



GAIA COMMONS CATALYST PHASE GOVERNANCE Activation

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Harvested and inspired by: years of conversations, prototypes, diverse streams of work including Ancestral Councils, Rainbow Family, The Hague Center for Global Governance Innovation and Emergence, Global EcoVillage Network, Hypha, SEEDS, (Dragon Dreaming, Sociocracy, Holacracy, CNV and other diverse dynamic governances and methodologies of participation.

This proposal [has been prepared by the GAIA HUB DAO core team as a guide for establishing an initial structure for the Governance of GAIA Commons Hub / DHE \(Distributed Holonic Ecosystem\) and the Voting procedure for GAIA community decision-making.](#)

Definition of Governance

“Governance determines who has power, who makes decisions, how other players make their voice heard and how account is rendered.” Institute of Governance, Ottawa Canada

“The only legitimate purpose of governance is to protect and cultivate the health and vitality of the planet and all its inhabitants for generations to come.”

Eco Governance by Dr. Shelley Ostroff

Definition of Catalyst Phase

The Catalyst phase of governance means implementing official governance processes for the first 6-12 months starting in 2024, for the first approximately 72 to 144 people and first 333k for core operations and 3M of fund distribution.

In this phase, we are not using DAO software but preparing by using principles and tools of distributed governance and sociocracy.

We are using Coda and other project management software to keep fluid, transparent, secure and user friendly collaborative records and prototype our processes.



0.0 GAIA UNION

Evolutionary Purpose (Mission)

To connect global and local (“gLocal”) projects, people, networks and organizations who are innovating and implementing integral solutions and regenerative systems.

We offer a governance framework & suite of practical tools for efficient and effective coordination, collaboration, communication (CO3) to ground, strengthen and evolve a gLocal Commons ecosystem. (Implementing New ReGenerative Systems)

In short, Love Organized.

More specifically

- Strengthen networks of conscious leaders and indigenous elders to lead this cultural transformation towards a society of wisdom, with global, long term perspective, integrity, accountability and unity of humanity as core principles.
- Empower citizens around the world to self-govern as much as possible while stewarding land and resources for future generations in harmony with Mother Earth - Gaia.
- Develop and practice the governance processes and economic tools to aid humanity to navigate the transition from extractive growth to sustainable thriving
- Attract and earn large quantities of money and resources to distribute strategically through the regenerative field in service of global systems transformation



VISION We envision a future where the planet flourishes, where vibrant ecosystems and thriving communities coexist in abundance. More Specifically:

We envision humanity thriving in societies where local communities feel deeply connected with each other and steward their land as a sacred place. People are wealthy in joy, love and fulfillment. The basic needs and human rights of all are met as first priority before other luxuries and privileges can be enjoyed. Governance is wise, distributed to the most local levels possible. Leadership is radically transparent and firmly accountable to the commons. Indigenous and Post-Modern/Integral thought leaders and deep wisdom keepers work together for wise governance. Economic models are used to produce wealth by regenerating and stewarding eco-systems, community wellbeing and higher principles like harmony, enlightenment and joy. People benefit the most when they serve the community to the best of their ability. Bio-regions organize for larger scale projects like developing sustainable transportation networks and regenerative agriculture strategies. Global governance bodies focus on education and training for this type of governance, robust processes for deeply compassionate justice, peace between regions and cultures, and healing intergenerational wounds from past wars and conquests. Selfish and violent actors are neutralized by being removed from decision making roles quickly. They are supported with swift, compassionate justice and healing work, for as long as it takes to become productive members of society again. Aggression and Warrior leader energy is treated with respect and managed to be channeled into productive work or well facilitated tribal activities. Technology aids us to solve complex problems and scale out best regenerative practices, create closed loop production and distribute resources and wealth equitably. Education focuses on the whole person developing to be a responsible and caring global citizen who fulfills their potential and serves the good of the whole.

Gaia Union has coordinated funding and collaborative processes to empower conscious and regenerative pioneers. With this support we have collectively set up the economic and governance tools to empower people to conserve land, offer regenerative products and services and live sustainable lifestyles. The end goal is everyone in the network can meet their basic needs for life and fulfill their higher purpose. This economy of abundance is regenerating community, restoring ecological health, generating sustainable wealth, and inspiring all of humanity to make this shift. Bio-Regional learning centers support regenerative farming in rural areas and connect their goods to customers to cities. Facilitators like Joe Brewer in Barichara assist communities to have the dialogues and create the projects they need to thrive as bio-regions. Beautiful retreat spaces and eco-villages are thriving with ecotourism businesses supported by a global marketing effort. Digital currencies backed by regenerative land, products and services enable a sustainable flow of wealth aligned with the needs of ecosystems. On-line marketplaces such as [LocalScale](#) for trading regenerative currencies, products and services are fully functioning so people can buy real goods with the currency they earn contributing to the regenerative Gaian system. Large partners such as Wholefoods, Patagonia and local aligned businesses will accept the currency with a gift card program. A learning and earning platform offers people a way to onboard into the new system and make it a career choice. Profitable businesses like green rentals, retirement facilities, tourism, tech companies are set up to multiply the abundance and re-invest into the Gaia Commons EcoSystem.



WHO ARE WE

A globally distributed organization which stewards large areas of land and supports regenerative projects and businesses using holonic governance practices.

Legally, we use a mixture of entities in several countries to achieve our goals including legal DAOs in jurisdictions which recognize them, a charitable foundation in Switzerland (existing), a non-profit in Columbia (existing) and tribal Church in USA (Strategic Partnering) and a network of for-profit B Corp businesses and co-ops (not yet existing). This mix will continue to evolve functionally.

Gaia Commons: a Membership network of conscious individuals who are aligned and committed in their pursuit of a well nourished planet. Members commit to contribute social and financial capital to the Shared Basket of Abundance for the good of the whole and the future generations. Members receive an abundance of benefits such as meaningful experiences, funding, work and exchange opportunities, community belonging and deep connection, discounted prices on regenerative goods and services, and social benefits including holistic education an alterNative health services and retirement care. Gaia

Commons can also be understood as a network of members (various types of memberships) who declare themselves aligned with a specific vision (especially in its economic aspect) and agree to avoid redundancies, and unnecessary or inappropriate use of energy, time and resources, by radically collaborating in buying, making and stewardship. In addition, they contribute some kind of capital (such as time, goods or money) to the shared basket of abundance; all these goods and assets are Common Property of Gaia as a whole; and they share a system of governance, collaboration, communication and coordination (CO3).

Gaia Union: We sense a global movement emerging as an ecosystem of coordinated conscious governance for the benefit of all people and Gaia's evolution. This is emerging organically and starting as the Gaia Hub.

Gaia Hub (Gaia Web) is the global network of actors who are aligned on an overall vision. It is a network that is at the forefront, acting as a connector of regenerative projects around the world through strategic alliances. An alliance of regenerative organizations focused on collaboratively generating and distributing funds

Gaia Commons Funds: is a comprehensive global ecosystem that supports, incubates and invests in regenerative organizations and projects. The funds of this Gaia Commons Hub Model are integrated in three layers: 1) The EcoHabitats Global Network Funds 2) The Gaia Investment Fund. 3) The Gaia Impact Fund. And these are also subdivided.



VALUES

Oneness And Love Consciousness - Above all circumstances, what is important is the Awakening of Consciousness. Compassionate honesty is important. All conflicts can be resolved with well held communication processes.

Coherence - Tuning into the greater field, we support the collective global network of regenerative and evolutionary pioneers to collaborate at higher scales, to self-govern for powerful results and practical actions.

Distributed Power With Meritocracy- Embodying a better world means learning how to share power and activate collective wisdom. Roles assignments are validated by knowledgeable stewards with appropriate training and ethical standards upheld.

Radical focus - We focus on ambitions and goals around our purpose and then process the signals (perspectives) sent to us to act accordingly.

Positive Expectation - Without burdening ourselves with unnecessary expectations, Our duty from governance is to capture any implicit expectations in self and others, catalyze them if they are in service of the purpose or reject them if they aren't

Sensitization - The duty to process any and all relevant perceived tensions into meaningful change for the purpose of your roles.

Role Awareness - The duty to argue every action, decision and vote of one of your roles or missions at the request of another member.

Processing - The duty to process and take on any work for which your role is responsible and (re)prioritize according to the strategy of the Circle or Holon and the purpose of GAIA.

Transparency - The duty to transparently share all work in which you are involved and, if requested, provide reasonable estimates of when results can be expected.

Accessibility - The duty to grant access to all resources available to **Tension**

Resolution - A Tension is a gap between Reality and what is perceived as reality. Each Gaia Member is committed to process all felt Tensions in the corresponding.



