



Building a democratic community of mutual support  
Run by people who have experiences, beliefs and feelings  
that have sometimes been labelled as mental illness  
Creating a place where these experiences can be talked  
about freely, safely and without judgement.

## **How the Bridge Collective works**

The Bridge Collective has a unique organisational structure. It is a flat organisation set up as a Community Interest Company with members; with each member having shared control and all staff paid the same hourly wage.

The Bridge Collective aims for everyone involved to have the same power to make decisions as everyone else. Decisions about the running of the collective are made at monthly directors' meetings open to all. Directors are appointed by vote by all members at the AGM.

There is no executive director, chair or treasurer. Meetings are chaired by a volunteer chosen at the meeting. There is no co-ordinator/manager of the organisation: management is by peer/collective management.

The Bridge Collective has a small part time staff team and is run largely on good will and volunteer input. The Bridge Collective achieves a lot of peer support on a small budget. Keyholders (part time staff and volunteers) open and lock up the building for a group/activity and are the responsible person whilst the activity is taking place. There is no assessment /referral process to take part in Bridge activities: people decide for themselves if activities are something they would benefit from. People at the collective may have multiple roles including: director, employee, sessional worker, self employed, facilitator, keyholder, trainer, volunteer, member, attendee, visitor; and people take part as both providers and beneficiaries of the collective's activities.