

SCOPE

Stewards Circle Operational Procedures Extravaganza

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So you are thinking of or have just pledged Stewardship to Folleterre.

Here is a vision of some — not all — of the responsibilities attached to it.

The SCOPE contains many "steward roles" which also provide insight into "things that need to be done" and countless other issues, but this guide seeks to impart some ideas about how you might **feel responsible** for Folleterre as a steward, with examples of what that might mean.

Availability

In general we have three in person meetings of the Stewards Circle each year, during the Spring, Summer, and Fall Community Weeks that have become stable traditions in our community.

As a steward, you should make some effort to attend at least 1 or 2 of these three meetings in a year.

Monthly Circles are held through Signal video calls, and you should try to attend as many of them as possible.

If you do not believe you will be able to attend any of these meetings, you should immediately resign from stewardship of Folleterre.

We love you darling, and we know you want to show your love for Folleterre by pledging stewardship, but it is difficult to make quorum for a meeting when there are stewards who can never join the circles.

Liability

When you pledge as a steward of Folleterre, an official registration will be made through the Préfecture consigning your given name and some personal informations in a state registrar.

You will become an officially recognised member of the bureau of the legal structure that is l'Association de loi 1901 Les Amis de Folleterre.

It means you are legally liable for things happening within the jurisdiction of the association. If that's too scary, you should consider not being a steward.

Exceptions can be made on occasions, but they will inform how decisions will be made. I.e.: if you are not registered, you can not expect to be able to enforce a decision that engages other stewards legal liability because your own is not engaged.

Clarity

It is useful — but not necessary — that you pledge as a Steward with a clear mandate in mind.

That is why, we have established functional circles emanating from the Great Circle, all of them together constituting the Steward Circle.

You are good with tools, and want to build things? Go to House & Land.

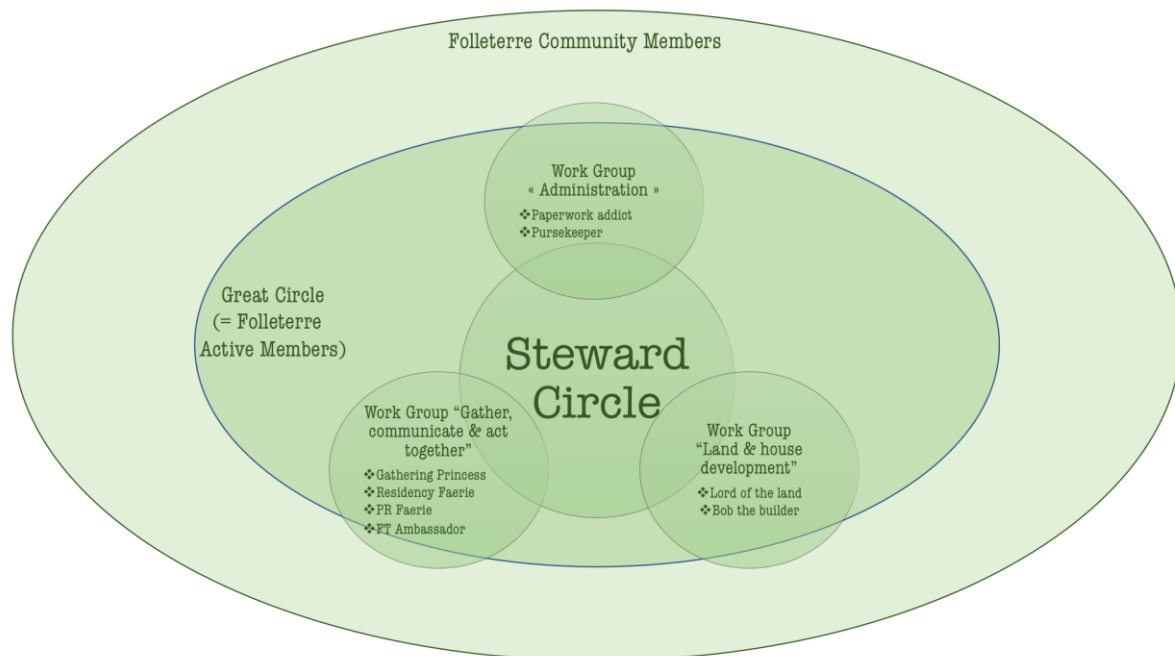
You can't be bothered with admin but are good at listening from the heart, mediating and resolving conflicts? Go to the Circle of Care and Trust?