0.1 Governance key questions answered

Who has power

- The ‘Spirit of Gaia Commons’ has the most powerful position in the center of the organization. This refers to a spiritual consciousness of the collective with which we are able to communicate and receive guidance. We use collective deep listening processes to help the team make strategic directional decisions using this guidance.
- People with demonstrated experience and maturity will be awarded ‘Steward’ Badges to fulfill leadership roles. Stewards have the authority to make high level decisions in their domain of expertise. A ‘certificate of trust’ process will be used for validation.
- Vision Keeper Stewards have held the larger vision aligned with Gaia Commons for at least a decade, are skilled at connecting with spirit and listening to the needs of the members. They hold the vision and assist Gaia members to do deep listening practices. Vision keepers have the authority to amend the constitution in consultation with the Constitution Stewards.
- The Gaia Constitution, Gaia Commons Governance document, and the Operations Guides are our set of official Collective Agreements (Gaia ZeWa). They guide our vision and daily distributed decision making processes. If there is an issue, confusion or proposal to change the core documents, the active Constitutional Steward Badge holders will be consulted. In case of continued dispute, issues may be escalated to the Vision Keeper Stewards for resolution.
- Focalizers are leaders who are fully aligned with the vision and have a whole-organization view. They are approved by 3 vision keepers. They have authority to coordinate the General Operation Sphere, which includes three holons, Strategy and Direction, Legal and Admin and Internal Communications and Operations.





- Holons are teams working on certain domains. Holons have the power within their domains to propose their budgets to the general operation sphere, hire and fire holon members, and decide how to achieve their objectives.



- Spheres: Several Holons whose domain is connected and decisions may affect each other closely, are gathered into a Sphere. They share a similar color in the organizational illustrations.
- When two holons are not sure how to make decisions and resolve tensions, they can meet with the next (“highest”) level holon to explore needs and create proposals for action. If the path is still not clear, the issue is escalated to the next level holon.
- Contributing to the community over time earns you up to 10 times more decision making authority (Voice) in each specific domain. (details described in Voice section below)



How we make decisions

Decision making will be mainly by 'consent' in spheres and holons. A member can be given consent by their holon to make autonomous decisions in a specified realm with limitations. Proposals can be formed by any member and discussed and improved for clarity and precision with the holon. When a proposal is complete it is presented for a consent round. Bigger proposals are shared with their 'mother' sphere or other spheres for feedback.

If someone has an objection to the proposal, they are responsible to come up with a reasonable proposal to test their assumptions and concerns, by a certain date defined by the meeting facilitator, or their objection will be noted, and the proposal approved. If consent is not reached by a predetermined dateline, then the process will be resolved by voting. The percentage of agreement required is determined by the Stewards of the sphere.

If a proposal goes to vote, the default criteria are that a 33% quorum is present for the scope of the decision and 66% alignment is a pass. If an issue has an urgent deadline requiring action and the 66% does not pass, a revised proposal will be voted on with a simple majority.

Decision Making Authorities

- Vision keepers stewardship council have the authority to amend the constitution in consultation with the constitutional stewards.
- Core Focalizers have the authority to change the Governance documents and Operations Guide with the Vision Keepers approval only or vice versa.
- Core Focalizers facilitate the process of aligning objectives and budgets among the spheres and resolving tensions between spheres.
- Each Sphere proposes their budget and decides how to divide their budget among its holons. Holons have the authority to determine how to meet their objectives and spend their allocated budgets.
- Each Sphere can change the Operations Guide sections relevant to their domain in consultation with the Focalizers.
- Finance and Economy Holon collects the budget proposals and proposes the final budget allocations for each Sphere.



How other players make their voice heard

Gaia Commons will be a large membership community of people working on the agency and also in regenerative projects, organizations working on systems transformation and enterprises willing to share part of their profits with the Gaia Commons Ecosystem. Budgets and major funding decisions will be transparent on a digital platform in a staging process. Proposals can be discussed over a determined time frame, usually two to four weeks, and concerns addressed before final approval or vote. The sphere stewards sets the quorum, pass rate and timeframe for the vote based on the content, importance and urgency of the decision.

Any verified real person stakeholders on the online platform can read and comment digitally on proposals, only Gaia Commons members can vote on their respective Fractals, Holons and/or Spheres. Members can earn a voice in decision making meetings by being recognized as contributing to the community in meaningful ways.

Holons will inform and consult members on decisions which affect community members. They will consult with content experts in 1:1 conversations and with community members in Telegram, Nestr and/or Discord topic threads or focus groups as is felt appropriate. AI tools will help members make inquiries and get answers or clarify confusions. Newsletters and regular community connection calls will keep people engaged.

How account is rendered

Gaia Commons co creators will be making important relational and financial decisions and holding complex roles. Transparent budgets and results will be accessible on the online operations tools (currently Coda)

All members are accountable to high ethical and performance standards by their holon, the relevant stewards, focalizers and Vision Keepers and the community as a whole.

In our online operational tools, each holon will have charts for budgets, objectives and indicators. Each Holon is accountable for its results towards those indicators as a whole and will be rewarded collectively for achieving outcomes. Holons not achieving their objectives will be supported by the focalizers to make any required changes and creatively find solutions to achieve or modify the objectives.

Individuals not performing in their holon will be supported within their holon to find solutions. The focalizers may support this process and tension resolution team members or steward may be invited as needed if issues are not resolved in a timely manner within the holon.



Removing Privileges for Misaligned Behavior

Three Stewards may suspend decision making authority and stewardship badge designation for a period of 30 days, to anyone not living up to the minimum ethical and performance requirements and values of GaiaHub. Behaviors must be documented and clearly show a significant breach in values, ethics or principles.

The concerns must be shared transparently and compassionately with the individual, in private, with the appropriate conflict resolution team member present or consulted on process. The person is given a chance to describe their perspective and commit to agreed changes and access healing or coaching interventions. A plan is agreed to follow up after 30 days to reinstate the privileges or remain revoked. If others have been harmed by these behaviors, a restorative justice process will be held as well.

Any Member can, anonymously or not, flag a breach in ethics and performance to the sphere steward using an online form. Multiple flagged behaviors or one serious report will support the documentation and appropriate action will be taken to discuss concerns and plan for improvements with that individual.

Holon Members may submit a proposal to remove decision making authority or Steward badge designations from individuals. Valid reasons must be documented and concerns raised directly and privately with the individual with the support of the tension resolution team where needed. If the proposal is then brought forward, it must be consented to in the relevant holon or Sphere. The individual does not have the ability to object to the proposal, but may clarify, ask questions and raise concerns that may affect the proposal. If the person feels unfairly demoted, they may ask the focalizers and a vision keeper and conflict resolution team to review the scenario and decision. This may result in a new proposal for action.

Trust and badges can be earned back over time by demonstrating changes in attitude and behavior and performance maintained over 6 months.

With further misaligned behavior, Members can be further downgraded in their voice and experience privileges or removed from the community by the same processes.



1.0 GOVERNANCE MODEL

Our organization is holonic, which is designed to function in line with nature's principles. Our processes are designed to distribute power and responsibility throughout the community and create feedback loops, so wise decisions can be made, incorporating the collective intelligence of the whole community. We use meritocracy principles where people earn trust and reputation to make important decisions. We structure ourselves in fractalling, holons, with clearly defined yet flexible domains, functions and roles.

Each person contributes their individual capacities according to their life conditions, so that the harmonic collaboration and the coherence of our actions and work contribute to the achievement of common objectives.

The higher purpose acts as a catalyst that drives and guides the actions and decisions of the group. It serves as a moral compass and unifier of efforts providing a solid foundation for collaboration, teamwork and sustained commitment. This shared consciousness fosters self-management, where individuals have the ability to make decisions and resolve internal issues with autonomy and responsibility.

People are empowered and given the opportunity to take responsibility and leadership for the common purpose. They can organize horizontally (with the same opportunities) but distributed in different focus areas, actively participating in decision making and conflict resolution. They provide a safe and respectful space where people feel free to express their ideas, perspectives and concerns, and the active participation of all members is encouraged.

some considerations before explaining the model...

Organizations with more than 100 diverse people are considered networks, but to be considered global they have to be in at least 2 or 3 continents, and in at least 3 countries per continent

If one or more people want to postulate as a network representative, the members of this network need to be clearly stated and officially subscribed or self identified as a part of this network, this means if they really have the legitimacy to represent them or maybe even talk on behalf of them, they won't need to come to the meetings or become Gaia Commons Members if they don't want to.

A very different scenario is if they are just your contacts or database (people you are having conversations with or that they only sign up to receive some benefits or information) then it's different than a consolidated Network (at the end we are all living networks) for now we are considering networks groups that can officially represent at least 10 key organizations or projects (meaning they really trust you and identified themselves as part of this network, different than just having ongoing conversations or just being aligned) ... this applies for local or global levels...



2.0 STRUCTURE OF GAIA COMMONS

Gaia Commons consists of stewardship councils who oversee important governance decisions and Agency Holons to do the work and make daily operational decisions.

2.1 Stewardship Councils

Stewardship Councils consist of trusted people with integrity who are aligned with the Vision and are verified experts in their realm of competency. During the Catalyst phase we will be recruiting and verifying the council members and activating Stewardship Councils as they are ready with minimum 3 people in each.



