

PLEASE JOIN US AT OUR

# *2018 Annual Member Celebration*



**Saturday, September 15, 2018**

## *The Afternoon's Schedule...*

at Concord Food Co-op • 24 S. Main Street • Concord, NH

**2:30 Member/Partners Wine & Cheese, Meet and Greet (RSVP)**

**3:00 Business Meeting Begins - Wine and Cheese (RSVP)**

**Chris Gilbert, General Manager**

**Cathy Menard, Board President**

**Peter Deleault, Controller**

**3:00 Board Balloting Closes**

**3:30-4:30 Vendor Tables Open**

**3:30 Band/Music**

**4:00 Food Service Begins**

**4:30 Ballot Results are Announced**

**5:00 Event Ends**

**BALLOT ENCLOSED**

# Candidates

## Questions

1. Why are you interested in serving on the Board of Directors?
2. What experience & expertise would you bring to the Board?
3. Please describe skills you have that would directly contribute to achieving the overall vision of the Co-op.
4. Describe an experience where you worked on a team. What did you offer the team? How did you compromise for the teams benefit?
5. What do you see as the most important issues facing the Co-op in the coming five to ten years?
6. Why do you believe Member-Owners should choose you to represent them?

### CHARLES GILBOY

*Profession: Investor, New Hampshire Community Loan Fund Lives in Concord, NH*

My wife, our two-year-old daughter, and I go to the co-op almost every day. It's important to us to feed our daughter organic wholesome food to support her health and growth. The co-op provides straightforward access to tons of organic options in a friendly community. We also believe strongly in supporting our local farmers and appreciate what the co-op does to source from New Hampshire food producers. I want to be able to give back to the place that has been such an awesome resource and make sure that it continues to be a pillar of the Concord community for years to come.

I started working at the New Hampshire Community Loan Fund 4 years ago after graduating from the UNH MBA program. At the Community Loan Fund we invest in businesses that create quality jobs throughout the state. We look to partner with entrepreneurs that look beyond a traditional bottom line approach. We help them work on strategies to protect and reward their employees. They understand that creating a positive and fulfilling culture for their employees can also benefit their employees. I firmly believe that one of the keys to building a better world is moving beyond the traditional zero sum approach to business towards this more stakeholder based theory. I value the co-op's philosophy and the way it does business and would work to preserve and strengthen that as a member of the board.

At the Community Loan Fund I work on our investments in businesses that either create jobs for low-income people in NH or is part of our local food system. I've conducted financial analysis for numerous deals and help companies once they're in the portfolio with financial modeling and projections. I think I could bring these experiences and skills to help work on the long-term financial outlook of the co-op.

In my work on investments with local food manufacturers, I've also done a lot of research on the food and grocery industry. I feel like I have a good sense of the broad trends in the grocery industry and some positive connections with New Hampshire natural and organic food manufacturers.

I worked on a team as part of Barak Obama's and Carol Shea-

Porter's election campaign in 2008. Everyone on the campaign, young college grads like myself, veteran political hands, and retiree volunteers, pulled together in pursuit of one common goal. Everyone was willing to do anything that was needed to help our team win, everything from knocking on doors to entering countless lines of data. It's remarkable what you can accomplish when you don't care who gets the credit!



I think the co-op board should be broadly focused and organized around on the issue of access. How can we help more consumers and families (including SNAP and EBT recipients) in our community access the healthy and positive food choices that the co-op has. How can we help more local farmers access the co-op's customer base through help with distribution and processing? And how can we help more people who need a quality job in our community get a good opportunity at the co-op to find meaningful work and build the skills they need for a career?

The co-op should also look to take advantage of its position as a part of Concord's revitalized and evolving Main Street community to drive sales and growth. Can there be more specials at the hot-bar and salad bar that attract those working downtown to a healthy and well-priced lunch option? Are there opportunities to partner with the Capital Center for the arts on promotions or events particularly with the new theater being built close by?

Finally, I think the board should look to improve and strengthen the Co-op's balance sheet. The 2017 annual report shows some declines in the co-op's liquidity. I think to the extent sales growth and operating efficiencies improve financial results those gains should be used to pay down debt and build capital reserves. This will strengthen the co-op's ability to continue to serve the community over the long term.

I believe co-op members should vote for me for the board because I have a passion for local organic food and the co-op community. I'll be dedicated to bringing my unique experiences and skills to the board to help grown and strengthen the co-op.

# Candidates

## TRACIE SPONENBERG

*Profession: Senior Vice President, HR at The Granite Group  
Lives in Concord, NH*

We had been members of the Co-op years ago, but gave up the membership as life and family events got in the way. About three years ago, my husband and I made a commitment to get healthy for ourselves, and for our family. We changed the way we ate, started exercising and consequently lost a lot of weight. About a year later, we decided to start to eat more organically and naturally, and started shopping at the Co-op regularly. Though we went on occasion, we made a commitment to eat as locally as we could, and purchased a membership to the Co-op again. We live in Concord, I shop regularly at the Co-op, and would like to be more involved in my community, and truly believe in what the Co-op represents.

As a Human Resources professional with over 20 years of experience in HR, I will bring strong knowledge of HR issues. As a strategic business professional, I have worked in various companies alongside the CEO, CFO and other senior professionals to drive the business forward, and connect the people to the mission, vision and values of the company. I understand the importance of health and wellness not only in my companies (in my past two companies, we have undergone major transformations in the wellness programs), but also in families. As a mom of three, my husband and I try to ensure our kids eat as locally as possible, and as healthy as possible. Often an uphill battle, but we keep trying!

