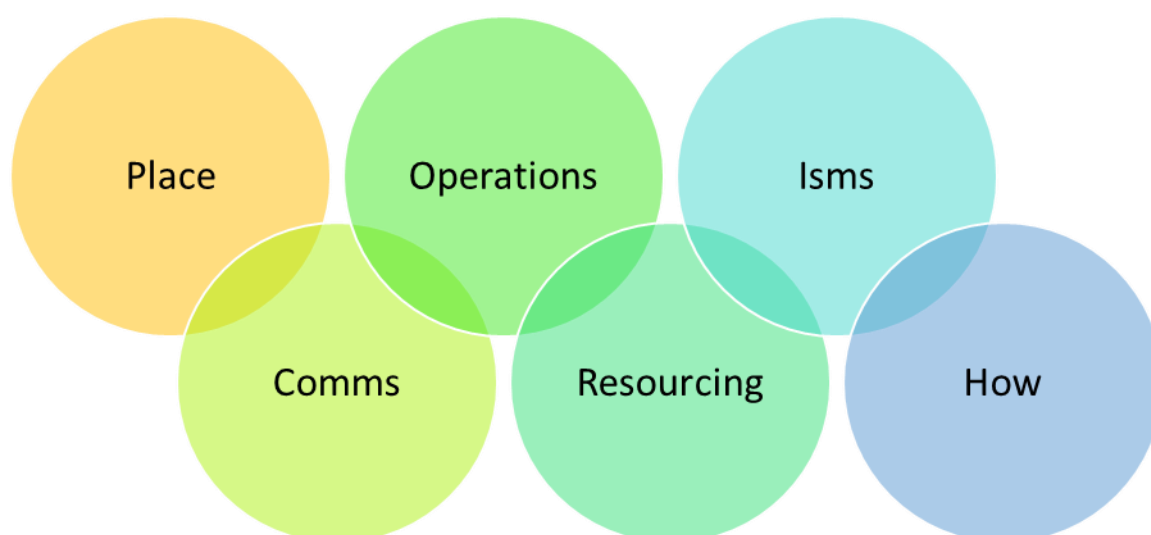


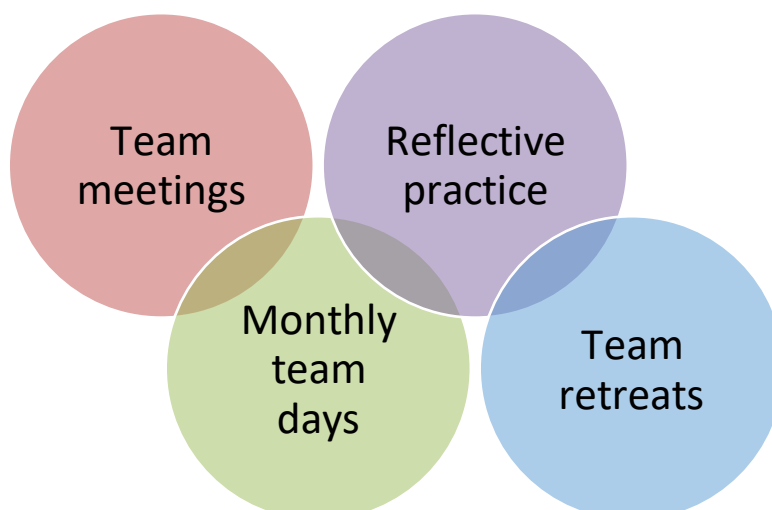
How Lankelly Chase works (September 2021 – March 2022)

(annexe to interim plan)

We have six interlinked Portfolio Teams (+ the Executive Committee) which will between them run the organisation¹. They have the authority to take executive-level decisions over all areas of Lankelly's operations.



We also have four regular whole-team spaces where we explore and work through questions about our collective approach, thinking and practice.



Together with the specific individual actions/accountabilities on the interim plan, these groups and spaces provide what we need to 'keep the show on the road'. They also provide

¹ There are also Place-based portfolio/coordination teams for each of the 5 places where LCF is working.

a framework to work on our longer term organisational structure through the period to March 2022.

From April 2022 we hope to have a further revised structure which we have developed together in this interim phase.

