BOARD CANDIDATES

EAST END FOOD COOP

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ADAM FINEMAN

What is your experience as member, volunteer, or staff member of the EEFC?

I have been a dedicated EEFC member-owner since 2019, relying on the Co-op as my primary source for local, organic food and supporting its cooperative mission.

What experiences have you had with other co-operatives or non-profit organizations?

I have served as a Board Member for the LIFE Foundation (Low-Income Family Enrichment) since 2005. Over 21 years of non-profit board service, I have provided continuous governance, strategic planning, and fiduciary oversight.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

As Manager of Engineering Services at Hitachi Rail, I govern $600K+ annual OpEx/CapEx budgets, direct platform infrastructure, and oversee multi-site operations. I bring expertise in fiscal discipline, vendor procurement, complex risk management, and systems-level governance.

What do you think are some important one-year goals for the EEFC?

Maintain strong balance sheets and operational reserves amidst food inflation, support General Manager monitoring through Policy Governance, and ensure transparent member communications regarding upcoming expansion planning.

Describe your vision for the EEFC five years from now.

A financially thriving, expanded store that scales its local food infrastructure, strengthens community health, and remains an accessible, sustainable beacon for Pittsburgh member-owners.

Why do you want to be on the Board?

To lend my 21 years of board governance and corporate operational leadership to help safeguard the Co-op's financial health, ensure sound policy oversight, and help guide EEFC through its next chapter of growth.

ALLEN LAW

What is your experience as member, volunteer, or staff member of the EEFC?

My wife and I joined the Co-op in 2022, originally to get a used car loan from the Credit Union. I began working as a Cooperator around Thanksgiving of 2024 and was promoted to the position of Front End Supervisor June 2025.

What experiences have you had with other co-operatives or non-profit organizations?

I was a worker/owner of Pin Up Poster Courier Collective, a bike-based poster distribution service here in Pittsburgh. During my time at Pin Up I served on several committees including Membership and Co-op Education and Development. My work included education on meeting facilitation and Cooperative Principles, as well as worker owned cooperative operations.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

I have worked as a member of a group towards a common goal, and also as a leader. Much of my experience comes from making theater, where multiple different craftspeople and artists come together and create a shared experience. I've also worked as a tour guide for the Hunger Games, Sierra Nevada Brewing Company and Walk the Burgh. A guide needs to be able to see the full picture, know where all the hazards are, and lead a group safely home, all while providing an educational adventure.

What do you think are some important one-year goals for the EEFC?

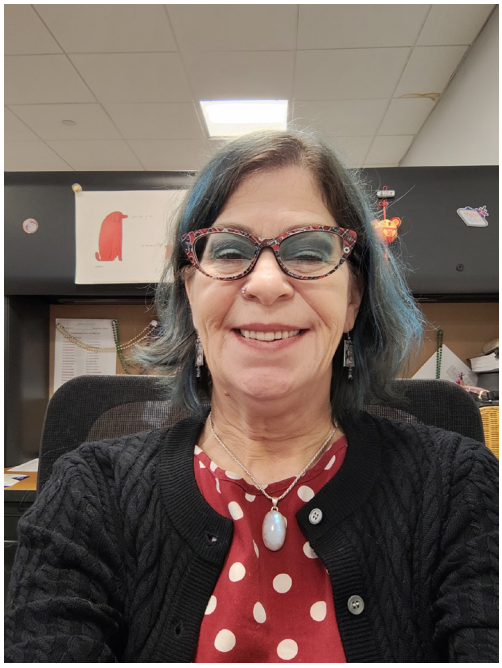
The Board's primary goal at this point should be to find and hire a General Manager. It is important that expansion and improvement goals are continually worked towards, even in the absence of a GM. Increased positive member engagement and education is a core responsibility of both the Board and the EEFC. We continue to provide vibrant food to a vibrant community, striving to stay true to the message on the front door, Open to Everyone.

Describe your vision for the EEFC five years from now.

5 years of member engagement, education and investment leads to an East End Food Co-op that isn't just a Pittsburgh "institution" but an actively participating part of our city's shared food culture. This may look like a new location in the East End. Regardless of location, staff and customer safety and health is prioritized, with a guiding light of fostering "ethical and resilient food infrastructure".

