

Armando Martinez

INCUMBENT



Tell us what makes you want to serve on the Board.

The Common Market has continued to be a place of growth and opportunity for me not only as an employee but as a person. For the past 5 years I've had the privilege of assisting with the growth of our community and now I feel it is time for me to further my contribution to the success of the COOP.

Tell us what experience you've had with co-ops, and why you think they're important.

My experience in the co-op world is primarily from being employed at the Market as a member of the front-end team at both locations. My time as a cashier, service desk associate and front-end leadership has allowed me to be in the center of our or community which comes with lots of insight into the needs of our clientele. What I have come to realize in that time is that our co-op is not just a grocery store but rather a building block for the communities of Frederick. We support local business, we supply access to good food, we advocate for the needs of our community, and we welcome all that wish to join. That's the importance of The Common Market.

Tell us what would make you a good Board member.

As a member of the Board, I aim to bring a more personable aspect in my approach and use my well-established report with our customers to promote the growth of our COOP. I have the ability to identify areas of growth and cultivate fresh ideas within a group setting. Diplomacy and transparency is what I can use to bridge the gap between the Board and Employee owners too.

Tell us about your commitment to diversity, equity, and inclusion.

As a member of the LGBTQAI+ community and as a person of color I would like to represent the shift in demographic which we are trying to connect with. I encourage safe spaces, open dialogue and patience when teaching or learning all things D.E.I.

Recommended Actions

Checklist

- Attended Board Meeting INCUMBENT
- Attended Board Info Session INCUMBENT
- Commits to attend Annual Meeting
- Commits to attend Board Retreat

Joe Eastwood

INCUMBENT



Tell us what makes you want to serve on the Board.

As a worker at the Common Market, I am existentially tied to the success or failure of our business. As a member of the community, I also rely on the Common Market as a place to learn and grow. Ensuring that we continue to hold strong to our cultural values of inclusivity and transparency is critical to making sure that the Common Market can be a reliable and beneficial resources for others as it has been for myself.

Tell us what experience you've had with co-ops, and why you think they're important.

I've been working in the food service and retail industry for 15 years, and in co-ops for 6 years. My transition to this industry has been incredibly eye-opening. From better working conditions, to increased food quality and access to top-of-the-line supplements, co-ops are just able to provide more. Giving the public access to co-operative buying initiatives allows us to band together. It allows our community stand up to for-profit corporations who are focused on the bottom line for their shareholders at the expense of their workers, community, and even the world's environmental needs. Co-ops give the community the ability to show that they have "skin in the game", and to keep their money in the hands of local farmers, workers, and their own pocketbooks. In our modern day, they also represent a final stand for American careers, as the gig economy and top 5 retailers continue to suppress living conditions for us all.

We navigate shattered supply chains, economic headwinds, labor shortages, and rapidly changing consumer habits every day.

Insight into these obstacles is a critical piece of a functioning board. It's imperative that the workers of the co-op have a voice and can effectively communicate their needs This plays an important part of a larger feedback loop from the community, into the store, and back into the community.

Tell us about your commitment to diversity, equity, and inclusion.

My commitment to diversity is based partially around my working experience with diverse teams. I know that we cannot succeed in business or as a community without highlighting the needs of marginalized citizens. When we are all able to advocate for our needs on even footing, the sum will always be greater than the total of its parts. This isn't an ancillary goal, it's the very the bridge that we will all walk on to become a successful business that is able to give back to its staff, owners, and local environment.

Our goals are to provide real jobs to local members of the community, return on the investment of our owners, and to source the cleanest products we can while emphasizing the lower emissions of supporting local vendors and farmers. This keeps our wealth where it belongs, in our neighborhoods and pantries and farms. This is not possible without us paying attention to those of us who have been left behind, fall through the cracks, and lack support. To be clear, there is no path to uplifting our community that does not consider and prioritize restorative justice with an eye towards building community resilience.

Recommended Actions

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Juan Ducos

INCUMBENT



Tell us what makes you want to serve on the Board.

