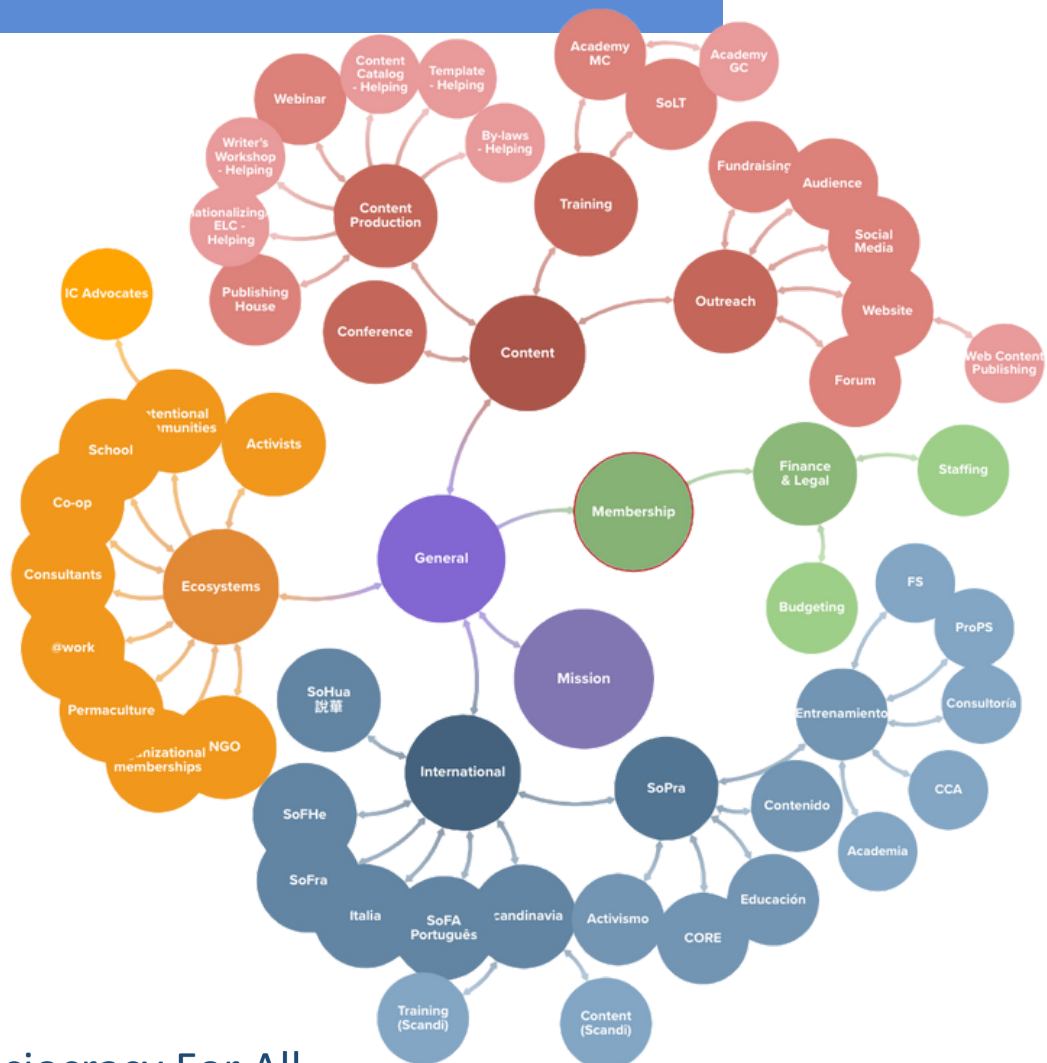


FISCAL YEAR 2020-2021

ANNUAL IMPACT REPORT

Sociocracy For All



Sociocracy For All

WELCOME



Hey there!

It's a pleasure to share this brochure with you. My name is Ted Rau and I am currently the Executive Director of Sociocracy For All (SoFA).

In 2016, when I co-founded SoFA with Jerry Koch-Gonzalez, we did not have a plan on what SoFA should grow into - and we certainly didn't think we'd have more than 20 people in paid roles that soon!

What we did know, however, was this: we knew governance matters. I think of governance as the language we need to speak so we can collaborate. Without a form that shapes our operations, decisions and communication, all our actions become a pile to fragmented tasks. And without intentional processes, it's just a matter of time until informal power and unhealthy patterns creep into our organizations.

We knew that sociocracy has been tried and tested enough to be used and used widely. We didn't want to limit it to the places where people happened to hear about and were able to pay a consultant. We wanted it everywhere where people cared about equality & sharing power as peers - while caring about the work that we do.

