

# Qualifications of a Board Member

## **1. Why do you want to serve on the Board of Directors of MCM Co-op?**

I believe in the Co-op and its mission, I would like to share my skills and talents as a part of the Board. The Co-op is one of the most beneficial and exciting projects taking place in the Monadnock Region and I would like to participate in its development. I am also excited to learn and gain experience from the current and future MCM Co-op Board Members.

My background is one that will be beneficial to the MCM Co-op. I volunteer for multiple community organizations but understand the time commitments of each one of them so I do not over-extend myself. I follow through with tasks, meet deadlines and do not miss meetings without reason. I have been developing my skills through workshops, leadership trainings and attending local issue summits. I also have a background in event and volunteer coordination, marketing and communications and attended three years of law school in Vermont.

I would like to participate in the MCM Co-op Board so that I may take advantage of every opportunity I have to make the MCM Co-op a success.

## **2. What are you passionate about? How could we see that passion in action in your day-to-day life?**

I am passionate about my family, my community and my job.

My parents taught my two brothers and me that participation in community is important. I grew up in Unadilla, NY where my parents were active on town boards, committees and were both Rotary Club members, presidents and recipients of the Paul Harris Fellowship Award. My husband, Daniel White and I will be raising our children to understand the importance of community (we are expecting our first in January of 2012).

Both Dan and I volunteer for multiple community projects and organizations. I currently serve as an alternate on the City of Keene's Ashuelot River Park Advisory Board, as Treasurer on the Monadnock International Film Festival Board, as a volunteer with Rabbit Ear Films production of the documentary, "Monadnock, The Mountain that Stands Alone" and a Team Captain in the Construction Division of the Monadnock United Way's Annual Campaign. I am also a 2011 graduate of the Greater Keene Chamber of Commerce's Leadership Monadnock program thanks to my employer, Southwestern Community Services (SCS).

SCS is supportive of community initiatives and as SCS' Development Associate I am encouraged to look for ways for SCS to be involved in the communities we serve. For example, SCS now offers employees payroll deduction and a \$25 discount for MCM Co-op memberships. I had presented the payroll deduction program to my mentor and direct supervisor, Keith Thibault. He was excited about the idea and presented it to SCS' Senior Team where it was unanimously supported. SCS' CEO, Bill Marcello then offered to find a way to give SCS employees a \$25 discount on their memberships. Thirty-five employees signed up for the program.

I am grateful that I am able to engage in community projects in most aspects of my life. As part of the MCM Co-op's Board I will be a tireless advocate and a hard worker, doing my part to ensure that the MCM Co-op is a success.

## **3. Describe an experience where you worked on a team. What did you offer the team? How did you compromise for the team's benefit?**

SCS' 2011 Staff Day Committee plans an annual celebration of SCS and its employees, I was on this committee. Staff Day includes employee recognition, a training program as well as a luncheon, raffles and

breaks for the employees to relax and spend time how they would like. The committee was made up of people that are currently active in SCS committees and first time committee members.

I offered the team my facilitation skills that I learned at a UNH workshop and have been practicing at community Summits. Because of my training I was able to help less vocal committee members have a voice in the decision making process by soliciting their thoughts and ideas, supporting those ideas when appropriate.

I was also able to suggest and let go of ideas. For the program, clients, community and staff members spoke about how SCS has benefitted their lives and community. I thought that employees should speak at the end if time allowed. The committee decided that staff would be a part of the actual program, the result was amazing. The stories were strong and heartfelt and came from people that everyone knew. In many ways it was the most powerful part of the day.

**4. You've recently been elected to the MCM Board. A close friend and local food producer privately asks you to help her business by having the Board publicly denounce the alleged unethical business practices of her closest competitor, whose products are already sold at MCM. The business owner says she will deeply discount MCM orders for her product for a year if you help her. Briefly describe two or three possible ways you could handle this situation, and how you would ultimately act.**

#1 I would tell her that her offer is not accepted letting her know that I am obligated to report her actions to the Board. At the next Board meeting I would outline what my friend tried to do and follow the recommendations of the Board, recusing myself if necessary.

#2 I would tell her that her offer is not accepted. I would discuss my obligation to report her and her closest competitor to the Board at the next meeting. I would then follow the recommendations of the Board, recusing myself if necessary.

#3 Ultimately, I would refuse her offer and ask her if there is something else going on in her life that brought her to the point of trying to bribe a friend and by association a distributor.

I would then research the Co-op's ethics policy. Are there limits to what business practices are supported by the Co-op, is there a clear policy to address that? If so, I would follow the Board policies reporting both my friend and her competitor.

If there is not a clear policy I would review the situation with the Board at the next meeting without mentioning names of either business with the goal of answering the questions: 1 – Should the Co-op support businesses that have been proven to employ unethical business practices? 2 – What is the definition of unethical business practices? and 3 - What constitutes proof?

Once the Board answers the above questions I would support the formation of a sub-committee with the relevant knowledge base to review and develop a policy on unethical business practices (lawyer, mediator, person who is comfortable writing policy, etc.). I would ask the Board if it would be proper to recuse myself from the discussions.