In a deeply siloed agricultural industry, I'd love to leverage my experience and skills supporting both small and large companies to help a local and cooperative business improve risk management and operational excellence.

Tell us what experience you've had with co-ops, and why you think they're important.

I grew up eating TV dinners with minimal to no nutrients because that was accessible. Now, as an adult, the co-op has completely transformed the way I not only see our relationship with food but how we think about farmers, workers, and sustainability.

Tell us what would make you a good Board member.

As a Latinx, Veteran, and technology leader; I would bring over 9 years of experience working with small and large companies to promote internal processes that result in growth in membership and annual revenue.

Tell us about your commitment to diversity, equity, and inclusion.

I believe that the Common Market should reflect the vast diversity in our communities, and that diverse voices should be elevated and intentionally integrated into our work. We should embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviors across all areas of our lives. By promoting these values, we can aim to create a positive experience that encourages a sense of belonging for everyone.

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Mary McKelvie

INCUMBENT



Tell us what makes you want to serve on the Board.

I envision a future that is radically inclusive, anti-racist, accepting of neurodiverse individuals and queer, trans, and gender variant people. Including voices and experiences of historically marginalized people within the agriculture, horticulture, and farming communities is one way to move towards collective liberation. Healthy, local, and sustainable foods are necessary for community growth. Respecting the earth and honoring the legacies of Indigenous communities must be central to any conversation about food. In order to help facilitate community growth and ensure that community voices are heard, respected, and upheld, I am running for the Common Market Board of Directors.

Tell us what experience you've had with co-ops, and why you think they're important.

I have served on the Board of Directors at the Common Market for the past year. I am passionate about cooperatives in general and am specifically invested in the vision and mission at the Common Market. Sustainable and local foods are a necessity and the work that is being done at the Common Market, in terms of community organization & education, is second to none. By engaging with owners and community members and actively listening to what is needed in the community, the Common Market is able to make a larger, lasting, and genuine impact. The cooperative model is ideal in that it centralizes the voices of the community rather than the pockets of investors and executives.

Tell us what would make you a good Board member.

I am an empathetic listener and a radical thinker. I am always learning, always grateful for the lessons. I love a good laugh and am always finding joy and humor in the little things. I am skilled in analytical and critical problem solving; I am able to see gaps and find solutions. Apart from that, I really enjoy building people up by highlighting their strengths. Everyone has something to bring to the table and I appreciate being able to experience the gifts other people share.

Tell us about your commitment to diversity, equity, and inclusion.

I am deeply committed to diversity, equity, and inclusion on a personal and professional level. With degrees in anthropology, women's and gender studies, and social work, I have developed the critical thinking skills necessary to challenge systems of oppression. In my personal life, I find joy in my queer and trans identity and am committed to challenging exclusion and inequality within my communities. As a white person, I am acutely aware of my privilege and work every day to centralize the voices of people of color and challenge white supremacy culture.

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Megan Schneebaum

INCUMBENT



Tell us what makes you want to serve on the Board.

I have been privileged to serve on the Board of Directors for the past 6 years and have been honored to serve as the president for 4. Being involved in the leadership of our local Co-op is an incredible opportunity to make a difference at a grassroots level. I am passionate about the impact The Common Market has on our community and am driven to continue to extend that reach in new and different ways. These past six years have been a time of incredible change, and growth, for our beloved Co-op. I am eager to continue this really important work.

Tell us what experience you've had with co-ops, and why you think they're important.

I believe Cooperatives are important because they all, regardless of industry, operate under the same basic 7 principles, all 7 of which exist to support values everyone can believe in! During my time on The Common Market Board, I have participated in a number of training seminars and classes led by National Cooperative organizations that support Co-ops like ours and attended both regional and National Co-op conferences. One of the many inspiring parts of the Cooperative business model is the idea that we can always do better, together - in today's world, what other business model actively prioritizes that?

Tell us what would make you a good Board member.

