

Memorandum of Understanding (MoU)

Between

Wayne Northey
Executive Director of M2W2
#208-2825 Clearbrook Rd
Abbotsford, BC
V2T 6S6

And

Barry Neufeld
President of M2W2
#208-2825 Clearbrook Rd
Abbotsford, BC
V2T 6S6

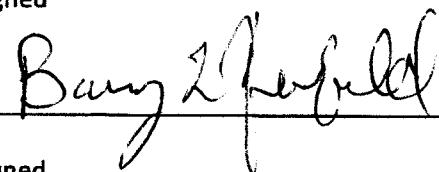
The present MoU clarifies the general conditions and arrangements for future cooperation between the concerned parties. It is not legally binding on the parties. These mediated agreements describes the future cooperation and are acknowledged as an attempt to repair a working relationship for the sake of serving the M2W2 agency in a productive and Christ honoring manner. It is the recommendation of the mediator that these agreements be made available to the board for accountability and encouragement.

We, Wayne Northey and Barry Neufeld, have come together to collaborate and to make an agreement for MoU. The partners entering the MoU have agreed to form a collaboration and so agree to the following statements:

1. We, the Executive Director and Board Chair, are committed to meeting every two weeks for 2 hours starting in January, 2012 for an initial three month period with the following intent and parameters:
 - a. The focus of our conversation will be the ongoing development of M2W2
 - b. Our task will be to identify what information is needful for a board meeting
 - c. If the Board Chair is Barry Neufeld a third party neutral will facilitate the conversations in order to assist in communication clarification and meeting effectiveness
2. We will monitor our communication styles and habits for clarity and collaboration.
3. We will develop an ED reporting template that helps the board make informed decisions.

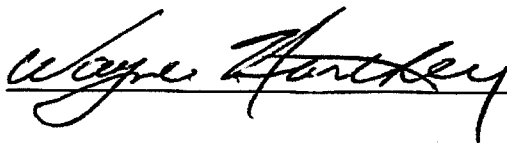
4. We will include the staff in a collaborative process for pending board decisions that affect the agency before the board meetings. This does not give staff veto power over the board.
5. We will not encourage staff to evaluate board decisions for possible changes once the decision has been made.
6. We are committed to using the current Board Manual as our operating policy and procedure manual until we can review the Board Manual for affirmation and adjustments. (It is the mediator's recommendation that a review of the board manual would not take place during the current facilitated/mediated efforts or until such time as there is a demonstrated restored working relationship between board and staff based on mutual trust and good faith.)
7. We will limit last minute agenda items for board meetings by communicating with each other as soon as an item emerges and determine together if the item can wait until the next board meeting.
8. We agree to inform the membership that an allocation of \$5000 will be set aside in this fiscal year's budget for coaching, facilitation and mediation as a result of the recent board and staff assessment

Signed



Barry Neufeld

Signed



Wayne Northey

Dated

Nov. 29/07 location M3/W2 office,
Abbotsford