



**Emily Chalke and  
Minke van Til**  
Co-Directors

*“We are continually learning from the Caplor team and advisors and take pride in being part of a network of inspiring organisations and leaders. With Caplor, we have a critical friend who helps us grow and mature, remaining focused on our mission while striving to do our best for our staff, volunteers, and stakeholders.”*

“We first reached out to Caplor Horizons at the beginning of 2019, inquiring about facilitation for strategy development for our project. Minke van Til, who had previously worked with Caplor Horizons, maintained contact with several Caplor Advisors. Since then, the collaboration with Caplor Horizons has added immense value to Ella's work, particularly in the areas of strategic development, leadership, governance, and more.

Initially, Caplor played a crucial role in supporting Ella's transition to becoming an independent charity. Originally, Ella's was a project of a larger charity, and the separation process was complex and lengthy. It required expertise in governance, creative problem-solving, and facilitation for meetings between the leadership and board of both organisations. Caplor provided Ella's with the time and expertise of various experts and offered exceptional support and care throughout the process.

Following Ella's independence, Caplor has continued to provide ongoing support to the team and leadership. They have facilitated team strategy days, helped define and nurture our culture, and provided mentoring to the leadership team. Caplor's involvement has significantly shaped the growth and maturity of the charity, particularly in the following ways:

- **Emphasising the importance of culture:** Through team sessions and leadership mentoring, the Caplor team has consistently encouraged Ella's to prioritise celebrating and nurturing their culture. This has been achieved through organised culture team sessions and gentle reminders to invest time in staff relationships. Lynne Sedgmore also gave a useful input about feminist leadership and how we could become a feminist organisation.
- **Facilitating problem-solving:** Emily and I often encounter challenges that may seem insurmountable. However, the Caplor team uses a coaching approach and expertly asks the right questions, enabling us to see solutions that were there all along. This empowering approach allows us to find solutions ourselves rather than merely receiving advice.
- **Inspiring collaboration:** Witnessing the success of the co-director model within Caplor, we have decided to adopt the same approach. This has not only proven the power of co-leadership but has also fostered a non-hierarchical culture and collaboration throughout Ella's.

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