

Free the Soil campaign structure

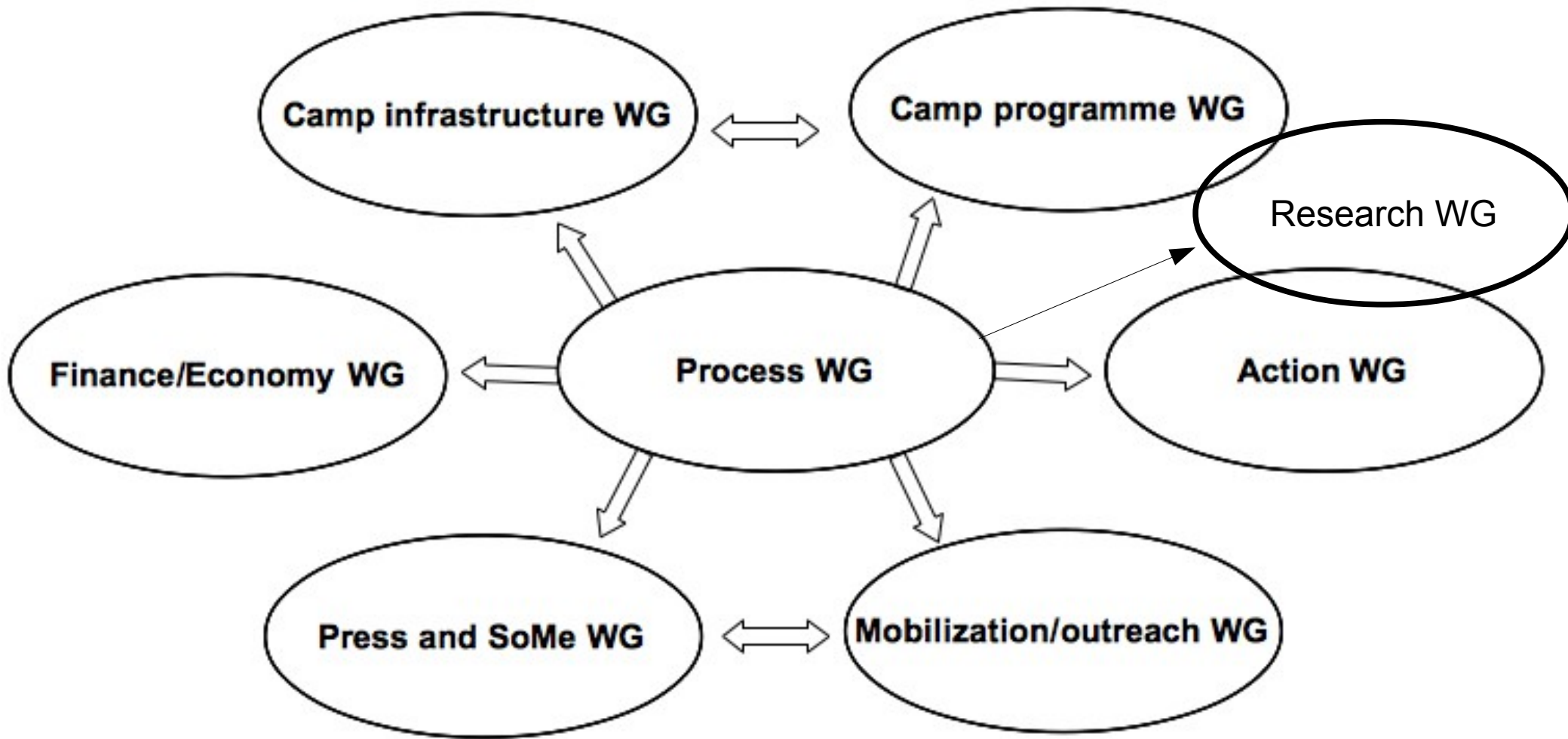


**SYNTHETIC FERTILIZERS
CREATES CLIMATECHAOS**

FREE THE SOIL

Working groups
Decision making
Consensus
Communication

Working group (WG) structure for Free the Soil



Other Working groups?

Decision making

- Decisions are taken by consensus
- Big decisions concerning the whole campaign should be taken at the international plenaries
 - (We aim for 3 big plenaries including this one)
- Working groups have autonomy to take decision within their area of work.
- Decisions within the different working groups that will effect other working groups processes should be taken collectively.

How can working groups bring decisions forward

- Discussion and decision at plenaries
- The working group send out a mail describing the decision and giving time for inputs and concerns
- Temperature checks at plenaries to get a feeling of the general opinion but still keeping the decision power in the working group

Consensus decision making

- Consensus decision making is a way of reaching agreement between all members of a group.
- Instead of simply voting for an item and having the majority of the group getting their way, a group using consensus is committed to finding solutions that everyone actively supports, or at least can live with.
- Consensus decision making ensures that all opinions, ideas and concerns are heard and taken into account.
- Through listening closely to each other, the group aims to come up with proposals that work for everyone.

To learn more: <https://www.seedsforchange.org.uk/consensus>

Consensus decision making

- Stage 1: What's the issue?
- Stage 2: Open up the discussion
- Stage 3: Explore ideas in a broad discussion
- Stage 4: Form a proposal
- Stage 5: Amend the proposal
- Stage 6: Test for agreement
 - Agree
 - Conserns
 - Stand aside
 - Block
- Stage 7: Work out how to implement

Guidelines for participating in consensus meetings

- Be willing to work towards the solution that's best for everyone, not just what's best for you.
- Help to create a respectful and trusting atmosphere.
- Listen actively to what people are trying to say. Make an effort to understand someone's position and their underlying needs, concerns and emotions.
- Explain your own position as clearly as you can. Be open and honest about the reasons for your view points
- Don't be afraid of disagreement and conflict. Consensus isn't about us all thinking the same thing.

Communication internally

- There is a unencrypted freethesoil maillist that everyone involved with the campaign can join
- There is a freethesoil crabgrass
- Each working group figure out how they would like to communicate internally
- There is a process working group who aim to facilitate and support the process
- Each working group have a contact person in the process working group who can take part in their internal communication