



2023 BOARD OF DIRECTORS' NOMINEES

MEET OUR CANDIDATES

JACOB DAVIS



What connects you to GCM and what motivates you to run for the board?

Gem City Market is a truly extraordinary place. As a proud resident of northwest Dayton, I have seen the impact that the Market has on all Daytonians. My connection to the Market is simple: my family shops almost exclusively at Gem City Market. Prior to the Market, we had to travel to the suburbs for something so vital: food. That is unacceptable and I am motivated to serve the Board to ensure that Gem City Market is sustainable for generations to come.

What role do you think GCM will play in Dayton's future?

Gem City Market will continue to build community, host events, and provide a safe and affordable shopping experience for all in our community. The Market will continue to eliminate a food apartheid which previously existed along the Salem Avenue corridor. We must ensure that the Market reaches profitability so that it can serve as a critically important anchor tenant along Salem Avenue. By creating a sustainable entity, we provide an example of what is possible for future Daytonians.

In what ways are you working to contribute to, and improve, the Dayton community?

I am a proud civil rights attorney and work to ensure that our most vulnerable and marginalized residents are treated fairly in housing transactions and services, places of public accommodations, and credit and consumer transactions. I routinely provide pro bono services to those most in need. Additionally, I serve on the House of Bread Board of Directors. My wife and I routinely participate in community cleanups and strive to make Dayton a better place by promoting all the positives that it has to offer.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

Gem City Market is a safe and affordable grocery store, but it is also so much more than that. The Market strives for transformational change by creating equity and opportunity in an area that was ignored for far too long. The Market needs your support to create that change and build on its legacy of eliminating food insecurity in west Dayton. Shop with us. Build with us. Stand up to food insecurity with us.

Which of our Principles resonates with you most and why?

Democratic Governance. Everyone has a voice and a seat at the table at Gem City Market. That is not the case in many walks of life. That makes the Market a special place.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

As the proud partner and co-managing attorney of a law firm, I have experience with financial management, small business ownership, and management. I previously worked in retail operations and understand that customer experience is vital to success.

TOBI EWING



What connects you to GCM and what motivates you to run for the board?

I remember watching Gem City Market's inception while living in Columbus and being so excited for my home city! 3 years and a couple moves later, I now live in the same neighborhood as GCM. I'm a frequent shopper at GCM especially for those in between moments which happen often. I am always so happy that I have a place that's close, clean and welcoming that I can stop into whether for salad fixings, last minute hang out or for lunch.

I've also attended cooking classes in partnership with Kettering Health, have utilized the community conference room and attended on site community yoga. This Spring 2023, two friends and I hosted a "Spring Co-working Pop Up" series and had the pleasure of hosting community at GCM for business and connection. I have also enjoyed the public art displays in/on GCM.

In addition to above, for the last month, I've been volunteering at NuSol Farms, a Black collective owned farm in West Dayton. I would love to be a part of an initiative supporting local growers, food accessibility and community ownership. From farm to store, it feels full circle and I know I can learn a lot and add value to this opportunity to serve.

What role do you think GCM will play in Dayton's future?

As a community owned grocery store, Gem City Market has incredible growth and potential in Dayton's future. First is the obvious, access to fresh and hot foods for the north, west and downtown neighborhoods in Dayton and visitors on this side of town. Second, I personally see the community room, on-site kitchen, health clinic and cafe bar as unique features to the GCM that can grow and continue to hold space for community meetings, conferences, early health screenings, cooking classes, coworking and networking.

Outside of the food offerings, these other spaces in GCM are activated and offer space for the city's culture building that help to create safe and confident connections and community.

In what ways are you working to contribute to, and improve, the Dayton community?

I was born and raised in Dayton and graduated from Stivers School for the Arts. I would say I was always active in the community, it was a value I was raised on and one I personally connected to as I got older. From sports teams to academic and cultural groups. After HS, I left to upstate New York for college and new opportunities. In 2021, I returned to Dayton to offer and be of service to share my experience and career in wellness consulting, community facilitation, art and design.

Utilizing the power of creative empowerment, I contribute to the growth of Dayton by producing creative spaces for the community via free art shows, low cost art programs and sharing my work in local businesses and events. I share my passion for connection, community and creativity via wellness facilitation and consulting.

I've had the pleasure of working with organizations like Co-op Dayton, Launch Dayton, Canary Consulting, The HeArt and Scripted In Black to facilitate original workshops, develop team building and host community meditation circles/yoga. I've had the pleasure to volunteer with organizations like The HeArt, West Side Makerspace and NuSol Farms.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

Three words. Accessible. Community Owned. Quality.

