

TCCP Generosity System (Final as of 11/16/15) **Trainer Candidate Community Path**

Intention: to create a collaborative communal gift economy system for gifting and receiving. The aim is to create sustainability for TCCP members in living and sharing NVC consciousness in the world.

Intention/Overview of System:

Gifting to community resources-

- Bold gifting to the communal pot
- Multiple income streams (see below menu of options*)

Receiving from community resources:

- Make a bold request
 - For clarity, this can be requests for you, others, specific projects, etc. This means that you can make requests to have money pushed towards others or pulled towards yourself.
- Empathy for request so needs of those making the request and receiving the request can be seen
 - Rationale: Intimacy, connection, honesty,
- Co-decision making process of resource allocation is handled through the Economic Stewardship Council

Economic Stewardship Council (ESC):

- The ESC, a team of at least 3 people from the TCCP community making consent-based decisions, will determine the distribution of resources based upon requests and needs which are aligned with individuals/projects/activities that the community wants to support.
 - Selection process of ESC members through Sociocracy
 - Can be in person or online or both
- Baseline role description for ESC membership (individual members of ESC may have additional responsibilities) *Items pertaining only to members of the initial ESC are shown in italics.*



This work is licensed under the Creative Commons Attribution-ShareAlike 4.0 International License. To view a copy of this license, visit

<http://creativecommons.org/licenses/by-sa/4.0/>

Name of Role	ESC Member
Qualifications (desired attributes of the person in the role)	<ol style="list-style-type: none"> 1. Be a member of TCCP. 2. Be willing and able to attend and participate in ESC meetings, either in person or remotely. 3. Understand and be able to implement the Generosity System and TCCP decision-making process. 4. Have sufficient skill with and access to computer and Internet technology to fulfill the listed responsibilities.
Responsibilities (necessary actions to successfully embody the role)	<ol style="list-style-type: none"> 1. Attend and participate in all meetings of the ESC, either in person or remotely, or request another TCCP member to stand in. 2. Receive and shepherd requests for community resources through the approval process listed in this document. 3. Provide timely feedback to the requestor and the TCCP community about the status of each request, as agreed upon by ESC and requester. 4. Track that a follow-up story is requested for each approved resource request and that the story is shared as described in this document. (One member) 5. Disburse and track resources allocated to approved requests. 6. Receive and track contributions to the community fund. 7. Provide regular reports as defined in this document. 8. In coordination with CCCO maintain the TCCP bank account, including online banking, checks, and cash cards. 9. Manage the TCCP tasks listed in the CCCO/TCCP Agreement, and coordinate with CCCO as required to ensure this agreement is held with care. 10. Self organize as needed in order to accomplish the above tasks. Some suggested roles include: Treasurer, to track flow of money; Shepherd to track the process; and Secretary to track requests.
Term (length of time the person is in the role)	Two years. <i>Terms for initial ESC members vary according to the section titled "Terms for ESC" below.</i>
Measurement (strategies to assess the effectiveness of the person in the role)	<ol style="list-style-type: none"> 1. Feedback from other ESC members. 2. Feedback from requestors. 3. Fulfillment of individual commitments and agreements. 4. Fulfillment of general measurement criteria listed in this document.

- Fluid participation in decisions – ESC quorum (3 core members) is always present and anyone else in TCCP community can self-select or be requested to be a part of

any decision. Range of decision makers is from 3 ESC members to full community.

- If core ESC member is making a request there will be a stand-in for them on the committee
- This stand in can either be the person whose place they took (if there is one) or chosen from the wider TCCP community
- The stand-in will be chosen by the ESC member making the request
- ESC communication with community - ESC will post to entire TCCP membership their meeting times and conference call # for participation, pending requests, list of resources, and decisions/distributions.
- ESC Reporting
 - Council will track the decision and the disbursement of funds and send a full report of the decisions they make to the TCCP community after each decision. Rationale: Clear report to offer transparency in order to contribute to sense of trust
 - Decision Report includes, but is not limited to:
 - What requests were made and the needs accompanying the requests
 - What gifts were given and the needs accompanying the contribution
 - Annual Report
 - Tracks the resources that came in, what went out, and what we have left
 - A summary view for the entire community
- Terms for ESC:
 - 2 year terms, with option to renew once for a max of 4 consecutive years
 - 1 year off of Council before option to join again
 - First time Council members:
 - 1 of the 3 will have a 3 year term (option to renew for 1 more year for a total of 4 consecutive years, and then must rotate off for 1 year before rejoining Council)
 - 1 of the 3 will have a 2 year term (option to renew for 1 year for a total of 3 consecutive years, and then must rotate off for 1 year before rejoining Council)
 - 1 of the 3 will have a 1 year term (option to renew for 1 year for a total of 2 consecutive years, and then must rotate off for 1 year before rejoining Council)
 - When Council member rotates off, it will be their responsibility to put their replacements name on the bank account

Making bold request:

- Requester emails the entire TCCP community through the Google group and/or emails, calls, or talks in person with one or more of the ESC members.

