

The current Board's recommendations for the future of the BKK (March 2020)

From our conversations with you, Treffen meetings and the survey results, here are our key observations:

1. The need for transparency and open communication/connection between members
2. The need for some form of leadership structure
3. The willingness of members to volunteer and get involved, but not on a core administrative level

Based on experiences of being your Board, here are the key things we've learned about running the BKK:

1. **The current leadership structure is not sustainable and there is too much administrative work to be done.** Whilst there are small elements that can be streamlined or delegated, we have still not found an effective way to do this. This is something we've tried to solve since the Verein was founded, and we have still not found a long-term solution.
2. **There is no one to do the required legal work.** Although our members like the idea of remaining a Verein, it's not possible if there's no one to do the work. A Verein is legally required to have a treasurer. We have an accountant who helps greatly, but the Verein still needs someone internal to manage daily financial operations and budgeting.
3. **We may not really "qualify" as a Verein.** The BKK is registered as a charitable association. This means our efforts should be aimed at the general public benefiting from the work we do, instead of the members. Our members are amazing business owners who deserve all the support that they can get, but we are ultimately working to achieve personal business success. If we look at this honestly, we are not doing a selfless service to the public, and therefore are not really being charitable.
4. **Our members are part of an incredible community that we truly believe in.** The BKK was a community before we founded as a Verein, and we don't need a legal structure to support each other and thrive.

So here's what we would recommend going forward:

If our members are committed to remaining a Verein, then it's up to you to come forward and take on the duties of the Board. We'll meet with people interested in taking over the Board, talk through what has and hasn't worked, and will use our experience to help brainstorm how the workload can best be managed, and there will be a handover transition period.

If there isn't enough interest in forming a new Board, then we will dissolve the BKK as a Verein, and transition to a more informal, open community structure. It is not clear what platform this community would function on, and there would likely need to be a few "lead members" to act as figureheads of the community. It would be up to members to communicate with each other and self-organise projects as they are wanted/needed.