

## SOULARDARITY MEMBERSHIP STRUCTURE PROPOSAL

### WHY IS SOULARDARITY PROPOSING A MEMBERSHIP STRUCTURE FOR THE ORGANIZATION?

Great question! At Soulardarity's membership meeting in December of 2016 a group of us realized how many members had really smart and wonderful ideas related to Soulardarity's mission. We wondered how we could create a space within the organization for members to become involved in topics they were interested in, and work on projects they had skills or enthusiasm for. This proposal was born with that in mind.

Our hope is that if this structure proposal is approved, members who want to do something related to Soulardarity's mission will be able to easily create groups and dig into their passions. In addition to giving members more of a voice and a place to be - this proposed structure should also free up staff (such as the executive director) so they can focus on helping members get what they need to be successful.

### WHAT IS THE MEMBERSHIP STRUCTURE?

Another great question! You should have an attachment to this proposal which shows a diagram, it is labeled "SOULARDARITY Proposed Membership Structure" - this picture illustrates the structure we're going to describe below!

The most important part of the proposed membership structure is what we're currently calling an **Action Group** [see the right side of the diagram]. **Action Groups** are groups of members who have gathered around a certain topic or project - to put it simply, **Action Groups** are how Soulardarity gives a voice to its members and how it gets things done. **Action Groups** come in three different flavors, which we are currently calling "tiers" - the tiers do not mean one group is more important than another; the difference between them is to help keep everyone organized. Tier 1 **Action Groups** have a special distinction from the other two tiers in that their leader is also called a "Superstar", which we will explain below.

**All-Stars** [see the middle of the diagram] is the name we're currently using to describe a council of Action Group leaders, or **Superstars**. The **All-Stars** is a council of members directly involved with making sure the Action Groups are created, able to get what they need to succeed, and keep everything about Action Groups coordinated and organized. The **All-Stars** council is made up of all of the **Superstars** and two to three appointed Soulardarity members NOT already involved in an Action Group (including one rotating Board Member). The *appointed* members are part of the **All-Stars** council to assist with the coordination and organization of the Action Groups; the **Superstars** will already be busy leading their action group and we want them to be able to focus on that!

## HOW DOES THE MEMBERSHIP STRUCTURE WORK?

If you're interested in doing something that fits within Soulardarity's mission, getting started is pretty easy! In addition to the diagram you should have in your hand, you should also have another piece of paper labeled "Action Group Application Form" - please take this home with you! To start an Action Group, you'd simply fill this out and send it to Jackson - or talk with Jackson to get started. If you really want to get a head start, talk to other members who might be interested in doing what you want to do, and fill it out together. If your Action Group idea is long term, or might require major resources, you'll want to designate a leader. Once your idea is approved, you're free to begin! While starting a project can be challenging, Soulardarity is here to help you get started!

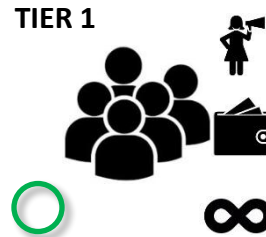
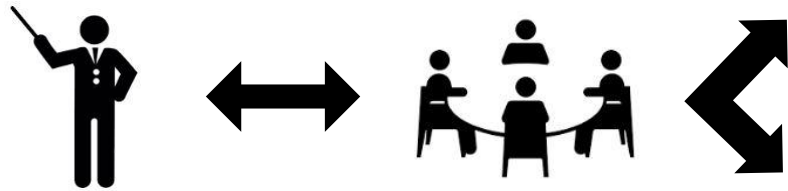
Please note that the All-Star council and staff will be available to assist you, and will also ask for updates and feedback on the whole process as long as your Action Group is still running.

*But what about all of the little details? What happens if? How do I solve that?* These sorts of questions are exactly what the All-Star council is designed to take care of. We've intentionally left much of the larger 'governance' of the Action Groups open and fluid so that this Membership Structure can adapt and evolve as problems pop up. At the start, the appointed All-Stars and staff will be taking note of any problems, or areas the structure can be improved - and meeting every few months to address those problems and make improvements - with the All-Star council voting on much of those improvements. Eventually as this structure takes off, our goal is for the All-Star council to be able make decisions for themselves, and to keep the Action Groups running smoothly on its own, with Soulardarity staff providing resources as needed.

# SOULARDARITY Proposed Membership Structure

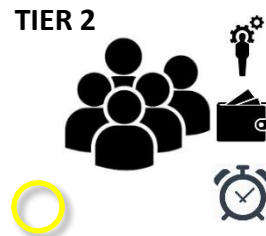
## ! ACTION GROUPS: *Members On A Mission*

Action Groups are member groups created to advance the goals of Soulardarity – They are created by and led by members!



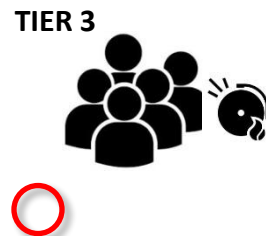
**Tier 1 Action Groups** are semi-permanent groups of members devoted to a certain topic or theme within Soulardarity. Tier 1 Action groups:

- Have a “Superstar” or Group Leader who also has a seat at the All-Star table
- Are capable of *requesting* resources from the organization
- Have goals which are needed consistently; these are long-term groups
  - Examples: Fundraising, Recruitment, etc.



**Tier 2 Action Groups** are temporary groups of members devoted to a certain project or objective which fits in with Soulardarity’s mission. Tier 2 Action groups:

- Must have a leader, but because they are temporary, do not have a “Superstar” to sit at the All-Star table
- Are capable of *requesting* resources from the organization
- Have goals which may be long or short term, but have a defined end-goal.
  - Examples: Large Event Coordination, Specific Soulardarity Projects, etc.



**Tier 3 Action Groups** are designed to be small, short term, and quick acting groups of members interested in certain topic or theme within Soulardarity. Tier 3 Action groups:

- Are designed to be fast, easily approved, and without required leadership
- Are capable of *requesting basic* resources like access to members, but may not obtain financial resources
- Have short term goals with a clear end.
  - Examples: Swift reaction to a current event, a Get-Together, assistance of Tier 1 or Tier 2 Action Groups, researching a program or project idea, etc.

### Executive Director

- Can review, approve and create Action Groups
- Directs staff in supporting Action Groups
- Acts as a liaison between Action Groups and the Board

### All-Stars

The All-Stars are the committee at the very center of the Action Group structure. The All-Stars manage the major decision-making of the Action Groups

- One rotating board member, two appointed members and all ‘Superstars’ from Action Groups
- Can review, approve and create Action Groups
- Guides members interested in creating an Action Group

# Action Group Application Form | NAME:



1. Tell us about your Action Group – what would you like to do and how does it fit into Soulardarity’s mission?



2. What is the goal of your Action Group? How will you know when you’re done?



3. How long do you guess it will take you to achieve the goal stated above?



4. Will you require any resources from the organization to achieve your goal? Please list out any resources you believe you will need to achieve your goal.



5. Will your action group have a leader? If so, who will be your leader?