

June 28, 2009

Dear TPSS Co-op Members:

I am writing with what we hope will become a monthly update from the TPSS Board of Representatives to TPSS Members. You are receiving this via e-mail because you have either signed up for an electronic version of the TPSS newsletter or you have given your e-mail address to the Co-op for e-mail communications from the Co-op. If you do not wish to receive this message in the future, please reply and let us know.

As you probably know, the General Manager Jason Bradford resigned and the Board has appointed Abdi Guled to serve as interim GM while we conduct a search. You may have received a more detailed update from the Search Committee, which is made up of Board members, staff members, and Co-op members who are not on the Board or staff. We have advertised the job nationally (see www.tpss.coop middle of the home page for more info). We reviewed many resumes, phone screened several people, conducted interviews with a handful, and began conducting reference checks on a few. We will bring finalists to the store for interviews with staff and members. You will be informed when you have an opportunity to come to a group interview with GM finalists. The process will remain open until we offer someone the position and they accept it.

In addition to the GM transition, the Board has been busy with several other initiatives we hope will build a strong foundation for the Co-op. In February, the Board accepted the Strategic Plan that was built with the participation of many Co-op members over the course of 2008. Over 750 brainstorm ideas were collected from members and then hundreds of members participated in the “dot” voting and on-line survey process. The plan and the full report can be found at www.tpss.coop/strategicplan/index.htm. Thank you all for contributing to this process.

One of the themes of the strategic plan was involving membership more actively in decision-making and developing volunteer opportunities for members. In response to this, the Board has focused on activating the committees which are in the by-laws (Membership, Finance, and Nominating) and has developed two ad-hoc committees on the recommendation of the strategic plan (Local Foods, Living Wage). All of these committees are active and looking for members. You can find the description and how to join these committees at www.tpss.coop/strategicplan/Committees.htm. Committee meetings are open and announcement of the meetings and minutes from meetings are posted in the stores. They will soon be on-line as well. Additional committees will be developed in the future once some of the ad-hoc committees complete their tasks.

The Board has also been working with management to bring in human resources consultants from Cooperative Development Services to conduct a survey of staff members and make recommendations to the Board and Management about how to improve our human resources structures, policies, and procedures.

Please keep in mind that all Board meetings are open to members. The Board meets on the third Sunday of the month, from 6-9pm in the basement of the Takoma Park store. Please also consider running for the Board! The next elections are in October and more information will be posted soon.

Thanks for being such great members.

Cooperatively,

Lorig Charkoudian
Board President