

ABOUT THE BOARD OF DIRECTORS

What is a board & what does it do?

A Board of Directors is a governing body charged with monitoring and leading the vision of an organization. The EEFC's Board of Directors is bound by the Co-op's articles of incorporation and bylaws, and follows a system of policy governance for overseeing the Co-op.

About our Board:

The Co-op's Board consists of nine members, two of whom can be a representative from the staff, as well as an optional tenth one-year term seat that is filled by a staff member and voted on only by other staff members. The Board is elected by a vote of the Co-op's membership. As outlined in the bylaws, there is an executive committee consisting of a President, Vice President, Secretary, and Treasurer. The Board also delegates work to committees.

The Board of Directors is responsible for:

- Financial oversight of the Co-op
- Engagement with and accountability to our Member-Owners
- Strategic planning and visioning
- Overseeing the General Manager

HOW TO VOTE

MEMBERS CAN VOTE ONLINE AT VOTING.EASTENDFOOD.COOP

- Click on the "Ballot" tab at the top of the page.
- You will be required to log in to vote.
- Your login is your Member Number. You can find your Member Number on the back of your Member Card. Remove the leading 4 and zeros as well as the last digit. Example: 4 00000 16989 7 = 16989
- Your password is your last name + your 5 digit zip code. Names are all lowercase with no hyphens, spaces, or special characters. Examples: Joe Smith, Jr. = smith12345, Jane O'Rochester = orochester12345, John Weaver-Cooperator = weavercooperator12345
- Once you log in, you will be prompted to provide an email address.
- After submitting your email address, you will receive a voting notification email with a link directly to the ballot. The link is good for 24 hours, after that you'll need to login again.
- You may select up to 5 candidates; please be sure not to select more than 5.

MEMBERS CAN VOTE IN PERSON AT THE CUSTOMER SERVICE DESK

- The primary member should present a photo ID at Customer Service.
- Customer service will look up your membership in the database and print you a ballot with your name and member number already printed on it.
- Place your ballot in the box located at the Customer Service desk.

A FEW THINGS TO REMEMBER:

- We can only accept one ballot per membership number.
- If a household has a membership, only one vote is allowed from that household. If there are multiple votes from one membership number, **ALL** will be disqualified.
- Do not allow anyone else to fill in your ballot or deposit it in the ballot box for you.
- Proxy voting is not allowed per the East End Food Co-op Bylaws and Policies.



It's election time! This year we have 12 board candidates, one of whom is running for the one-year staff board seat, which is only voted on by staff. Aside from the staff-only seat, there are three seats up for re-election and two vacancies that need filled, equaling five seats total that will be voted on by member-owners! The three re-election seats are three-year terms and the two vacant seats are one-year terms, as they are replacing directors who did not complete their full terms. The three candidates who receive the most votes will receive the three-year terms.

Please take the time to vote for your top candidates this year, and support your member-owned and democratically run Co-op!

VOTING IS OPEN ONLINE & IN STORE FROM
OCTOBER 22ND - NOVEMBER 27TH



What is your experience as a member, volunteer or staff member of EEFC?

I am currently a member of the East End Food Co-op.

What experiences have you had with other co-operatives or non-profit organizations?

I have worked for the Pittsburgh Food Policy Council since late 2016 as a full-time staff member. In this role, I have facilitated working groups, coalitions and discussions related to fresh food affordability and availability via retail and charitable models and policies that promote just and ethical food purchasing. I have also contributed substantially to the current structure of our non-profit as we have sought funding, evolved our operations and engaged an increasingly broad community of stakeholders with differing issues, approaches and solutions. I am familiar with the challenges presented by collective governance, but still ascribe to a 'two heads are better than one' approach.



SARAH BURANSKAS

What experience and skills or unique perspectives would you bring to the EEFC Board?