I see sociocracy as a meta-tool. You might have your passion in education, permaculture, social justice, climate, community, social enterprise - whatever your cause might be, you will need governance.

And with good governance, your own system can be liberating, empowering, adaptive, fulfilling, and connecting. So by making sociocracy accessible, we are supporting all those sibling movements, and that gives me great joy!

SoFA does not confuse itself with "the movement". We are not 'the movement'. We are a movement-support organization, helping those who want to learn gain access, find each other to exchange information, and evolving our practices. We are a hub, a host, a connector, a lab, a service provider to the movement.

I am bursting with pride in the organization that has emerged. I recently compared SoFA in its organizational age with a teenager: we are still learning a lot from experience, and we have tons of energy to go make it happen.

This brochure tells you what we've done this year and what's coming up next! Thank you for supporting SoFA in the last 12 months!



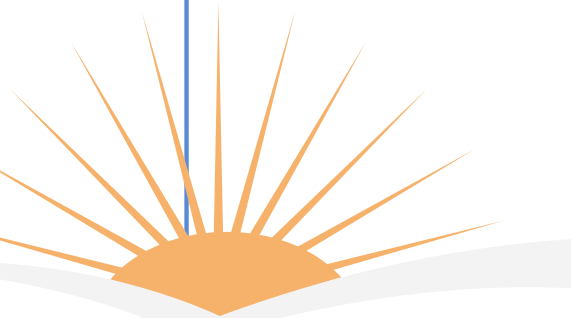
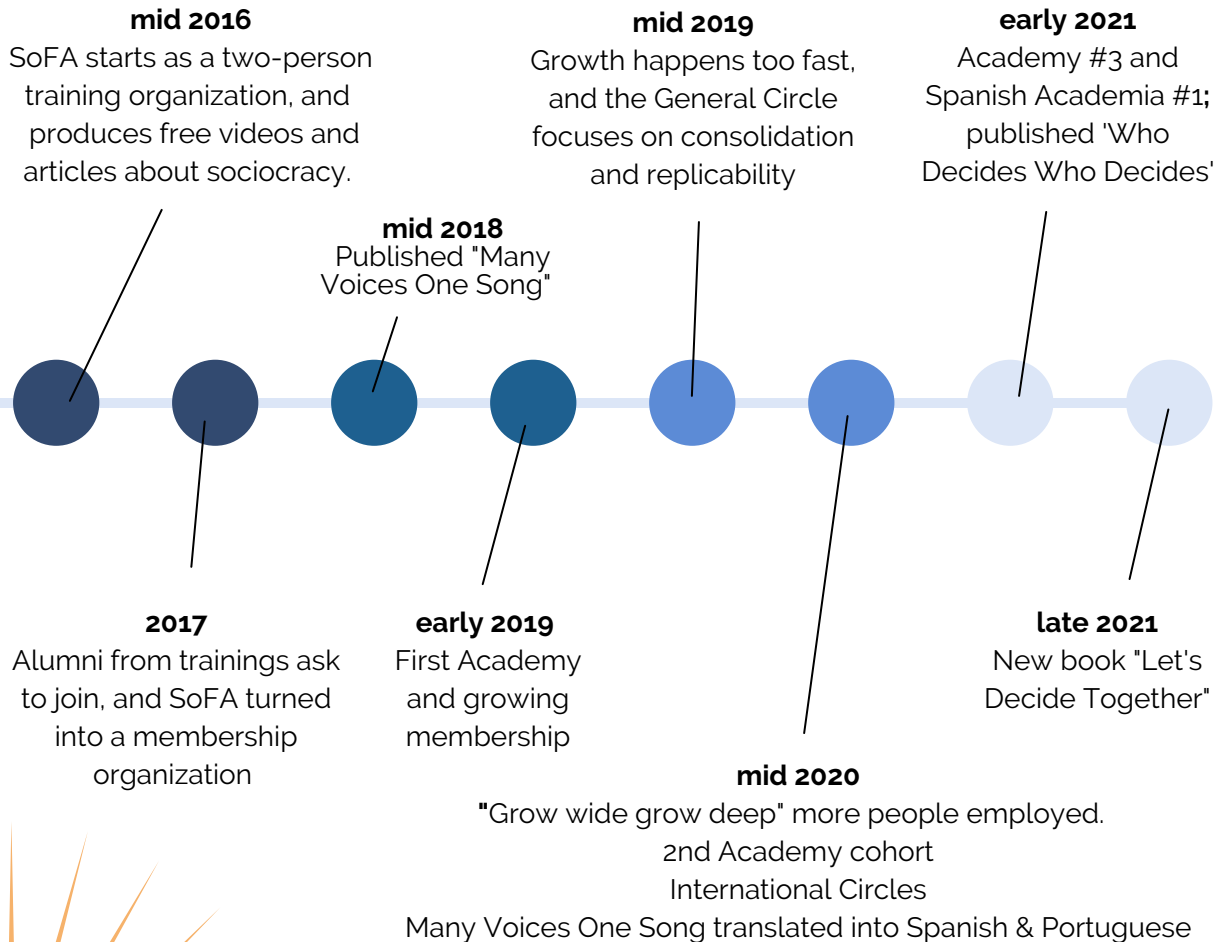
Sociocracy For All

