



The Mankind Project  
Los Angeles Area

# *MKPLA 2015 Proposed Area Restructuring Plan*

A plan for re-organizing and operating the  
ManKind Project Los Angeles Area

Version 1.0 January 24, 2015  
Version 1.1 February 3, 2015  
Version 1.2 April 1, 2015  
Version 1.3 April 3, 2015  
Version 1.4 April 8, 2015  
Version 1.5 May 13, 2015



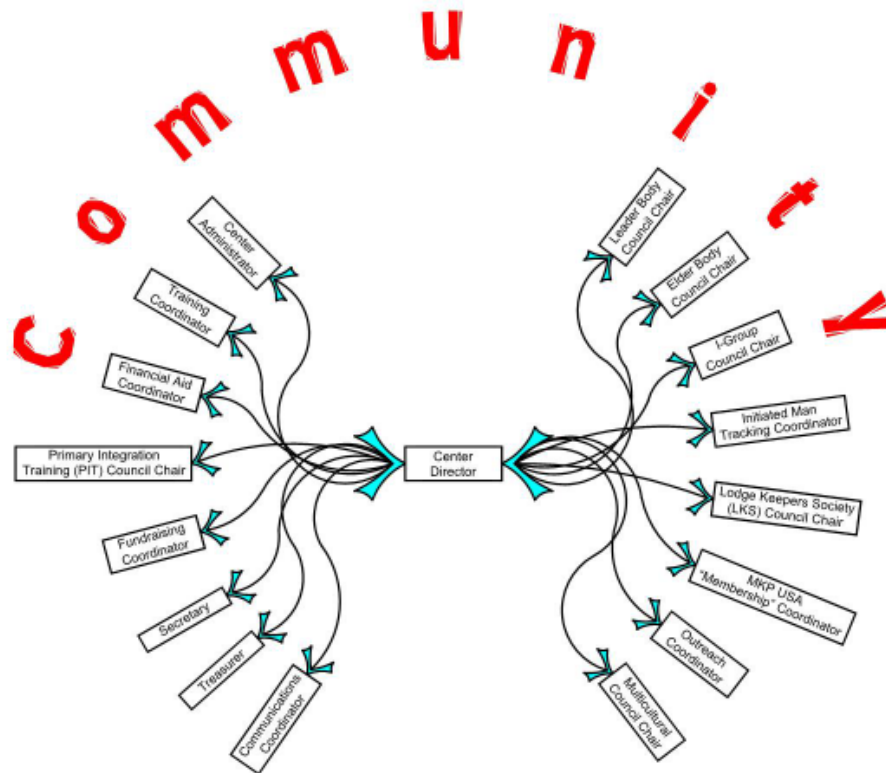


## 1. Observations

We have observed stagnation using the current method of structuring in the Los Angeles Area. Men are reticent to stand for Council positions because of the confusing nature of the roles and the requirement to attend monthly meetings, either in-person or on the phone.

We believe that the current structure of men on Council meeting once a month is not efficient. The cross-talk and information lost in the minutiae has caused the momentum of many goals and projects to fall flat. We have also observed that e-mail communication (among Council and the Community) has not proven to be a reliable method of disseminating ideas and reaching our goals and believe that direct coordination with a member of the Lead Area Team will result in additional support and faster implementation of goals.

The current MKPLA Council structure appears to be a stand-alone entity with the Community watching from the outside as the Council tries to adhere to the Governance Document and manage the basic business functions of the Area.





## 2. Goals

As the national organization has begun the process of reconfiguring itself away from the traditional dominator, power hierarchy and into an organization of collaborative inter-related circles defined by scope and purpose, the men of MKPLA are taking advantage of the strength we find in circles of men.

The primary function of the Area is to support the growth of communities by providing guidance, resources, best practices and encouragement. We want men to feel empowered to make change, both in their lives and the world around them.

Support of I-Groups is now considered a basic Area function, and no longer an MKP USA function.

**We want the “managing” of the Los Angeles Area to be proactive and responsive by creating a structure that is conducive to action by providing a structure that offers flexibility and growth and knocking down the constraints of the current operational procedures.**

### 2.1. Current Los Angeles Council Restructuring

As detailed in Addendum #1 of this document, we are proposing to restructure the functionality of the current Los Angeles Council. Since Unification with MKP USA in 2014, our independent corporation known as “The Mankind Project Los Angeles Community, Inc.” has been merged with MKP USA. This in turn has nullified the MKPLA Governance Document dictating the structure and roles of the MKPLA Council.

This proposed structure falls in line with MKP USA suggested roles (as detailed in Addendum #3 of this document) along with a few items that are needed because of MKPLA’s unique size and nature.



2.1.1 Major revisions to the current MKPLA Council structure are as follows:

- a) Develop a 'Lead Area Team' (LAT) consisting of the following positions:
- Area Steward
  - Area Administrator
  - Area Community Coordinator
  - Elder Body Council Chair
  - Area Web Coordinator
  - Area Financial Coordinator

The Area Steward, Area Administrator, and Area Community Coordinator positions work together to coordinate the daily operations of the Los Angeles Area. The tasks of communicating with and directing the Area Support Team are divided among these three lead men.