2.1.1. Selection of Stewardship Council Members

Gaia Commons Core Focalizers (Stewardship Council) will act as the Initial Invitations Committee, The Official Core Focalizers are Jorge Calero, Silvana Raveane, Felipe Leal, Kara Stonehouse and Stephen Gomes who are the ones validating and activating the Gaia Commons Catalyst Phase Governance and Economic Model. These people have been holding the vision of distributed and dynamic governance and new finance systems for many years and validate each-other as the trusted initiating core representing different networks and backgrounds. From this core, we will invite aligned networks and many more individuals to join us in nominating and validating stewardship council and holón members.



It is important to us that the selection process for each council is rigorous, diverse and based on merit.

Diversity: We require that the selection process includes an honest attempt (researching networks and reaching out) to recruit for the following diversity criteria.

- 3 to 9 relevant networks will be invited to suggest nominations of a trusted and available person.
- a gender balance; where no more than $\frac{2}{3}$ of the members are from the same gender.
- a mixture of races. (for the GLocal EcoHabitats Fund at least two races and two continents represented),

Criteria for getting elected – “Certifications of Trust” (CoT)

To be recognized as a Steward for Gaia Commons, a person must earn a "Certification of Trust" (CoT). A CoT is earned by the following process.

Selection Process

1. Gaia Commons core team invites key people to suggest networks or leading groups or organizations in their field/sector.
 2. The recruitment team selects and invites a maximum of 9 networks to choose a steward for each council.
 3. Those potential stewards are introduced to the role in more detail and confirm their interest in being a council member
 4. The roster of the Stewards, is shared with all the Gaia Commons members for consent.
 5. A ceremony confirms the Stewards and activates the Council.
- To be eligible for election, each candidate for the Genesis Gaia Councils must have at least 5 "certifications of trust" where they are nominated as Stewards / Leaders / Managers and/or Vision Keepers and an overall score above 7.7 in the final sum of all areas. And they must have at least one Formal Recommendation from at least one Ancestral/Spiritual Authority / Elder.
 - Catalyst Gaia Core Team Members. will be recruited from diverse networks from all the 6 continental DHOs that make up the 6 Operative (secondary) Holons. These 18 to 54 natural persons are also governed by the same "agreements" as any other member.



- To be eligible for election, each candidate for the Gaia Core team must have at least 5 "certifications of trust" where they are nominated as Stewards Focalizers, General Leaders and/or LampLighters. and an overall score above 7.77. And they must have at least 3 recommendations, certifications or verifications/approvals from 3 Genesis Council Members.
- **Co-Operative Members.** All other people that have an Active Role and Responsibility within the 15 Principal Holons are consolidated as Co-Managing Members are governed by the same general agreements as any other member. Which for their Election must present: 5 Certifications, where they are nominated as by their expertise and an overall score above 7.77. And they must have at least 3 Recommendations, Certifications or verifications from 3 Council Members.

Stewardship (Councils)

The following list of possible Councils is provided initially for implementation.

Visión & Constitutional Stewards Council: These are charged with guarding the original purpose and essence of Gaia's Vision from a Holistic and Integral perspective. Their function is to ensure that actions and decisions are aligned with the established vision and mission, protecting the Principles and Values, as well as to evaluate and guide the direction and harmony of the ecosystem in general.

Gaia Strategy Stewards Council:(Adults&Youth) Members approve by the Vision Stewards (Elders) who will assume responsibility for co-govern, direct and manage the general resources, programs and projects of the global organization, towards the long-term objectives established at the global and/or continental level.

Members elected as gLocal Stewards will assume responsibility for managing and directing projects, programs and Strategic Alliances, towards the long-term objectives established corresponding Sphere or Fractal, at the Continental, National, Regional or Local level, considering the principles, vision and mission of Gaia as reflected in the Constitution. providing feedback to the gLocal Circles or Councils on the status and progress of their geographical space / Bioregion, Sphere or Fractal BioHub

National Legal and Formal Administrative Stewards (Trustees / Treasury Stewards) Council: Those elected will assume responsibility for helping to arbitrate the processes and legally manage the resources of their Sphere or Fractal, approving, verifying and confirming that all decisions/proposals of the EcoSocial Economists (Economy and Finance Circle/Holon) are aligned with the principles towards the long-term goals established by the Steward Councils at their respective Continental, National, Regional and/or Local Communities (Gaia BioHabitats) level. Responsibilities include managing legal, contractual and regulatory risks if any, auditing internal



processes and procedures, Refereeing and advising on programs and projects in accordance with the overall objectives of the Gaia Commons Management, Development and Funding Master Plan.

EcoSocial Economist Stewards (Treasury Multipliers) Council: Experts who can manage, advise and propose on specific financial budget allocation, Their responsibilities include accounting, financial management and coordination with all the different aspects and needs of the entire Ecosystem, or of its own sphere program or project, expenditure management, while working within constraints and helping them to organize, plan, assess risks, develop eco-social business strategies, strategically define and plan the scope of projects and communicate with donors, investors and stakeholders.

Energetic & Emotional Space/Field/Container Stewards/Guardians; DDHH Council: Harmony Holders & Disharmony Detectors: Members holding this badge focus on assessing the holistic health (Energetic, Spiritual & Emotional) of the Gaia ecosystem, here we also find *Holistic Healers & Conflict Mediators*.

Stewards of Inclusion, Safeness, Individual & Social Integrity (SISISI) Council; Members holding this badge focus on the evaluation of Inclusivity and Safeness Policies, including economic and social equity and members' easy access to all type of resources including the Gaia Ecosystem "internal" Information.

Wisdom Keepers Stewards Council: Wise Educators who offer Integral Guidance to the General Gaia Community through holistic and transpersonal ancestral wisdom. May be a rotating Council, as needed to invite inspired "experts" & experienced individuals).

Tech Stewards/Guardians Council: Liaison capability with blockchain software vendors to audit and review Gaia actions and source code to assess alignment with Gaia Community vision, mission and policies. Research and Innovation to maintain awareness of the broader global ecosystem in relation to the Gaia ecosystem.

Local Stewards of the Territories Council(s):: They work with the geomancy of the land as well as the energies and Spirits of the territory, attend to gardening, prepare the land to receive the community of beings, manage the restoration of the ecosystem, help maintain the facilities and attend to seasonal cleaning. They are committed to the ecological integrity of the land by adhering to holistic land management practices designed to support the conservation and regeneration of natural living systems.

Focalizers of Specific Holons, Spheres or Rectangles (Funds) Council(s): Guides and integral facilitators that provide an integration of knowledge from different scientific and human potential talent and self realization disciplines alongside any other need to support the participatory design of the Holon's master plan. They are able to synthesize creative ideas with innovative practices to create new evolutionary approaches for creating opportunities and solving challenges that support the strategic development goals of the Holon. and ensure delivery against the roadmap.

They are responsible for keeping updated all the relevant information of their Circle or Holon, as well as the necessary information of the related Holons and Sub Holons. Their function is to guide and coordinate the activities within their area of responsibility, ensuring a fluid and efficient communication between the different organizational levels.



3. Agency Holons

Accordingly, the matrix represents an organizational structure that groups individuals who share interests and competencies related to a theme or to the operational functions of the organization. In order to establish a solid and congruent structure, GAIA is made up of the following matrices:

a. Thematic Mandala (Matriz)

Area focused on addressing specific topics and areas of interest relevant to the organization, composed of a group of people with knowledge, experience or interest in a given topic. Its main objective is to promote research, development and knowledge exchange in its area of expertise. Its functions include identifying and analyzing trends, generating proposals, offering advice and contributing to the development of strategies related to its thematic field.

b. Operational Mandala (Matriz)

Area responsible for the management and execution of the operational activities necessary for the effective functioning of the organization. It is made up of a multidisciplinary team of people with skills and knowledge in different operational areas. Its main objective is to plan, coordinate and carry out the necessary actions to achieve the association's objectives and fulfill its responsibilities. Its functions include financial administration, event coordination, project management, internal and external communication, among others.

Each of the matrices has its own specific responsibilities and functions, but they work in a complementary and coordinated manner to achieve GAIA's overall objectives.

The operating dynamics of each matrix define the scope of each one of them according to the skills, knowledge and experience of its members. It also includes the responsibility to be accountable for the actions, decisions or results. Thus, the members or organizations linked to the matrix are accountable to GAIA and the communities involved in the corresponding matrix.

In this order, the spheres and holons attached to the thematic matrix will execute actions linked to the meaning of the matrix. The same applies to the operative matrix.

SPHERES

Several Holons whose decisions may affect each other closely, are gathered into a Sphere. They share a similar color in the organizational illustrations. For example:

In the Sphere, the group of holons meet a few times a year, to propose how to distribute the budget approved by the General Sphere and coordinate their strategies.



Spheres are formed with the purpose of integrating diverse knowledge, working together to address common challenges and promoting the development of the association as a whole.