Why do you want to be on the Board?

I believe in the principle of Democratic Member Control and it would be my privilege to represent one of the most actively engaged sections of members, the East End Food Co-op staff. Members that are employed at the EEFC have a unique perspective on daily operations and direct communication with customers, both members and non-members. I bring a blend of past cooperative experience, current Co-op investment, and a passion for a shared healthy future.



BEVERLY NORMAN

What is your experience as member, volunteer, or staff member of the EEFC?

I love the feeling of supporting locally, in as many facets of daily living as I can. My husband and I frequently discuss that even if it feels great to get watermelon in wintertime and apples in early spring, generally it feels wrong. The Co-op provides a greater opportunity to not just shop locally, but to live locally.

What experiences have you had with other co-operatives or non-profit organizations?

I participated in groups while in law school, including holding the position of treasure during my third year for Equal Justice Works.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

I moved to North Versailles around 15 years ago and in all my nomadic years - Virginia, Michigan, Guam, West Virginia - this place feels the most like what I always thought a home would.

What do you think are some important one-year goals for the EEFC?

Marketing, collaboration, making the Co-op's presence known, get the mission and the history of the Co-op everywhere.

Describe your vision for the EEFC five years from now.

More community outreach, philanthropic work, collaboration with local food desert areas; get the word out about the FLOWER program; offer other ways to gain membership - trade, etc.; at least double the presence in the outer Pittsburgh communities; sponsorship of food drives, in the sense that people can chose products/food/etc. that we have to "purchase" and donate to shelters, and we distribute, etc. In general, to get out there and bridge the gap between the better eating and cheaper food.

Why do you want to be on the Board?

I would like to do more and be more for the community and it is not only possible, but mandated by membership on the Board.

BILLIE VAUGHN

What is your experience as member, volunteer, or staff member of the EEFC?

I am currently a Flower Member.

What experiences have you had with other co-operatives or non-profit organizations?

My experience with nonprofit organizations has primarily been through founding and developing Common-Unity Pgh, a community-focused organization I established in 2017. Through Common-Unity, I have worked on community education, resident engagement, sustainability, vacant-property education, economic empowerment, and resource development. I have also worked with a fiscal sponsor and collaborated with community organizations, residents, and local institutions to develop educational programs and community initiatives. I have served in community leadership and advisory roles, including on the City of Pittsburgh's Disruptive Property Appeals Board and the Pittsburgh Water and Sewer Authority's Low-Income Advisory Board. These experiences have helped me understand nonprofit governance, community accountability, public-sector partnerships, and the importance of bringing resident perspectives into organizational decision-making.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

would bring more than a decade of grassroots organizing and community engagement experience, along with a strong understanding of how residents, nonprofits, government, and community institutions can work together to create meaningful change. My experience includes serving as a community liaison, working with residents around housing and vacant properties, participating in the Housing Opportunity Fund, and serving on the City of Pittsburgh's Disruptive Property Appeals Board and PWSA's Low-Income Advisory Board.

These experiences have given me a firsthand understanding of the importance of listening to residents, translating complex systems into information people can understand, and making sure community voices are represented in decision-making.I would bring a resident-centered, entrepreneurial, collaborative, and solutions-oriented perspective to the Board, while continuing to learn from and work alongside other Board members and community stakeholders.

What do you think are some important one-year goals for the EEFC?

I would prioritize member engagement and education. Members should clearly understand how the cooperative works, what resources are available to them, and how they can participate in shaping its future. Creating consistent opportunities for members to connect, learn, and provide feedback could strengthen both participation and trust.

Describe your vision for the EEFC five years from now.

also envision the EEFC developing stronger partnerships with nonprofits, small businesses, community organizations, educational institutions, and other cooperatives. These relationships could create new opportunities for members while increasing the EEFC's visibility and impact throughout the community. Becoming an organization where people don't simply participate in a cooperative, but understand how collective ownership can help create long-term economic opportunity.

Why do you want to be on the Board?

To be apart of something that I believe serves a great purpose to Pittsburgh. I want to grow with a collective, and bring my value to an organization that I strongly believe in.

CHRISTOPHER EADIE

What is your experience as member, volunteer, or staff member of the EEFC?

I have been a member-owner since 2024 and hold two preferred shares. I value most the Co-op's commitment to ethical, sustainable food infrastructure.

