art of accomplishing.**

**Please return your application to the Co-op by Friday, Aug. 17, 2019.  
Sooner is better.**

**The HCC Board Development Committee will contact you to set up an interview.  
Nominee profile information will run in the Organic Press. Contact information will not be published.**

**Questions? Michelle Tennant 828.817.4034 or Melany Thum-McAleer  
828.808.2904**

if you have any questions about serving on the Board.

*In Cooperation,  
The HCC Board Development Committee*

# Run for a Seat on the HCC Board

## Candidate Qualifications

- Current owner dedicated to the ideals of the cooperative and its mission
- A cooperative spirit, patience, passion, objectivity, humor, and vision
- **Understand that the Board oversees and provides direction to GM through established policies without involvement in day-to-day management decisions**
- Able to attend monthly meetings, retreats, trainings and special events and to complete work of the board via the Internet, committees and individual assignments
- Willing and able to participate in group decision making, share power in group process, and make decisions by consensus

## Duties and Responsibilities

- Enthusiastically serve a 3-year term, bringing skills and dedication to your position.
- Serve on at least one committee.
- Devote an average of 6-8 hours per month on board related activities.
- Learn how to use Policy Governance and consensus in making policies and decisions.
- Closely monitor policy reports and provide accountability to owners.
- Support the 7 Cooperative Principles, Board Policies and the decisions of the Board (the one voice principle)
- Take responsibility for the success of the Board through leadership, recruitment, participation in its work and educational opportunities.
- Actively participate in Owner Engagement activities.
- Be able to think and dream about the future of HCC.

## Benefits

- Receive ongoing training in an effective governance system that allows the Board to guide and control the Co-op on behalf of the Owners through its policies
- Be involved in helping to plan the future of HCC through the study and engagement of key issues.
- Share in a delicious meal before Board meetings with like-minded people.
- Receive a 15% discount on all eligible store purchases.

## Nominations and Elections Process

- **If interested and qualified, please pick up an application packet at the Co-op Kiosk, complete and return by August 17, 2019.**
- Potential Board candidates *will be asked to attend board meetings prior to elections* to observe process, outcome, and interaction.
- Members of the Board Development Committee will interview potential Board nominees. The committee will submit the names of the recommended nominees for election to the Board of Directors.
- Candidate information will be published in the newsletter and posted at the Co-op. 2019 Board elections take place during November and new Directors will begin their terms at the next board meeting.

**PLEASE TRY TO ATTEND THE FOLLOWING BOARD MEETINGS:**  
**February 26<sup>th</sup>, March 26<sup>th</sup>, April 23<sup>rd</sup>, May 28<sup>th</sup>, June 25<sup>th</sup>**

A light meal is served at 5:30 pm, and the meeting is from 6:00 to 8:00pm.

# **Boards Are Us:**

## **A Primer for Committed and Willing Board Members**

Two of the most important characteristics of a board member are commitment (to the organization, to the cause, to working for the cause) and willingness (to work hard, to learn, to work together, to stick by commitments, to contribute).

Before you say ‘yes’ to board service, be sure you know what you are getting into—make sure you believe in and are passionate about the organization mission. What is it that they are trying to achieve? What change do they want to make in the world? Does the work they do match up with your personal beliefs and hopes for the future? Don’t join a board just because it looks good on your résumé. The organization needs to be able to count on you to be a part of its solid foundation, and it needs you to step up and step out to work for the organization.

Within yourself, and for the board, try to be clear on what it is that you bring to the organization. Share your gifts, your talents, your experiences, and do whatever it is that you do well for the organization. Be on the lookout for your niche – the places you can best use your skills and resources to move the work of the organization forward.

Try to get a sense of the culture within the organization. Strong organizations are ones where members like each other and have fun together as they work toward their mission. In these organizations, people find ways to enjoy their work, enjoy their relationships and take time to celebrate.

Board service is often an opportunity to connect with people that you wouldn’t otherwise. Build community. Build relationships, work hard at getting along with each other, care for each other and work to get as much growth, fulfillment, and meaning out of the work personally as you’re putting into it.

**Reprinted and condensed with permission from Jeannette Butterworth, Program Director with the Center for Participatory Change, whose mission is to help people recognize their own power, work together, and transform their communities.**

# **The International Cooperative Alliance Statement of Cooperative Identity**

Adopted September 1995 (from Challenges to Cooperative Board of Directors; Gutknecht and Zimbleman)

## **What is a Co-op?**

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

## **Cooperative 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.

## **Our Principles**

The following seven cooperative principles are guidelines by which cooperatives put their values into practice.

## **THE 7 COOPERATIVE PRINCIPLES**

### **1. Open and voluntary 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 members who actively participate in setting policy and making decisions. Men and women serve 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 the cooperative. At least part of that capital is usually the common property of the cooperative. Members 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); distributing to 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 or raise capital from other organizations, including governments or 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 young people and opinion leaders- about the nature and benefits of cooperation.

### **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 also work for the sustainable development of their communities through policies accepted by their members.

# **HCC BOARD MEMBER NOMINEE APPLICATION**

*Your contact information will not be published in the Organic Press*

Name \_\_\_\_\_

Phone \_\_\_\_\_

E-mail \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Occupation \_\_\_\_\_

Co-op Owner since \_\_\_\_\_

**Why would you like to serve on the HCC Board of Directors?**

**What experience or involvement have you had with HCC and our community?**

**What have you done in the past that demonstrates the qualities or skills you think would benefit the board?**

**What is your vision for the future of our cooperative?**

**Please submit your application page electronically by email to [board@hendersonville.coop](mailto:board@hendersonville.coop)  
Questions? Call Michelle Tennant at 828.817.4034 or Melany Thum-McAleer 828.808.2904**