Ted

SOFA HISTORY

People sometimes aren't aware that SoFA is quite young still as an organization.

See our timeline to see how we got here. In this time, we have continuously grown from 2 to 200 members, and from 2 volunteers to almost 2 dozen paid roles.

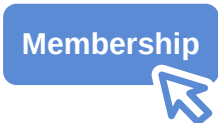


What's on the horizon?

We'd love to welcome you as a member. You can work with us on producing materials, translation, developing partnerships, web design, hosting webinars, hosting communities of practice, ...

We will be hosting more specific sector conferences - like the upcoming conference for sociocracy in intentional communities, as well as one for schools in January 2021. More to come!

Become a member -
Membership page



LIVES TOUCHED IN TRAINING, EVENTS AND MATERIALS

SoFA interacts with a lot of people, and more and more people get touched by SoFA's work every year. What a testament to good and relevant work done to improved workplaces, communities and lives.

The last 12 months (counting all languages)

- | | |
|---------------------------------------------------------|------------------|
| • Academy (12-months) | 46 participants |
| • Sociocracy Leadership Training | 48 participants |
| • Facilitation classes, beginner classes, introductions | 440 participants |
| • Video-led study groups | 700 participants |

Annual Conference May 6

425 tickets sold

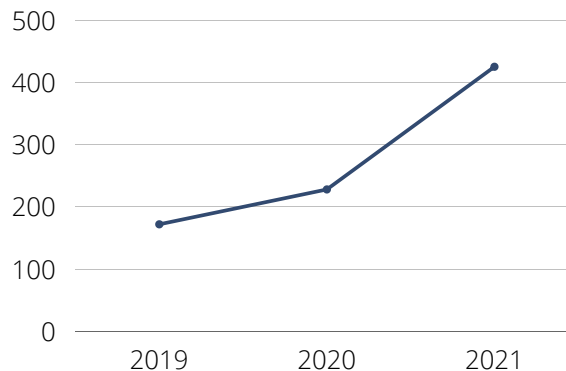
Co-op conferenece

191 tickets sold

Permaculture conference

65 tickets sold

Annual conference over the years



And do you know our new ebook "Sociocracy - a brief introduction" yet? Download it from our [Resource page!](#)

DATA: GROWTH AND IMPACT

SoFA has grown its impact again over the last 12 months.



Between July 2020 and June 2021, our videos on youtube have been watched **49,785 times.**

