**AC** Chaired the meeting and made notes due to failure of recording.

Apologies from **TM**.

**CM** no matter what happens with MICT we need members of staff to fill OM’s post.

**JA** OM doing more hours than contracted. Remuneration needs to be reviewed.

**CM** What is the next move?

**IH** feels that the staff have been let down – no proper structure to work under.

**CM** Emphasised that he had been supportive when he was line-managing the staff and was in contact with them most days.

**JA** After talking to SLF we could be in a better position to make an offer (re salary). Dave Thomson wants a Zoom with us next week. John is away until 23rd April.

**CM** Even if a merger with MICT doesn’t happen we must have continuity.

**CM** Can we incorporate some of the Ulva stuff into a new Manager role?

**JA** Feels that money will be made available from SLF. Thinks that Dave Thomson will want to keep NWM & MICT separate.

**IH** Doesn’t want to be involved in this at all, disappointed with where we are.

**JA** There has been some lack of Management from the Board.

**IH** Also, a possible lack of necessary skills.

**CM** So, what do we do now? Lack of available funding…

**IH** Assets are on the cusp of washing their faces. No outward facing presence since the loss of the old hall.

**JA** Problem is lack of an office. IH agrees - it’s crucial to an Office Manager’s job,

**JA** Need to know if OM will stay on with us if the role is changed. Same re merger with MICT.

**CM** Would like an updated members list.

**IH** Referred to the Articles, re membership.

**CM** Need a plan B now.

**IH** What we need to do now we have some money coming in (to the trading company) - TreeStory, we need them on board until we have agreed with Forestry Scotland about the replant etc.

**IH** Need a picture in our minds of what we want to say to Dave (Thomson. Scottish Land Fund).

* We need to create a revenue stream (for Trading Company)
* £30K p.a. from APL – (services quite a lot of the day-to-day outgoings)
* Need to do a forecast of the Trading Company.
* Despite the problems there is a need to make the wood fuels business work.

**IH** Need to draft an advert for

* Someone who can make it work:
* General Manager.
* Senior Admin Officer.
* Junior Admin Officer.
* A short-term answer, don’t pay the operative from Woodfuels – direct from Charity (financial advisor needs to be consulted).
* MGR @ c.£40K
* Snr. Admin Officer @ c.£39K pro rated (currently OM working 8 hours per week)

NB

IH to be line manager for Ulva Maintenance Operative

IH to replace AP as Director of APL.