

**Present**

Directors: Elliot, Jim, Merle Ann, Matthaus, Stephen, Rebeca, Kayla, Tracey, Mychal

Managers: Emily, Courtney

Facilitator: Andrea

Observers: Many

**Action Items**

- *Stephen and Elliot to craft a proposal to notify the membership and email it to the board for approval.*
- *Kayla to help Elliot work with Holly on interim management information gathering.*
- *Mychal, Tracey and Rebeca to work with and talk to management about transition planning.*
- *Board members to email information as it becomes available.*

**Meeting Content**

- Check-in & introductions
- Executive Session Discussion & Decision
  - Executive Session definition and description
  - Possibility for more candor from the managers
  - Makes the conversation confidential
  - **Executive Session approved (8-0-1)**
- Management Goals
  - Stability
  - Peace
  - Supported
  - Consensus to end the cycle of debate and uncertainty
  - Doesn't impede ability to operate the cooperative
- Replacement Options
  - One manager
  - Management team of indefinite number
  - Collective management
  - Interim option
- Discussion of replacement options
  - One manager
    - Pros
      - Easy/smooth to segue into from current structure
  - Interim
    - There are people who are professionally interim managers (turnaround specialists)
    - How do you find someone?
    - How much does it cost?
  - Two issues, moving forward and keeping the store running (interim) and dealing with long term structure (more permanent)
  - How do we make sure the bills get paid?
  - It's the board's responsibility to choose the management structure of the coop.
  - Important to gather information and make space and time to make an informed decision.
- Next steps (interim management)
  - Form a management task force/committee.
  - Inform the membership.
  - Gather information: how to find an interim manager, how much it costs
  - Transition steps/succession planning
- What about the collective proposal?
  - Can staff directly propose to the board?
- Upcoming events/meetings
  - March 27<sup>th</sup> – CBLD Training
  - April 6<sup>th</sup> – Board meeting
  - April 18<sup>th</sup> – Training with Holly O'Neil