



Free governance support for climate activists

Whenever we make decisions together, everything and everyone is impacted.

That's why it's important to **have good decision-making in place** that considers the **impact of our collective decisions** in all the different ways - the impact on the planet, social justice, economic implications. Our goal is for all voices to be heard - **but how does one do that?**

Many grassroots groups struggle with how to stay organized, have productive meetings, and make inclusive decisions. While saving the planet and doing the grassroots work or forming and maintaining groups, **many groups don't have the resources to get support for their decision-making.**

That's why we're happy to announce that we received a grant to support grassroots climate groups in learning inclusive decision-making processes that work - with sociocracy.

Thanks to the Climate Emergency Fund for making this possible.

Our goal is to train 1800 people worldwide to boost the climate movement in many places at once!



Sociocracy For All

Our offer



Form learning pods

Groups of 4-7 people learn together. If your group is bigger, you can split it up into learning pods.



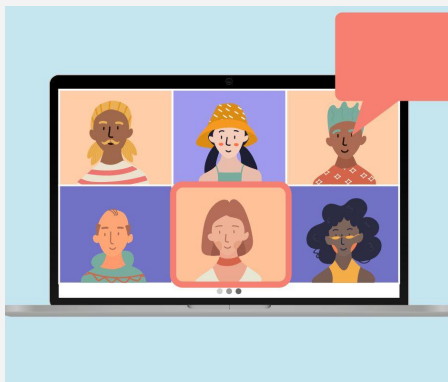
Sign up & schedule

The convener learning pod signs up and schedules with the pod.
Each learning pod can learn together on their own schedule.



Learn together

Each pod goes through the sessions and alternates between watching videos and doing group exercises.
4 sessions x 2 hours
meet in video call or in person



Free coaching!

- Free walk-in group coaching calls every other week - in several languages
- Support from experienced organizers and facilitators
- Networking with other climate activists learning in this program.

Find an upcoming coaching session in your language



Sociocracy For All

Who is Sociocracy For All?



Sociocracy For All was founded to support egalitarian governance in all groups. Effective and egalitarian, decentralized self-governance is key in activism and the regeneration-centered transformation of our societies; we focus on the consent-based system sociocracy which, for example, served as the basis for systems like Selforganizing System (SOS) used by Extinction Rebellion. Our supporters have a systems-based view and see better governance in grassroots organizations and

workplaces as a leverage point to change what decisions are made, and how we communicate and support each other. We work in a sector-based and cross-sector approach, knowing that many of our supporters cross-pollinate as members of more than one movement.

SoFA's two founders started in 2016 by putting free resources online and hosting networking webinars and affordable training. We have continuously grown into a membership organization of 220 active members worldwide, with more than 120K website visits per year and more than 1000 people served in training per year. In addition to a huge English-speaking following, we localize our content into Spanish, Portuguese, French, German, Danish, Italian, Hebrew, and other languages. The founders are members of XR NYC, and dozens of other SoFA members are also involved in their local networks and chapters.

What are we planning to do?

One of our most successful offerings is a video-based, 8-hour, self-serve training for groups of 4-8 people. Its advantage is the convenience and affordability of video-based training, combined with the fact that it's made for groups - as they go through the program, groups bond with each other and build shared practices around self-governance with each other. Its practical focus has made it possible for more than 900 people to learn together.

We're ready to scale up this offering, using a tried-and-tested approach and adapting it to the climate movement and other grassroots groups.



Sociocracy For All

Our plan:

- Offer a **free version of the video-led group course** that's more tailored to grassroots groups, including one that uses SOS jargon to lower the threshold and increase integration for groups from Extinction Rebellion
- **Localize into several languages** (Swedish, French, Spanish, Dutch, and Italian, maybe more) to support strong climate-focused chapters worldwide
- **Offer free, regular online Communities of Practice for facilitators** and other roles in grassroots movements in several languages, hosted by experienced facilitators and consultants to **offer free coaching and peer support directly to people on the ground.**

Goals

We're ready to offer the course in 6 languages, aiming for 50 groups averaging 6 people per group. → 1800 people trained.

We're ready to support several communities of practice with monthly meetings averaging 10 people per group (assuming 50% fluctuation in attendance) → ca. 1125 people served in direct grassroots coaching.

Skills

- Collective decision-making by consent
- Meeting formats and organizational structures that support hearing every voice in a group
- Specific and actionable feedback processes to improve communication within and between teams



Sociocracy For All

Time line:

April-June 2022

Recording and editing
in several languages

July-September 2022

Outreach campaign and
launching of communities
of practice

October-May 2023

Increasing support
through local
governance coaches

Total cost of the project:

\$40,000 total project cost.

\$25,000 funded by the Climate Emergency Fund.

Contact

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