



# TRANSFORMING to CARE CIRCLES

The Future of Governance & Engagement

June 2023





# Introductions

Dana Litwin (she/hers), CVA, is a globally recognized strategic advisor, speaker, and advocate for civic service. Since 2002 she has guided organizations in California's Silicon Valley and nationwide to produce breakthrough volunteer and community engagement programs. Dana is the creator of the YouTube channel “Priceless Advice for Leaders of Volunteers”, served as President of the Association of Leaders in Volunteer Engagement (ALIVE), and is a founder and facilitator of the National Alliance for Volunteer Engagement.



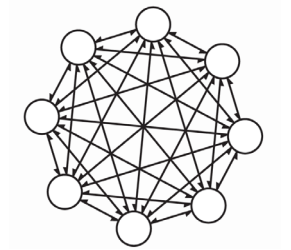
Todd McMullin (he/him) graduated in non-profit management and has 25 years experience as a technology consultant for community organizations. He is the co-founder of a United Way chapter, a local Volunteer Center, Samaritan Technologies, The Disaster Help Network, The Congress of Volunteer Association Administrators and the Association of Leaders in Volunteer Engagement (ALIVE).



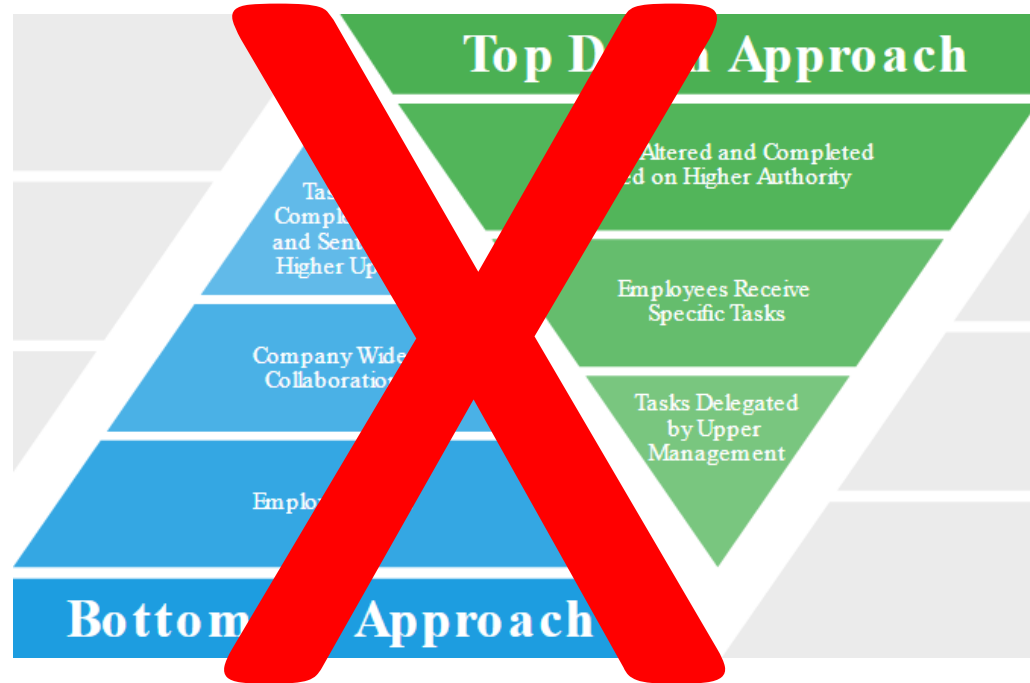
# Additional Resources



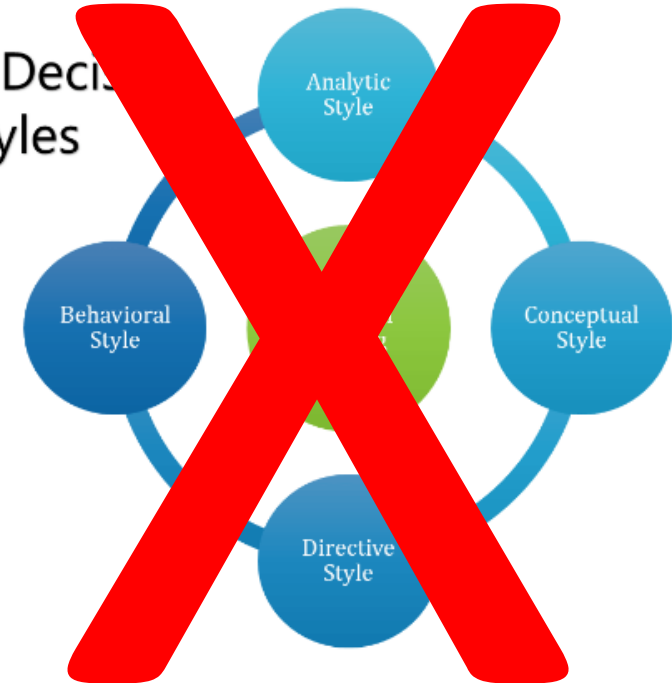
[SociocracyForAll.org](https://SociocracyForAll.org)



# Rejecting Premises



Individual Decision Making Styles



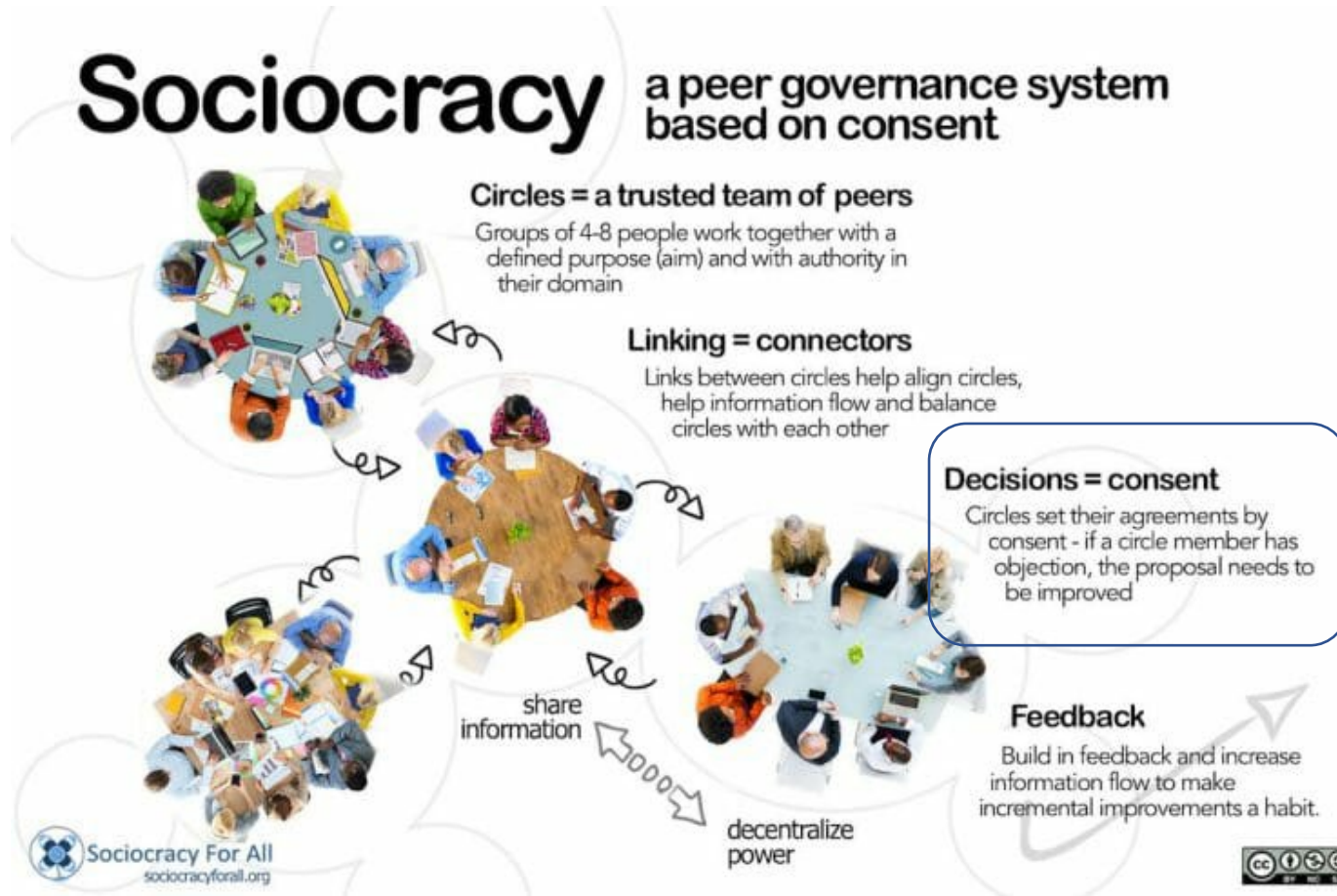


# Future Decision Making



- 1. Personalized ideas**
- 2. Individualized decisions**
- 3. Sociocratic collaborations**