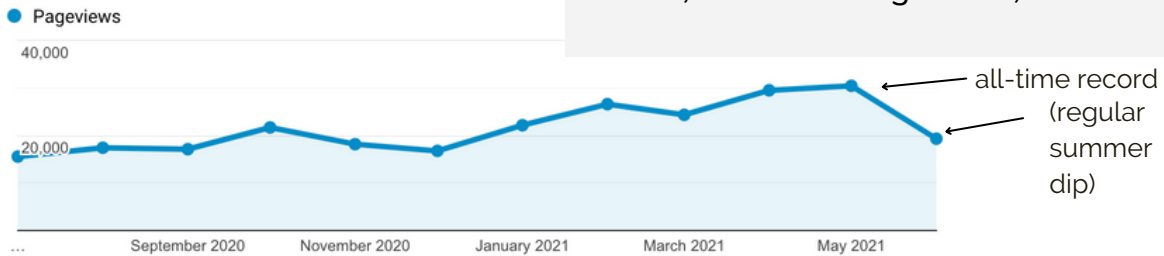


"Sociocracy - the operating system of the New Economy" 51,314 views to date



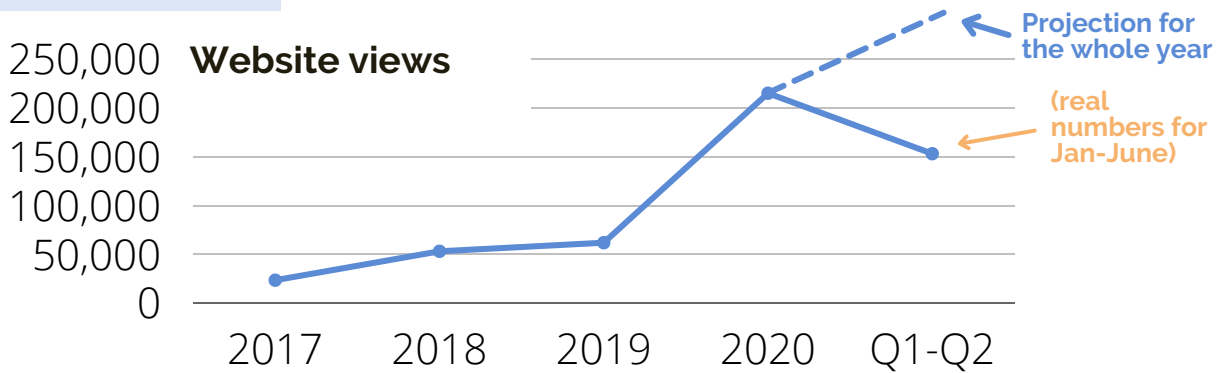
"What is sociocracy" 27,906 views to date

In this reporting year July 2020-June 2021, our website got 122,860 views.



A little historical perspective...

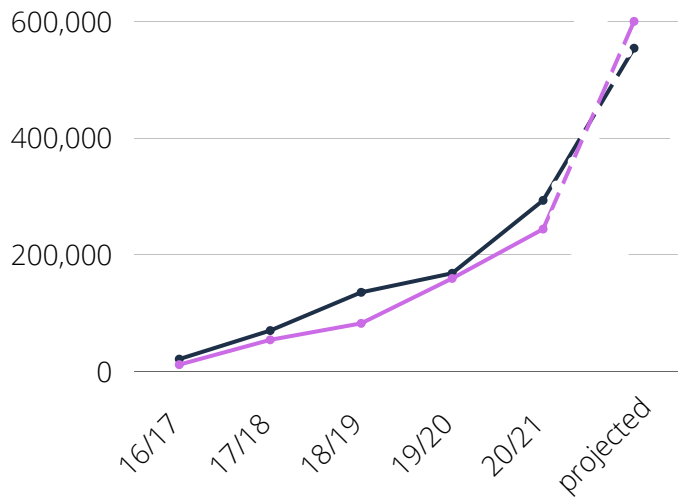
Sociocracy For All's history can really only be understood if we look at the numbers over time. Below you can see the growth over the last 4 years - we grow significantly about every 6 months.



BUDGET TRANSPARENCY

Over the years: income

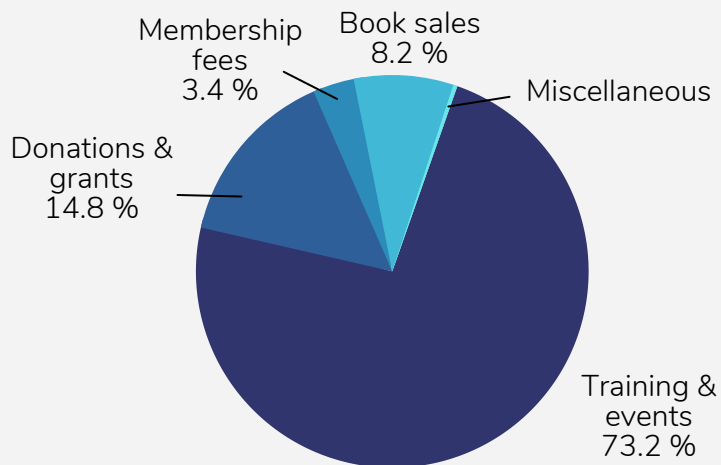
2016/17:	\$ 21,748
2017/18:	\$ 70,638
2018/19:	\$ 136,067
2019/20:	\$ 168,700
2020/21:	\$ 293,517



To meet the rising demand, our expenses have grown as well (plotted in purple).

