

White Board for Love Village Sociocracy Intro

Feb 20, 2022: Introduce Selection Process and Practice Circle Meeting

Introduction to Sociocratic Selection Process(Gregory facilitating)

Position Description: Practice Facilitator

1. Qualifications (what the person holding the role brings to it):
 - a. Be on the call
 - b. Be willing and able to facilitate with coaching and feedback from Gregory
2. Responsibilities (what is required to do the role):
 - a. Facilitate a practice circle meeting as described in the [Circle Meeting Process Guide](#)
3. Term (how long is the role active):
 - a. For the duration of the practice circle meeting
4. Measurement (how does the circle assess the effectiveness of the decision):
 - a. Feedback from the rest of the group and Gregory

Selection Process (see table below for notes)

1. Review Position Description (see above)
2. Nomination Round: Record the name of who you are nominating. Please don't change it.
3. Say "Why" Round: Tell the reasons or arguments for your nomination. Combined with #2.
4. Change Round: Opportunity to change your nomination based on arguments you heard in #3.
5. Consent Round: Facilitator proposes nominee with strongest arguments; this is the Candidate. Check for objections.
6. Celebrate the decision!

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Notes from process here - Change Round in *red font*.

Name	Nominee Change	Arguments Change
Leif	Ali	Interested, skill in tracking, reflection, holding meetings
Marina	Ali	Interested, opportunity, capacity to connect with needs
Ali	Ali	Wanting practice, opportunity and support, comfort, contribution
Amy	Ali	Appreciated inquiry, challenge and clarity
Leo	Ali	Interest, fits position description
Rosane	Ali	Wants it, feels comfortable
Gregory	Marina Ali	Previous experience Self-nomination, other arguments
Jessica	Ali	Wants to, parenting & breastfeeding!

Candidate: Ali

No objections

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Practice Circle Meeting (Ali facilitating)

Practice Decision: What to do about requests to change the meeting schedule (Long Format)

Order: Ali - Amy - Gregory - Leif - Leandro - Jessica - Marina - Rosane

Rounds to Identify Criteria / Needs (Picture Forming)

- Inclusion
- Flexibility
- Equity
- Flow
- Consistency
- Flexibility
- Honor organizing effort
- Flexibility
- Comfortable for everyone (majority of people)
- Consideration of schedules
- Compassion
- Calm
- Commitment
- Sturdy ground
- Clarity
- Flexibility
- Forward movement, momentum
- Continuity
- Focus and priority
- Simplicity
- Ease
- Care for the whole
- Empathy

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Rounds to collect proposal ideas (Proposal Shaping)

- Meeting days & times set, no changes
- Anyone can request a schedule changes, with reasons why the original can't be kept
- Regular meeting schedule, those who can't attend can engage through logbook (meeting records)
- Someone who wants to change schedule does some of the work to change it
- Person who requests a change offers multiple options to reschedule
- Find alternative ways to bring inclusion in a different form (e.g. Zoom recording)
- Person who requests change does a check to see how quick & easy it would be to change, if so then a proposal
- Differentiate between different types of meetings - different standards for different meetings - e.g. for regular business meetings no changes.
- Establish a calendar to check for date conflicts ahead of time, establish criteria for changing. E.g. one week prior, no change invited; before that it's OK.
- Establish criteria as a group and revisit (review) it later.

Next Step: Jessica, Leo and Rosane will meet to craft a proposal for the next meeting.