HOLONS

The concept of a holon, sometimes called circles, refers to an entity or group of people engaged in collaborative activity within a larger community. The holon, is a decision making circle, has the capacity to carry out the missions in its domain of expertise. It is an entity with autonomy but interdependent with other holons that together serve the realization of GAIA's purpose.

In the Holons, the people share a common objective and commit themselves to work together towards its achievement through the organization by Roles (functions) and Activities (tasks).

Holon integration

Each holon is made up of the following elements:

- a. **Role:** The specific task performed by a person within the holon, such that each member has an assigned role that defines his or her particular responsibilities and contributions.
- b. **Purpose:** Refers to the essential reason that gives direction and meaning to working together. In this way, the common vision and sense of unity is present in the ideas, actions and achievements.
- c. **Responsibility:** Each team member has specific responsibilities that must be fulfilled in order to contribute to the achievement of the common objectives. For this reason, it includes what is expected of each member during the execution of the activity in charge, including not only the fulfillment of activities, but also informed decision making and accountability derived from their results.
- d. **Domain:** The scope of competence and authority in which decisions can be made and actions carried out without the need to consult with other parties or teams.
- e. **Delegation:** This refers to the assignment of functions related to the task to be performed and the sub-activities associated with that task.

Common duties of the holons

Although it is true that each holon can act autonomously according to the purpose or parameters of the sphere to which it corresponds, all holons are obliged to deliver and disclose information regarding the following aspects:



- a. **Metrics:** Outcome metrics allow the holon the quantification and evaluation of performance and achievements against progress in achieving objectives, actions implemented and their consistency with the sphere to which it belongs. All metrics should indicate the name of the metric, periodicity and data used to measure the goal.
- b. **Strategies:** Refers to the implementation of a series of specific activities and actions aimed at progressively improving the results derived from the objectives outlined and/or metrics applied.

To this end, relevant areas should be identified in which the adoption of changes or improvements can boost the performance of the holon and its contribution to the corresponding objective.

Thus, for example, if the holon has as its purpose the development of services, it should estimate the costs, contracts, integral impact (social, cultural, ecological and economic) and related members in order to improve performance within the coming period of time, seeking efficiency and effectiveness of the actions implemented.

- c. **Disclosure of results:** Each holon is responsible for regularly publishing the results of the projects it is working on.

This publication should include the updated status of each project, indicating whether it is a future project, active, on hold, completed or in the planning process, as well as an executive explanation of its current status and an estimate of the percentage of progress and estimated time to achieve the completion of the activity, project or next stage with respect to the different holons or projects.

This information should be shared so that all GAIA members can have access to it and be informed about the progress and achievements of the different holons as well as to identify possible duplications, collaborations or co-management from different areas on the same aspect.

Holon members

When a person is elected to a role or activity in GAIA, he/she becomes a member and assumes the duties, commitments and responsibilities associated with the role or activity conferred upon him/her.

Those who have not been assigned to an active role or specific activity are considered passive members within the organization. Although they do not have a direct responsibility in the execution of projects or activities, these members can participate in the process of co-creation of ideas and decision making as long as they have the right to voice and/or vote respectively.



AGENCY - SPHERES and HOLONS Purposes

Core Operations Sphere

Strategic Alliances

This group's main objective is to coordinate and manage activities related to project management, the search for strategic alliances and the implementation of initiatives that promote the association's operational objectives, as well as the planning, direction, execution and development of these. Its members work together to identify opportunities for collaboration, establish alliances with other organizations, coordinate projects and ensure their proper execution.

Legal and Admin

This group is responsible for ensuring the proper administrative functioning of the association, as well as promoting harmonization and fairness in the context of the organization's activities and decisions. Its responsibilities include the general administration and management of resources, financial coordination with all the different aspects and necessities of the whole ecoSystem, expenditure management, management of legal, contractual and regulatory risks if any, auditing of internal processes and procedures, conflict resolution and the promotion of an equitable and collaborative environment among members.

Internal Communications and Processes

The Facilitation and Communications group is tasked with energizing and facilitating the association's internal and external communication. Its members are responsible for developing effective communication strategies, both verbally and digitally, to ensure a clear and timely transmission of information among members. They also encourage the active participation of all members in meetings and activities, using appropriate methodologies and facilitation techniques.

General Operations Holons:

Holistic Management and Spiritual Affairs

Responsible for promoting holistic management in the association, integrating spiritual aspects and values in all activities and decisions. Their responsibilities include fostering a focus on integrity, ethics and the higher purpose of the organization. In addition, they are dedicated to promoting wellness, meditation and personal development practices among members.

Design & Planning, Urbanism, Environmental & EcoTechs

Responsible for managing aspects related to ecology and technology in the association. Its functions range from the implementation of sustainable and eco-friendly practices to the incorporation of innovative technologies that contribute to the development and efficiency of the organization, including soft technologies necessary for the development of operational objectives.



Communication, Education & MultiMedia Content

Dedicated to promoting and managing activities related to education, alternative pedagogies and access to relevant information. Its work includes the creation of educational programs, the organization of workshops and training events, as well as the administration of libraries and educational resources for the benefit of members and the community in general.

Regenerative Economies, Business & Banking (ReSource Libraries) Management

The main objective of this holon is to manage all of the association's resources and capitals, in a fair, collaborative, regenerative, sustainable and sustainable manner. Its responsibilities include the planning and coordination of financial strategies, as well as the administration and management of general resources, the financial coordination with all the different aspects and needs of the entire ecosystem, the management of legal, contractual and regulatory risks if any, the auditing of internal economic processes and procedures, and the promotion of an equitable and collaborative environment among members.

External Communications, Public Relations & Marketing

Responsible for promoting creativity and innovation in the association, as well as managing internal and external communication activities. Her tasks include the development of effective communication strategies, the creation of creative content and the promotion of the association's image and values through various communication channels.

Product and Physical Platform Management

Its functions include the development and management of products or services offered by the association, as well as the administration and management of physical spaces and resources necessary to carry out the organization's activities. Its functions range from the implementation of sustainable and eco-friendly practices to the incorporation of innovative technologies that contribute to the development and efficiency of the organization, including soft technologies necessary for the development of operational objectives.



PLANNING OF ACTIVITIES AND REMUNERATION OF MEMBERS

There are two linked processes for assigning activities, rewarding and recognizing members who actively participate. These processes are detailed below, providing a clear and transparent structure for valuing and rewarding member contributions.

1. Assignment of activities (roles, tasks or functions)

- The members of the Holon identify an activity previously defined by the holons as well as the expected results and specific deliverables.
- The Holon votes for the activities to be executed against the defined project.
- The Sphere or Holon votes for those who will be in charge of the execution of the activities.
- The budget allocation is subject to the following conditions:
 - If the Holon already has a budget allocated by the Holon of economy and finance, it is up to each Holon internally to establish and dispose of its own resources;
 - If the Holon does not have its own budget allocation, the budget proposal will be sent to the Spiral Management Sphere and, in case of approval, the resources for execution of activities will be granted by the Holon of economy and finance.

2. Cyclical compensation

- GAIA proposes and defines a set of Roles and Archetypes/Ranges of Remuneration based on a Fair, Transparent & Solidarity Model.
- Every person has the right to apply and be recognized under a predefined Archetype/Rank for their sphere or holon, with a time commitment level of 1% to 100%, and a specific period of maximum 12 months.
- The corresponding holon or sphere can vote the amount of the economic retribution for each person or each proposal, only if it has a budget approved by the main sphere of GAIA COMMONS or, considering the remaining resources according to the approved proposal and according to the objectives of the holon, seeking the efficient management of the resources that may be allocated. Any economic retribution must be decided in the GAIA COMMONS main sphere.
- Individuals will receive the agreed compensation in each cycle when the assignment is completed and their deliverables are socialized and approved.
- In the event of temporary or absolute absence of the member, the degree of commitment will be subject to the evaluation of the holon or sphere in order to determine the deadlines for compliance, progress, results, deliverables and, if applicable, to recognize the corresponding retribution by means of a vote.

ROLES & BADGES WITHIN THE HOLONS OR SPHERES

Active Transformational Agents: People that take responsibility for at least on Role and/or Quest that contributes to the proper functioning of a Holón or a Sphere, ensuring the achievement of the



established objectives and key results of the Organization / Ecosystem.