What experiences have you had with other co-operatives or non-profit organizations?

I serve as a precinct minority inspector of elections, am on the Westmoreland County Democratic Committee, and coordinate my workplace's blood drive. I am a member of a local CSA. I have not served on a co-op board but am eager to contribute.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

Professionally, I secure funding, execute technical projects, and manage budgets, timelines, staff, and students. I have experience evaluating and setting up new lab spaces, relevant as the Co-op upgrades facilities and seeks a forever home.

What do you think are some important one-year goals for the EEFC?

Select a new general manager transparently and ensure efficient hand-off. Restore Food Bucks and expand FLOWER program. Negotiate union contract ensuring staff earns a living wage.

Describe your vision for the EEFC five years from now.

The next five years will bring rapid political, economic, and climate change that will require the Co-op to evolve. Adapting quickly without compromising the soul of an organization requires the courage to stand by core values rather than choose the path of least resistance. By 2031, I envision a Co-op that owns its location, is a community resource beyond a grocery store, has dramatically increased owner engagement, and has built strong relationships with other co-ops.

Why do you want to be on the Board?

The best solutions start close to home, and my community is where I feel my time has the greatest positive impact. I want the Co-op to thrive, and would contribute creativity, empathy, and foresight to the EEFC board.

CHRISTOPHER STRAYER

What is your experience as member, volunteer, or staff member of the EEFC?

I've been a member throughout two periods of my life (this is the second! still current), volunteered during my graduate school period, and have never had the privilege of being staff. I've particularly liked the bulk department (if you haven't tried the peanut butter, and are not allergic, you really should!) and case orders.

What experiences have you had with other co-operatives or non-profit organizations?

I've held an account with the EEFC credit union, and am proud to have paid off their loan for a previous car. I have also served as a board member and later board Chair of Divergent Labs, a non-profit which primarily operated an autism-friendly camping site near Ocate, NM. I worked to ensure full inclusion of other Board members and took a personal interest in employee and safety.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

In a past life, I was trained as an attorney and briefly practiced law. I've also helped support the strikers at the Post-Gazette and appreciate union workers; though I am not personally familiar with the details, I am glad that the EEFC's employees are union.

What do you think are some important one-year goals for the EEFC?

I should think that increased community engagement both in the EEFC's governance and by the EEFC and its members is important.

Describe your vision for the EEFC five years from now.

A place where folks can feel welcome, socialize as they see fit, and get healthy and cost-effective groceries.

Why do you want to be on the Board?

I was significantly dissatisfied with the Board's response during the recent boycott referendum and would like to provide a response that more adequately meets the needs of all Co-op members.

GEORGE WAKSMUNSKI

What is your experience as member, volunteer, or staff member of the EEFC?

As a co-op member, I have been impressed by the selection of products. I have also found the staff to be helpful, knowledgeable and friendly. Some staff are extremely helpful about nutrition and mental/physical health products.

What experiences have you had with other co-operatives or non-profit organizations?

I have had professional relationships with folks from several co-ops, including City Market (Burlington VT./2 locations), Hunger Mountain (Montpelier, VT) and Willie Street (Madison, WI.) I worked the last 36 years in not only a non profit but also a "member run" organization.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

I have experience in community organizing and mobilization. Although not a lawyer, I have strong experience in legal processes and representation. I am well versed in contracts / contract law. I have represented people in arbitration, and other legal situations.

What do you think are some important one-year goals for the EEFC?

This has been a tumultuous time for our board. Although I suspect well intentioned, I think the board suffers from a credibility crisis. Members need to know that their board respects the will of the membership,

Describe your vision for the EEFC five years from now.

My vision for EEFC is for the organization to continue to grow in all ways. I don't see our name anywhere in the community. With a greater virtual and physical footprint, we should be able to further empower our co-op to supply the healthiest food to a larger customer base.

Why do you want to be on the Board?

I would like to be on the board as a fresh and unique voice. I believe that being a member means being involved. Recently retired, I have more time to participate at a higher level. Co-ops are awesome. The people and culture are especially awesome.

JEREMY KAHN

What is your experience as member, volunteer, or staff member of the EEFC?

I currently sit on the board, and I've been an active member since 2010.