Although I personally connect to all aspects of the Co-op's mission and offer the skills mentioned above, I can most

contribute to the portion of the mission that mentions "act as a supporting and caring employer." Through my experience in HR, I have gained knowledge on best practices in employee engagement.

At my last employer, I was a member of the Senior Strategic Team. As the HR Director, and only member without direct responsibility for a portion of the initiative, I offered an outside perspective on creating new areas of the business. I attempted to include an HR-focused portion in the strategic plan but in the end, compromised in removing it, for the sake of driving the initiative forward. As HR Director at The Concord Monitor, I worked as part of a team to overhaul the Customer Service function, and bring four distinct areas together into one. Ultimately, I compromised on my vision for the project, after much discussion with the team.

I believe that consumers will want to shop locally, even more than they do today, but cost will be a major factor. Many people know the right thing to do, and the right way to eat, but feel they cannot afford to. Those who can, should, and eventually may drive down the cost to an affordable level for everyone.

As an HR professional, I offer a unique employee-focused perspective. The Co-op can best grow and thrive if its employees are engaged and connected to the business. I can help drive that connection, and offer best practices in the HR arena. I can also offer the perspective of a consumer, and a consumer with children of varying ages.



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## TRACI KOMEREK

*Profession: Registered Dietitian  
Lives in Concord, NH*

I believe in the mission of the Co-op, and think I can help continue its success and enhance its positive outlook amongst the community. As a Registered Dietitian - I educate my clients on what foods and supplements to buy that enhance their health - I also work closely with local farmers - so I think I'm a great fit! As a health professional and working with local farmers who farm either organically or sustainably with integrated pest management - I am current on what farms grow what and what products are trending and work really well.

I'm always working as a team - foremost as a parent to two children! That's continual compromise for what's best for my family. And as a healthcare provider - I'm always reaching out to PCPs, acupuncturist, PTs - other health professionals to provide the best possible plan for my patients. Working together gets the best results.

As regular grocery stores carry more health food items - perhaps at more cost effective prices - I think really showing the community how we enhance the local community is key. As a local foodie - I travel to lots of little farms still, - Brookford for asparagus, Dimond Hill for peas, Work Song for their ORGANIC strawberries - I feel the Co-op could really offer more local produce - so it's a one stop place for people - as most don't have the time to go to 5 different farms.

I feel I'm the market the Co-op needs more of too. We need more young families shopping here, and seeing the benefit it can bring to the community.



# Candidates

## FINIS WILLIAMS

*Profession: Attorney  
Lives in Concord, NH*

I have been serving on the Board for several years and am seeking an additional term on the Co-op's Board of Directors and would ask for your support. I have served as President of the Co-op for 2 terms from 2013 to 2015. I was involved in investigating our past general manager and served on the Hiring Committee which hired our present general manager. I am currently serving as treasurer which I am proud to do because I believe our most important goal is to keep the Co-op financially viable following the Main Street Reconstruction Project.

My goal has always been to help the Co-op assist with our new management, maintain our focus on cooperative values, and attend to the needs of employees and customers. I have always been strongly committed to the Co-op's

mission of providing locally grown organic food to our customers. I also support the Co-op's mission of being owned by its members which is not being manipulated by the industrial corporate system.

I am an attorney and have maintained a solo practice for almost 30 years. I am a past president for the New Hampshire Association for Justice. I have also served as legal counsel to the New Hampshire Democratic Party from 2002-2008 and in 2006 was one of the attorneys handling the civil matter regarding the phone jamming case. I would like to continue to participate in assisting the Co-op in preserving its mission and staying financially strong in spite of increased competition for the sale of natural and organic foods.

I would appreciate your support.



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## GARY JANINDA

*Profession: Credit Union VP I.S. Information Security Officer.  
Lives in Hopkinton, NH*

A strong food Co-op is essential to community health. As a long term member of the Concord Co-op, I feel my management and retail background will contribute to the Board governance process. I'm a strong supporter of the cooperative business model and the buy-local movement. I'm keenly interested preserving the freedom of choice for Co-op members and the public to support a local, socially responsible retailer.

I have over 20 years of retail food and restaurant experience, as well as 15 years of technology, cyber security, and banking management to bring to the team. Further, I'm a strong supporter of local Make-a-Wish and Salvation Army organizations and events.

I have participated in strategic planning at a Credit Union for over ten years; these skills and ideals translate well from the banking cooperative to a retail food cooperative. I also bring many years of experience in supermarket, eCommerce, and restaurant management. Personally and as a family, we supports many farmers markets, local products, and are organic gardeners.

Working on the Salvation Army AppleFest Committee we are responsible for organizing and running a large fund raising

event. This event can draw as many 4000-6000 people for a country fair styled event. I directly participate in the planning, fundraising, and administration of the event. My family also provides the cider pressing exhibit for that event; we serve fresh cider right off the press to all attendees. As a team member responsible for the event, I routinely adjust strategies, priorities, and plans based on the needs of the committee, the on-site team, and other volunteers. No job is too small or unimportant, if it meets the needs of the team and supports the expected outcome.

The Co-op is challenged by a wide variety of market forces. Maintaining a sustainable marketing advance, balancing profitability with member service, and socially sustainable business practices are all important factors in today's business climate. The Co-op also needs to balance support for local farmers, food products, and healthy food choices.... non-GMO and organic.

I have a strong commitment to community support, the cooperative movement, and the Concord Coop. I have many years of relevant expertise and the heart to apply that experience for the common good of my fellow members.

