

## **Randall Duvall - 3-year term candidate**

### **How long have you been a member/owner of the Co-op and why are you interested in serving on the board?**

I have been a member/owner for 3 years. My interest in serving on the Board is to assist in being proactive to develop and maintain the integrity for the present and the future of the Co-op.

### **What do you enjoy most about the Co-op and what is your vision for its future?**

What I enjoy most about the Co-op is entering the door. The second is that each employee can assist in any department with information requested or they will find the answer. The third is I can shop for local or otherwise and know the products are safe to use.

My vision for the Co-op, as I have been working as a volunteer in a few areas of the Co-op, I'm inspired by the changes that have been made for better customer access and service.

### **What kind of leadership or other experiences could you bring to the Co-op as a Board Member? What experience do you have working with a group process?**

The kind of leadership that I will bring is one of listening and compromise. I worked in the health care field for 17 years with hiring, training and scheduling of personnel. Many times I had to "listen" and "appreciate" an individual's story. Then on the side of business I had a decision to make for the patient care. So I also had to listen to the patient with their story. Compromise was very important in this field. I worked with doctors and nurses to bring all facets together "happily".

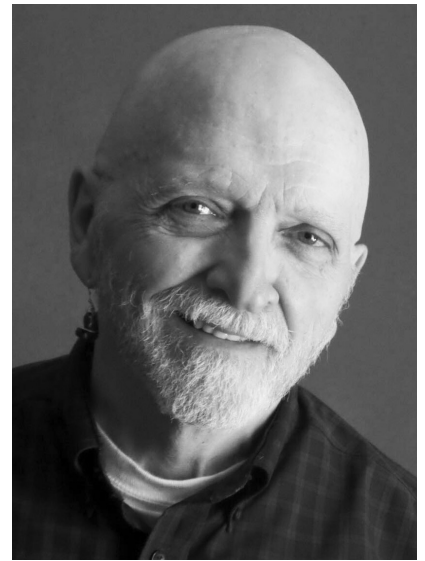
I assisted in bringing the "Empty Bowls" event to the Peace and Justice Center after discovering Luther College was no longer sponsoring the event. I was also on that board of Peace and Justice for a short time.

**If elected, can you commit to a three year term?** Yes.

**Are you willing to assure adherence to policy governance and a code of ethics?** Yes

### **What other interests do you have outside the Co-op?**

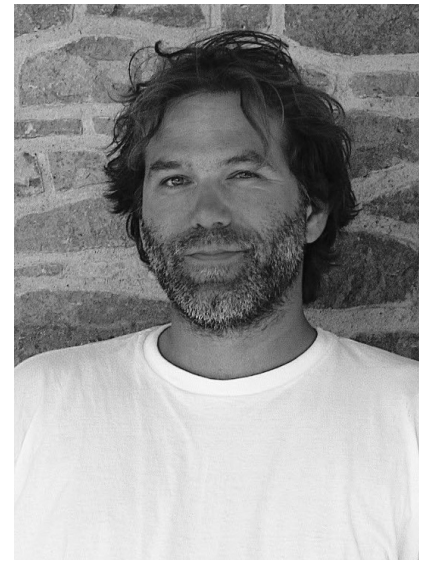
I have been involved with knitting groups and have become a decent knitter - starting a men's knitting group with another local knitter - Phil Iverson. This past summer I assisted with the first "backpack program" lasting the summer months. I also volunteer at Seed Savers Exchange just outside of Decorah. In my downtime I enjoy spending time with friends, as well as my two dogs and one cat.



## **Scott Hawthorn - 3-year term candidate**

### **How long have you been a member/owner of the Co-op and why are you interested in serving on the board?**

I've been a member/owner of the Co-op for 18 years, first buying my membership with the money I made selling winter squash to the Co-op. The principles which guide the Co-op have always been important to me, and are the foundation of why I became a member and volunteer. Over the past years of my Co-op involvement, I have been able to see and experience the many ways in which our store serves the community. I and my family, have developed deep roots here and the Co-op is more than just a store to us; it is a sustaining, vibrant, community force. Last year, I ran for a one-year position on the Board and have been serving since. Over the past year, I've worked with my fellow board members to guide the management team in its strategic planning, and serve as a direct link to the Co-op members. I am deeply interested in the Co-op's future and continued service to its member/owners. Local food, organic food, sustainable development - I want to help be a part of continuing this in our community.



### **What do you enjoy most about the Co-op and what is your vision for its future?**

I like that the Co-op is locally owned and run, and thoroughly enjoy the community of people involved with the Co-op. I love seeing it grow and change, and I love the food. And it's motivation is not greed. I'd like to see the Co-op continue to thrive; growing sustainably, reaching out to the larger community through education and projects, and being a source of healthy, locally sourced, and affordable food choices.

