

# 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; each member holds shared limited liability and shared control. Directors are appointed by vote at the Annual General Meeting (AGM). Directors serve company members and the Bridge Collective community; directors carry legal responsibility for company conduct.

The Bridge Collective aims for everyone involved to have access to the same power to make decisions as everyone else. Decisions about the running of the company are made at monthly Community Meetings and are open to all to participate.

Directors' meetings were renamed Community Meetings to emphasise the Bridge Collective's aim to give everyone within the community shared access to power and ability to contribute and participate in company direction and decision making. The Bridge Collective is governed through the emergent democracy of its community. There is no co-ordinator/manager of the organisation: management is by peer/collective management. Our invitation to all participants is that we all co-create our leadership and management style.

The Bridge Collective has a small part time paid employee team and all employees are paid the same hourly wage. The Bridge Collective's accomplishments are largely thanks to good will and volunteer input. Keyholders (employees and volunteers) open and lock up the building for groups and activities and are the responsible person whilst 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 within the collective may have multiple interchanging roles including director, employee, sessional worker, self-employed, facilitator, keyholder, trainer, volunteer, member, attendee, visitor, non-defined role and self-defined role. The nature of the Bridge Collective is that it is about participating in something together. In essence that participation is equal for everyone regardless of 'roles' they have.