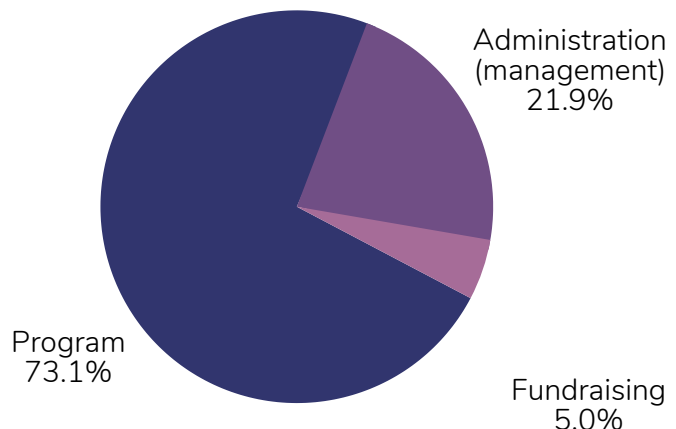
Where our money comes from

SoFA's income mostly comes from fee-for-service - and we've been working hard to diversify to be more resilient. The pie chart shows you the distribution in 2020/21



Where our money goes

SoFA's money basically goes into people all over the world who keep things going and smoothly, both on the projects side and in the administration.



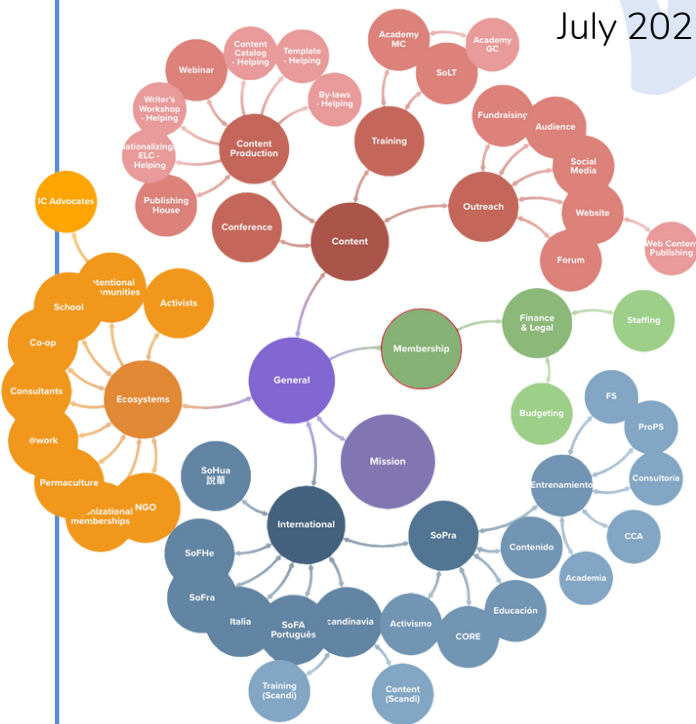
If you'd like more detailed information, please contact info@sociocracyforall.org



1 year ago
(July 2020)



winter 2020/21



July 2021

SOFA'S GROWTH

- membership
- circle development

1 year in circle development

SoFA currently has
65 circles
and 190 members

SoFA has grown again in the last 12 months, with more differentiation and focus in its circles.

A restructure brought those circles who benefit from collaborating closer together (like Website Circle and Outreach).

See our [current circle structure](#) - it changes about every week!

Interested in becoming a member? See our [membership page: www.sociocracyforall.org/membership](http://www.sociocracyforall.org/membership)

PARTNERSHIPS

No organization is an island

One cannot change the world alone - cooperation is key. That's why SoFA partners with other, mission-aligned organizations.

- The Cohousing Association of the US
- Systems Change Alliance
- Foundation for Intentional Community
- Next GENNA
- New Economy Coalition
- TRCC
- Youth Power Coalition
- Governance Alive
- Prosocial.world
- Wondering School
- Cohousing Options Canada

Are you interested in becoming a partner? Contact info@sociocracyforall.org



SEE OUR SOCIAL JUSTICE STATEMENT

Currently in review in SoFA Mission Circle

Context

No organization is an island - and like so many other organizations, SoFA had lots of internal conversations exploring our own relationship to social justice and injustice. Of course, power and social justice are interlinked. While this connection was implicitly clear, it was time to more explicitly address **how** they are interlinked.

To explore this, SoFA General Circle initiated a Social Justice Helping Circle that worked towards this Social Justice Statement.

The statement is currently in the approval process in Mission Circle. Naturally, talking about social justice triggers all kinds of good conversations in circles and on the forum, which is a desired side effect.

Read through our social justice statement - and you're invited to [give your feedback](#) on the forum thread.



Intro:

SoFA dreams of a world where people are organized to meet needs by sharing power. In order to realize that vision, our mission is to make resources for learning and implementing sociocracy accessible to everyone.