My role at the Council requires effective and efficient communication, particularly while facilitating large group discussions. I think this would be a helpful skill both for internal discussion with other Directors, and for communication with broader membership. I have contributed substantially to funding efforts, and have led or served as leadership on both regional and statewide food system events. Both professionally and personally, my goal is to approach issues from a birds-eye view, with as much context as possible, ask critical questions, and present more than one possible solution for discussion.

What do you think are some important one-year goals for EEFC?

From 10,000 members in 2012, to over 15,000 in 2022, I think increased membership year to year would be an ongoing one-year goal for the EEFC, and increased awareness among nonmembers of this retail model and grocery option would facilitate continued growth. Additionally, a clear proposal for, or additional details, regarding the vision and decision-making that has led to Co-op expansion could be a feasible year-end goal. Lastly, recent Board discussion has referenced offering a volunteer component or option to membership. Given the strong history of volunteerism in the evolution and success of the EEFC I think that an important one-year goal could be to propose one or more options for volunteer programs, based on successful models elsewhere, and to gather input from all potentially affected parties (members, union).

Describe your vision for the EEFC five years from now.

My vision for the EEFC five years from now is that it continues to serve as an inclusive, mission-driven food retail option for all members of the Pittsburgh community. Five years from now, I see the EEFC as a business that has continued to adapt to a changing retail environment, and a changing world, with the same resilience and forward-thinking that has served it since the original model in 1972. Through several expansions, partnership with other cooperatives, adaptive membership models, fundraising efforts, customer service changes, elimination of plastic bags, co-founding Pittsburgh Food Policy Council, the EEFC has become a pillar of the Pittsburgh community and a model for the sale of high-quality, nourishing food.

Why do you want to be on the Board?

I support the mission of the East End Food Co-op to enhance the physical and social health of our community. I would like to show this support beyond making the decision to shop at the EEFC - I am interested in gaining a deeper understanding of the challenges that are unique to this food retail model, but also feel that I can constructively contribute to Board and larger community discussions about Co-op operations and its future.

What is your experience as a member, volunteer or staff member of EEFC?

I have been working at the Co-op as a Front End cashier for over a year now. I am also currently serving as the vice president of UE Local 667, EEFC's union.

What experiences have you had with other co-operatives or non-profit organizations?

I have over four years of experience working for Oxford University Press, a not-for-profit publisher. I have also devoted a lot of time to New York City-based mutual aid initiatives that share the Co-op's 'Concern for Community' principle.

What experience and skills or unique perspectives would you bring to the EEFC Board?

Before my move to Pittsburgh and the Co-op, I spent the last ten years working in academia and the publishing industry in New York City. These New York years sculpted me into an effective communicator and project manager. I have extensive copywriting, editing, and marketing experience which I believe will bring a fresh and creative perspective to the table.

What do you think are some important one-year goals for EEFC?

- Increase the base wage of \$12.50/hour to a living wage (higher than \$15/hour)

- Implement new hiring practices that champion workplace diversity
- Establish a "free fridge" program with the emphasis on mutual aid, not charity

Describe your vision for the EEFC five years from now.

The Co-op of the future is much more than a grocery store. It is a fluid biome that offers sustenance for all its inhabitants: fair, inclusive, and rewarding employment; community care; empowerment of all members and neighbors; and creative ways to combat a world in crisis.

Why do you want to be on the Board?

As our world changes, so must the Co-op. As a Board member, I want to embrace changes that are representative of Co-op workers, members, and neighbors.

What is your experience as a member, volunteer or staff member of EEFC?

Currently I am a member of the Member-Owner Participation committee, working with Marty Seltman on a subcommittee to survey current members regarding reasons why an individual is a member, what benefit that translates to in their life, what aspects of the co-op attracted them to become a member, etc.

What experiences have you had with other co-operatives or non-profit organizations?

I have volunteer experience with non-profits in the Harrisburg and Pittsburgh areas, in both service and education. My involvement with organizations has not been in administration; rather my service with these organizations has been on the ground floor, so to speak. I have participated in clean-ups, office support, and general program support wherever it was deemed necessary. My experience outside of administration or a board capacity uniquely qualifies me as someone who has professional experience with office administration as well as hands-on operations.

