

POSSIBLE OPTIONS

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CO-OP
MEMBERS

CO-OP
BOARD
OF
DIRECTORS

TEAM
(WHICH
TEAM?)

INDIVIDUAL
(WHO?)

consider other key relationships such as members-in-progress, suppliers, community folks, or...?

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Finding the sweet spot between autonomy and accountability is a practical puzzle for democratic organizations like worker cooperatives. This little exercise is designed to get you thinking about the following questions:

- who should make what kind of **decisions** in your co-op (and why)?
- who should be **consulted** before the decision gets made?
- who will be **responsible** for making sure the decision is implemented?

The decision-making matrix within offers some sample decisions-to-be-made to help you start a discussion within your co-op.

There are also some blank spaces for you to add decisions that may be most relevant to the context and culture of your cooperative.

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