What experiences have you had with other co-operatives or non-profit organizations?

I work for two large non-profits, and I also volunteer for several local community-based charitable organizations in Pittsburgh.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

In my professional life, I'm an ICU doctor and public health researcher. My medical training taught me about the vital connection between food and community. My research experience has given me communication skills that have helped me succeed on the board. Prior to medical school, I was a proud food service worker in a variety of capacities, from bagging groceries in a supermarket to working the cheese counter in a specialty food shop.

What do you think are some important one-year goals for the EEFC?

Increasing member engagement, recruiting a talented executive director, developing a long-term space plan, and ensuring that the Co-op remains a welcoming and inclusive space for all.

Describe your vision for the EEFC five years from now.

A thriving Co-op that brings people together around healthy food and a shared commitment to our community.

Why do you want to be on the Board?

In one sense, the Co-op is a shared economic project. In another, it's a community center where people with differing perspectives can coexist side by side in pursuit of a shared goal—convenient, healthy, and responsibly sourced food. By serving on the board I hope to keep the Co-op focused on its mission so that it can continue to serve these roles for decades to come.

MARK BOWERS

What is your experience as member, volunteer, or staff member of the EEFC?

- I have been a member of the Co-op since 1998.

What experiences have you had with other co-operatives or non-profit organizations?

- Board member/volunteer with local community development corporation, Downtown West Newton, Inc. since 2004.
- Past board member and active volunteer with Westmoreland Land Trust since 2008. Served on steering committee that founded this county-wide land conservation organization.
- Stewardship committee member for three years for the Allegheny Land Trust; currently a volunteer.
- Active member of the Botanical Society of Western Pennsylvania since 1981. Served as treasurer since 2012.
- Past board member of the MonValley Initiative regional development group that promotes affordable and fair housing.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC board?

- Worked as a team member of several geotechnical engineering consulting companies providing professional services to government agencies, residential and commercial development companies as well as individual home owners for 40 years. Interacted and developed relationships with clients. Worked as a project manager doing cost estimating, proposal preparation, report preparation, and invoicing for many projects.

What do you think are some important one-year goals for the EEFC?

- To develop adequate staffing for providing services and products to the customers of the EFFC.
- Re-open the hot food bar and expand smoothie bar hours which have been an important part of the EFFC and community for years.
- Update Strategic planning, Policy .the employee manual to provide guidance to the BOD and EEFC management team in conducting business in the ever changing grocery business to maintain a sustainable member-owned business open to everyone, am ethical and resilient food infra-structure, vibrant, dynamic community of happy healthy people, and a creative vision to transform the future.

Describe your vision for the EEFC five years from now.

- Planning for a new facility and expansion of services.
- Adequate staffing to provide for expanded operations
- Providing adequate training to employees.

Why do you want to be on the board?

- To assist the board to help the EFFC grow and continue to be an important part of the local community.

MICHAEL VOGEL

What is your experience as member, volunteer, or staff member of the EEFC?

Since my family and I moved to Pittsburgh in 2019, we have been happy members and weekly patrons of EEFC. This past year, starting in December 2025, I have served on the Board as secretary.

What experiences have you had with other co-operatives or non-profit organizations?

I have regularly been a member of co-operatives, beginning with the co-op Kokua Market in Manoa, Honolulu, in the mid-90s. While I have never been employed by what people typically associate with non-profit organizations, I am a former teacher of over 10 years, each a non-profit educational institution.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

I am a career educator. After having taught for over 10 years, I have spent the last 13 years in curriculum development, where I have managed an editorial team. I have a lot of managerial and project management experience that I bring. Having served on the Board this past year, I hope to help bring synergy and continuity to the Board. I have served as secretary, and hope to continue in that role.

What do you think are some important one-year goals for the EEFC?

Absolutely the primary goal for the EEFC is to find, welcome and train EEFC's next GM.

Describe your vision for the EEFC five years from now.

The long-term health of EEFC I think is going to come down to its long-term home. I honestly can't say that I have a clear vision for where that is, but I hope to usher EEFC into that home.

Why do you want to be on the Board?

I love the store, I love shopping at the store, and I want CONTINUE to be on the Board because I want to be a good steward to the community, for the community and for my family.

