

The Community Kitchen

2022-2025 STRATEGIC PLAN



OUR MISSION

“The Community Kitchen strives to provide nutritious meals and groceries; to educate and empower our guests, community, and partners; and to be a leading advocate to strengthen food security in the Monadnock Region.”

OUR VISION

“All people In the Monadnock Region are able to provide healthy, nutritious food for themselves and their families.”

CORE COMPETENCIES

- Food Preparation
- Volunteer Management
- Gleaning
- Advocacy
- Research
- Training
- Relationship Building
- Welcoming Culture



WE VALUE...

Dignity

Everyone is treated with respect, empathy, non-judgment, and confidentiality. We value diversity, equity, and inclusion.

Integrity

We earn trust with reliability, consistency, transparency, high standards, and quality work.

Teamwork

With positivity, helpfulness, interdependence, and solidarity, we work together, within our organization and beyond, to achieve our mission.

Sustainability

We achieve our sustainable business and lasting impact on community food security with adaptability, resourcefulness, and innovation.

The Community Kitchen

Strategic Planning **PILLARS & GOALS**

Pillar: BOARD DEVELOPMENT

TCK will have an active, engaged, and diverse Board of Directors that understands the organization's external environment, programs/services, and infrastructure and provides oversight to ensure financial sustainability.

Goals

1. Conduct an evaluation of the existing governance structure to determine the best use of high-level volunteers and staff.
2. Develop a formal recruitment plan and process which informs the identification, recruitment, and retention of talented and skilled Board members who represent diverse background, expertise, and connections.
3. Offer Board education programs on governance, roles and responsibilities, and regional, state, and national food security trends and implications.

Pillar: FOOD SUPPLY

TCK will work and collaborate with a large network of key stakeholders to improve access to nutritious food in the Monadnock region.

Goals

1. Increase partnerships within our community and with other food networks to optimize food distribution.
2. Increase the number of food suppliers.
3. Be a partner with other agencies for food supply disaster planning.
4. Establish formal relationships with grocery conglomerates to ensure food supplies are directed through TCK in times of supply emergencies.
5. Include all pantries operating in the Monadnock region in the Pantry Collective.

Pillar: FINANCIAL SUSTAINABILITY

TCK will develop, manage, and monitor resources for long-term sustainability and drive resources to innovative solutions to support our mission.

Goals

1. Increase philanthropic support from individuals, corporations, and institutional funders.
2. Create philanthropic market.
3. Establish alternative revenue streams.
4. Establish administrative best practices in operations and financial management.
5. Establish a long-term capital plan for infrastructure, facilities, and capacity-building investments.

Pillar: EDUCATION

TCK increases the awareness of food security for clients and the community, and advocates for a vision of a hunger-free region.

Goals

1. Increase community awareness in the Monadnock Region about the causes, consequences, and disparities associated with hunger and food insecurity.
2. Create a marketing and messaging plan in collaboration with food security network members.
3. Prioritize and capitalize on collaborative initiatives.

Pillar: HUMAN CAPITAL

TCK will recruit, train, and retain the right employees and volunteers to advance the organization's vision and mission.

Goals

1. Create an organizational culture where employees are engaged, feel valuable, and thrive.
2. Provide staff training and professional development.
3. Formalize a robust and reliable volunteer program.