# Sociocratic Governance



- Decisions by consent, not consensus.
- Success defined internally, not externally.
- Inclusive, not exclusive
- Harnesses Untapped Resources
- “By The People, For The People”



# Controlling Anarchy

Deciding by consent means **no endless discussions** and **no coercion**. A group simply approves a proposal when it's **good enough**.




**consent**

**consent**



**objection**

 Sociocracy For All  <https://www.sociocracyforall.org/content>

With consent, decision-making gets **easier** and **clear**. Instead of arguing against each other, **we're all on the same side**.



**1**

 Sociocracy For All  <https://www.sociocracyforall.org/content>





# Circle Basics

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1. **Convener** is someone who has the vision OR motivation. Starts the recruiting process.
2. **Structure** is entirely informal. Nobody leads. Everyone participates however & whenever they prefer.
3. **Success** is defined & measured collaboratively.

**So... how does recruiting & management occur?**



# Recruit Internally First

- Think of individuals who do not normally interact with patrons.
- Consider the personalities and passions of those individuals more than their “role.”
- What benefits would patrons receive if these people interacted with them more?
- If you were to sit patrons in a circle of chairs with this person what do you think would happen?





# You Can Recruit Anywhere, Anytime

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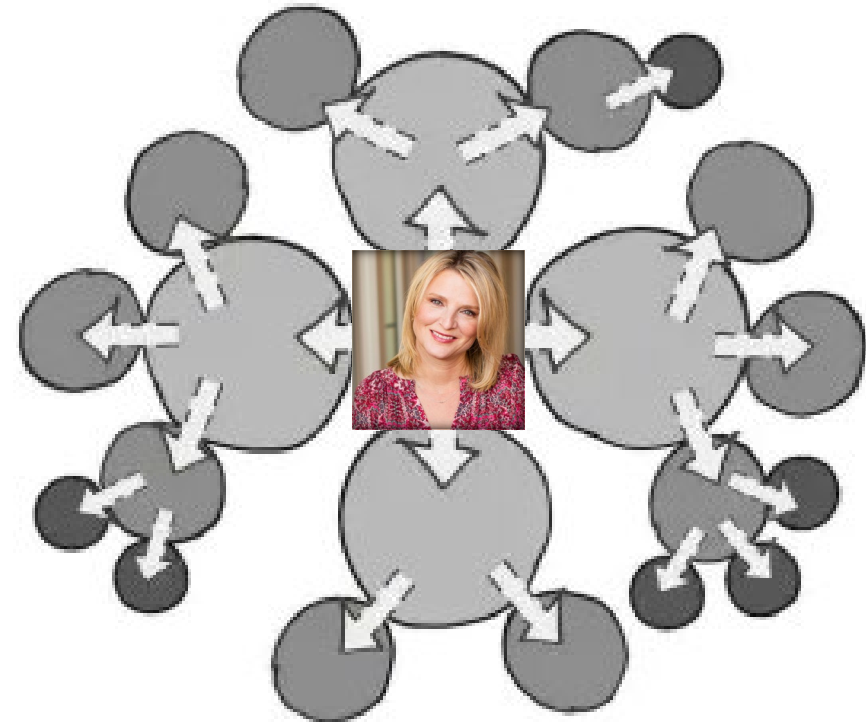