Gem City Market is a grocery store off an active street, Salem Ave, that's accessible to immediate neighborhoods and beyond. It's member owned, community-concepted and offers a "buy in" option to further your support outside of weekly shopping. GCM offers quality produce and shelf items for everyday cooking and events, and I've even noticed many new fun options to try. As a foodie I love healthy, new produce, sauces and beverages to try. The cherry on top, is that GCM offers itself to be of service outside of shopping. Community initiatives like Dayton Bike Meet use GCM as a monthly meet spot and while facilitating for Co-op Dayton's Jumpstart program we convened in the community room for the 3 week training.

Which of our Principles resonates with you most and why?

I'm a fan of all 10! To answer the question, I would select Democratic Governance and Sovereignty of Labor. A system and process of equal and ethical rights amongst an organization is so important to keep safe, transparent spaces and business efforts. Equally, sovereignty of labor and shared wealth is one part of radical commerce solutions to better share and distribute the material successes of the business. Many times the workers are on the front line of keeping a business open. To operate with the principles to democratically share information and earnings is impactful day to day for the legacy of GCM and Dayton business culture.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

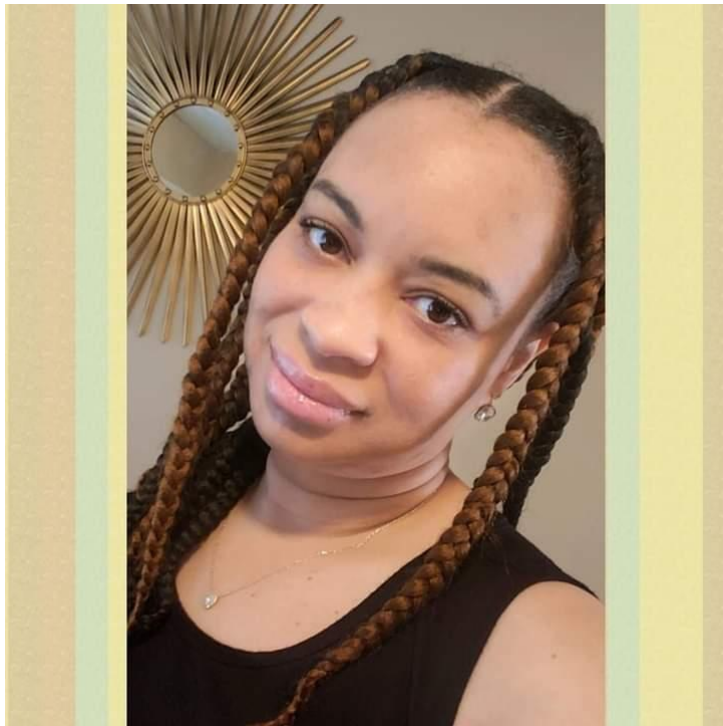
Of the above listed, I'm strongest in Retail Management and Small Biz management. My post college career started in Production, Operations, Development and Merchandising (in luxury fashion and home decor industry). Last year, I consulted with The Contemporary Dayton on

gallery and shop experience. Most recently, I worked as a seasonal luxury sales and receivings associate.

I am a small business owner/solopreneur of 4/5 years. I've launched and produced merch, wellness products and conferences. Pitched, produced, hosted creative wellness initiatives and partnerships. I've handled sales, vision birthing and relationship building.

In general, my strengths lie in community and relationship building, vision building and execution, identifying gaps and needed resources, customer experience and organizational delegation. I am a transparent, direct, hands on and fun leader that believes you don't have to compromise character, authenticity or integrity to be effective, productive and successful.

SHEENA JOHNSON



What connects you to GCM and what motivates you to run for the board?

I have volunteered with my son and have become an ambassador with my Black Leadership Cohort through Parity Inc. I live and work in the community. I shop here and I'm invested in the

growth of the store. I believe that there are areas of growth for the market that need to be addressed as customers are watching the changes.

What role do you think GCM will play in Dayton's future?

GCM serves as a model for what the community can do when it services a need for its residents. As the profit grows, I hope that the market can host more programs for the health and wealth of the community.

In what ways are you working to contribute to, and improve, the Dayton community?

I currently serve as a mentor, sports mom, and community advocate. I am the first Outreach and Engagement Specialist for Five Rivers MetroParks. In this role I also serve on our committee for Diversity, Equity, and Inclusion. I work to ensure that our parks' amenities are accessible, clean, safe, fun and affordable for all populations of the community. I also relay and address the concerns of the community to our park staff and management team.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

I would let them know that the store is stocked by many local and near by vendors. There is a variety of fresh and affordable produce in what was once a food desert. I'd share with them that this co-op market was designed and funded with community input. I'd also explain that this shopping choice is affordable and provides a salad bar along with a hot food menu. I'd let the supporter know that they can become a member-owner and seventy cents of every dollar spent would circulate right in the local community.