(continued)



Sociocracy For All

Part 1:

SoFA's Stance on Social Justice

Sociocracy for All is for everything that supports our capacity and freedom to add engage as equals in meeting our individual and collective needs. We aim to bring sociocracy to the world because sociocracy establishes power with and creates the conditions where power within can flourish. This is in contrast to governance based on power over, such as tyranny of the majority by win-lose democracy or tyranny of the minority by poorly defined consensus processes.

Sociocracy is an approach to governance where everyone's voice matters.

Sociocracy for All objects to all systems of oppression resulting from power over. This includes militarism, imperialism, colonialism, extractive capitalism, classism, racism, sexism and every kind of system of oppression that is based on the idea that one kind of people is inherently worth more than another kind.

Sociocracy for All is for a just world in which power with results in everyone having what they need to thrive. We seek to work with others who share our vision of a world based on cooperation among equals in support of contributing to everyone's needs and the well-being of the planet.

Sociocracy for All recognizes that the capacity to practice power with comes from individual capacity for power within. Even within a sociocratic organization, we are not the same. We all have our history and contexts that contributed to privileging or diminishing our voices. To bring equity to our voices, Sociocracy For All commits to the ongoing learning and development of all our members towards their full potential.



Part 2: The Gifts and Challenges of Sociocracy in Relationship to Social Justice

The gifts: How is sociocracy non-oppressive?

Sociocracy provides a framework for shared power in organizational settings. It allows us to relate as equals by giving everyone a voice. It can help reconfigure power by distributing it more horizontally, and also healing our relationship to it by giving us a different experience with it.

The Challenges: How is sociocracy not emancipatory enough?

There's an important difference between sociocracy's potential for being non-oppressive and it actually functioning as actively anti-oppressive or emancipatory. Sociocracy faces these challenges in reaching its full liberatory potential:

- **It's typically not framed as anti-oppressive.**
 - An organization may want to manage themselves sociocratically for efficiency purposes, but have no strong intentions of using sociocracy as a tool for transformation. Shared power may be part of their governance structure, but not really a part of their vision, mission, aims, and everyday operations. In order for sociocracy to serve as a liberation tool, its use must be intentional.
- **Even if it is framed as such, it's a challenge.**
 - We have a long, hurtful relationship with power. We have a lot of familiarity with the harmful patterns we want to transform. It's easy to fall back into them because they're so well known to us. If we want to break those patterns and learn more harmonious ones, we need to practice shared power and the skills necessary for it. In order to change we need intentioned rehearsal and repetition, as well as compassion for ourselves and each other in that learning path.
- **Even with well-intentioned practice and commitment to change, sociocracy is one piece of a much bigger puzzle.**
 - Sociocracy is a governance system designed for particular organizations that want to practice shared power among members. The organizational aspect of our lives is just one dimension of our complex reality. The most harmful systems of oppression tend to manifest themselves transversally; at individual, interpersonal, and systemic levels. Focusing only on the organizational dimension leaves out the societal context that our organizations are set in. Thus, sociocracy should be complemented with additional strategies that are aimed at changing society as a whole.

Conclusion: In the long run, sociocracy as a practice can contribute to healing our relationship with power. In the short run, we all have work to do to ensure that every voice matters.

Part 3:

In light of this social justice statement, what does SoFA commit to do?

We commit to “walking our talk” by:

- **Externally: Distributing sociocracy and shared power where it’s most needed**
 - Making sociocracy affordable and accessible with diverse strategies such as sliding scales, replicable materials, creative commons license, translations, etc.
 - Intentionally prioritize our allies: working with and for people and organizations that are focused on the redistribution of power, particularly those currently most negatively impacted by systems of oppression
- **Internally: Cultivating our ability to share power among members**
 - Including a liberation perspective in Membership Circle’s program of member development
 - Addressing potential barriers that would discourage anyone from fully participating as members
 - Centering the quality of connection among our members as our source of creativity and power with/power within
 - Supporting members to address and transcend internalized oppression
 - Asking for help: looking beyond our organization for support and challenge in strengthening our social justice commitment

We commit to “talking our walk” by:

