

EASTSIDE FOOD CO-OP



2551 CENTRAL AVE NE, MPLS • OPEN DAILY 8-9
612-788-0950 • www.eastsidefood.coop

Governance at Eastside Food Co-op

Eastside Food Co-op's Board of Directors conducts its business using the Policy Governance® model, as do the boards of many cooperatives throughout the country. In this model, the board drafts policy in four categories to direct the cooperative.

Ends policy — The board defines which human needs are to be met, for whom, and at what cost. Written with a long-term perspective, these mission-related policies embody the board's long-range vision. Virtually every initiative that management pursues in the course of a year is guided by an element of these policies. Here is Eastside Food Co-op's current Ends policy language:

Global Ends Policies: The Ends Policies establish the reason for our existence and state the specific outcomes we wish to achieve. They serve as our guiding principles, consistent with the establishment of strategic priorities, targets and measurements in policies B6.4.5 and C4.5.2. (*Adopted September 4, 2003; revised April 14, 2008.*)

A1: Community: Our community benefits from our presence. Our community consists of Co-op members, non-members shoppers, employees, suppliers, investors, Central Avenue and the surrounding area and the greater co-operative community.

A2: Employees: Our employees are motivated to excel by receiving a living wage, benefits and advancement opportunities in a fair and respectful workplace.

A3: Products and Services: Our products and services sustain and satisfy our community, and are selected by giving preference to organic, fair trade, and local production.

A4. Environment: Our environment is minimally impacted by our presence and practices.

A5: Business: Our business grows and prospers and is rooted in the Rochdale Principles:

- Voluntary and open membership
- Democratic member control
- Member economic participation
- Autonomy and independence:
- Education, training and information
- Cooperation among cooperatives
- Concern for community

Executive limitations — the board establishes the boundaries of acceptability within which staff methods and activities can be left to staff.

Board-staff linkage — The board clarifies the manner in which it delegates authority to staff, through the CEO, as well as how it evaluates staff performance on the ends and executive limitations policies.

Board process — The board determines its philosophy, its accountability, and specifics of its own job. The effective design of its own board processes ensures that the board will fulfill its three primary responsibilities: maintaining links to the membership, establishing the four categories of written policies, and assuring executive performance.

For further information on the Policy Governance® model, visit www.policygovernance.com, or feel free to contact the Board Administrator at board@eastsidefood.coop.