In order to strengthen and effectively structure the proposal, the following roles are proposed, with specific domains, responsibilities and functions assigned, A badge signifies you had demonstrated a capacity in areas or roles like:

- a. **Core Focalizers (Badge) ; General Guides (“Lamp Lighters” / “Light Leaders”):** As living systems designers they provide holistic design principles, processes, practices, and systems to support the “whole system” of interconnected elements that participate in, impact, and influence the EcoSystem. These roles are responsible for having a deep understanding of the context and clarity on the Ecosystem overall and specific objectives. Their main function is to provide guidance and leadership in the pursuit of these objectives, ensuring that all members are aligned and focus their efforts effectively. to operationalise strategy.
- b. **Spheres or Holon Focalizers (Sort of Guides / “Directors”/ “ManaGers” Lamp Lighters):** Transdisciplinary guides and integral facilitators that provide an integration of knowledge from different scientific and human potential talent and self realization disciplines alongside any other need to support the participatory design of the Spheres or Holon's master plan. They are able to synthesize creative ideas with innovative practices to create new evolutionary approaches for creating opportunities and solving challenges that support the strategic development goals of the Holon. and ensure delivery against the roadmap.
- c. **Gaia Strategy Leaders (General Managers):** They are responsible for directing the Strategy, Programs and Objectives & Key Results (OKRs) of Projects and Partnerships. They provide an integration of knowledge from different scientific and spiritual disciplines along with any need to support the strategic development of the master plan. They are able to synthesize creative ideas with innovative practices to facilitate evolutionary approaches that create new opportunities and solve challenges and achieve the project's visions, missions and OKRs.
- d. **Holón Leads / Operative Leaders / Managers:** They are responsible for keeping updated all the relevant information of their Circle or Holon, as well as the necessary information of the related Holons and Sub Holons. Their function is to guide and coordinate the activities within their area of responsibility, ensuring
- e. **Facilitators:** hold space for meaningful dialogue and catalyze radical collaboration: Stimulates the Meetings with Methodologies for the achievement of objectives.
- f. **Scribes and Secretaries:** The Scribes and Secretaries are responsible for systematizing and keeping updated all relevant information of their Circle or Holon. Their main function is to organize and document the records, minutes and documents necessary for the proper functioning and transparency of the association.



- g. **Communicators:** These roles are responsible for socializing developments and news with other members of the association, either verbally or digitally. Their function is to ensure effective and timely communication, promoting active participation and the exchange of ideas among members. Creatives: Designers and creators of MultiMedia Content Pedagogues, Communicators, Influencers, Educators, Teachers, Trainers.
- h. **Spokespersons and Representatives:** These roles are responsible for collecting and transmitting all updated information from their Circle or Holon to other internal or external spaces. Their function is to represent the interests and needs of their corresponding area, guaranteeing a clear and effective communication with other Holons or SubHolons.
- i. **Cross-Pollinators:** These roles are responsible for interweaving ideas, tasks, activities, roles, visions and missions in general, both within the association and in collaboration with other organizations. Their function is to promote interaction and collaboration between different entities, facilitating synergy and the creation of cooperative networks.
- j. **System ArchiTechts & Coders:** Systems architects analyze the existing system and business strategy to translate the requirements into recommendations for technical solutions and IT infrastructure that are based on living systems design principles. I provide the necessary technical design requirements at each stage of development to build out the IT system for the operations of the project.
- k. **Administrators:** These roles are responsible for managing all the resources necessary for the proper functioning of each Holon or Sphere, with the exception of money. Their function is to manage the materials, files, tools and other resources necessary for the development of the activities within their area of responsibility.
- l. **Treasurers and Accountants:** Treasurers and Accountants are responsible for managing the finances of each Holon or Sphere. Their main function is to keep accurate records of income and expenses, maintain financial transparency and ensure the proper use of allocated economic resources.
- m. **EcoSocial Economists / Treasure Stewards:** Experts who can advise on financial general budget allocation, Its responsibilities include the general administration and management of resources, financial coordination with all the different aspects and necessities of the whole ecoSystem, expenditure management, management of legal, contractual and regulatory risks if any, auditing of internal processes and procedures, while working within restraints and projects needs and circumstances. helping them to organize, plan, assess risks, develop business strategies, strategically define and plan scope of projects, manage project resources, communicate with stakeholders, and see projects through in accordance with the overall goals of the master development plan and Gaia Commons funding programs.
- n. **Advisors and Consultants:** These roles provide advice on specific topics required by the Holon. Their function is to provide knowledge and expertise in specialized areas, offering guidance and recommendations for informed decision making.



Roles in the Projects

- a. **Project Leaders (Managers):** They are responsible for directing the Strategy, Programs and Objectives & Key Results (OKRs) of Projects and Partnerships. They provide an integration of knowledge from different scientific and spiritual disciplines along with any need to support the strategic development of the master plan. They are able to synthesize creative ideas with innovative practices to facilitate evolutionary approaches that create new opportunities and solve challenges and achieve the project's visions, missions and OKRs.
- b. **Project Operational Holons Leaders:** They are responsible for keeping updated all the relevant information of their Circle or Holon, as well as the necessary information of the related Holons and Sub Holons. Their function is to guide and coordinate the activities within their area of responsibility, ensuring
- c. **IRL Executors (in the Physical Plane):** Developers, Producers, Farmers, Builders etc These roles are critical to the effective functioning of the association, as each performs specific responsibilities and contributes to the achievement of the overall objectives. Further details on the responsibilities, functions and interactions of each role will be established in the association's bylaws and internal regulations, ensuring a clear and efficient organizational structure.

GOVERNANCE MAIN SPHERES

They shall have a minimum of 9 members and, if there is good reason to question the trustworthiness of the members or if a more informed decision is required by consulting a greater diversity of opinions and perspectives, it may extend its composition to a maximum of 90 members.

- a. Individual Spheres:
- b. **Core Operations Sphere - Operating Engine:** It is formed by the holons of:
 - 1 Vote from Visión Keepers or 1 Gaia Core Focalizer
 - 3 Votes from Strategy & Direction
 - 2 Vote from Legal & Administration / 1 from Accounting 1 from Arbitration
 - 1 Vote from Internal Operations & Human Relations
- c. **Agency Governance General Sphere:** It is made up of the following:
 - 3 Votes from Strategy and Direction holon
 - 1 Votes form the Admin and Legal holon,
 - 1 Votes from internal comms
 - 1 Votes from each of the 6 Operational Spheres (1 vote per Sphere) total votes = 6Gran Total 15 people deciding on the final Agency budget.



- d. **Rainbow Governance Projects General Sphere:** Its composed of the following:
- 6 Votes The Agency General Sphere Representatives + 9 from each Fund
 - 7 Votes representatives from the Thematic Sphere
 - 11 Votes from the Stewardship Councils.

GENERAL SPHERES

- a. **Global Gaia Mother Sphere / EcoSystem / Network:** Comprised of all individuals, organizations and projects that have official membership in the Network.
- b. **gLocal BioHabitats (BioRegional Centers) &/or Territorial Clusters:** They comprise autonomous interdependent territorial networks, from the continental, national, regional and local communities oriented to the articulation of projects and processes focused on predefined or authorized territories, as long as they are projects related to the Local Network and/or the Global Network
- c. **Member Sphere-Assembly:** All those attending the assemblies as long as they are members of the Network.
- d. **General Assemblies:** It comprises a general structure open to the intervention and participation of the general public. Whether or not they are members of the network.

MEETINGS

In order to promote an active and effective search for meaningful purpose, recurring meetings will be established as a default rule in each holon. These meetings will provide the opportunity to address and transform each of the following tensions, with the purpose of generating substantial changes that contribute to the achievement of the association's objectives. However, the holon shall have the power to adopt a policy that modifies this practice through its existing governance process.

Each of these meetings will be promoted by a Facilitator chosen by the group. The selected Facilitator will play a relevant role in the development of the meeting, ensuring an atmosphere of active and constructive participation. Likewise, the scheduling and administration of each meeting will be the responsibility of a Scribe chosen by the group, who will be in charge of ensuring a detailed and accurate record of the topics discussed, the decisions adopted and any other relevant information arising during the meeting.

All persons who play a role or activity in the holon, as well as the Operational Leaders of the sub holons should be invited. This in order to obtain an active participation in the recurring meetings. The contribution of all members during the course of each meeting is considered fundamental,



regardless of their position or responsibility, thus ensuring collective decision-making and the achievement of the organization's common objectives.

Accordingly, the meetings may cover one of the following aspects:

Core Sphere Governance Meetings

The main purpose of these meetings is to address and make decisions regarding various aspects of GAIA, in order to modify, update or rethink:

- a. **Roles and memberships:** Possible modifications to roles and memberships within the association will be analyzed and considered. This includes the re-evaluation of the responsibilities and functions assigned to each role, as well as the possible incorporation or exclusion of new members in certain positions.
- b. **Remuneration ranges:** Established pay ranges will be discussed and evaluated. This involves reviewing the levels of remuneration and compensation assigned to each position and considering necessary adjustments or changes based on various factors, such as performance, internal equity, current economic conditions and available financial projections.
- c. **Holons, Funds, Fractals or Spheres Activation:** Consideration will be given to changes in the association's organizational structure, such as the creation, modification or elimination of holons, circles or spheres. This involves reviewing and redefining the relationships and distribution of responsibilities among the different organizational units, with the purpose of improving efficiency and effectiveness in achieving the association's objectives.
- d. **Policies, principles and values:** The policies, principles and values adopted by the association will be reviewed to assess their validity and relevance in the current context. Possible modifications or updates will be considered to ensure that they adequately reflect the values and needs of GAIA and its members.
- e. **Protocols or smart contracts:** The protocols or *smart contracts* adopted or entered into, as appropriate, shall be reviewed in order to evaluate their effectiveness and adequacy to current needs. Possible changes or improvements will be considered to optimize security and efficiency in transactions and agreements made within the association.