# Volunteer “Management”



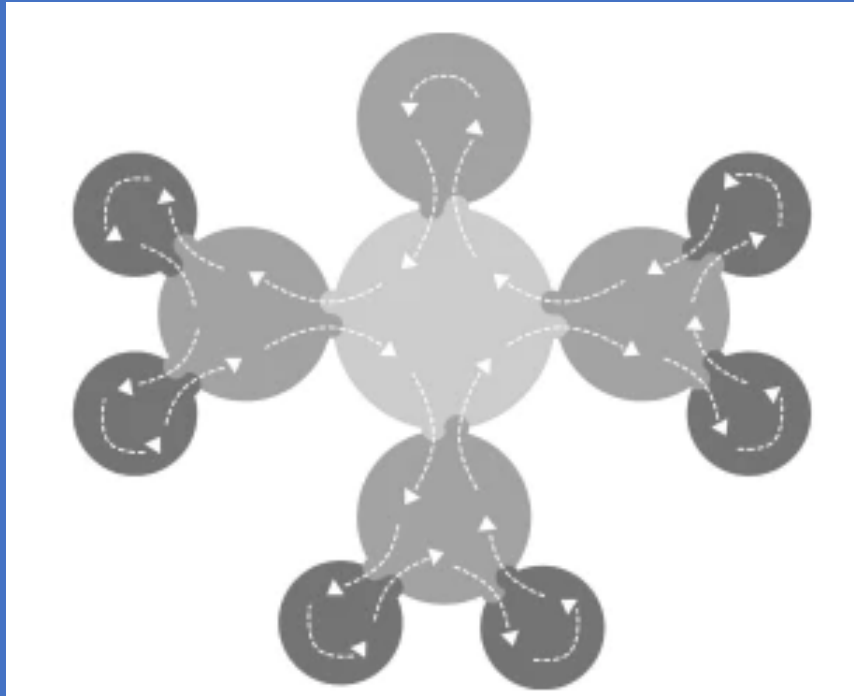
**Vicki**

- Knows the community
- Has resources
- Interfaces with vision
- Participates in all circles
- Mentors everyone
- Spawns Circles





# Volunteer “Measuring”



- “Success” defined collaboratively
- Ideas float within and between circles
- Consent-based, not consensus (saves time)
- Professionals have equal voice
- Interfaces with vision
- Buy-in is organic, automatic & socialized

