

Sustainability Plan 2024



Approved: March 11, 2024

Sustainability Overview



Environmental Excellence and intense focus on the personal **Safety** of our employees, members and visitors.



Socially engaged and working actively to create an *inclusive environment that celebrates and respects the unique contributions of everyone.*



Governance policies and practices that ensure integrity, transparency, diversity and accountability to all stakeholders.

Environment, Health & Safety (EHS)



Energy management tools & techniques deployed to reduce unnecessary usage and to improve efficiency. Automated HVAC controls, LED lighting, reusable container water fill stations and EV charging stations all currently in use to reduce electricity & water usage.



Safety Committee (employees and board) established in 2016; accountable for policy, oversight, execution and training to improve personal safety of employees, members and visitors.



Collaboration and Engagement with external experts and community leaders to implement best practices. This includes local fire department leaders, school administrators, insurance experts, health and wellness experts, and safety consultants.

Social



Employee safety and engagement are critical to our mission of providing exceptional service to our members and, ultimately, to the long-term success of the organization. Training and open communication with leadership are core values to support this goal.



Compensation is competitive, including wages and benefit plans. A robust evaluation process is used to rank positions equitably and set total compensation to attract and retain employees. This approach is combined with a safe work environment, and current tools and technology to enable effective, efficient and successful outcomes.



Center policies and practices, and an open, collaborative culture, support **diversity and inclusion** for employees, members and visitors.

Governance



Board of Directors is engaged, committed and diverse, with active sub committees dedicated to the long-term success of the organization and our community-based mission.



Policies and Practices are focused on integrity, transparency and accountability to all stakeholders. Best practices for nonprofit organizations are implemented as appropriate for the Center.



Financial discipline is a cornerstone of board governance. Multiple board members are financial experts, and we partner with well respected accounting, audit, investment and banking organizations. Monthly financial review meetings are held with staff and board members to ensure transparency and accuracy.