Changes in the governance of the holons will be adopted through an advisory process with the Admin (Governance) Holon. This process will involve consultation and dialogue with the Core Operations Sphere responsible for the General management and governance of the organization, with the objective of ensuring inclusive, transparent decision-making based on a thorough analysis of the needs and implications of such changes.



Community meetings

The purpose of these meetings is multifaceted and seeks to address different aspects of human group dynamics, with the objective of fostering greater integration and capacity for collective empathy. Specifically, these meetings have the following purposes:

- a. **Explore human group dynamics in general:** We seek to understand and analyze the dynamics that occur within GAIA, including the interactions, relationships, conflicts and challenges that arise among members. These explorations allow us to identify areas for improvement and strengthen cohesion, assertiveness and effectiveness of the group's actions.
- b. **Integrating differences:** We seek to promote an inclusive environment in which individual differences are valued and respected, whether in perspectives, opinions, experiences or backgrounds. The integration of these differences enriches decision making and favors the generation of creative and sustainable solutions.

In this sense, we seek to develop and strengthen the capacity of members to recognize, understand and constructively address the differences that exist in the group. This involves promoting effective communication skills, active listening, conflict resolution and teamwork, in order to facilitate collaboration and synergy among members.

- c. **Increase the capacity for collective empathy:** The aim is to cultivate greater sensitivity and understanding of the experiences and perspectives of other members. This involves fostering empathy, solidarity and mutual consideration, which helps to create a supportive and trusting environment in which members can relate to each other more effectively.
- d. **ReGenerative Culture: Weaving** the DNA of a conscious culture through the social coordination of collaborative governance best practices, non-authoritative visionary leadership, network weaving, and the implementation of cultural programming. With a focus on cultivating ecological resilience and socio-cultural competence at the community, organizational, and personal level, to develop a culture that fosters harmonious cooperation with one another and Mother Earth and sets the stage for advancing the evolution of consciousness.

These meetings are designed to be open to the participation of all members of the association, as the contribution of each member is valued and considered fundamental. In addition, ideally, we seek the participation of an expert in Human Relations, whose experience and knowledge can bring an additional and enriching perspective to the discussions and activities carried out during the meetings.



Operations Meetings

The purpose of these meetings covers various aspects related to holon management and monitoring, as well as communication and conflict resolution. In particular, these meetings have the following objectives:

- a. **Progress reporting:** Detailed information will be provided on key holon metrics such as performance indicators, goals achieved, progress in strategy implementation and results obtained. This allows members to have a clear view of the status and performance of the holon, as well as to evaluate the effectiveness of the strategies implemented.
- b. **Updates:** Relevant updates will be shared on events, projects, initiatives or important changes within the holon. These updates ensure that all members are aware of recent news and developments, facilitating collaboration and alignment of efforts.
- c. **Requesting information:** The opportunity will be provided to request additional information or clarification on specific aspects of the holon. This allows members to obtain the information needed to better understand the context, make informed decisions and contribute effectively to the holon's objectives.
- d. **Definition of actions:** Comprises the definition, planning and execution of the next actions or tasks to be performed by the holon members. This includes assigning responsibilities, setting deadlines and defining the specific actions to be carried out to advance the holon's objectives and strategies.
- e. **Requesting results:** Results and achievements will be evaluated and requested in relation to the established goals and objectives. This allows for tracking the results achieved, identifying possible deviations or areas for improvement, and recognizing and celebrating successes and progress made.

It should be noted that any relevant conflict perceived by a member should be added to the meeting agenda and will be processed by the relevant holon or sphere.

Relevant conflict is understood as any situation that, due to its nature, members involved or impact, may limit or condition the execution of projects, the coexistence of members or the planning and programming of progress or results.



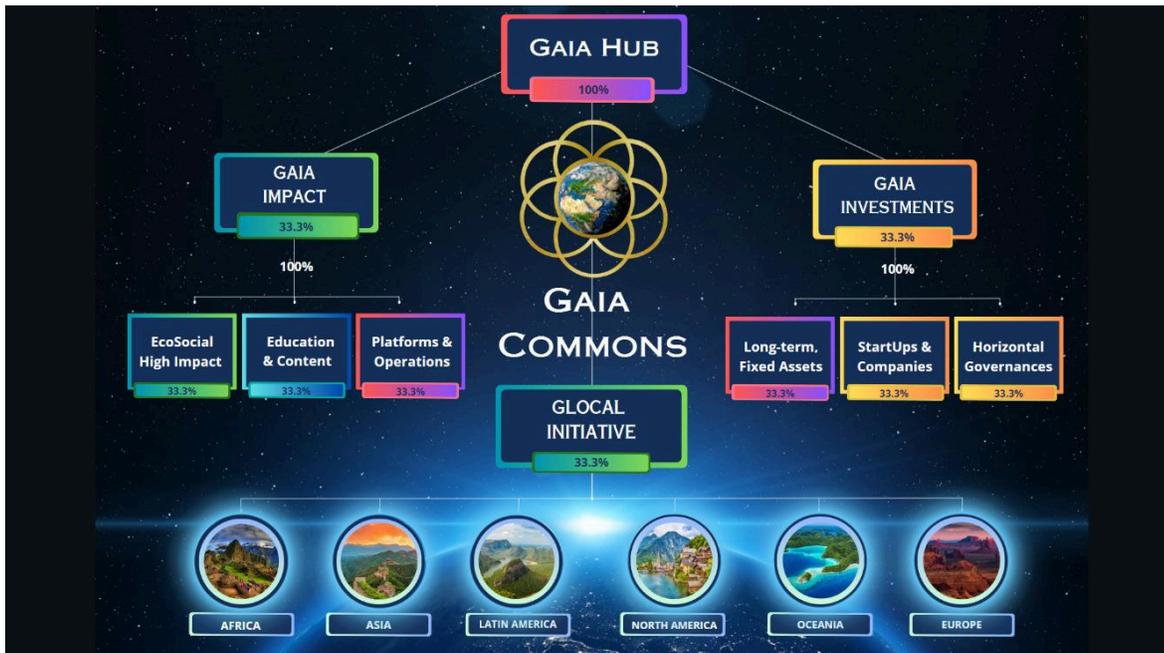
3.0 Governance Meetings (Decision Making)

Decision Making Authorities

Core documents

- Vision keepers stewardship council have the authority to amend the constitution in consultation with the constitutional stewards.
- Core Focalizers have the authority to change the Governance documents and Operations Guide for Gaia Agency in consultation with the Vision Keepers.
- Holons have the authority to change the Operations Guide sections relevant to their domain in consultation with the Focalizers.

Fund Distribution



- The Economy Holon of Gaia Hub (Umbrella Fund) will have the authority to decide the percent allocated of incoming financial resources to the Impact, Investment and Glocal funds. The allocation is intended to be 33% for each fund unless there are strategic and important reasons to do otherwise.
- The Economy Holon of the three main Funds (Impact, Glocal & Investments) will have the authority to decide the allocation of their portion of incoming financial resources to their own sub-funds. The Glocal Initiative Economy Holon decides the distribution of financial resources to the 6 Continental Funds.
- The Economy Holon of the 12 specific main sub-funds (Impact, Glocal & Investments) will have the authority to decide the allocation of incoming financial resources to the



EcoSocial High Impact, Online Content, Operations & Platforms. Real Estate Investments, Companies Investments and DAOs Investments, And each of the Gaia Commons National Economy Holons would decide the distribution of the national financial resources in the Glocal Initiative Fund.

- The Economy Holon of the Operations and Platforms sub-fund will have the authority to decide the allocation of their budget to the different Platforms and Operational Holons (which include the other funds operations).
- The Economy Holon of each Operational Holon will have the authority to decide the allocation of incoming financial resources to the different needs, including the different Salary Bands for each Role.
- Each Fund (or any holón or project for the matter) would have autonomy to raise funds for their own purposes.

Important Strategic Decisions for the Whole

Important decisions have a larger scope, affect the long term strategic survival and flourishing of the organization. Focalizers of spheres would be mainly creating these proposals in collaboration with other members in the Agency or Gaia Commons. The proposal will be 'staged', shared for a specified length of time (2 weeks generally) , to invite feedback from the Gaia community and partners.

Strategic decisions in Spheres - Operations decisions in Holons

Decision making will be mainly by 'consent' in spheres and holons. A member can be given consent by their holon to make autonomous decisions in a specified realm with limitations or the holon can decide to form proposals and decide using holacratic consent rounds.

Proposals are drafted in consultation with the holon members, especially with two or three people the decision could affect the most in the sphere or whole virtual community depending on the relevant scope of the decision. A clear and reasoned proposal will be presented at a meeting or in writing with appropriate time to review. A clarity round gives people a chance to ask questions and clarify points in the proposal. When a proposal is complete it is presented for a consent round.