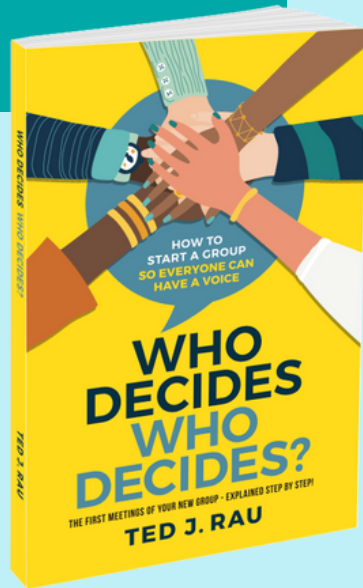
- **Externally: Framing sociocracy practice and training as a tool for liberation**
 - Inviting and creating more content on sociocracy and its relationship to power/social change
 - Giving clear, visible and bold voice to our social justice philosophy and approach
- **Internally: Making power an issue to address and explore**
 - Addressing power dynamics in circles, such as noticing who’s in the room or whose voices were not heard, as specific agenda items
 - Hosting member gatherings to continue reflecting on our relations to power (study groups, workshops, conferences, caucus spaces, etc.)
 - Evaluating and measuring SoFA’s impact towards accomplishing our vision of shared power, being compassionately self-critical

Have a reaction or suggestion for the social justice statement? [Share it on the forum!](#)



NEW BOOK!

Published this year!



After the first book, *Many Voices One Song*, SoFA has published a second book this year. It's been a wonderful process, and received well!

**600 COPIES SOLD
SINCE RELEASE
THIS SPRING!**

This new book offers an easy entry into sociocracy, with step-by-step templates for the first meetings of an organization.

“What I love about Ted's writing is that he speaks from the heart and from experience. Everything Ted discusses in this book he has tried and tested; and everything works! Our world seems to be moving through a phase of increasing division and rampant self-interest. Forming small groups that embody cultures of caring, empathy and 'power-with' rather than 'power-over' is a way for each of us to practice the skills that the world needs to move toward greater harmony. Well functioning small groups are a powerful piece of the more networked world we are creating. Ted is a gift to the world, and this book is a fantastic, practical guide to creating groups with the culture we need.

Paul Atkins
Prosocial.world

“Powerful, tangible, and empowering organizing has never been more needed. Here is a gentle, stepwise guide for how to begin. Drawing on many years of experience and teaching, Ted Rau takes the mystery out of forming effective groups.”

Nathan Schneider
Professor of Media Studies, University of
Colorado Boulder

Ted Rau has done an outstanding job of tackling how to avoid the sneaky slide into a power struggle amongst well-meaning people who really want to cooperate and collaborate but need better tools. A practical, accessible approach to decision-making, this book is an excellent handbook for groups wanting to fulfill a mission and not spend their time stuck in a decision-making quandary.

Dawna Jones,
author, *Decision Making for Dummies*



NVC VIDEO CLASS NOW AVAILABLE THIS FALL

Groups can now learn Nonviolent Communication together

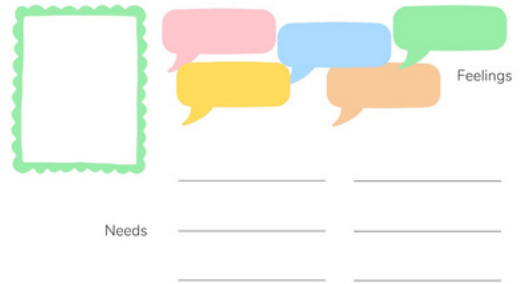
Video-led classes are a great way to give groups a way to learn together in their own organizations while creating connections in existing teams.

SoFA has already been offering the video-led class **Sociocracy Basic Empowered Learning Circles** for years, and hundreds of people have been trained using it.

In 2020, we added an **advanced version of the same program focused on facilitation**.

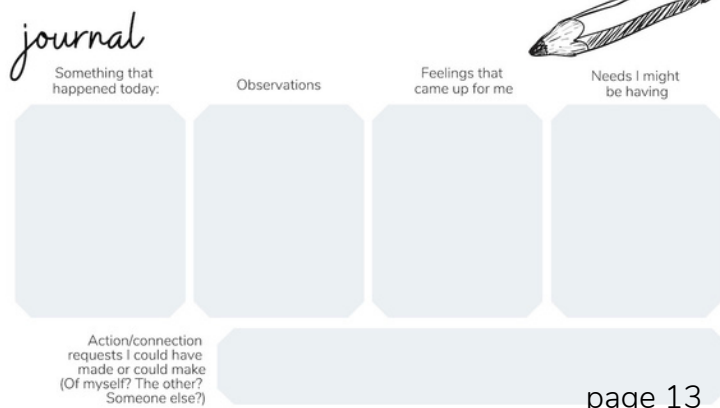
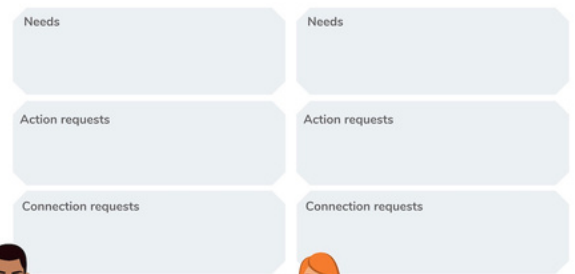
Now, **with the help of the fundraising support in late 2020, we are bout to publish a video-led class on Nonviolent Communication**. It allows for groups of 2-8 people to learn the concepts and processes of compassionate communication.

