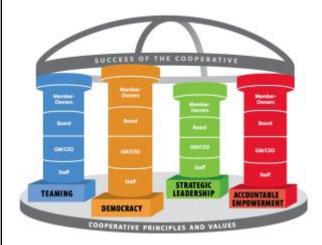
### 1. Co-op Role



### 1. Name (Optional)

#### 2. I am a:

	General	Manager
--	---------	---------

☐ Board Member

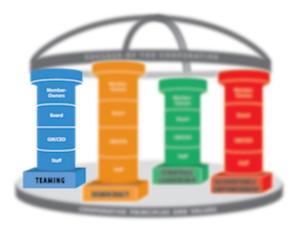
☐ Board Leader

Other

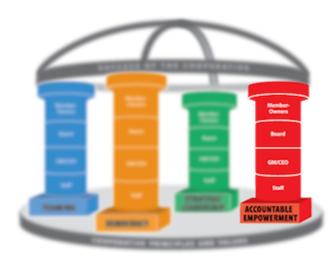
## 2. Co-op Board Self-Assessment Tool pg. 2

#### 3. TEAMING

	Strongly Disagree				Strongly Agree	y Don't Know
Directors have healthy and productive working relationships with each other.	0	0	0	0	0	0
The board and GM have a healthy and productive working relationship.	0	0	0	0	0	$\circ$
The board regularly evaluates our own board work.	0	0	0	0	0	0
The board perpetuates our leadership capacity through education and training.	0	0	0	0	0	$\circ$
The board has a robust recruitment, screening and nomination process.	0	0	0	0	0	0
The board has an effective orientation for new directors.	0	0	0	0	0	0
Directors have a common understanding of the board's purpose in the co-op.	0	0	0	0	0	0
The board follows a strategic workplan.	0	0	0	0	0	0
The board has productive and well-organized board meetings.	0	0	0	0	0	0
Board meeting packets contain adequate information for preparation.	0	0	0	0	0	0
Directors diligently prepare for board meetings.	0	0	0	0	0	0
The board uses a clear decision-making process.	0	0	0	0	0	0
The board conscientiously incorporates diverse perspectives into our work.	0	0	0	0	0	0
Every director is professional and disciplined in his/her work and follows our code of conduct expectations.	0	0	0	0	0	0
Every director participates fully and productively in board meetings and retreats.	0	0	0	0	0	0
Our board president helps the board accomplish its job.	0	0	0	0	0	0
Board committees add value and support the wholeness of the board.	0	0	0	0	0	$\odot$
The board has a clear and up-to-date set of written expectations about how the board will operate.	0	0	0	0	0	0
The board creates a welcoming environment.	0	0	0	0	0	$\odot$
The board regularly celebrates board, management and co-op accomplishments.	0	0	0	0	0	0
The board invests in its ongoing education and development.	O	0	0	0	0	0
The board has effective documentation and record-keeping including minutes and board packets.	0	0	0	0	0	0



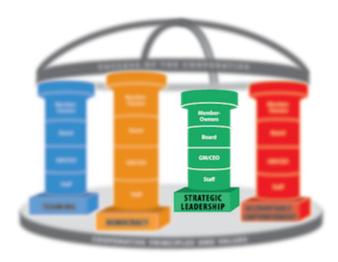
## 3. Co-op Board Self-Assessment Tool Pg. 3



#### 4. ACCOUNTABLE EMPOWERMENT

	Strongly Disagree				Strongl Agree	y Don't Know
The board has clearly defined our expectations of the GM.	0	0	0	0	0	0
The board has a clear understanding of the distinction between board and GM roles and responsibilities.	O	0	0	0	0	0
No individual director attempts to exercise authority over the GM or other staff.	0	0	0	0	0	0
The board systematically and rigorously monitors our GM's and co-op's performance compared to our stated expectations.	0	0	0	0	0	0
The board receives excellent information and data from the GM that provide complete accountability of the GM for the status of our co-op.	0	0	0	0	0	0
The board uses a rigorous process to judge whether the GM's performance meets board expectations.	0	0	0	0	0	$\circ$
The board fully empowers the GM. No micromanagement.	0	0	0	0	0	0
The board supports GM authority as long as the GM is in compliance with board expectations.	0	0	0	0	0	0
The board's annual evaluation of our GM is based on a summary of monitoring reports we received during the year.	0	0	0	0	0	0
The board holds board committees accountable for meeting expectations set in committee charters.	0	0	0	0	0	0
The board holds our board president and other officers accountable for meeting expectations set in board policy.	O	0	O	0	O	0

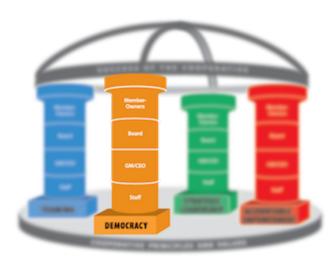
# 4. Co-op Board Self-Assessment Tool Pg. 4



#### **5. STRATEGIC LEADERSHIP**

	Strongly Disagree				Strongly Agree	y Don't Know
The board focuses our vision outward and toward the future.	0	0	0	$\odot$	0	$\odot$
The board provides strategic leadership by articulating the co-op's purpose (e.g. Ends policies).	0	0	0	0	0	0
The board has an effective system for ensuring that the co-op operates as it should, upholding its fiduciary responsibility to members.	0	0	0	0	0	0
The board understands how the annual and multi-year business plan is connected to the board's stated expectations.	0	0	0	0	0	0
The board has a plan for ongoing board education about key strategic items, such as historical and projected trends, member-owner and community needs, and internal and external forces that may affect our co-op's direction.	О	0	0	0	0	O
The board dedicates time to building wisdom in order to be ready to make good decisions.	0	0	0	0	0	$\odot$
The board and GM have strategic conversations in a way that distinguishes this work from our monitoring and evaluation work.	0	0	0	0	0	0
The board uses a strategic process to determine that the GM's compensation package is appropriate for the level of responsibility.	0	0	0	0	0	0
The board knows that our co-op has enough management depth that losing our current GM would not create a crisis.	0	0	0	0	0	0
The board understands the capital needs of our co-op.	0	0	0	0	0	$\odot$
Our co-op has an equity and patronage dividend system that strengthens the connection between our co-op's success and individual member-owners' benefit.	0	0	0	0	0	0

# 5. Co-op Board Self-Assessment Tool pg. 5



#### 6. DEMOCRACY

	Strongly				Strongly	/ Don't
	Disagree				Agree	Know
Our board uses healthy democratic practices in our work.	0	0	$\odot$	$\odot$	0	0
The board uses good mechanisms to ensure our ability to understand diverse member-owner viewpoints and values.	0	0	0	0	0	0
The board effectively communicates board actions and decisions to our member-owners.	0	0	0	0	0	0
Our co-op's bylaws are up-to-date and clearly articulate member-owner rights and responsibilities.	0	0	0	0	$\odot$	$\odot$
Our co-op has robust board elections.	0	0	0	$\odot$	0	O
Our co-op has informative, fun and well-attended annual meetings.	0	0	0	0	$\odot$	$\circ$
Our co-op produces an informative annual report for members.	0	0	$\odot$	$\odot$	$\odot$	0
The board understands how the Statement of Cooperative Identity (Definition, Values and Principles provides context for our work.	s) O	0	0	0	O	0
Our co-op's member-owners have multiple opportunities to meaningfully participate in our cooperative.	0	0	0	0	0	O