

Timeline of Development Activities Your Cooperative Membership Meetings December 2004 through January, 2006

December, 2004

- Caregiver Appreciation Events: Three meetings over 1 day
- Began caregiver survey

January, 2005

- Learned about the County Aging Services perspective
- Reviewed market demand projections
- Continued with feasibility study for the worker-owned home care cooperative
- Reviewed Description of Activities form including steps to a cooperative

February

- Learned about Individual Development Accounts
- Developed Vision Statements for the cooperative and for those the caregivers would serve
- Began reviewing competitors

March

- Combined survey results
- Learned about cooperatives throughout the world
- Learned about another home-care cooperative and their process to open in and their plans to expand

April

- Learned about Good Decision Making and activities of the Board of Directors

May

- Refining financial projections

June

- Outreach

August

- Organizing Team votes to organize as an independent cooperative
- Cooperative name is chosen
- Began development of the by-laws
- Received draft business plan

September

- Circle of Care Cooperative Incorporates in Wisconsin
- Continued review of the by-laws
- Development of Executive Director position description

October

- Refining financial projections
- Began reviewing potential office space
- Membership meetings begun
- Review sample interview questions for executive director

November

- Interview preparations for the executive director
- Review process and draft contract with county staff
- Review business plan with Northcountry Cooperative Development Fund
- Continue office space review
- Began reviewing potential office space
- Membership meetings begun

December

- Interview candidates for the executive director
- Selected candidate to Start January 3, 2005
- Board of Directors organizes first Christmas Party

January, 2006

- Executive director begins employment
- Loan documents are signed with Northcountry Cooperative Development Fund