- Either way, an email to the entire community with the request will be sent
- Council member(s) will then call a meeting (time frame to be decided by requester and Council member), post this information to the TCCP community, and move forward with decision making process.
- Invitation and encouragement to the receiver of the gifts: Share story of what was done with the resources as well as a financial report, when applicable, with entire TCCP community
 - Rationale: We want to hear the stories of how these resources were contributed to the world. Also a chance for celebration from and with the other TCCP members. Inspires the other members of the group to know what the resources are used for and how the life of the community is being shared with the world
 - Preferably an email to the group
 - An ESC member will track whether this story was shared on the Google spreadsheet or not, and follow up with the receiver.

Menu of options for gifts and requests (not all inclusive):

Monetary gifts:

- Give 5% of work to TCCP
- Get job that all funds dedicated to TCCP for a day/week
- TCCP telecourses and all proceeds go to TCCP
- Small groups do workshops together and donate \$
- Donate \$ every month
- Donate \$ once a year
- Pay as you go (when you come to weekend, when you do Pre Assessment, when you.....)
- Have a garage sale and donate proceeds
- CNVC requests

Non-monetary gifts:

- Donate miles
- Work
- Managing monetary account
- House and/or lodging
- Transportation
- Mentoring support
- Help set up gigs for trainings
- Our own intensive and/or family camp
- Maintenance of website

Distribution of gifts:

- ESC will either request a check to be distributed for the amount decided on or contact the person with the non-monetary gift and explain decision and next steps for distribution

Monetary Mechanism:

- One account
 - Rationale: simplicity, because this is new. Centralization can help with the manageability and simplicity. Start out with the simplest possible model first.
- ESC (3 core members) will advise on disbursements through CCCO
 - Rationale: Assures that the decisions are made before the funds are disbursed
- All 3 (three) people on the ESC council have equal access to the account (no differentiation)
- Other than the agreed upon management fee discussed below, CCCO will make distributions only under the guidance of a member of the ESC
- CCCO will take a management fee at the end of each quarter equal to 8% of deposits made during that quarter. At the end of the first 6 months (internal review of this process) and 1 year (annual review between TCCP and CCCO) the actual costs associated with this relationship will be calculated for the purpose of possibly adjusting the management fee if it is significantly above or below actual costs. The purpose is to assure that neither organization is unfairly burdened with the cost of operating the program.
- Other aspects of the arrangement between the organizations were covered in an agreement negotiated between TCCP and CCCO dated 5/28/15. A revised version reflecting the increased involvement of TCCP in handling donations and the IRS requirements per CCCO accounting consultants is attached.

Non-monetary Mechanism:

- Preferably website -
 - *Alternative: Google Spreadsheets that are shared with entire TCCP community*
 - Incoming Gifts – shared with entire TCCP community and available to be edited by all
 - Rationale: Anyone can add to this list at any time, and it's available for everyone to see what gifts are available to make a request for.
 - Report of what has been gifted – shared with entire TCCP community and available to be edited by ESC core members only
 - ESC members will remove gifted items from the Incoming Gifts spreadsheet
 - Rationale: Accuracy and efficiency in keeping track of what has been given away
 - Requests for things not yet offered (a list of things that people would either like to see added to the Incoming Gifts document for anyone to ask for, or that someone would like to receive directly)

Private TCCP Website with Economic page that includes:

- Council meeting times and conference call # for participation
- List of requests
- List of resources
- Decisions/distributions

In our operations, we will use the TCCP Decision Making Proposals and TCCP Restorative Practices. Please refer to those documents here:

- DMP
- RP

Measurement Criteria and Review Date (add discussion questions? tracking quality performance?)

- Measurement criteria to assess effectiveness of this policy
 - Did the ESC establish and maintain a relationship with CCCO?
 - Did the ESC process contributions and requests according to this document?
 - How many requests were received by the ESC? How many were approved?
 - Did the ESC receive and track contributions of resources?
 - Did the ESC disburse and track community resources allocated to approved requests?
 - Did the ESC provide reports to the larger TCCP community?
 - Did each recipient of community resources share the story of how the community resources were used?
- Review time: 6 months from the time this proposal is passed (will enter in review date when the proposal is passed)

*Designing the process so it has the highest likelihood of doing what we all want it to do and so each of us have a sense that it is our process as a community



This work is licensed under the Creative Commons Attribution-ShareAlike 4.0 International License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-sa/4.0/>

Under this license you are free to:

Share — copy and redistribute the material in any medium or format

Adapt — remix, transform, and build upon the material for any purpose, even commercially.

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original.