

**Plainfield Co-op Board  
Special Meeting Agenda  
October 1, 2017  
1:00 pm at the Community Center**

**Present:** Giordano Checchi, Chris Jackson, Bob Fancher, Sarah Phillips, Jean Hamilton, and Alicia White (by phone)

**MC:** Jeanine

The meeting began at 1:10pm.

Giordano reminded attendees that Sunday's meeting was an extension of Thursday's Special Meeting.

The MC did not elect to send Links to the meeting. Jeanine is attending for herself.

The meeting began with a recap of what the Board currently understands about MC impasse on the restructure. Jean asked questions about the minutes to clarify her understanding. There was a recap on the previous meeting's conversation about the role of the Board, the lack of specificity in the request from the MC, the MC committee charged to develop a proposal on management restructure, and the impasse communicated by the MC. In essence, the work of the MC to restructure the management has broken down.

There was some discussion about the history of the MC, as presented by Chris (founding MC member) – it's formation was organic, and evolved over time.

The board discussed how to balance a timeframe for hearing from MC members with the need for action. What does the board want to learn by hearing from each MC member? The Board discussed putting a timeframe on its work to hear from each MC member. The Board discussed whether we could first work to help the MC make a decision, and then, if the MC isn't able to make decision, the Board could appoint interim management. Hearing from MC members would provide the knowledge needed to help the MC make a decision, and who the Board could appoint management.

There was discussion about a management collective structure, and how that has been effective in the past, how different management collectives operate differently.

There was discussion about the need for some outside mediation to support the staff at the Plainfield Co-op. The Board agreed that the current struggle to identify changes to the management structure is a normal challenge for organizations.

The Board discussed a general process:

- Gather perspectives from each member of the MC using the questionnaire drafted.
- Review and discuss responses to the questionnaire.
- Identify ways that the Board can help the MC make a decision about management structure – technical assistance, facilitation, mediation.
- If the MC cannot make a decision, appoint interim management.
- Undertake a process for developing the ongoing management structure, and a transition plan.

2:00pm – The Board entered executive session to discuss personnel issues, and an interim management plan, if needed. Jeanine exited when executive session started.

2:40pm – The Board exited executive session.

The Board wants to make sure that all staff (MC and others) feel heard, confident and supported in working through this situation. The Board reiterated that working through whether/how to restructure the management is naturally and normally a difficult conversation for organizations.

**Jean** is going to summarize management functions and needs, based on the information presented in the proposals. This summary will support continued Board conversation on management needs.

Timeline:

Ask MC to respond to the survey by the end of Friday (**Sarah**)

Reach out to each MC member by phone – before we meet, look at the survey.

**Bob**: Karen and Chris

**Jean**: Anji and Jeanine

**Chris**: Margie and Matt

**Alicia**: Chloe and Kathleen

Further the timeline at the next meeting. There was a discussion about the need to move quickly and thoughtfully.

**Decision**: Board approved Thursday's meeting minutes are approved.

**Action**: Sarah will forward the minutes to Gail, chair of the Policy Review Committee, and ask Gail to postpone the 10/9 meeting.

**Decision**: The Board called a Special meeting for Monday, October 9<sup>th</sup>, 6pm at the Community Center to discuss the MC perspectives on management structure and next steps for the Board.

The meeting was adjourned.