Preparatory

Monthly Group Dynamic Meeting- In this we can discuss any positive feedback we have, any issues we have, and any support we might need. This meeting needs to help us address the issues that arise in both current pandemic context, and that we geographically dispersed, it can be used to help with bonding and developing trust, which will hopefully minimize conflict occurring.

Draw up a list of possible outside support and contact them.

Note: Before list is made we’ll agree collectively who these people should be, what experience we would like them to have and also if they prior relationships to other collective members

Stage 1

1. **Speak to the person they're in conflict with directly.**

Or

 **b) Bring it up in the conflict space at weekly meeting.**

* If a conflict is brought to the weekly meeting what should our process be. A - we deal with it there and then B - we create a separate meeting - do all people need to be involved - should we have a framework for what a ‘conflict meeting’ looks like

Or

**c) Reach out to co-op member who is not part of conflict.**

Guidance for “reached out to co-op member”

1. Listen and ask if you can take notes of the meeting. At the end of the meeting, make sure your notes are agreed upon.
2. Offer to speak to other conflicting parties.
3. If you meet with other conflicting parties ask if you can take notes. At the end of the meeting, make sure your notes are agreed upon.
4. If there is a co-op member who has not yet been involved, arrange a meeting with them so they can be informed.
5. Repeat the process of meeting with individual members until it is agreed that a) they will sit down in a meeting together, b) that outside support is needed, c) that the conflict has been resolved.

Stage 2

If a) and/or b) have been attempted then either

**d) reach out to person within co-op who is not part of conflict**

OR

**e) Contact someone from external support list.**

If a), b) or c) have all been attempted

Then contact someone from external support list.

**Stage 3**

Guidance for external support

i) Speak to every co-op member involved, more than once if needed.

ii) Keep the co-op members not involved in the conflict up to date on where the process is at

iii) External support decides whether to continue individual discussions or to bring conflicting parties together.

If conflict is resolved at this point then great, if not repeat step i) and ii)

**Stage 4**

1. Either dissolve co-op

Or

**b)** Repeat cycle of meetings.