

Public Minutes for Coordinating Group Meeting

6th September 2024 - Manchester

- **Coordinating Group Members Present:** Beni Stewart, Ronja Schlumberger, Dionysios 'Dennis' Touliatos, Roz Corbett, Becca Stevenson, Steve Smith, Susanna Waters, Charlotte Steel (online)
- **Coordinating Group Member Apologies:** Dee Woods, Gerald Miles, Ruth Hancock, Col Gordon
- **Operations Team members present:** Alyce Biddle (online), Elli Folkesson, Nancy Langfeldt
- **Membership Secretary Present taking Minutes:** Lauren Simpson
- **Other Staff members present for relevant sections:** n/a

Agenda	Key Discussion Points	Actions, Next Steps & Outcomes
1. Standing Items		
Operations quarterly report, presentation and proposals		
Presentation of overview of operational work in last 3 months	Staff Leavers Holly Tomlinson to be leaving role of Wales policy and New Entrant policy New Starters: - Jeni Taygeta - Mobilisations Coordinator - 2.5 days/week - Ian Rappell - The Agroecology Learning Collective (TALC) project worker - 2 days per week.	Induction for new starters Recruitment strategy for wales policy & new entrants work.

	<p>- Chloe Broadfield replaces Ariana as training coordinator</p> <p>Current FTE staff: 21.37</p> <p><u>HR policy audit:</u> People's Coop UK are continuing complete audit, including refresh and creation of our suite of HR policies.</p> <p><u>Staff Structure:</u> A working group is now in place to work on proposals for new staff structure using Sociocracy as broad framework</p>	<p>One outcome of refreshed HR policies is moving majority of staff to permanent contracts.</p>
<p>Finance and fundraising quarterly report, presentation and proposals</p>		

	<ul style="list-style-type: none"> • Successful as part of bid with University of Oxford to work on research on regenerative agriculture and nutrition. • Received further funding to support our new Mobilisations Coordinator role. 	
Working group and staff team reports and updates		
Democracy and Governance Processes Working Group	<p>The Democracy and Governance Working Group is continuing its work in its two main workstreams:</p> <ul style="list-style-type: none"> • Organisational Strategy: Discussions have continued around the LWA theory of change with research into other organisations' theory of change and thinking about how our theory of change could be framed in a different way to make it clearer and more useful to staff and members and making sure that there is a clear way in which it can inform the writing of the 2026-2030 organisational strategy. • Organisational Structure: We are working on a new organisational democratic map for the membership, helping us to define the relationships between the various democratic bodies of the LWA, and their remit and 	<p>The working group will continue to develop the General Assembly model alongside the rewriting of the next organisational strategy document and the membership will be consulted over the next 18 months.</p>

<p>The HR working group report</p> <p>Comms Working Group</p> <p>Staff team reports</p>	<p>responsibilities. We have also drafted a criteria list for member-led groups that have a democratic mandate through the General Assembly. This has helped in starting to work on the specific remit of the General Assembly, the roles and responsibilities of representatives, and a draft democratic calendar.</p> <p>Full policy review with People Support Coop has been completed and updated policies shortly to be ready for sign off - in particular new enhanced policies for sick leave and a new redundancy policy required for switch to permanent contracts.</p> <p>Ongoing pastoral support to staff team</p> <p>A new comms working group between staff and CG has been established for matters arising related to comms</p> <p>The CG received pre-recorded/written updates from each staff team with the LWA.</p>	<p>Ongoing work to define 'bare bones'/'core' roles/functions of LWA to inform a reserves policy and strategy for a scenario with decreased funding.</p>
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	Work on staff structure and ways of working is being pursued through sociocracy.	
2. Ongoing actions progress and updates: (any not included elsewhere in this document)		
CG Elections	The CG signed off the timeline for upcoming CG elections	
CG strategy days	These are happening 7th/8th December and are expected to focus on organisation strategy and structure.	
MoU with UAWC in Palestine	The MoU between UAWC (LVC member in Palestine) and the LWA has been signed off by the CG. The proposed MoU came from the Internationalism working group (members and staff) with an intention to form a partnership UAWC with the aim of setting up a farm twinning project and other acts of solidarity and support. There was full support across the CG for this solidarity work	
3. Matters arising		
Land Skills Fair	The feasibility study that was commissioned earlier in the year is now complete and was discussed by the CG. It is a complex and detailed document and there are various axes of decision	The CG are planning another specific meeting about the Land Skills Fair in October with a view of making decisions about how to proceed. The next steps are likely to include

	making to consider: funding model / governance structure / purpose / format - not all of which can be decided on simultaneously.	the development of a detailed business plan including a fundraising strategy
Proposal around Member Categories	The membership team presented suggested amendments to make on the website and member sign up process to make explicit further sector and worker types of landworker members that are welcome to join. Including Crafts, crofting, conservation, community landwork. And to make clearer the distinction between worker types of trainee/apprentice/volunteer.	Changes to be implemented in the member sign up process and to be proposed to be changed in the articles of association as part of the AGM. Bigger conversations are happening about making it clearer the remit of the LWA in terms of the work we do, and work we don't do - what we can support members with and work we need to signpost to other organisations whilst also investigating the feasibility of increasing member support and services.
4. Focus area		
MoU with SALT	The CG discussed and signed off a drafted MoU to be proposed to SALT (Soildarity Across Land Traders) to make our ongoing relationship clear, collaborative and effective.	The MoU will be proposed to SALT and discussed together.
6. AOB		
n/a	n/a	n/a