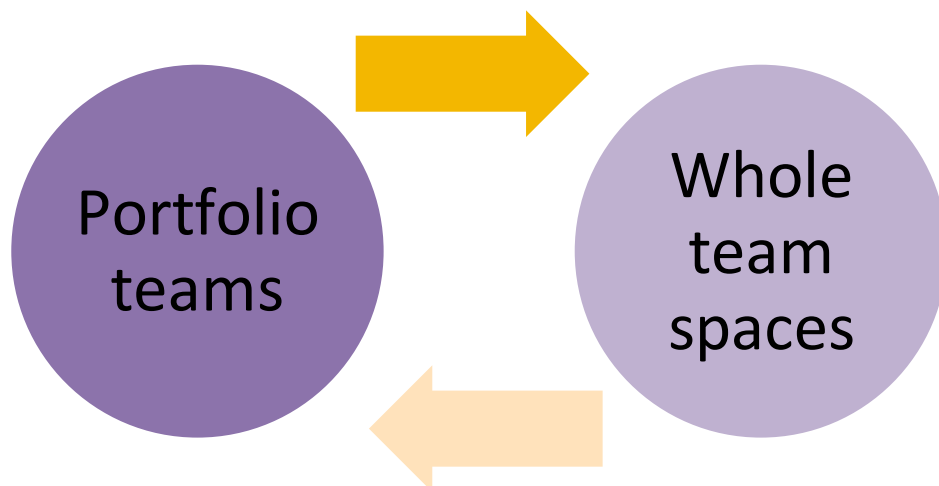
The bigger unanswered questions on the interim plan will be addressed through these groups and spaces.

Portfolio Teams and Whole Team Spaces - relationship

Whole team spaces generate thoughts and ideas about things we need to work on or change.

The operationalisation of the things we decide on are taken forward by one or more of the Portfolio Teams.





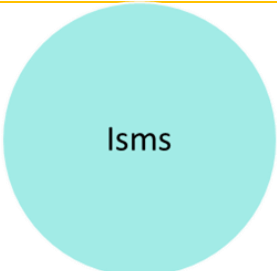
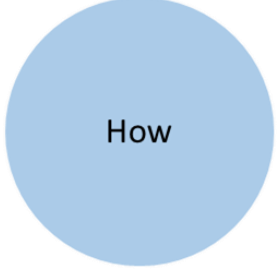
Portfolio Teams generate sticky questions and themes that need to be worked through in whole-team spaces.



If this is not covering all bases, we may need to think about whether additional permanent or temporary portfolio teams are needed, and about capacity within the team.

Portfolio Teams

Membership of the teams and their responsibilities are as follows:

	Who is part of this?	What is it responsible for?
 <p>Place</p>	Cathy, Joe, Edel, Oli, Carrina, Lisa and Rachael	Learning, comms, approach, team practice, network development, budgeting and overall management/organisation of the place work
 <p>Comms</p>	Renee, Carrina, Julian (+leads of Place and How PTs)	Lankelly's comms strategy, planning and delivery
 <p>Operations</p>	Ania, Karen, Cathy, Julian and Joe (+ leads of How and Place PTs)	HR, board committees and subcommittees, team learning, finance, anything not covered elsewhere! Also, anyone can escalate any issue that can't be resolved elsewhere to this group
 <p>Resourcing</p>	Karen, Ania, Anita, Joan, Edel(?), Joe	How the foundation uses its resources to further its mission - establishes and oversees consistent processes which allow the staff team to be creative, flexible and responsive.
 <p>Isms</p>	Karen, Jenny, Julian, Renee	Ensuring a sustained and explicit focus on aspects of oppression that we need to give more focus to across all aspects of our work. This goes from who we recruit, how we recognise and reward leadership through to who we fund and partner with.
 <p>How</p>	Joe, Jenny, Carrina, Joan, Oli, Dominic, Habiba, Karen	Oversight of six workstreams (governance and organising, resourcing movements for change, knowledge systems, investment practices, core skills and creative practices) exploring how different structures and processes might change in order to drive systemic change towards justice, healing and inclusion

Executive Committee

We don't meet regularly as an Executive Committee but the mandate still exists and anyone with a grant decision to make that doesn't fit into any other forum can call a meeting (as with the **** capital request).

Whole Team Spaces

	What's it for?	When & where?	Who organises it?
	Space to update on what is happening across the team that week	Every Monday morning on zoom	It's in the diary, we chair in alphabetical order, bring anything you need to
	Space to reflect and get thoughts from the whole team on something that you are grappling with in your own work, or a theme you notice that keeps coming up in the work generally	Every week on a Monday afternoon on zoom	Use the team meetings diary to schedule anything you want to bring
	Whole team training, team connection and working through the move towards a flatter structure	Monthly, in person where we can, mainly at the office	TBD (operations team initially?)
	Team connection, learning and working through bigger issues of strategy and approach. Stepping back from individual inquiries and seeing trends across all the work	Quarterly for 2 days (usually overnight)	A rolling committee...