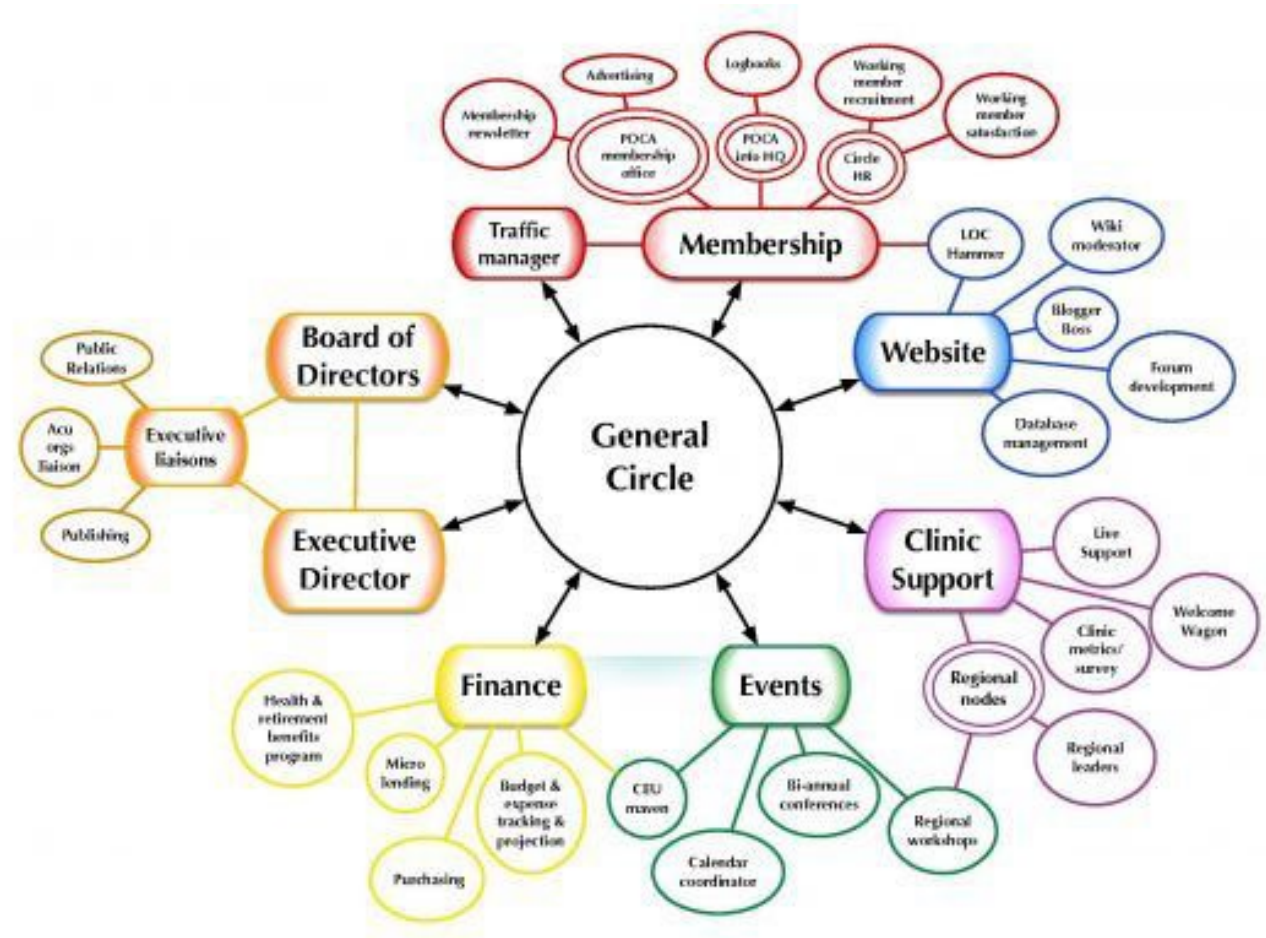
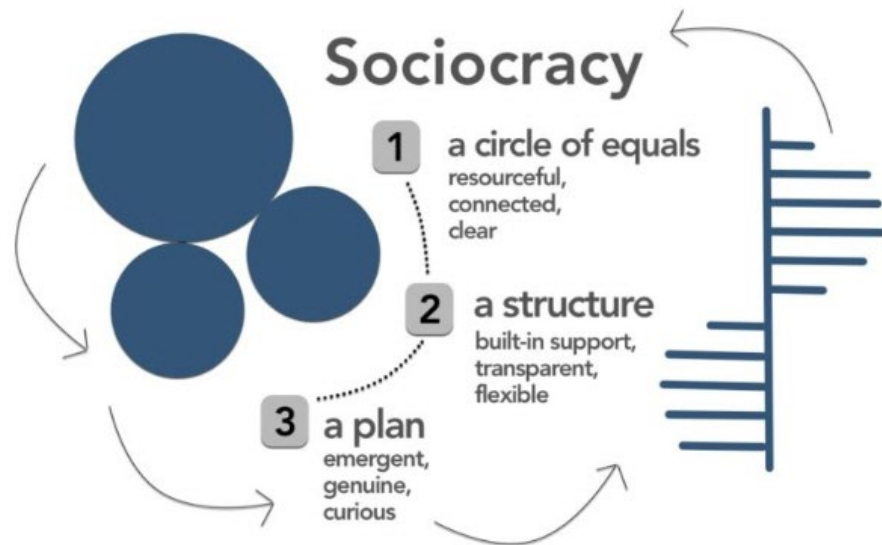