The Area Financial Coordinator, Area Web Coordinator, and Elder Body Council Chair are non-voting/non-elected contributors to the LAT, designated to observe, advise, and watch for shadow.

We envision the Area Steward, Area Administrator, and Area Community Coordinator positions as:

- The only positions that require election by the Community; and
- Paid a stipend as dictated by the Annual Operating Budget approved by the Community.

The LAT is bound by the Annual Budget. It may vote for new expenditures with the intent of those expenditures being modest and aligned with the goals of the Area. Both the approval of the Annual Budget and the elections of the Lead Area Team are held at the Annual Community Meeting in August.



Should a member(s) of the Community want to dissolve the sitting LAT, or should the Community decide that the Community is best served by the original Council structure, that Community member would contact the Elder Body Council Chair who would first attempt to mitigate any issues until the next Annual Community Meeting and, if he failed to do so, would schedule and lead an additional Community meeting to vote on removing the sitting LAT member(s), or reinstate the Council structure as specified in the original Governance Document.

The members of the LAT will present periodic reports to the Community on new, existing, or closed projects (e.g. Quarterly Financial Reports, Project Management Reports, etc.)



b) Develop an 'Area Support Team' (AST) consisting of the following positions:

- Assistant Area Administrator
- Area Web Coordinator
- Elder Body Council Chair
- Training Coordinator
- Area I-Group Coordinator
- Initiated Man Tracking Coordinator
- Lodge Keepers Society (LKS) Council Chair
- Leader Body Council Chair
- Financial Aid Coordinator
- Area Scribe
- Outreach Coordinator
- Area Financial Coordinator
- Multicultural Council Chair
- MKP USA "Membership" Coordinator
- Primary Integration Training (PIT) Council Chair
- Fundraising Coordinator

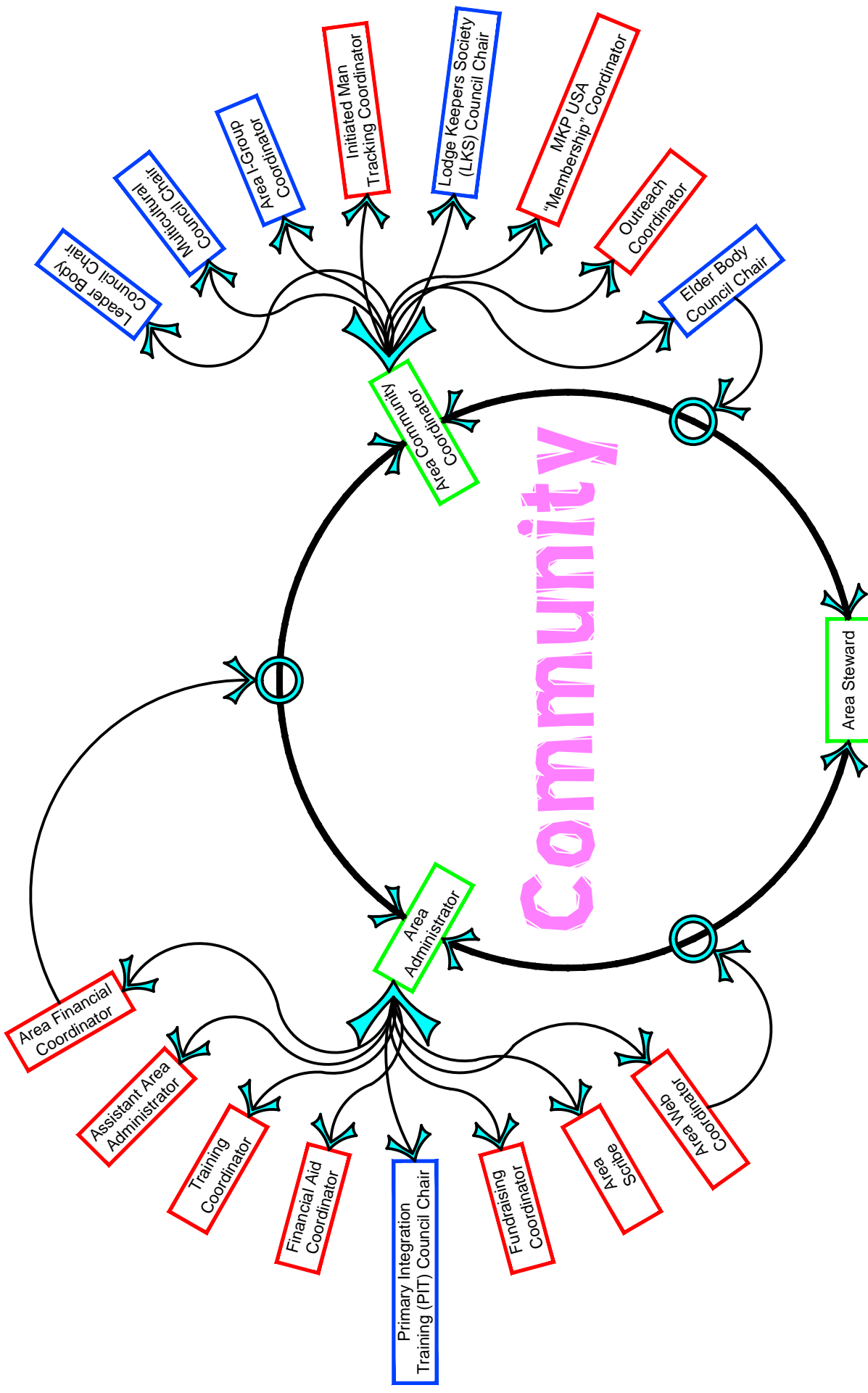
These sixteen positions are populated either by a vote of their associated constituencies (Councils) or appointed/recruited by a member of the Lead Area Team.

