

# ClassicPress Discussion Document: January 2020

## Agenda Item 1: Current Team Structure

The current organizational structure of ClassicPress is set out at this URL: <https://forums.classicpress.net/t/classicpress-organizational-structure/704>. As that makes clear, one of the pillars of the decision-making structure within ClassicPress is the existence of teams:

### **Team Decision-Making**

Team decisions are made within the team using a simple advice process and/or conflict resolution process when appropriate. Members of other teams are brought into the discussion when they are affected by a team decision and can offer advice from their perspective, but ultimately the team tasked with carrying out the decision is the one who has the final say. This allows for coordination of efforts within and between teams. Meetings between teams or within teams generally take place on an as-needed basis, and may be real-time or via Slack or the forum.

### **Current Teams**

The teams nominally in existence at the moment are as follows:

- Community
- Development
- Documentation
- Fundraising
- Marketing
- Design
- Security
- Translations
- Quality Assurance

In practice, however, not all of the teams has been functional. It seems sensible, therefore, that we re-evaluate our teams. In addition, the 2020 Management Committee has been reduced in size from the 12 members of 2019 to 9 members. Yet we have also made it clear that each member must be active in at least one team.

Streamlining the number of teams to more appropriately reflect the adjustment to the committee could enable individual members to collaborate more because there will be fewer teams in which to participate. This could strengthen the individual teams and offer more opportunity for cross-collaboration between them, because more than one Committee member will be “in the know” for any given team, and can share this knowledge with others within and without the team. This has the potential to create greater transparency and accountability both between teams and within the Management Committee.

Yet, at the same time, we face some additional challenges. As we create the new plugins (and perhaps theme) directory, we will need also to be mindful of the following considerations:

1. We will need to document everything about the directory;
2. We will need to think ahead to anticipate likely support questions;
3. We will need to create the documentation in a form that facilitates (a) translation into languages other than (American?) English, and (b) the provision of support; and
4. We should address the question of whether we might need a dedicated support team.

## **Agenda Item 1: Proposal**

One Management Committee member has suggested a re-organization of the ClassicPress team structure along the following lines:

- Community
- Development
- Design & Marketing
- Infrastructure & Security

On this basis, the idea is that the functions of the 2019 teams not listed above would fall within the remit of the following teams:

- Documentation would fall under **Community**
- Fundraising would fall under **Design & Marketing**
- Security would fall under **Infrastructure & Security**
- Translations would be shared by **Community & Development**
- Quality Assurance would fall under **Development**

If this proposal were to be accepted, it seems that this would imply that the Community team would be responsible for handling support.

It would be helpful if Management Committee members could consider before the meeting whether this proposal should be accepted as it stands, or somehow modified.

## **Agenda Item 2: Decision-Making Processes**

As part of the ClassicPress commitment to a democratic decision-making process, we have established the concept of petitions. Their role is spelled out at this URL: <https://www.classicpress.net/democracy/>. That document says:

### **Routes to a Vote**

There are two ways for a vote to come to fruition:

Via petition: A topic from the petitions site gains the required number of supporters

Via referendum: The committee agrees by a super majority (75%+) that a Topic should be put to a community vote. This Topic does not have to go through the petition process but it must receive a super majority (75%+) in favour of the Topic from the Voting Members in order to pass.

### **Processing and Executing Decisions**

The process for decision making is simple:

1. A suggestion is made either by Petition or Referendum
2. The suggestion achieves the required Support Threshold
3. A Topic is created from the suggestion and made public by the Committee
4. The Topic is put to vote
5. If the majority vote in favour, the Topic will be scheduled for action

## **Problems**

The problems with the petition process as it currently stands are that:

1. It completely bypasses the teams structure;
2. It makes it possible for a proposal to be approved contrary to expert advice (e.g. because it would create a security problem); and
3. It makes it possible for a proposal to be approved although there is little prospect of anyone with the requisite experience volunteering to write the code involved.

A modified decision-making process has been discussed before, but no decision was made on whether to adopt it (or a modified form of it). That proposal was made in the form of a flowchart.

## **Agenda Item 2: Proposal**

The same decision-making process that was previously discussed is now being proposed again. The relevant flowchart is available as a separate download.