



Las Campanas Water Cooperative

SANTA FE, NEW MEXICO

*Long Term Strategic Planning
Meeting Minutes
February 12, 2020 / 10:30 A.M.*

Members Present: Steven Miller, Committee Chair
Stephen Raab
Ken Kirk

Members Not Present: Jack Keely
Ginny Selvin

Also, Present: James Lightfoot
Barbara Shoemaker
Kim Visser-Weinmann, General Manager
Heather Roybal, Customer Support Manager

1. Proposal to Establish Goal Champions, Responsibilities, and Assignments

The proposal to establish Goal Champions, their responsibilities, and the Champion assignments as documented below were reviewed and approved by the Committee.

2. Review of Strategic Plan

The Strategic Plan was reviewed, and it was agreed that all future due dates included in the KPIs would be removed from the plan. Attached is an updated Strategic Plan with these changes highlighted. Any final comments are due to me by COB Friday, February 28th.

3. KPI Due Dates

The KPI due dates are to be incorporated as part of the individual action plans. The action plans are to be considered internal working documents and will not be posted to our website. Initial versions of the action plans are to be completed by COB, Friday, March 13th, and presented to me for review and redistribution. The

action plans can be in the form of a list of activities, similar to the Goals & Objectives spreadsheet that we prepare each year. At a minimum the elements of information should include:

- Description of the action
- Proposed completion date
- Lead Person
- Other Participants