If someone has an objection to the proposal, they are responsible to come up with a reasonable proposal to test their assumptions and concerns, by a certain date defined by the meeting facilitator, or their objection will be noted, and the proposal approved. If consent is not reached by a predetermined dateline, then the process will be resolved by voting. The percentage of agreement required is determined by the Stewards of the sphere.

If a proposal goes to vote, the default criteria are that a 33% quorum is present for the scope of the decision and 66% alignment is a pass. If an issue has an urgent deadline requiring action and the 66% does not pass, a revised proposal will be voted on with a simple majority.



In order to ensure representative and equitable decision making, the following rules are adopted regarding the deliberation and decision making process:

Argumentation and sufficient enlightenment: Relevant decision-making requires an exceptional level of responsibility and consideration. Therefore, such determinations must be based on sound analysis and a thorough understanding of the issues under discussion.

Accordingly, each participating member of the holon shall openly and transparently argue in a sufficient and reasoned manner the basis of his or her position in accordance with the direction of the vote he or she takes. This ensures the formation of an open, transparent and well-informed proposal, in which each member has the opportunity to express his or her point of view effectively and contribute to the construction of the best possible decision in accordance with the particular circumstances and Gaia's objectives.

Onboarding

An individual becomes a Citizen of Gaia Hub by going through an on-boarding process from guest to citizen. As a person learns how the community functions and contributes time and value, more capabilities are earned. [This Engagement Spiral Spreadsheet](#) details the onboard steps

1- Co-Managing Members

Persons or organisations that Create or Co-Creat the Holons

however they are governed by the same general agreements as any other member. Within this category we find

mainly Focalisers and/or Guardians of Vision:

Guardians of the Vision

Those ReCognised for Knowing, Understanding, Recognising and Maintaining the overall Vision, Guard the original and essential purpose of the Network and its different Objectives and have the ethical and integral authority to maintain the agreed course according to the Original Vision.

2- Active Guests

People who carry out Activities, previously approved by the corresponding holon and the acceptance and adherence to all the General Agreements. The idea is that they are willing to interact with the community in their different proposals and activities and to answer surveys that help to make decisions, This condition of Active Member is required in some votes of greater relevance that may exist, as explained below. they must attend at least 50% of the surveys or votes sent,

3- Passive Guests

Any person or initiative that is interested in our proposal, can apply to be registered as a Pazivo Member. Obviously they are those who use our products and / or services will be allowed to remain in this status with the benefits and responsibilities that this implies. Your registration may be done using a pseudonym. A Pazivo Participating Member (anonymous) who proposes an activity that is accepted, becomes an 'Active' Member, and is no longer anonymous.



Passive Guest: A person who joins a Gaia Hub mailing list and/or attends community events. They have made no commitments or contributions to the community. Just checking it out.

Active Guest: When a guest reads the constitution, signs up for a wallet, learns to trade tokens and learns about smart contracts, they become 'active'. An active guest can give and receive non-financial tokens like gratitude tokens and buy and sell goods on Local Scale. Active guests can take on simple volunteer roles to add value to the community and earn hours of valued participation.

Resident: An Active Guest signs the constitution, and has their trust validated by the Social Inclusion Council to become a resident. Residents can make proposals to the governing holons, volunteer in more complex roles to earn the right of Voice in governance meetings.

Citizen: Gaian Citizens have the right to join governing holons to vote on proposals, with possible paid roles.

Reputation System

Because we are becoming a large online community, a Reputation System is important to validate trust, integrity and capacity to make key decisions.

Reputation can be earned by demonstrating commitment and adding value to the community. Reputation can also be carried forward from past experiences and expertise if it can be validated by knowledgeable Gaia members.

The right of voice

Voice means the right to be heard, to ask questions and to propose ideas in governance and operations decision making meetings. When an Active Member becomes a Resident, they earn the right of Voice. The right to speak does not mean the right to vote.

The right to vote

Residents and Citizens who have contributed at least 192 hours to the community or who demonstrate equivalent experience and expertise, earn the right to vote.

Equivalent Experience

Hours Contributed to Gaia Hub	Equivalent Experience in the domain of the vote
1536	Relevant Multi Week Online course, 1 year in the field
3072	Relevant Certificate/Diploma 2-4 years in the field
6144	Relevant Bachelor's Degree, 5 years in the field
12288	Relevant Master's Degree, 10 years in the field



The degree of contribution

Members of the community who invest more of their time in the project have more political rights and a greater capacity to influence the decisions made in the organization, specifically in the holon that these capitals contribute. The goal is to encourage greater participation and engagement in the organization's projects.

Amplified voting Power

Voting Power is weighted from 1 to 10. In addition, one member's vote may be worth more than another's, depending on his or her contribution history, past activities and experience. Likewise, this Voting Power loses its Power as time goes by, being 50% less every 3 months of inactivity and recoverable in the same proportion in reverse, every 3 months of full activity.

This will be calculated in the online governance software connected to timesheets. (Hypha)

Hours Contributed to Gaia Hub	Experience	Previous Experience	Previous Expertise
24			1x
48		1x	2x
96		2x	3x
192	1x	3x	4x
384	2x	4x	5x
768	3x	5x	6x
1536	4x	6x	7x
3072	5x	7x	8x
6144	6x	8x	9x
12288	7x	9x	10x

All members are entitled to promotion

within the community according to their recognition by the members of the community, or by the amount of contributions, roles or seals that are conferred. This means that those members who demonstrate their integrity, continued commitment and/or make contributions of time, can advance within the community and gain more rights, benefits and responsibilities, as well as a more weighty Voting Power.



Minimum Quorum

Holon resolutions must be deliberated and approved by a minimum of three persons officially designated as members of the respective holon.

However, in the event that the formal designations are not completed and the minimum number valid for deliberating and deciding is not met, temporary measures are allowed. Thus, while advancing in the selection and designation process, the holon will be able to make temporary and limited decisions, that is, they will only remain in force temporarily. Even so, temporary decisions must be consistent with the objectives and values of Gaia.

Once the respective holon completes the ideal minimum of official members, they must deliberate and ratify, eliminate or modify the decisions adopted on a temporary basis.

Temporary Partial Veto

In order to ensure the proper functioning of the system of deliberation, decision and the preservation of the principles and purposes of Gaia, a holon of higher rank may temporarily veto decisions approved or proposed by a holon of lower rank.

The veto will operate temporarily on any decision or deliberation and may fall on any aspect that the higher-ranking holon deems appropriate to review in order to cancel, modify or rectify. So that the lower holon can reconsider, align and redirect the sense of its proposals and decisions in the most faithful way to the principles of Gaia, the greatest efficiency and the greatest possible Common Good in each proposal to be approved.

Once the veto is issued, the lower-ranking holon shall have a term of one month to adopt and redirect a decision until it is good enough and safe enough to try.

Initiating Impulse

In the same way, the higher-ranking holons may push and strengthen the appointment of members of the lower-ranking holons or any other decision process that does not yet have enough members and roles officially appointed.

4.0 CONFLICT RESOLUTION

Protocols of resolutions, harmonizations & agreements

The Harmony Stewards should resolve conflicts by strengthening harmony among the parishioners and their environment, complying with the Statutes and Internal Regulations.

Procedure to Reestablish Harmony: The procedures to reestablish harmony (reprimand, suspension and dismissal) shall comply with:

- Due process,
- The right of defense



- The presumption of innocence
- The right to dispute the evidence presented
- The right to a second hearing.

Complaints

Type of Complaint

The grounds for complaint against a parishioner are:

Failure, without just cause, to comply with the obligations set forth in the Bylaws.

The willful and repeated action of disturbing the harmony of one or more members,

To cause harm with malice to one or more persons.

Complaints against a layperson are limited to those that are determined by the legal system of the territory where he/she has been hired and where he/she renders his/her services; his/her religious or spiritual beliefs will be respected.

In addition to the grounds of complaint enunciated for a parishioner, a complaint may be made against a Minister or aspiring Minister for:

Taking advantage of his or her knowledge to mislead a person for his or her own or another's benefit.

Engaging in unseemly or disrespectful behavior

Failing to honor commitments or agreements made without just cause.

Jurisdiction and Mode

Filing a Complaint. The competent persons to receive a complaint are

Legal Representative

Member of the Governance Committee

Member of the Council of Ministers and Council of Wise Men.

Complaints may be filed in writing or verbally and must include:

The name(s) of the complainant(s) and how to be notified.

The name(s) of the person(s) violating these bylaws and rules of procedure

Description of the violating activities

The copy will be returned to the complainant and the original will be sent to the competent body, in confidentiality.

Competence for Hearing and Decision

Once the complaint is received by an organ, it verifies its competence, in case of doubt or conflict of competence, these will be settled by the Council of Wise Men.

Competent bodies: The competent organs to carry out the first instance and issue decision, varies according to the quality of the complained and the geographical position as follows:

First Instance: Council of Wise Men. Complaints about members of the Main Government Committee, General, Council of Ministers, Council of Wise Men or Legal Representatives and alternates of any headquarters, shall be heard by the Council of Wise



Men. It shall also hear complaints in the first instance that are not heard by the Council of Secondary Ministers because it is not constituted in that jurisdiction.