My passion for Co-ops has been nourished by the past six years serving on The Common Market Board. The

experiences I have gained during this time complement my many years in restaurant management where I was responsible for a variety of supervisory tasks including payroll, budgeting, inventory, profit/loss analysis, hiring, scheduling, and personnel management. As an educator, I have worked in educational outreach in Environmental Education, and as a classroom art teacher and a technology teacher. I hold a Master's Degree and a Bachelor's Degree from Maryland Institute College of Art. In Board work, I value and prioritize active listening, seeking new ideas, and supporting our community and each other.

Tell us about your commitment to diversity, equity, and inclusion.

I am particularly inspired by Cooperative Principle #7, Concern for Community. We are always pursuing more ways to grow our Co-op with inspiration from the words on the sign above our doors: Everyone Welcome. I have been honored to play an active role in supporting the founding of the Board Diversity Equity and Inclusion (DEI) committee. During the past few years we created two initiatives: Cooperative conversations: A DEI Book club, and Food for thought: A DEI speaker series. I am committed to continuing to look for more and better ways to incorporate DEI into our policies and conversations at the Board level. We can always do better and be better.

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Toby Schermerhorn

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Tell us what makes you want to serve on the Board.

I believe in the mission of the Common Market. As a local community owned store, we can have a direct impact on where we source our products and the products we sell. More of our money stays in our community by supporting local businesses and farmers. As an owner run business, we can prioritize practices that benefit people and the planet.

I have been attending CMC board meetings since 2021 as an owner, and as an appointed board member since March of 2022. I hope to continue being of service to our community.

Tell us what experience you've had with co-ops, and why you think they're important.

I have been a member of CMC for 5 years but have been an active supporter of co-ops for over 40 years.

CMC feels more like a community space than a big box store. I have an opportunity to interact with friendly knowledgeable staff. There are workshops on gardening, food preparation, and social issues. I purchase my favorites in bulk, resulting in a smaller footprint, and a larger savings. I can purchase vetted products, organic fruits and vegetables at a fair price. As a whole foods plant-based vegan, I love that I can shop for everything I need in one location.

Tell us what would make you a good Board member.

I am organized, thorough, thoughtful, and careful.

I believe that I am a person of integrity, honesty, and trustworthiness.

I believe in a life of service.

Tell us about your commitment to diversity, equity, and inclusion.

I believe that everyone has the right to healthy fresh food that is sustainably sourced at a fair price.

I believe in the importance of a continued dialogue about inclusion, LGBTQ rights, accessibility, and the exploration of topics related to social and racial justice. Our lives are enriched when we value, honor, and affirm the diverse experiences of our community.

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Harrison Kent



Tell us what makes you want to serve on the Board.

I want to bring my life experience and perspective to the board, as someone who considers themselves GenZ (even though I am one year removed), as an employee of the Market, and as a father to be in the near future. I believe that our generation truly understands that problems need to be thoroughly addressed, discussed, and solved at the root and in their entirety, and the best roots will always be our community.

Tell us what experience you've had with co-ops, and why you think they're important.

I grew up shopping at our local Co-Op in Tallahassee as a kid. I have always been enamored by the ideas and concepts of co-ops and want to help make the Common Market the most highly regarded co-op in Maryland, and then the east coast.

Tell us what would make you a good Board member.

I have a very good intuition of marketing and perception of different initiatives, as well as a good grasp of how customers will view different programs and ideas from working with them every day. Having worked in both store operations and management at 7th street, I have worked with every single employee here and understand their frustrations and

issues they face day to day in their own lives as well as at work. I have excellent communication skills, and have always been effective at communicating in a way where all parties can understand the content, intent and meaning of the message being communicated to better enrich discussions and understanding.

Tell us about your commitment to diversity, equity, and inclusion.

I grew up as a poor white Jewish person in the south, I have lived the experience of being othered by the white anglo-saxon protestant culture of the south, and I witnessed firsthand how society is built to benefit one group and suppress and divide the other. I have witnessed racism both systemically and from my own family members, and have vowed to never tolerate bigotry, racism or hate of any kind in my life, or from the people around me. I grew up in the post 9-11 world, where islamophobia was at a peak in our country, and understand the impact it has had on our countries policies, both foreign and domestic, culturally, and the negative perception of people of Middle Eastern or south Asian backgrounds created by those events and policies. With this knowledge and experience always in my head, I have committed my adult life to always be an ally for the marginalized in any capacity that I can, and to advocate for diversity and inclusion at every opportunity.