What experience and skills or unique perspectives would you bring to the EEFC Board?

I have expert skill at office administration, having worked in that position for 12 years. I excel at communication, project support, and doing the legwork to make projects a reality. As an educator I have exceptional skills at breaking down complex ideas for accessibility and understanding. I am passionate about my ideals and am eager to become involved in an organization where I can apply not only my ideals of inclusion and diversity but also see them in action. I am skilled with MicroSoft OS, remote learning platforms, as well as Apple operating systems. I am comfortable with a liaison position, having over a decade of experience with inter-office communications, confidential and otherwise. I can appreciate the necessity for the timely conveyance of information as essential to the progress of business.

What do you think are some important one-year goals for EEFC?

An attainable one-year goal is aiding in the smooth transition to a new location, as well as activating currently inactive members of the co-op by coordinating events in areas where there may be pockets of hibernating members that, perhaps as a result of the pandemic, may have fallen out of practice of patronizing the co-op. Another aspect that I think is important is new membership. Living in a vibrant, forward-thinking city such as Pittsburgh, we have ample opportunities to get the word out and I am interested in ways in which I can grow our membership. In addition, considering the current state of the economy, I would like to see more engagement with communities in need via nutrition or bulk-cooking workshops.

Describe your vision for the EEFC five years from now.

In five years, I would like to see the EEFC in an expanded location with the capacity to provide a space for community and education in the field of organic and healthy food options. Beyond that, I would like to see the diversity and inclusion embodied in the spirit of the EEFC extended out into the community. We have a library, now we need a space where patrons are free to browse the library and have a tea or coffee! I know there has been talk of a community kitchen, and I am interested to see how that develops with the community in mind.

Why do you want to be on the Board?

I feel the Board is an avenue to effect positive change in the community. It is important for a board member to have integrity and make decisions without considering the popularity of that decision vis-à-vis one's reputation. A board member must be honest and trustworthy, which are attributes I incorporate into my character and actions. I want my voice to be heard, and this is a means of amplifying my concerns regarding my community. A position on the board will allow me to grow, just as I hope to grow or develop the co-op (vis-à-vis membership and participation).

What is your experience as a member, volunteer or staff member of EEFC?

I enjoy shopping at our Co-op every week. As an active owner I serve on the Resiliency committee. I think of our Co-op membership as one way to ensure our city's food security.

What experiences have you had with other co-operatives or non-profit organizations?

I have 25 years of private sector and nonprofit experience. Most recently I led the incorporation of a multi-stakeholder co-op in Toronto—I was the CEO of an organic grocery delivery business.

What experience and skills or unique perspectives would you bring to the EEFC Board?

I'm a social entrepreneur focused on ensuring our Co-op contributes to the health of our community.

What do you think are some important one-year goals for EEFC?

The most important goal is to improve our sales so we can ensure our staff's well being and our members' satisfaction.

Describe your vision for the EEFC five years from now.

I see a co-op owned community kitchen where local chefs could make small batches of food and sell them under their own label at our grocery store. This would help cultivate food security for our members and our city. Here are some other ideas:

- More ready-made and ready-to-cook-at-home meal options
- Increase our buying power (to decrease prices) through:
 - Collaboration with the Food Bank and 412 Food Rescue to share access to healthy food with our neighbors.
 - Food Entrepreneur memberships so local chefs can access food at wholesale prices and have shelf space to sell locally made products
- Reliable access to electricity—our Co-op could invest in solar electric, solar thermal and/or biomass using a neighborhood battery.

Why do you want to be on the Board?

I would like to ensure our Co-op's future by connecting to our community's assets: food entrepreneurs, urban farmers and more members who care about where their food comes from.



REBECCA KEATING



LIZ GEIST

What is your experience as a member, volunteer or staff member of EEFC?

I have been working at the Co-op as a Front End cashier for over a year now. I am also currently serving as the vice president of UE Local 667, EEFC's union.