### **What kind of leadership or other experiences could you bring to the Co-op as a Board Member?**

I've run my own stone masonry business here in Decorah for 20 years. During this time, I've worked with many different customers and contractors on various projects. I think my flexibility to work with individuals and groups are a benefit. I also think my long-term experience of running a small business makes me a valuable member of the board. During my past year as a board member, I've had the pleasure of serving on multiple committees within the board and look forward to continued efforts. In addition, I've been a volunteer member for many years and my wife worked for the Co-op for over 10 years. This involvement has allowed me to have a deeper understanding and respect for the volunteer base and employees of the Co-op.

### **What experience do you have working with a group process?**

I feel that in group process, not just the efforts of one person, but the combined experiences of many can lead to a much more comprehensive solution.

In my line of work (construction), I have to be able to work with teams of various individuals towards a shared goal. Coordinating with architects, carpenters, plumbers, electricians and masons for a client's endeavors has its challenges. I've had many years of experience successfully doing this. Listening to each interest and engaging with the shared goal for a mutually respectful resolution requires patience and perseverance.

### **If elected, can you commit to a three year term?**

Yes.

### **Are you willing to assure adherence to policy governance and a code of ethics**

Yes.

### **What other interests do you have outside the Co-op?**

Historic preservation and restoration have been interests of mine for years. I enjoy learning more, seeing what other communities have done, and have been involved in various preservation/restoration projects in this community. My family and I enjoy traveling all around the driftless area; hiking, checking out caves, going to historical sites, listening to music, and generally enjoying our friends and family!

## **Bridgette Hensley - 3-year term candidate**

### **How long have you been a member/owner of the Co-op and why are you interested in serving on the Board?**

I have been a member of the Co-op since moving to Decorah in 2013. I am interested in serving on the Board because I'd like to be more involved in my community. I greatly appreciate the value that the Co-op adds to our community in terms of employment, promoting sustainable agriculture/local growers, fair trade, and encouraging a healthy lifestyle.

### **What do you enjoy most about the Co-op and what is your vision for its future?**

I definitely enjoy the friendliness of the staff and patrons of the Co-op the most. I really like the sense of community I get when I shop at the Co-op. I would like to see the Co-op continue its strong presence in the community, build membership and remain a financially successful business. Furthermore, I would like to see more opportunities to educate and encourage youth to make healthy choices about food and wellness, in general. It may also be fun and challenging to have some programming about the psychology of food (i.e. the relationship between food and people, mindful eating, etc).

### **What kind of leadership or other experiences could you bring to the Co-op as a Board member?**

Over the years, I have been a member of numerous community and work groups, as well as task forces. This has afforded me the opportunity to collaborate with diverse team members and local and regional organizations to achieve common missions and goals across a broad array of issues (i.e. suicide prevention, sexual violence prevention). As a previous administrator, I am versed at managing budgets and ensuring that services and programs align with the missions and values of an organization.

### **What experience do you have in working with a group process?**

Because of my previous experience as a member of numerous committees and task forces, I am very comfortable working with the group process and enjoy collaborating with others to reach a common goal. I value diverse ideas and perspectives. I realize that flexibility and compromises are a must if the work of a group is to be successful.

### **If elected, can you commit to a three-year term?**

Yes.

### **Are you willing to assure adherence to policy governance and a code of ethics?**

Yes, I am. As a psychologist, my work is guided by a code of ethics that I value and adhere to as it serves to protect the people that I serve as well as my profession. I believe in leading by example and to that end I have held myself accountable to the same policies to which I expect staff to adhere.

### **What other interests do you have outside the Co-op?**

I enjoy cooking, biking, swimming, traveling, and spending time with friends, family, and my pets.



## **Lilly Jensen - 3-year term candidate**

**How long have you been a member/owner of the Co-op and why are you interested in serving on the board?**

I have been a member/owner of the Co-op since 2010. I am interested in serving on the Board as a way to give back to an organization that has become an important part of my life and that helps to create a strong, vibrant, caring community.

**What do you enjoy most about the Co-op and what is your vision for its future?**

As a shopper, my favorite aspects of the Co-op are the bulk section and the high quality produce. I appreciate that the Co-op often stocks harder to find ingredients and I like to be able to stop in for healthy ready-to-eat options and the occasional treat.

In more general terms, I value that the Co-op pushes me to rethink my shopping habits and make more intentional decisions about the kinds of food and products I purchase and what constitutes a “good deal.” I appreciate that the Co-op strives to play an important role in improving and supporting its community, from sponsoring non-profit endeavors to hosting its own community-building events.