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- Attended Board Meeting
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Jim Wagner



Tell us what makes you want to serve on the Board.

The Common Market is a rare example of a business that is getting just about everything right, from its foundation as a cooperative enterprise, to its products, to its treatment of its employees. I want to be part of that to contribute and to learn, and to grow the interactions of cooperatives in the Frederick community.

Tell us what experience you've had with co-ops, and why you think they're important.

I've been a member/owner of the Common Market for 12.5 years; I've attended many Board of Directors' meetings and many Annual Meetings. I am also a member of the NYMEO bank co-op in Frederick. The pervasive, profit-driven, elitist and exclusionary business model is not working, and is behind many of our current problems. Cooperative-based local economies, with cooperation among cooperatives (Cooperative Principle #6) offer much hope for desperately needed improvement.

Tell us what would make you a good Board member.

Since April, I've served on the 7 member Board-like Executive Committee of the Sierra Club Catoclin Group, participating in the decisions of this local Sierra Club Chapter. For 12 years, I was the Clerk (Chairperson) of the Peace & Social Concerns Committee of Frederick Friends

Meeting (a Quaker congregation) and we undertook many community activities in the areas of peace and sustainable living, including a workshop on Transition Towns and presentations on the Intersection of Energy, Environment and Peace issues. I was the sole proprietor of a biomedical laboratory business for 1.5 years. I've been involved with the Common Market co-op for 12.5 years, attending many Board meetings and Annual Meetings. I am a Maryland-Licensed Environmental Health Inspector, I am a part-time mathematics Instructor and I have a Ph.D. in Molecular Biology.

Tell us about your commitment to diversity, equity, and inclusion.

All of my actions as a Director will reflect equal treatment of, and equal concern and love for, all people. We are all members of the same human family. There should be active outreach to all people for inclusion in the opportunities and benefits of the co-op. Bias (discrimination), in any direction, based on skin shade, gender, age and any other selected biological characteristics is wrong, and is also illegal. When it is necessary to choose only one person between two or more candidates to perform co-op duties, the choice should be based on which of the candidates is the best qualified. The selection criteria for this decision should be clearly stated, and the selection process should be completely transparent.

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- Attended Board Meeting
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- Commits to attend Board Retreat



Julie Richards



Recommended Actions
Checklist

- Attended Board Meeting
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- Commits to attend Annual Meeting
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Tell us what makes you want to serve on the Board.

I served on the Board between 2009 - 2012 and thoroughly enjoyed my time of service. Family commitments prevented me from running for a subsequent term. However, I am now in a position to re-commit to playing an active role in our Co-op. I feel that in the 10-year period since I left the Board, I have matured in ways that will make me an even better Director than I was then. I am more confident, and this has positively affected my interpersonal relationships. In addition, I remember being excited about the implementation of the Patronage Rebate system back then. The prospect of once again being part of charting the future for our business and ensure that it continues to be a viable and sustainable enterprise is also a motivational factor.

Tell us what experience you've had with co-ops, and why you think they're important.

My main experience with co-ops has been with the Common Market and two credit unions I do banking with. My relationship/experience with the Common Market is important because I rely on the co-op to put meals - that are built around fresh, local produce and whole food products from the market's wide selection of bulk products - on the table. The co-op experience ensures that I know the source of my food, that my money is being recycled in the local community, that I am directly benefitting from my initial investment as a member, and that I am supporting local enterprises. I also think that the experience with the co-op is important because it a long-term ethical investment which provides a return on every single shopping trip to the store.

Tell us what would make you a good Board member.