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CARLOS GASCA YANEZ



What is your experience as a member, volunteer or staff member of EEFC?

I'm the Cafe Specialist, "Level III", at your co-op cafe! My role requires familiarity with all aspects of cafe function. Lately I've been cooking up grab 'n' go salads, sandwiches, and wraps alongside fellow deli and prep cooks! April through July of this year, you may have seen me at the smoothie counter, slicing up juicy veggies or slinging espresso. Here's looking forward to reopening!

What experiences have you had with other co-operatives or non-profit organizations?

I've done mostly volunteer work at non-profit organizations, including past weekly commitments with Greater Pittsburgh Community Food Bank; Northwest Harvest food bank in Seattle, Washington; Reading Partners phonics tutoring for grade school children in Seattle; L'Alliance française of Seattle, building media library database; and Worldwide Opportunities on Organic Farms, through which I managed for two years a ten-acre organic produce and cattle farm in County Clare, Ireland.

What experience and skills or unique perspectives would you bring to the EEFC Board?

Professionally, I've had experience working with everyone from c-suite execs to volunteers and the most unassuming community members, those who are unsure whether a space is for them or whether they may belong to a space. I'm a Chinese, nonbinary femme! I've had profoundly different experiences from the current members of the board, having grown up trilingual with my Vietnamese-Teochew refugee parents, who each spoke six languages. I've years of customer service, food service, IT support, and people "management" experience. I provided and cared for my father in the final months of his stage IV lung cancer. Adaptability, relational recovery, the importance of joy—these are foreign to the mechanisms and ends of the white supremacist patriarchy in which we currently reside.

What do you think are some important one-year goals for EEFC?

We can move closer to becoming the sustainable place of employment that Pittsburgh deserves. I.e. There's no reason that a co-op fully staffed by member-owners (when you get the job, EEFC subtracts the \$100 fee out of your first four paychecks) need pay their starting employees \$12.50 an hour. Paying below living-wage is against the ethics of a co-op. One year goal: Begin to embody the co-operative values that we claim to hold dear as an organization, but which we currently fail to work towards. The list is extensive and not limited to:

- Institute consent-based definition of harassment; give workers training and agency to handle workplace harassment by de-escalation. Hold customers accountable.
- Implement a working definition of discrimination and restoration-based solutions

Describe your vision for the EEFC five years from now.

- Shift away from corporate org structure based on achieving productivity at the expense of worker humanity. Shift toward more lateral and cost-effective, ethical structure centered around owner-staff and greater community ownership
 - Prioritize leadership development among EEFC staff. When EEFC as an organization is willing to facilitate exchange, our experienced, hard working staff, passionate about food and sustainability can easily become community resources in their own right.
- The staff roles required to facilitate these projects are already in place.
- Culture shift towards transparency and accountability via incremental procedural change
 - Increase community building. To start: working with other local organizations and leaders to advocate for workers' and community needs, such as reliable public transportation and safe streets for pedestrians, who make up a large part of EEFC customer base; healthcare benefits for workers that are convenient, accessible, reliable and do not outsource responsibility to less effective, variable-cost services originally meant as stop-gaps for lowering corporate healthcare costs.

Why do you want to be on the Board?

I have a values-ethics-driven vision for what the co-op could be: a better advocate and resource for those with food insecurity; a better employer to its workers; a hub for communitybuilding; a place to explore worlds of nourishment.



What is your experience as a member, volunteer or staff member of EEFC?

As a member of the EEFC, I enjoy the fresh produce and bulk herbs that I drink in teas and use in products I sell on my online shop. The staff are always nice and knowledgeable. The cleanliness and organization of the store is way above average.

What experiences have you had with other co-operatives or non-profit organizations?

Some are not as cohesive & unorganized.

What experience and skills or unique perspectives would you bring to the EEFC Board?

Myself being a local business owner, I would share my knowledge and ideas as they are needed to help improve overall operations of the EEFC. For the benefit of the EEFC itself, consumers and the community, I have great communication skills. I love to learn and problem solve.