Testers have reported gratitude - a tester group in Pakistan, for example, told us that this online group was their only chance to affordably learn NVC together where they are. This feedback means a lot to us because access to information is the first step in being able to change your world.



- 3 2-hour sessions
- video-led
- lots of group exercises and activities
- accompanying workbook and diary

To be published in Oct 2021.



SOCIOCRACY AND SCHOOLS

Wonderful news!

Hurray!

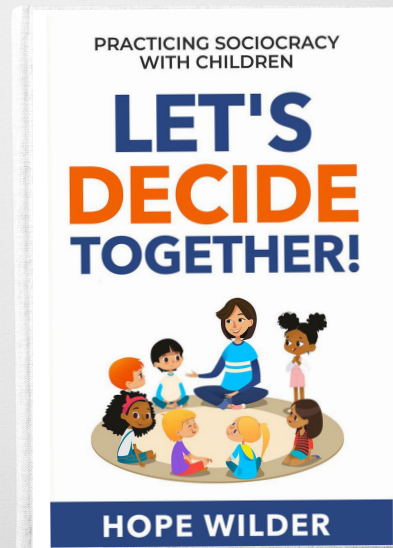
SoFA won a \$25,000 grant to further the connection between sociocracy and schools.

[Learn more about the project.](#)

SoFA member Hope Wilder is filling the role of the Sociocracy and School program manager.

She is also about to publish a book under SoFA's label about sociocracy with children.

The book will be available in fall 2021.



About the book:

This is a manual for making effective decisions together with children ages 5-12 by using sociocracy. The processes have been streamlined into small steps that work better for younger children than traditional sociocratic practices intended for adults.

Whether a family, school, or club, this book can help empower children to participate in important decisions that affect their lives.



Hope Wilder

is a consultant for sociocracy as well as the founder of Pathfinder Community School, a self-directed learning community using sociocracy with staff, students, and parents. She believes in respecting and empowering all children, and making sure their voices are heard. She lives in Durham, North Carolina.

FUNDRAISING MATTERS



You can't buy love - but paying people for their time and attention is worth every cent!

To do our work, SoFA needs lots of support from people who design websites, clean up systems, train, give customer support, answer requests, publish and proofread articles, edit recordings, add closed caption...

Almost all of our expenses go into people. Our people are all over the world: in the USA, Canada, Mexico, Spain, Colombia, UK - and the list is growing!

Each donation helps us prepare better materials and better access for the benefit of everyone!

Fundraising impact

In 2016, we fundraised \$2,355

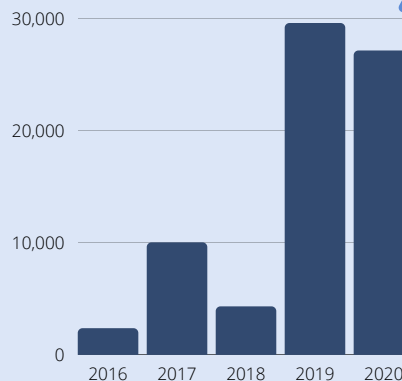
In 2017, we fundraised \$10,008

In 2018, we fundraised \$4,300.

In 2019, we fundraised \$29,564

In 2020, we fundraised almost \$27,114

Fundraising is part of what made all the impact and growth shared possible!



In 2021, with your support, how far can we go?

If you are interested in being a **matching donor** this year, please contact info@sociocracyforall.org

Give the gift of long-term support - consider becoming a **recurring donor**.



HOW TO GET INVOLVED

How can you get involved? Easy!

General inquiries: info@sociocracyforall.org

Become a member -
Membership page

Membership



Share SoFA's posts on
social media - ideally
with a personal note



What did
others
do...?

How does
it work
to...?

How do
we...?

Discuss with others on the

SoFA Forum



You are a sociocratic
organization?

Explore **organizational
membership** - a solid
support package for the
whole organization.

Learn more



Donate to Sociocracy For All and
support effective, caring and resilient
organizations everywhere!

Donate