RYAN KERR

What is your experience as member, volunteer, or staff member of the EEFC?

My Co-op Membership has become increasingly important to me as the economy changes and I make informed decisions about where I want to spend my money and what food I want to consume.

What experiences have you had with other co-operatives or non-profit organizations?

I am passionate about community driven and people focused organizations which includes supporting co-ops and employee owned businesses, including many brands that the EEFC carries. I give my time and money to local and national non-profits including the MS society, BikePGH, animal welfare organizations, and community broadcasting.

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?

I have considerable project management experience including budget and schedule management. My duties also require effective communication to large organizations and executive leadership, especially in regards to change management and modernization. This requires balancing people focused decisions with data-driven business decisions.

What do you think are some important one-year goals for the EEFC?

Establishing leadership aligning with the co-op vision and supporting staff needs.

Increase member engagement with improved, increased communication, educational events.

Stand up for community access to healthy affordable food.

Describe your vision for the EEFC five years from now.

Establish itself as a model third space, making itself a great place for all to shop and work, while expanding both membership and offerings to the community. Including an increased selection of prepared food, including hot foods. This also includes developing a long term facility and growth plan.

Why do you want to be on the Board?

I am passionate about access to local, sustainable, healthy food. This includes everything from making sure your food is safe and healthy, to making sure it is a great place to work. I want to make sure Pittsburghers can maintain independent access to food separate from box stores and private equity.

BRIAN WILLIAMS

(staff-only candidate)

What is your experience as member, volunteer, or staff member of the EEFC?
Staff for 3.5 years

What experiences have you had with other co-operatives or non-profit organizations?
Volunteer Humane Animal Rescue

What experience and skills (professional or business) or unique perspectives would you bring to the EEFC Board?
I've been a proud union member for almost 15 years

What do you think are some important one-year goals for the EEFC?
Fully opening the café. Hiring a quality GM

Describe your vision for the EEFC five years from now.
I would like to see the Co-op expand

Why do you want to be on the Board?
To use my experience as an employee to make decisions that benefit the Co-op and its member-owners

HOW TO VOTE

MEMBERS CAN VOTE ONLINE AT EASTENDFOODCOOP.SIMPLYVOTING.COM

- You will be required to log in to vote
- Your login is your Member Number. You can find your Member Number on the back of your Member Card. Remove the leading 4 and zeros as well as the last digit. Example: 4 00000 16989 7 = 16989
- Your password is your last name + your 5 digit zip code. Names are all lowercase with no hyphens, spaces, or special characters. Examples: Joe Smith, Jr. = smith12345, Jane O'Rochester = orochester12345, John Weaver-Cooperator = weavercooperator12345
- Vote for up to four (4) candidates. The top three vote getters will fill three-year terms. The remaining candidate will fill a two-year vacancy.
- If you have trouble finding your member number or need to confirm your password, please contact us at: election@eastendfood.coop

MEMBERS CAN VOTE IN PERSON AT THE CUSTOMER SERVICE DESK

- The primary member should present a photo ID at Customer Service
- Customer service will provide you with a ballot
- Place your completed ballot in the box located at the Customer Service desk

A FEW THINGS TO REMEMBER

- Voting begins 10/19/2026 and ends 11/29/2026
- We can only accept one ballot per membership number
- If a household has a membership, only one vote is allowed from that household
- If there are multiple votes from one membership number, ALL will be disqualified
- Do not allow anyone else to fill in your ballot or deposit it in the ballot box for you
- Proxy voting is not allowed per the East End Food Co-op Bylaws and Policies

ABOUT THE BOARD OF DIRECTORS

A Board of Directors is a governing body charged with monitoring and leading the vision of an organization. The EEFC's Board of Directors is bound by the Co-op's articles of incorporation and bylaws, and follows a system of policy governance for overseeing the Co-op.

The Co-op's Board is elected by a vote of the Co-op's membership. It consists of nine members, two of whom can be a representative from the staff, as well as an optional tenth one-year term seat that is filled by a staff member and voted on only by other staff members. There is an executive committee consisting of a President, Vice President, Secretary, and Treasurer.

The Board of Directors is responsible for:

- Financial oversight of the Co-op
- Engagement with and accountability to our Member-Owners
- Strategic planning and visioning
- Overseeing the General Manager