What do you think are some important one-year goals for EEFC?

- Finding ways to continue meeting consumer, community, and employee needs as they continue to change on a daily basis.
- New ways to market
- Increase member participation

Describe your vision for the EEFC five years from now.

- Continue meeting consumer and community needs
- New ways to market
- More local business partnerships
- Increase revenue without affecting consumers that much

Why do you want to be on the Board?

Not only do I get to meet intelligent, and influential people, I also get to have an impact on decisions for the EEFC. Most importantly I get to learn while being a help.

What is your experience as a member, volunteer or staff member of EEFC?

I have been patronizing the store for about a year and a half and finally became a member! The EEFC reminds me so much of Alfalfa's Market, a local grocery store I worked at while living in Colorado. I shop here not only for the wonderful selection of local, organic, and eco-friendly products that I can't find in other grocery stores, but also for the memories of Alfalfa's and my friends there. The EEFC is what I wished Alfalfa's would have been; a small, simple, members-owned co-op in the community that connects its members to local, healthy food.

What experiences have you had with other co-operatives or non-profit organizations?

I have more experiences with non-profit organizations than co-operatives. One of my previous jobs was for Garden to Table, a non-profit that installed and maintained school gardens. I was part of a small staff that participated in garden maintenance. I also collaborated with some of the programming offered to students during the school year. Currently I work for a larger non-profit – the Pittsburgh Zoo! In my role as gardener, I am not normally working on the more nitty gritty parts of running a non-profit; but do get some insight in our monthly staff meetings. In addition, I am a member of the Green Team; a group of staff that meets monthly to discuss and set goals that will lead and inspire other members of the zoo staff and local community to become more sustainable.

What experience and skills or unique perspectives would you bring to the EEFC Board?

I believe my many experiences working in all parts of the food industry would bring a different perspective to the EEFC board. Skills and experiences within my previous positions have started literally from the ground up beginning with harvesting, washing, packing, and delivering fresh produce and helping raise and breed livestock for butchering. When I began working at Alfalfa's Market I started as a produce clerk and worked to become the floral buyer for three store locations. I gained skills in buying, budgeting, gross margins, shrink and more. I also have experience with logistics including receiving and invoice management. Finally, I also have a solid knowledge base of grocery POS systems, including Store Management Suite POS and ECRS Catapult.

What do you think are some important one-year goals for EEFC?

Some important one-year goals would be increasing the number of local vendors back to pre-pandemic numbers to offer more selection to members and in turn increase the percentage of local sales within the store. I also believe working towards the completion of the goal to find a new, larger location would benefit the co-op by raising membership numbers, selection for members, and hopefully increasing overall profits.

Describe your vision for the EEFC five years from now.

My vision for the EEFC five years from now would be a larger store that would have a fresh butcher counter, an expanded grab-n-go section that would uses less than perfect produce and other ingredients to create healthy selections for members but also reducing the EEFCs' overall waste. I would love the new location to offer an EV charging station and the potential to expand the personal shopping through a new POS system which could allow the EEFC to deliver groceries to members who do not have the ability to come into the store or for an extra convenience to members that can.

Why do you want to be on the Board?

Simply put, I love food. I love growing it, preparing it, eating it, and being a part of the local food system. Something I love almost as much as food is community and the feeling of being part of something larger than yourself. I believe that food and community have been intertwined for a long time throughout history; I mean what better way to connect with someone than through a shared meal? I want to be on the Board because it is important for me to share my knowledge and love of food with others so they may understand where it comes and how it makes it onto their shelves at home. It is important for me to inspire others and give back to a place that gives me so much happiness.

What is your experience as a member, volunteer or staff member of EEFC?

My first time visiting the EEFC was part of a solo cross-country roadtrip in my early twenties. A mandolin and frisbee wizard I met at a coffee shop introduced me to the salad bar. And in 2020 when I moved to Pittsburgh, the EEFC became a staple for me as I have a penchant for veggies and conscious consumerism.

