

Hello hard working FOBL Board, members and supporters,

Two of the major recommendations that came out of the action planning process we began back in December were to move FOBL quickly toward having a shared vision and a structure that would allow the organization to accomplish its goals. At Freshwater, we firmly believe that an organization's structure should be set up through the understanding that form follows function—that once a clear purpose has been set, a structure can then be set up to help a group fulfill that purpose.

This process can be tricky, and can put groups in a chicken and egg situation, especially when they are first setting out. As FOBL has been around for some time, there is a structure that already exists and has been codified through the by-laws. As such, the use of the current structure (or current by-laws) is needed to evolve into a structure that takes into account the ideas and intentions of our conversations from the last couple of meetings.

It has been mentioned by many participants of the group at all levels of membership that the organization seems to not be operating within the bounds of the by-laws, especially as it pertains to the role of officers. As such, considerable amount of time will be dedicated for the Board's Directors to meet and hold an election designed to bring part of the organization's operations back into alignment. This Special Meeting was initiated by an email on March 1, 2019.

As that body meets, the rest of the attendees at the Regular Meeting will continue to work with Jen and Deirdre to advance recommendations from the action plan, and the board members will rejoin the conversation when their Special Meeting has come to a close.

Freshwater is involved with FOBL to guide you, but not to direct to you. It is our hope that the outcomes of the Special Meeting will help to empower members to take supported actions, add clarity to the operations of FOBL and ultimately help the group reach its goals.

We know that this is a hard journey for the organization but are very excited to get moving in the right direction and see how this can support the group's continued work into the future! The fun part is coming!

Jen and Deirdre