Council of Secondary Ministers. Complaints about members of the Local Government Committee and Ministers shall be heard by the Council of Ministers Council in its jurisdiction. It shall also hear complaints in the first instance that are not heard by the Local Council of Ministers because it is not constituted in said jurisdiction.

Local or Auxiliary Council of Ministers. The complaints about parishioners will be attended by the Council of Ministers that attends the locality where the complaint was motivated.

Second Instance: General Assembly. To hear appeals on decisions made by the Council of Wise Men.

Council of Wise Men. To hear appeals on decisions rendered by a Secondary Council of Ministers and for decisions rendered by a Local Council of Ministers where there is no Secondary Council of Ministers.

Council of Secondary Ministers. To hear appeals on decisions rendered by the Local Ministerial Council in its jurisdiction.

First Instance

The assigned body shall meet to analyze the complaint and may summon the accused and complainant, request evidence, summon witnesses, experts and experts.

Before rendering its decision it is mandatory:

Hear the complainant before dismissing the case.

Give the respondent the opportunity to testify before issuing a decision recognizing his or her fault.

In the hearings the accused shall have a voice but no vote on this matter, likewise the collective body or assigned body may decide who does not have a vote because they have a conflict of interest in this matter.

The decision of acquittal, reprimand, temporary suspension or dismissal shall be voted on and shall require a uniform vote together with blank votes or abstention; a single opposing vote postpones the decision. Once the decision is reached, the parties to the proceeding (the complainant(s) and the respondent(s)) shall be notified.

Appeal: Each party will have up to three (3) working days to notify its will to appeal. It may do so before any Legal representative or Council of Ministers. The appealing party(ies) must present his/her reasons in writing within 30 calendar days from the day of notification to the Council of Ministers or Council of Wise Men, which issued the first instance decision.

Second Instance.

The appeal for review of the decision shall be heard by a different body. In cases of suspension or removal, in the first instance the suspension of the person or persons shall be maintained and the affected person or persons may not vote on any decision within the



activities of The Church until the first instance decision is modified or the criteria for suspension are met. The second instance decision shall terminate the process and shall be binding.

The second instance decision will be evaluated preferably by means of a sacred ceremony according to the tradition of the community of the interested party and of the Council that evaluates the case.

APPENDIX II

GLOSSARY

1. **Autopoiesis:** The process by which a living system can self-create, regulate, and adapt its environment and structures, and in such ways that support its thriving.
2. **Boundaries:** Systemic boundaries emerge from the interdependence and wholeness of life and serve to regulate and balance the systemic interactions and thriving.
3. **Economy:** The careful management and exchange of resources through space and time.
4. **Ecological:** Network of relationships between living organisms and their environments.
5. **Ecosystem:** A complex network or interconnected living system(s).
6. **Environment:** The context within which a system exists, lives, participates and evolves. It can also refer to our natural world.
7. **Evolution:** An emergent process of learning and development from the tiniest pixels to the larger realities of stars, planets, and each of us, which unfolds via increasing embodied complexity and deepening evolutionary coherence.
8. **Evolutionary Coherence:** A dynamic state of harmonic resonance and spontaneous collaboration between the diverse elements and relationships of complex living systems. A natural state of attunement to the innate wholeness and unity of life.
9. **Fractal:** Infinitely complex patterns that repeat in a self-creative and self-replicating manner through all dimensions of life and form part of the cosmological architecture of life.
10. **GLocal:** The union of a Global Vision and the Local impact driven Actions. Acting locally with the clarity of the Global interdependence of All Life.
11. **Holonic:** Based on the terms “holon” and “holism”, which describe how each whole element within life (a holon) is always part of a larger wholeness at deeper orders of reality.
12. **Nature/Mother Earth/ Gaia:** The physical world and web of life that forms part of our planet and includes all the tangible and intangible ecologies and ecosystems, including our climate systems and biodiversity.



13. **Regeneration:** The act of improving and enhancing a place, system, or relationship with the healthy flows and thrivable conditions for life.
14. **Renaissance:** A renaissance is a period of significant rebirth, regeneration, and transformation that is often preceded by periods of collapse and crises.
15. **Thrivability:** Our innate ability to thrive by developing our capacities and actualising our potentials in ways that are generative, life-affirming, and future creative.
16. **System / EcoSystem:** A group of interacting or interrelated elements that form a complex whole, which is delineated by its boundaries and surrounded by its environment. Might be digital or physical or both.



Observations Governance Document

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Sensitization - The duty to process any and all relevant perceived tensions into meaningful change for the purpose of your roles.

(I don't resonate with this, specially with "duty", seems like going against aligned flow)

Role Awareness - The duty to argue every action, decision and vote of one of your roles or missions at the request of another member.

I do not resonate with arguing./// I don't even understand what is supposed to happen here

Processing - The duty to process and take on any work for which your role is responsible and (re)prioritize according to the strategy of the Circle or Holon and the purpose of GAIA.

Transparency - The duty to transparently share all work in which you are involved and, if requested, provide reasonable estimates of when results can be expected.

Accessibility - The duty to grant access to all resources available to **Tension**

What is it meant here???

Again- Suggest changing "duty" for "responsibility in all 5 of this

The answer to all this is that we havent revised this part... is not part of governance itself... although is totally related... but is treated as such in the governance section... this was from old documents and we were using it as a a base and introduction when we started the document... but for now we have been focusing only on the governance sections themselves... i also somehow can not fully understand or resonate with the english used... we would have to do it with Kara or another very aligned person that is native in english...

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- People with demonstrated experience and maturity will be awarded 'Steward' Badges to fulfill leadership roles. Stewards have the authority to make high level decisions in their domain of expertise. A 'certificate of trust' process will be used for validation.



Steward Badges/ who is supposed to certify this? How we create neutrality and avoid biased

criteria? This is explain after... as probably you already discover

- Vision Stewards are individuals who have held the larger vision aligned with Gaia Commons purpose and principles for at least a decade on their own networks or organizations, they are skilled at connecting with spirit and the needs of the Gaia Commons as a living entity with its Visión, Purpose and Principles as the main Guide.

How is this supposed to happen? Like, who decides?

This is also explain in detailed after... this was like a summary and intro...

but probably is important to clarify that this required a little re writing that makes it more clear...and i already did...

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2.1 Stewardship Councils

Stewardship Councils consist of trusted people with integrity who are aligned with the Vision and are verified experts in their realm of competency. During the Catalyst phase we will be recruiting and verifying the council members and activating Stewardship Councils as they are ready with minimum 3 people in each.

Who is “we”? Who is responsible to recruit the people? 2.1.1. Selection of Stewardship Council Members

Gaia Commons Core Focalizers (Stewardship Council) will act as the Initial Invitations Committee, The Official Core Focalizers are Jorge Calero, Silvana Raveane, Felipe Leal, Kara Stonehouse and Stephen Gomes who are the ones validating and activating the Gaia Commons Catalyst Phase Governance and Economic Model. These people have been holding the vision of distributed and dynamic governance and new finance systems for many years and validate each-other as the trusted initiating core representing different networks and backgrounds. From this core, we will invite aligned networks and many more individuals to join us in nominating and validating stewardship council and holón members.

Is this still valid? I have never heard of two of these people (Jorge Calero and Stephen Gomes)

Yess! this is what gave us the “validation” of what we were “starting” as a more official process where we were all coming from very different backgrounds... NOT close friends, nor from the same



network... and people that would be the perfect 1st (not the only one) recruitment or Initial invitation Team... which very rapidly can grow... for example Silvana could now invite all the people she knows... for example if she invites Juan Carlos and he gets accepted he could then invite his trusted people... and this process is not about the 5 Initial People trying to denied entrance to certain people but rather to only say no in case there is a considerable risk for Gaia Commons whether is by some misbehavior or because they don't really aligned with Gaia Commons purpose and principles...

Where are they now during our current processes? Why are they not present?

The Stewards in General dont have to be present except for taking the correspondent decisions... its important to differentiate Stewards in General... from Collaborators... even if we are Collaborating in the Core Operations... which is where some of us are playing some of us are playing our actual roles...

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Certification of Trust" A certificate of trust is an online form that is filled in by people who have significant experience working/living with the candidate for a stewardship role in Gaia Commons. It rates their capacity in emotional,intellectual,spiritual and social maturity in several questions with ratings out of 10. To be eligible for a stewardship role, candidates must have a minimum average score of 7 and at least 5 responses to the form.

Does this exist already?

YESS: <https://forms.gle/pC9kcwvfpmXiYCFX6>

The Initial invitation committee invites different networks and selects a minimum of 3 to recommend a steward for each council.

Who is the invitation committee?

The Same 5 people mentioned before and in continuous expansion

After reading all the document, my impression is that it could be reduced, there is a perception of



constant repetition.

Great thanks that's what we should be trying to do as the "Core Elements Version"