1. I have exceptional written communication skills.
2. I have a background in accounting - in case there is a need for a new Board Treasurer.
3. As a yoga instructor, I have access to a variety of grounding exercises - which might be useful if things ever get 'tense' in a board meeting, or we just need an ice-breaker.
4. My learning curve as a new director would be relatively short since I have served on the Board before.
5. While I certainly do not believe it has to be a pre-requisite for being a Board member, I feel that I am fairly well-versed on the products and services that our co-op offers.

Tell us about your commitment to diversity, equity, and inclusion.

I am committed to diversity, equity, and inclusion across the board. On a personal level, I strive to ensure that classes I offer are inclusive and that I am able to work with class participants to ensure that safe spaces are created for movement and body work. I will fully support any programs or policies that create an environment in which these three practices are not option but integral.

Matthew Higgins



Recommended Actions
Checklist

- Attended Board Meeting
- Attended Board Info Session
- Commits to attend Annual Meeting
- Commits to attend Board Retreat



Tell us what makes you want to serve on the Board.

I believe when much is given, much is expected. I am passionate about leveraging my experience, knowledge, and skills to benefit my community. Growing up well below the poverty line, basic nutrition was often a challenge, but academic and career opportunities radically changed my life, and I very much want to use those to benefit the lives of other people. Additionally, I am a father of two small children in the Frederick Public School system. Although my children may never know the hardship I experienced, I want them to learn that a well-lived life is achieved through having a positive impact on the people that cross our paths. Because of this, I very much want this opportunity.

Tell us what experience you've had with co-ops, and why you think they're important.

Co-ops are uniquely positioned to address the direct needs of the communities they serve. Given that they're member-owned and democratically controlled, their values can drive a much more significant impact beyond the reach of any for-profit conglomerate. The Common Market is more than a place to get great groceries, it's the catalyst for change in our community.

Tell us what would make you a good Board member.

My understanding of finance, strategy, supplier negotiations, organizational psychology, management, and marketing for the past 20 years equips me to offer a variety of support and expertise to the

Common Market. The recent expansion of my company from 6 private practice locations in Maryland to nearly 30 locations and staffing 3 hospitals, on the east coast has made us the largest privately owned company in our industry. Although much of our nearly 800% revenue growth came from sound financial strategies, our success is completely attributed to our ongoing commitment to our people. Our impact on people is how we define success. Soon after joining, I expanded the company to include a non-profit arm with the goal of delivering free hearing healthcare to the communities in which we live and work. I have also served on two boards and actively volunteered at various local activities in the area, along with my children. I would very much like the opportunity to utilize my education and background to further help the Common Market had a positive impact on its community.

Tell us about your commitment to diversity, equity, and inclusion.

As the leader of a successful and diverse company, I can say that I try my best to live this commitment every day. My company is 80% female, with nearly 40% of our staff identifying as a minority. It's my belief that this diversity not only makes our company better equipped to help our patients but also make better decisions. In support of that, I hire an outside HR consulting firm annually to conduct a detailed review of our compensation and benefits in order to address any inadequacies and ensure that we reflect the various groups and cultures that we serve and employ.

Sibylle Magnum



Tell us what makes you want to serve on the Board.

During my original tenure I found that I was a member of a team of people that genuinely cared about coop communities and philosophies. Which directly aligns with my values pertaining to our food and how it is produced, marketed and sold within our neighborhoods. In addition, the cooperative pioneers established a system of practices, policies and values that still echoes solidarity, equity and equality, etc.

Tell us what experience you've had with co-ops, and why you think they're important.

Former Common Market Board Member (approx. 6 years). During my tenure I attended several coop retreats that provided me with the ability to knowledge share, and community networking at the national level. Was a key person in the DEI activities such as the book club, speaker series and community outreach.

Tell us what would make you a good Board member.

Common Market Board experience, technical writer, IT, leadership and an active listener.

Tell us about your commitment to diversity, equity, and inclusion.

As a Person Of Color, I am directly affected by disparities. I try to ensure that All Are Welcome.

Recommended Actions

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- Attended Board Meeting
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- Commits to attend Annual Meeting
- Commits to attend Board Retreat