We envision these sixteen positions as:

- Not requiring a vote of the Community to hold a position.
- Made up of passionate men from the Community who hold the energy for each position and have shown leadership skills among their constituency.

c) Remove the existing requirement of Area Support Team members from attending monthly in-person or phone-bridge based "Council Meetings".

This is accomplished by having direct contact with each member of the Lead Area Team with their associated Area Support Team member. Spreading the "load" of coordination, communication, and the work with these Support Councils will encourage a more "hands on" level of operation and help support these Councils in their various goals and requirements.



Elected by the Community

Assigned by the Lead Area Team

Elected by their Constituency

Non-Voting Contributor to the Lead Area Team







## 2.2. The 'Gathering of the Tribes'.

We propose to make this annual event THE focus of our Community participation. This event will be used for not only celebrating our past but looking forward to the future.

- Reconnecting with men from different Communities across the Los Angeles Area.
- I-Groups stepping up to provide lead support for the NWTAs of the coming year.



#### **4. ManKind Project Los Angeles Area - Community**

The ManKind Project Los Angeles Area Community [“MKPLA”] is committed to nurturing, growing and maintaining the MKPLA Community. Ultimately, it is the Community, and its connection with the larger ManKind Project Community worldwide, that expresses our true purpose. The MKPLA Community is accountable for its actions to MKP USA, and to the men in the MKPLA Community at large.

##### **4.1. Participation and Membership**

###### **4.1.1. Initiated Men**

All men who have completed the New Warrior Training Adventure (Initiated New Warriors [“Initiated Men”]) and who are living in or committed to being a part of the Community, will be considered part of the MKPLA Community and may fully participate in all of its activities.

###### **4.1.2. Uninitiated Men**

Any men who have not completed the New Warrior Training Adventure are “Uninitiated Men”. Uninitiated Men may participate in any activities of MKPLA that are open to Uninitiated Men.

###### **4.1.3 MKP USA Membership**

All men who have completed the New Warrior Training Adventure and have chosen to be a paid “member” of MKP USA. Membership in MKP USA is about raising your hand as a supporter of MKP, and making a commitment to the future of our work in the world, about being a part of something far bigger than yourself and taking action to make sure that what you experienced will be here for the generations to come.

##### **4.2. Scope of Responsibility and Authority**

Initiated Men shall be responsible for selecting the Lead Area Team at the annual Community Meeting held in August.



## **5. ManKind Project Los Angeles Area – Area Stewardship Council**

The Area Stewardship Council is a circle of men charged to represent the will and interests of all Initiated Men in support of the MKPLA Community and the ManKind Project worldwide.

### **5.1. Participation and Selection**

All Initiated Men are welcome to observe the activities of the Area Stewardship Council. Those men elected at the annual Community Meeting to fill the specific Lead Area Team roles as defined below in this document.

In order to be eligible to be elected as a Lead Area Team member, a candidate must commit to and consistently model the following behaviors:

- commit to doing his own work and to supporting the work of his brothers through active participation in an I-Group;
- actively participate in enrolling men in the New Warrior Training Adventure;
- staff one or more New Warrior Training Adventure weekends each year;
- agree to serve in his position for a period of 12 months beginning in January and to provide mentorship for his replacement for a period of three months following a transition in order to provide an adequate transition for a total commitment of 15 months.
- be an Initiated Man active in the MKPLA Community; and
- demonstrate a passion for the intended position, and a willingness to step forward and be of service to the Area Stewardship Council and the Community.

Lead Area Team members who are judged not in integrity with their commitments by the Community may be called to a hot-seat conducted by the Elders and Leader Body at any time, and may be sanctioned or removed and replaced if so decided by said Community.

A person may fulfill more than one role, such as 'Area Administrator' and 'Area Financial Coordinator'.



## 5.2. Scope of Responsibility and Authority

The Lead Area Team is responsible for the day-to-day business of the Community, as specified and delegated in this document, and in accordance with the Mission and principles of the Community, and of MKP USA.

## 5.3. Meetings

It is at the Lead Area Team's discretion as to the number and frequency of meetings.