What experiences have you had with other co-operatives or non-profit organizations?

For the past couple years I have fostered dogs with Cross Your Paws.

What experience and skills or unique perspectives would you bring to the EEFC Board?

As an independent contractor for 5+ years in the entertainment business and as salesperson before that (from mops to cars), I am well-versed in active listening, adaptability, and creative solutions. I believe the strongest attributes that I have to offer the EEFC are my abilities to learn, think critically, solicit opinions from and workshop ideas with others, and to work a booth/table.

What do you think are some important one-year goals for EEFC?

As a newcomer I am quite aware that I have limited knowledge on the inner mechanisms of the EEFC. That being said I believe a vitally important one-year goal for the co-op is to provide convenient avenues for member feedback, in order to increase participation. The underlying principle of a co-op is to meet the common needs/aspirations of its members, and direct input from as many members as possible is vital for further establishing what our goals are.

Describe your vision for the EEFC five years from now.

Continuing to be a thriving sustainable business, with year-over-year increasing participation from its demographically diverse members.

Why do you want to be on the Board?

I have been looking for something meaningful to invest my time and energy in, with the overarching goal of said investment having a beneficial impact on my local community. I believe that the Board of the EEFC is it.



GRETCHEN MCCORMICK



SARAH HERTICA



What is your experience as a member, volunteer or staff member of EEFC?

I have been a member of the Co-op since 1998.

What experiences have you had with other co-operatives or non-profit organizations?

- Board member/volunteer with local community development corporation, Downtown West Newton, Inc. since 2004.
- Past board member and active volunteer with Westmoreland Land Trust since 2008. Served on steering committee that founded this county-wide land conservation organization.
- Stewardship committee member for three years for the Allegheny Land Trust; currently a volunteer.
- Active member of the Botanical Society of Western Pennsylvania since 1981. Served as treasurer since 2012.
- Past board member of the MonValley Initiative and currently on Regional Development Committee. MVI provides housing counseling, real estate/ community/workforce development and financial coaching to the people of the Mon Valley.

What experience and skills or unique perspectives would you bring to the EEFC Board?

Worked as a team member of several geotechnical engineering consulting companies providing professional services to government agencies, residential and commercial development companies as well as individual home owners for 40 years. Interacted and developed relationships with clients. Worked as a project manager doing cost estimating, proposal preparation, report preparation, and invoicing for many projects.

What do you think are some important one-year goals for EEFC?

- To develop adequate staffing for providing services and products to the customers of the EFFT.
- Re-open the hot food and smoothie bars which have been an important part of the EFFT and community for decades.
- Strategic planning concerning dealing with current status, recent changes related covid, and business environment.

Describe your vision for the EEFC five years from now.

- Planning for a new facility and expansion of services. • Adequate staffing to provide for operations. • Providing additional training to employees.

Why do you want to be on the Board?

To assist the board as a team member to help the EFFT grow and continue to be an important part of the local community.



What is your experience as a member, volunteer or staff member of EEFC?

Its warm and full of memories of good service, community, and cool finds. The Co-op is one of my favorite bookstores in Pittsburgh and is the only grocery store I go to unless they are out of something I need.

What experiences have you had with other co-operatives or non-profit organizations?

5 years administrative and managerial level non-profit experience. I also have done 2 years on the East End Food Co-op board with my first year serving as vice president and second as president.

What experience and skills or unique perspectives would you bring to the EEFC Board?

- Shaping group dynamics and collective conversations for effective community organizing, building, thinking, dreaming, and executing.
- Aquaponics system design, organic farming, and electroculture.
- Web3 and blockchain technology based skills (including the technology mentioned in Biden's executive order on digital assets)

What do you think are some important one-year goals for EEFC?

- Raising worker wages • A fully functioning cafe
- A satisfying, fulfilling, and transparent board-member relationship • A fulfilling, comfortable, and welcoming co-op culture and atmosphere for anyone in Pittsburgh to be able to come in the co-op community if they have the interest.

Describe your vision for the EEFC five years from now.

