

## Job Description

### Trust Protector Committee (TPC) Member



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OGC's mission is to actively cultivate a diverse, sustainable and engaged organic trade from farm to marketplace as a leading produce distributor. Through our work to advocate for and support organic and sustainable agriculture, we want to pave the way for how produce should be grown and distributed. We are committed to creating a sustainable future to help save the world.

#### **Position Purpose:**

OGC is owned by the ***Sustainable Food & Agriculture Perpetual Purpose Trust (SFAPPT)***, whose purpose is to support the efforts of independent values-aligned organizations that advance sustainable agriculture practices and food systems. This allows OGC to transform the economy through steward ownership. In the simplest terms, a steward-owned company is not operated as a wealth-building engine for investors alone, who can sell the company at any time. Rather a steward-owned company is designed to stay independent with its purpose safeguarded by "stewards" of the company who shepherd the health and vitality of the business to benefit their stakeholders (such as employees, customers, vendors, community members, etc.). ***The Trust Protector Committee (TPC)*** is a committee, elected by SFAPPT's qualified stakeholders, to act as "stewards of ownership" to oversee the Trust and ensure OGC stays aligned with its Purpose and Objectives. TPC members serve three-year terms and are accountable to the Trust's qualified stakeholders.

#### **TPC Member's Primary Function:**

The TPC is responsible for ensuring the company(ies) it owns stay aligned with the purpose of the Trust. They are responsible for the appointment of the company(ies) Board of Governors, modification of the Trust Agreement, removal/replacement of the Trustee, and the approval of distributions and major decisions that affect Trust assets.

#### **Essential Functions:**

- Review and appoint Board of Governors in SFAPPT owned companies.
- Provide oversight, evaluation, and guidance of company Boards.
- Through involvement in the Nominations Committee, recruit, evaluate, and recommend candidates for governing bodies.
- Review reports from SFAPPT owned companies and keep apprised of major financial variances and/or risks.
- Represent the Trust at annual meetings, conferences, and events as needed.
- Foster connections and relationships with stakeholders of the Trust, engage stakeholders in the governance of the Trust.
- Through involvement in the SFAPPT Annual Gathering Committee, design, host, and present at the event.
- Review and modify the Trust Agreement as needed.
- Review and approve distributions, and major decisions that affect Trust assets.
- Support the efforts of independent, values-aligned organizations that advance sustainable agricultural practices and food systems.

## **Skills & background to be Successful:**

- **Alternative Ownership:** Experience with co-ops, family business, hybrid structures, steward ownership, purpose-driven businesses, etc.
- **Understanding & Commitment to Sustainability:** Understanding sustainability, managing sustainability change, triple bottom line, food / farms, transportation / energy, and creating a sustainable process environment.
- **Organic Trade Experience:** Knowledge of history, industry players, trends and dynamics, policy landscape. Ability to organize, evaluate, and understand companies and competitive strategic landscape.
- **Strong Overall Business Acumen:** Knows how businesses work; knowledgeable in current and possible future policies, practices, trends, technology, and information affecting their business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace. Experience with mergers / acquisitions, subsidiary relationships, joint ventures.
- **Strategic Planning:** Has led long-term planning, strategy development, high or low growth scenarios, industry analysis, ability to organize, evaluate, and understand competing companies that may come under the Trust.
- **Financial:** Practical experience with GAAP accounting, financial modeling, budgeting, financial controls, investment management, mergers / acquisitions, real estate.
- **People Skills:** Excellent verbal and written communication, active listening, creativity, problem-solving, time availability, collaboration, teamwork, aptitude for TPC work, and the ability to influence without authority.
- **Multiple Entity Oversight Experience:** Experience with multiple business units and / or multiple companies under one holding company.
- **Governance Experience:** Experience and capability of evaluating boards, nominations process, establishing covenants, and reporting.
- **Experience in creating more equitable food systems and anti-racist policies or practices.** Experience measuring performance towards JEDI goals at an enterprise level.
- **Have a broad range of knowledge and show a strong interest in becoming knowledgeable about the Purpose Trust and steward ownership.**
- **Have the time, energy and abilities to serve in a group process that serves the overall good of the Trust purpose and values.**
- **Have leadership skills and demonstrate the ability to influence group thinking.**
- **Must have good writing and conversational skills, as well as a demonstrated ability to effectively discuss controversial issues.**
- **A demonstrated understanding of avoiding “conflict of interest” is required.**
- **Must behave in a manner where confidentiality is respected.**
- **Understand at a fundamental level the Trust’s purpose; value the inherent difference between serving a purpose and having steward-ownership vs. having a more traditional business model; ability to always put the Purpose first and think creatively about how to grow the Trust over time; value and promote a perpetual purpose trust model, while having the vision to identify weak points and work to change them.**
- **Stakeholder Recruitment & Engagement:** Ability to create pathways to communicate with and get feedback from stakeholders.
- **Ability and willingness to prepare for meetings and to potentially serve on committees.**

**Compensation:**

- Work hours include time spent on meeting prep, meeting attendance, minutes review, and any ad hoc conversations and meetings related to Trust Protector Committee work.
- The TPC has approximately 8-10 meetings per year, 1 to 3 hours each.
- Work hours are compensated at \$121.50 / hour.

**Physical Requirements:**

Ability to attend meetings as required. Participate in events as needed.

To apply, please submit your resume and cover letter to [trust@organicgrown.com](mailto:trust@organicgrown.com).

**Last Updated: 5/6/22**

**OGC is an Equal Opportunity Employer.** We believe every employee has the right to work in an environment free from all forms of unlawful discrimination and employment decisions regardless of race, color, religion, sex, age, national origin, marital status, veteran status, disability, sexual orientation, gender identity, genetic information or other characteristics protected under local, state or federal law. OGC will afford reasonable accommodation to qualified applicants and employees unless providing such accommodation creates an undue hardship on OGC's operations.