



GIVETH WORK AGREEMENT

Agreement between [Forest Soleil](#) and GIVETH.

ROLE: Graviton, Conscious Communication Steward, Project Verification Team

JOB SUMMARY & TASKS:

- Graviton:
 - Pioneer Gravity Working Group
 - Foster the practice of nonviolent communication, empathy, understanding and management of conflicts in decentralized communities, to facilitate human coordination and build a culture of trust between peers.
 - Improve The Code of Conduct of the organization and constantly engage the community in this process.
 - Define graduated sanctions, with a complexity scaling approach based on alternative conflict management mechanisms.
 - Define the role of the Conflict Mediator including its responsibilities, commitments and benefits. Create a Bounty System for compensating Conflict Mediators for their emotional space holding and fine conflict mediation skills.
 - Be a point of contact for reporting relational and communication issues in Giveth and related communities.
 - Gather information to develop cases and activities.
 - Help to delegate cases to other Gravitons.
 - Provide inter-Graviton support.
 - Promote narrative and communication strategies for Gravity.
 - Follow up for cases that are “active” or “in observation”.
- Conscious Communication Steward:
 - Hold conscious communication safe spaces for the intention of elevating competence of relational skills within the community, and normalizing and preventing conflict before it begins.
 - Prepare custom content



GIVETH WORK AGREEMENT

- Mix of authentic relating games, circles, and workshop series teachings on topics like de-escalation, boundaries, negotiating agreements, active listening, etc.
 - Facilitate sessions in a tightly held safe container
 - Hold space for integration after sessions
- **Project Verification Team:**
 - Review and approve or reject project verification applications.
 - Track verification decisions in spreadsheet.
 - Participate in Project Verification calls & Discord channel communication with team to discuss verification status and dispute outlier cases.
 - Continually adapt project verification process.

SKILLS TO DEVELOP:

- Facilitating online authentic relating, circling & conscious communication spaces with virtual breakout rooms
- Public speaking
- Enrollment
- Fundraising
- Leadership skills
- Understanding the cryptosphere – specifically interested in understanding investment strategies & token swaps

[For Sobol] CURRENT SKILLS:

- Transformational Life Coach
- Transformational Retreat Guide
- Rewilding Tour Guide
- Authentic Relating & Circling Facilitator
- Conscious Communication & Relationship Coach
- Deep Empathic Listener
- Conflict Mediator
- Matrona Certified Postpartum Doula
- Wedding Planner, Designer & Stylist
- Event Planner
- Project Manager
- Public Relations
- Copyediting

- Content Marketing
- Search Engine Optimization
- Social Media Manager
- Community Management
- Administrative Support
- Property Manager

AGREEMENT TYPE & COMPENSATION:

Full time

Number of hours per week:

Compensation:

Hourly

Expected number of hours per week: 20

Compensation: \$19 per hour

Fixed

Project duration/time frame:

Compensation:

TERMS:

- Performance review and work assessments at least once every 3 months (quarterly) with the Giveth Buddy.
- Should the Contributor have day(s) off, they may do based on the [Giveth Leave Policy and Monitoring](#) . Should it be an extended leave, the Contributor shall train and prepare someone who will replace them during their absence. For the Giveth DApp Development team, they are entitled to 20 days off annually.
- Should Giveth or the Contributor decide to end this agreement, they can do so with three weeks' notice. The Contributor agrees to finish and deliver all ongoing projects. The Contributor should be available to hand off issues they are working on, as well as answer any outstanding questions (2 weeks of availability for support after the 3 weeks).

START MONTH/DATE: January 2022

I began contributing to Giveth December 2020.

I was hired as a paid regular full time contributor beginning mid January 2021.

This updated work agreement for part time role begins January 2022.

PERFORMANCE REVIEW MONTH: April 2022



GIVETH WORK AGREEMENT

PERSONAL INFO

Email: HeyForestSoleil@gmail.com

Discord username: [@ReForest#1211](#)

Telegram username: [@ReForest](#)

Discourse (forum) username: [@ReForest](#)

Github: [ForestSoleil](#)

Wallet address for compensation: [0x2d0895E23BB48D7AF5d036e106A6E124C8280955](#)

Time zone (Country): [Costa Rica](#)

GIVETH BUDDY:

Email: whyldwanderer@gmail.com

Discord username: [@WhyldWanderer#7002](#)

Telegram username: [@WhyldWanderer](#) won't DM you +1 206 317 4509

Time zone: [Costa Rica](#)

APPROVAL AND ACKNOWLEDGEMENT

Once this work agreement is completely filled in, the following steps shall be taken:

1. Giveth Forum (Advice Process)

The Contributor shall create a New Topic in <https://forum.giveth.io/> under *GIVernance* category and *proposal* tag. The Contributor shall share the link to their work agreement. The purpose is to gather comments and suggestions from the Givethers, and reflect changes as necessary. Click [here](#) for a sample of this step.

Forum (Advise Process) link: <https://forum.giveth.io/t/forests-updated-role-proposal/352>

2. rDAO Vote

The Contributor or their Buddy shall create a proposal [here](#) for rDAO voting and approval.

rDAO voting link:

3. Openlaw Signing

After the proposal will be approved, an openlaw.io link will be sent to the Contributor, and signing thereof demonstrates the Contributor's agreement of the terms and conditions set forth above.

<https://lib.openlaw.io/web/default/template/Giveth%20Work%20Agreement>