I hope that the Co-op can continue to be a force for good in our community, through the products it offers and the community it creates and supports. I would like to see its membership and usage expand to encompass a broader sector of the Winneshiek County and northeast Iowa communities.

**What kind of leadership or other experiences could you bring to the Co-op as a Board Member?**

As an employee of the Winneshiek County Conservation Board, I have experience working under a board-directed entity and feel that I understand and respect the advisory role of board members. However, I also am currently in the last months of a 6-year term as a board member with the United Way of Winneshiek County and know the essential volunteer role that board members can and should play. I look forward to finding ways that my skills and interests can help meet Co-op needs.

Professionally, I work with all Winneshiek County school districts as well as numerous other organizations and groups, which has allowed me to create strong personal relationships across the entire community. In addition to providing environmental education in Winneshiek County for students from Pre-K through college, I have also facilitated meetings, workshops, and conferences for colleagues and teachers across the state. I am highly organized, have strong written and oral communication skills, and work collaboratively with others very well.

**What experience do you have working with a group process?**

I have served on or chaired several committees organizing large, state-wide professional development conferences. These projects, my work within a small department, and my time with the United Way have all shown me the importance of allowing everyone to express their opinions, of finding ways to meet as many needs or goals as possible, and of delegating duties to ensure maximum efficiency and success. They have also taught me the importance of knowing when it is time to close discussion, finalize decisions, and move on.

**If elected, can you commit to a three year term?**

Yes.

**Are you willing to assure adherence to policy governance and a code of ethics?**

Yes.

**What other interests do you have outside the Co-op?**

I am an avid gardener, mostly vegetables but I've become more interested in native flower gardens the last few years. I love to spend time outside walking, jogging, and hiking, especially with my family. I enjoy cooking and baking. And I spend a lot of time playing with tractors and reading books with my two sons.



## **Emily Neal - 3-year term candidate**

### **How long have you been a member/owner of the Co-op and why are you interested in serving on the board?**

I have been a member of the Co-op for fifteen years. I think it is fair to say, that for most of that time, the Co-op has been a part of my daily life. From grabbing a cup of coffee in the morning, to enjoying lunches with my girlfriends and from shopping for healthy local food to running out for late night chocolate. The Co-op is not only an extension of my pantry, but a large part of my community and identity. I am interested in being on the board so that I may offer my skills and services to support the Co-op and to give back to my most beloved community!

### **What do you enjoy most about the Co-op and what is your vision for its future?**

My top 10 things I love about the Co-op:

10. The diversity of food
9. Quick healthy deli options
8. The easy, friendly, convenient shopping
7. Rotisserie chickens
6. Food I can feel good about buying
5. The warm friendly atmosphere
4. The MOST incredible produce department ANYWHERE
3. That I trust the food and items I buy there to be of high value
2. The education and outreach provided by the Co-op
1. All the people that shop, work and play at the Co-op!!!

Plus, sunlight coming in the front windows on Water Street, the smell of the Co-op Classroom, that I can leave a note at the front counter for a friend in the community, I love that the cashiers know me by name and that I can always find a friendly face or interesting conversation going in!

Vision: My greatest vision for the Co-op is that it continues to offer the same community feel and high value added products, along with great educational opportunities while still being able to compete in a more competitive market place!

### **What kind of leadership or other experiences could you bring to the Co-op as a Board Member?**

I am a creative-ideas person, with good communication skills and strategic thinking. I like to get things done! As an educator for over 20 years, I have experience working with others, communicating messages, solving problems and being innovative in order to make the world a better place!

### **What experience do you have working with a group process?**

As the Assistant Director for the Center for Sustainable Communities at Luther College and a member of the Northeast Iowa Food and Fitness Initiative's (FFI) operations team, I have worked collaboratively over the last 10 years on building vibrant healthy communities throughout Northeast Iowa. FFI operates with a shared-leadership model, where decisions are made collaboratively by leaders in the initiative. I have served on the Montessori School Board, and I am a member of the Decorah Schools Wellness Team and Shareholders parent advisory group.

### **If elected, can you commit to a three year term?**

Yes.

### **Are you willing to assure adherence to policy governance and a code of ethics?**

Yes.

### **What other interests do you have outside the Co-op?**

A life-long learner, I'm interested in education, politics and the environment. I love being with my friends and family! I enjoy making things with my hands, singing, playing the Native American flute and being outside. I love to read books, watch movies, hike, camp, run and play games (preferably ones that make you laugh so hard you pee your pants).