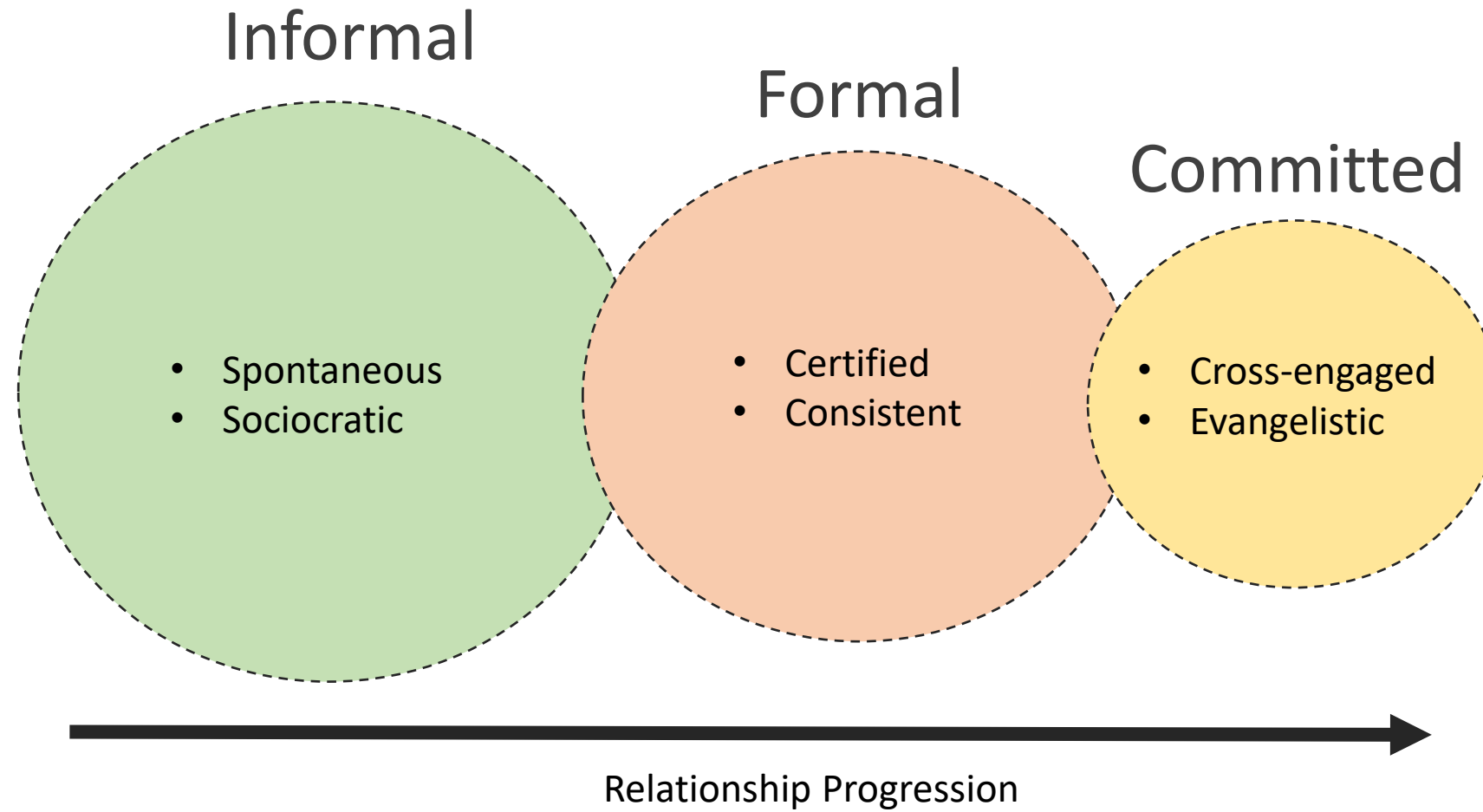
## Networked Outcome Measurement



# Networking Between Circles



# Multi-Dimensional Engagement













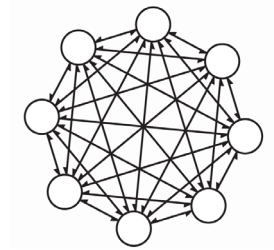
# Additional Resources



[SociocracyForAll.org](https://SociocracyForAll.org)



[Metagov.org](https://Metagov.org)





# Example of Passion

Hello. Last night at approximately 4:30AM EST, I submitted a volunteer registration form for both myself, Alex Diaz, and my brother, Giovanni Diaz. Please, please, please.....allow us to go and volunteer. Watching what is unfolding so close by has released an unyielding fervor within us. The opportunity to go and assist would be the biggest blessing anyone could bestow upon us. Never in our lives have we been so sure of anything as we are now. We are compelled to the point that as of earlier this afternoon, my brother and I are officially withdrawn from our respective institutions of higher learning.

All we would like to do as of this moment is help those that are in need. I understand there is a list and due process, but we both beg to be given the chance to offer and utilize our services in rebuilding a country that my parents and grandparents came to not even fifty years ago.

Thank you for your time and efforts.

With All the Humility I Am Capable Of,  
Alexander Kristian Diaz

# Thank-you!

Our contact info:

Todd McMullin  
[todd.mcmullin@gmail.com](mailto:todd.mcmullin@gmail.com)  
801.450.6029

Dana Litwin  
[dana@danalitwin.com](mailto:dana@danalitwin.com)  
415.823.4779