A thriving, happy, and sustainable, co-operative thriving in an authentically reciprocal ecosystem with both its internal and surrounding community. I imagine the co-op to be engaged in creative and community responsive ways to help expand its profit and fulfill the needs and desires of its community. I envision greater practices of sustainability like aquaponics systems and other forms of architectural agriculture to provide some of its own produce. I also see the co-op become even more local.

Why do you want to be on the Board?

My desire is centered around my passion for my community, the co-op, and the ability to continue the work that I have begun and be able to see it to fruition. I believe that some continuity in board members is critical for the board to get and keep momentum in fulfilling the goals of the co-op and its community.

Ariel is currently finishing up her term on the board of directors where she served as President.

OPEN TO EVERYONE, EVERY DAY FROM 8AM - 8PM

What is your experience as a member, volunteer or staff member of EEFC?

My father joined the EEFC when I was a child, and I joined as an adult. The EEFC's special place in the ecosystem of food in Pittsburgh is of interest to me as a member and as a professional engaged in food systems research. I was elected to the Board in 2019, authored the Co-op's supplier diversity & RFP policies, and am developing a processes & procedures manual.

What experiences have you had with other co-operatives or non-profit organizations?

I have worked with the Pittsburgh Food Policy Council since I was a graduate student.

What experience and skills or unique perspectives would you bring to the EEFC Board?

I work in food systems, with a focus on data, including understanding the connection of farms to food outlets and the gaps in our region's capacity.

What do you think are some important one-year goals for EEFC?

- Determine/execute next steps for Expansion • Increase wages for staff
- Continue community outreach and provide an important point of food access

Describe your vision for the EEFC five years from now.

The EEFC will be a vital part of the food system in Pittsburgh, with an expanded footprint. It will provide access to healthful, affordable food with an emphasis on regional and natural products.

Why do you want to be on the Board?

A balance of new perspectives and historical memory is important on any board, and I decided to run again in order to support institutional memory and the culture-building work the Board has been doing over the past few years. I want to contribute further to building a culture of transparency, navigating the waters of the covid-19 pandemic, and making strides forward on Expansion. I want to see Expansion through. So much work has been done, and I would love to help it come to fruition.

Laura is currently finishing up their term on the board of directors where they served as the Secretary.

What is your experience as a member, volunteer or staff member of EEFC?

- EEFC Member: 1989 - present
- EEFC Volunteer: 1989 - 2022 (Newsletter mailing crew, stocking, EEFC Credit Union)

What experiences have you had with other co-operatives or non-profit organizations?

- EEFCCCU: Pres. and Loan Officer: 1993 - 2022
- Greenstar Co-op, Ithaca: Member, Volunteer - 1979 - 1989; 2016 - 2022
- Member: Alternatives Federal Credit Union, Ithaca, NY 1980 - 2022
- Parkinson Chap. WPA., 2005 - 2010 Board Member, President.
- Chamber Orchestra of Pgh., Board Member, President - '2015 - 2022

What experience and skills or unique perspectives would you bring to the EEFC Board?

I am a lawyer in General Practice, handling matters in small business, real estate, civil litigation, and corporate practice. I have served on the boards of 4 entities. I believe our co-op is an important alternative business model in Pgh.

What do you think are some important one-year goals for EEFC?

Continue the Board's recent work to offer opportunities for substantive Member participation in the life and governance of the co-op:

- Institute a Member-labor program • Encourage Member service on committees • Engage Members in the Expansion

Describe your vision for the EEFC five years from now.

- A thriving business offering its Members the best healthy food available, at affordable prices.
- A co-op culture that prioritizes real Member input in governance
- A balance of commercial and communal values in our co-op.

Why do you want to be on the Board?

I want to serve on the Board at the EEFC in order to contribute to the ongoing revitalization of this great organization. I am particularly interested in participating directly in the refinement and adaptation of the cooperative business model as it evolves here at EEFC.

Tom is currently finishing up his term on the board of directors where he served as Vice President.



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