Which of our Principles resonates with you most and why?

The sense of community would be the principle that resonates the most. I believe that our lives are built around community. Community is what we do, who we see, how we build, what we share. All of these elements are included in funding, running, marketing and growing the market.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

I have almost a decade of experience with Montgomery County Job and Family Services. I have over five years of experience in the non-profit sector including time as a maintenance clerk. This position allowed me to explore budgets and gain management experience.

RJ McQUAY



What connects you to GCM and what motivates you to run for the board?

I'm a member, frequently attend GCM events and Community involvement is my calling.

What role do you think GCM will play in Dayton's future?

Being a part of GCM cohorts, sky's the limit.

In what ways are you working to contribute to, and improve, the Dayton community?

I'm literally right now looking for a missing kid in North Dayton. I serve frequent school supplies giveaways, I have my own Sweetgiving pie/cakes giveaway for three years straight. I have educated first time home buyers on the advantages in buying within Community in Dayton for over 15 years. I spend as much of my dollars as I can in the small businesses in Dayton.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

As I've done previously before, multiple times, I would say " Welcome to your store. Did you know that shopping here will continue to grow the store by providing food to an area that was previously a food desert? We have a community room, kitchen and plenty of events that happen here often!"

Which of our Principles resonates with you most and why?

Community needs. Action is what GCM has shown. Faith without work is dead! I'm action based and respect a team of individuals that took a vision and created the GCM.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

Small business ownership and management are my background. Being an independent contractor for over 20 years in graphic design and logistics business while also a realtor with a team of 5 (me included), has helped me understand diverse personalities, project management, deadlines, and budgeting to just name a few skills.

ROBIN J MOBLEY



What connects you to GCM and what motivates you to run for the board?

Our community. I really love to see what's best for our community, rather it's in the form of a grocery store, program or other new business. We should encourage our community to grow by placing business within it, benefiting all who live in the neighborhood.

What role do you think GCM will play in Dayton's future?

Guidance for healthy living.

In what ways are you working to contribute to, and improve, the Dayton community?

I volunteer my services to different organizations with helping support our youth, women and men with my organization, age no Factor.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

GCM caters to our community needs. You can see that by the merchandise that is in the store and the programs that are offered for the community. You don't see that in any other store.

Which of our Principles resonates with you most and why?

CARE. Community needs come first. If you're able to serve your community, you're able to continue to run your business within the community successfully. Over time you will see growth within the residents and the surrounding businesses.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

I am a former elected official. I was on the Jefferson Township school board for 13 years. I administered a whole school district. I am a radio personality. My degree is in radio television marketing and Communications. I am the founder and creator of a national campaign called age no Factor. All of these positions have allowed me to experience the skills that you've asked about in regards to financial management, retail management and small business ownership.

LEROY OWENS JR.



What connects you to GCM and what motivates you to run for the board?

My wife and I moved to Trotwood from Cincinnati five years ago, and began looking for a way to make an impact in our community. When Gem City was being started, we looked into the program, and thought this would be a great way to make a difference. We had noticed that when we moved here there was an independent grocer open in Trotwood; however, it soon closed down. We had several discussions around how this really made the area a food desert. People lacking adequate transportation would likely have issues getting to, and then returning from grocery shopping. Gem City Market, from its location would be helpful as it is on the bus line, and within walking distance of a great many people.

That being said, the opportunity to continue this type of impact on the lives of many people in our community and surrounding area is something I would take great pride in.

What role do you think GCM will play in Dayton's future?

I envision Gem City Market as a foundational change engine for the greater Dayton area, bringing neighborhood grocery stores back to the people and providing the people with quality service, good nutrition education, good nutritional food, all within a walkable distance, as well as providing employment and educational opportunities to the community at large. I honestly hope for additional locations to be developed in the near future, and to continue to build towards a better community, where nutritional needs are easier to meet.

In what ways are you working to contribute to, and improve, the Dayton community?

My family was only minorly impacted by the tornados of May 27th, 2019. After my youngest daughter, who was living with us at the time, and myself, loaded up my van with chainsaws and gas, we drove our neighborhood helping to clear debris. Later in the week, we were fortunate enough to be able to deliver bottled water to several areas in need. I also worked with Disciples Homeland Ministries in the rebuilding of several houses for families that had been impacted by the tornados.

As a principle, my wife and I are always looking for ways to volunteer to better the community in which we live. For many years, we ran the Saturday lunch at the Over the Rhine Soup Kitchen, were involved in the Scouts et al. Here in Dayton, we have participated in organized clean ups, and in food distribution efforts. We support the Trotwood Madison High School Marching band and look forward to attending the Football games in the fall. We seek out locally owned shops, to support the small businesses that are making a change in our community.

