

**Work Plan 2017-2018
OCTOBER 7, 2017**

In addition to upholding the Board's general responsibilities as outlined by the bylaws, Board policies and Co-op principles, the Board commits to the following annual Work Plan.

PROVIDE FOOD AND GOODS

Meet the needs of our member owners and community

- Support our member benefit programs **Board oversight**
 - Distribution of member dividends
 - Monthly member specials
 - EATS
 - Co-op Basics
 - Working Members
 - Affordable membership fee
 - Member loans for capital projects
- Continuation of our community giving efforts **Giving Committee**
 - Deep Roots Program
 - Public schools
 - Local non-profits and causes
 - 4H
- Enhance member engagement efforts **Create new engagement committee**
 - Increase opportunities for board members to meet with Co-op members
 - Use social media and mailings to inform, educate, and connect with members
 - Assess how we can better meet member needs

Become the best place to purchase high-quality food and goods **Ongoing board responsibility**

- Be knowledgeable and investigate national and local market trends and competition
- Continue to examine options for expanding food service and grocery
- Prioritize purchases of local and organic foods and communicate the benefits
- Increase consumer awareness about the Co-op's commitment to high-quality food and goods
- Communicate the impact of supporting the local and organic agricultural community
- Explore increasing the number of Co-op branded products

Outcompete the competition

- Provide opportunities for members to benefit from patronage dividends and invest in member loans for capital expansion **Finance committee**
- Seek out recognition for being the region's best grocery store **Member engagement/Marketing**
- Actively market what sets us apart from the competition **Member engagement/Marketing**
- Expand partnerships with other local organizations **Giving/Marketing**
- Make the Co-op the best place to work in Bozeman **Board oversight**
 - Support staff benefits, productivity bonuses, a desirable work environment, and continuing education
- Set aside a defined cash reserve to sustain Co-op operations **Finance committee**

PROMOTE SUSTAINABLE PRACTICES

Make environmental sustainability a continued priority **Board oversight**

- Require green elements throughout existing store and any expansions
- Active leadership in addressing climate change
 - Prioritize the purchase of local and organic foods
 - Continue commitment to bulk food and goods
 - Support organizations that encourage environmental sustainability
 - Participate in “We’re Still In” Co-op climate commitment
 - Educate customers about why the Co-op cares about climate change
 - Support energy efficient infrastructure and ongoing improvements
 - Continue composting program

Strengthen and advocate for our local food system and organic practices **Board oversight**

- Maintain our commitment to purchasing local and organic foods
- Prioritize and participate in strategies that contribute to the local food system and organic practices **Open and Local Coalition**

Invest in an efficient and effective staff, management and board **Board oversight**

- Encourage competitive wages
- Support continuing education
- Oversee labor budget and bonuses
- Provide an efficient and safe work environment
- Ensure and recruit diverse professional skillsets within the board through Nominations and Processes
- Schedule annual financial training workshop
- Support involvement with National Cooperative Grocers