

Structure and Governance

Co-created By The TCCP (Trainer Candidate Community Path)

Administrative Information

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Purpose: For clarity, shared understanding and ease, this document defines the structural and governance frameworks TCCP uses to implement its systems.

Review Date: One year after adoption

Measurement Criteria:

1. Does this document contribute to clarity, shared understanding and ease?
2. Does the TCCP community follow this document?
3. Does this structural and governance framework contribute to effective implementation of all TCCP systems?

Definitions:

1. Active Member: TBD

Proposal

Structure

1. TCCP is organized as a “modified circular hierarchy” consisting of an Integration Circle and a number of Operational Sub-Circles. [insert diagram]
 - a. Integration Circle
 - i. The Integration Circle includes all active TCCP members. It serves as a “pool” for membership in the Operational Sub-Circles as well as an integrating body for work produced by the sub-circles.
 - ii. The Integration Circle makes all decisions impacting the majority of TCCP members, as well as any decisions referred to it by a sub-circle.
 - iii. Recognized Roles at the Integration Circle Level (e.g. Integration Trustee, Weave Coach) are defined by Responsibilities, Qualifications, Term, Measurement Criteria and selection method.
 - b. Operational Sub-Circles
 - i. Each Sub-Circle has the following characteristics:
 1. Maintains one or two stewards and additional members as needed or desired.
 2. Establishes the term of membership in the sub-circle and defines a clear pathway to join and depart the sub-circle.



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3. Defines any recognized roles within the sub-circle, including Responsibilities, Qualifications, Term, Measurement Criteria and selection method.
 4. Identifies the minimum resources (time, human effort, financial, etc.) necessary for effective operation.
 5. Operates with care regarding self-management, partnership, shared power and support for accessibility of all members regardless of race, gender, economic status or other identities.
 6. Determines the scope of its work and responsibility for decision making (domain) in consultation with the Integration Circle and the other sub-circles.
 7. Establishes a mechanism to gather input from a larger group of people and/or refer a decision to the Integrating Circle.
 8. Establishes a mechanism for tracking its work, requesting input from the community and reporting outcomes to the community.
- ii. Each TCCP System is implemented by an Operational Sub-Circle:
 1. Decision Making
 2. Empathy
 3. Feedback
 4. Generosity (Economic Stewardship Council)
 5. Information (Google Calendar, Google Group, Zoom, Website, overlap and coordination with Admin and New Member Systems)
 6. Mentorship
 7. New Member Integration and Support (New Member Orientation, overlap and coordination with Admin and Info Systems)
 8. Restorative (Community Resources)
 9. Structure and Governance
 - iii. Other sub-circles may be formed around the tensions / needs of the community:
 1. Administration (overlap and coordination with Info and New Member Systems)
 2. Recognized Roles (Trustee, Weave Coach, others defined by NFP / NVC-O; maintain integrity and connection with global NVC community)
 3. Project-based sub-circles; e.g. the Regional Gathering in October 2016.

Governance

1. The TCCP community is self-managing through its structures and systems. The Integration Circle makes collaborative decisions using “consent” or “no objection.”

2. Each Operational Sub-Circle is responsible for adopting or creating its own method for governance and decision making, should the members choose a different one.
3. We hold the tension between *inclusion* (honoring the intrinsic mattering of every member) and *self-responsibility* (impacts of individual choices by members relative to active participation and attendance). We aim to balance this tension by effectively implementing all of our established systems.

Integration and Implementation

1. Each system adopted by TCCP is consented to by the Integration Circle. Upon adoption, the associated sub-circle is formed in accordance with its defined procedures.
2. Once the sub-circle is formed, the System Steward(s) and any other Recognized Roles are selected in accordance with its defined procedures.



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**Support Circles
(Based on Needs)**



**Operational Circles
(Implement Systems)**