My wife and I foster dogs for a couple different rescues that operate nationally, and locally, saving the lives of neglected, and/or unwanted dogs. There are always opportunities to do good, if you just look for them.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

I would let them know that GCM is a community owned grocery store, and so much more. All of the money spent here, stays here, in the paying of the employees, to the strengthening of the community by providing a safe place to get nutritious food at a reasonable price. It is a much-needed source of hope for the future of the community.

Which of our Principles resonates with you most and why?

Let me start by saying several of the principals are favorites: Democratic Governance, Sovereignty of Labor, Social Transformation, as well as Payment Solidarity are the "runners up"

for me; however, Education is paramount. It is with education that people truly become what they aspire to be. With Education, all the other guiding principles fall into place.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

I have had the role of Chairman of the Board of two churches in Cincinnati, which entailed ensuring all committees were manned and functional, planning and executing the agenda of the board meetings, assisting in the planning and execution of Stewardship campaigns, acting as liaison between the church at large, and the ministerial team, along with other related duties.

I have also been a Boy Scout leader where the duties included planning weeklong expeditions. The logistics, the budget, the food needs etc. In a very similar fashion, I have organized and facilitated mission trips to areas impacted by natural disasters, utilizing many of the same skillset.

CORINNE SANDERS



What connects you to GCM and what motivates you to run for the board?

I have been a volunteer for GCM since around the time the site was chosen for the market. I overheard some co-workers talking about a new grocery store coming to the west side of Dayton. I went online to find out more about the store. I was excited about what I read. This store had a purpose other than selling groceries and making money for its owner(s). This store's reason for being is for the health and wellbeing of our community. I wanted to have an active role in its development. This is why I still volunteer and am running for reelection to the Board of Directors.

What role do you think GCM will play in Dayton's future?

I believe Gem City Market will be the model for other co-ops to follow. All the trials and missteps that have happened to the market can be used as teaching experiences for future co-ops to learn from. The market is and will continue to be a place where local vendors can introduce their goods and services to the community. I believe the market will play a big role in the health and wellbeing of the community by introducing programs designed to better the health of the community. Also providing a large variety of organic products. I think the market will also bring the community together by hosting events that are informative and entertaining.

In what ways are you working to contribute to, and improve, the Dayton community?

To contribute to my community, in my spare time I volunteer in the market several hours a week. I share information that I learn about that can possibly help families and individuals improve their lives. I also spend as much time as possible with my nieces and nephews trying to encourage and show them what it means to care about others and their communities to hopefully create generations of citizens wanting to help improve their communities.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

The market is here to support the community. To provide the community with healthy food and fresh produce. To be a connection to goods and services the community has to offer to improve one's life. The more shoppers and support the market gets, the more jobs the store can offer. The more services the store can offer to help improve the community.

Which of our Principles resonates with you most and why?

Principal #2 Democratic Governance. It provides that all worker- owners have a voice in what happens with the co-op. Everyone is treated equally and it also demonstrates the importance of the community.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

My retail experience consists of 13 years with Shears/Metro Market grocery stores. I started out as a cashier, then head cashier/trainer. From there, customer service manager/bookkeeper. I've been a supervisor in a factory. I've done door to door sales on two different jobs. Had my own gift shop for two years. And last, but not least, I drove for RTA (project mobility) for 17 years.

KOURTNEY TERRY



What connects you to GCM and what motivates you to run for the board?

I am connected to GCM through simply community. I am a business owner who is fortunate enough to have been involved in a number of ways through the small business community with initiatives and different programs offered. I am motivated to run because I believe the extension of my expertise and skills throughout my career will allow me to contribute more than what I currently offer as a patron and small business owner.

What role do you think GCM will play in Dayton's future?

GCM is setting a foundation for an overall healthier community. Not just in the groceries it offers, but in the support it offers in growing the economy and overall well being and growth of our community.

In what ways are you working to contribute to, and improve, the Dayton community?

I currently offer a healthy alternative to infant and toddler food. I am also involved in a number of groups with initiatives to provide health sustainability and outreach.

If you were speaking to a prospective owner or shopper, how would you explain to them why they should support and shop at GCM?

GCM is a community led store pushing to serve each person holistically in our community. GCM truly is the HEART of our community.

Which of our Principles resonates with you most and why?

Participatory management resonates with me most. Transparency and overall inclusion is what will keep this store and most importantly our community growing.

The GCM Board has expressed that the following experiences or skills will enhance the effectiveness of the future board: financial management, retail management, small business ownership or management. Do you have any of these skills? If so, please explain.

Yes. I am currently a small business owner.