You want to ensure institutional memory, long term resilience, and retainment of knowledge? Go to Administration & Governance.

Of course, you can be an active participant in more than one group, if you so wish. But you should also be able to recognise your own limitations, and others greater competency. Autonomous groups are the strongest when they recognise, trust, and rely on their individual parts expertise.

Expertise is not a bad word, as long as it remains the valuation of experience, and the willingness to share it.

You might want a full meal, but beware of indigestion!



Internal communication

LOOMIO

Online decision making has become an essential part of our stewards circle. We use the Loomio platform for communication and decision making, because of its usefulness in collecting information in more or less one place, and the ability to use its voting features to gather consent in sociocratic decision making.

Active participation in online decision making is your responsibility as a steward. If you cannot do this, you should resign from your pledge of stewardship. Just like inability to attend (at least some) stewards circles in person, inability to (usually) participate in decision making online and communication is harmful to the community.

We use Loomio for two general kinds of decision.

1. Decisions that cannot wait until the next stewards circle (i.e. time sensitive, requiring active discussion and quick responses. e.g. requests for residency, purchases of needed items between **200 and 2000 Euros**, etc).
2. Decisions that help to prepare for the next in person stewards circle meeting. (i.e. setting a meeting date or location, establishment of a subgroup for a special issue, or consent to language in a document in advance)

SIGNAL

Used for quick-fire and brief exchanges of information or small decisions like when the next SC should take place, if a final draft of a Loomio decision can be published or acted upon, etc.

Here is a list:

- FT Gathering Princesses:
- FT L&H Land and House: https://signal.group/#CjQKICZuROOe7v7Ly_ZbjcqwY5-mIAMhVQGjP7XsFd_dzZN_EhCcmAZgYRokkZV86VbMRLOB ADMINIS @Béate @Abricot
- FT Health Committee:
https://signal.group/#CjQKIMphViXWtjmqlISd18fYEo58e5TrGWUTcLcRTM5475TqEhCYZ1S8Ksf8ajuuGCvbm_eh - ADMIN @Diana Princesse
- FT Fundraising:
<https://signal.group/#CjQKIKYiaWiYf7QBvcw5A3KUaFA5Gfa0SYwraL-h4EZcOvMEEhA7U4qkOHkSRaLbUWGKIhAL> - ADMIN @co-kèn

- FT Kikitchen: <https://signal.group/#CjQKIJhw0o-ljETiZOc0SH1t6hw66m9vZtqSLDM0WMEe7wheEhCMh-SNFCQFfjVsvxGUyWbO>
ADMINS @Béate @Lanai @Roméo @Habibitch
- FOLLE:
https://signal.group/#CjQKICOjvN_zzASF3iehFEUptr5BcPW9lyddIIPCUBbo0qPFEhCn6xWGnbNAY2XIcugpFRli ADMIN @Robin / Pingouin

The tool we use

pCloud

Website

Newsletter

Online Breezeway

Decision making process

« But I thought nobody was "in charge" at Folleterre? How can the Stewards Circle "decide" anything! » Whoaaaah there sister, calm down.

Remember, as a steward you have taken up the responsibility of caring for Folleterre. Very few faeries appreciate the true complexity of keeping our community running. That is OK. As a steward, you have pledged to try to understand this complexity — a lifelong learning process! — and you have also pledged to participate actively in facilitating some of the processes that keep the place running. And there are LOTS of processes — big and small — coordinated by stewards that keep the place running throughout the entire year.

Being a steward is simply a commitment to a timescale that extends beyond a single gathering, or even a single season. It is a special perspective, and one much needed in our community.

Stewards should expect to understand how decision making processes work at Folleterre. This is necessary for two essential reasons:

1. So stewards can effectively engage in decision making processes with each other for the community
2. So stewards can effectively *facilitate* Folleterre's decision making processes for other non-steward faeries on a regular basis.

There are two ways this can be learned. You cannot substitute one for another, you must do both, but might prefer one over the other.

A. READ AND UNDERSTAND THE STATUES OF LES AMIS DE FOLLETERRE, THE FETCH AND SCOPE

which lay out, respectively, the legal framework for folleterre, the faerie interpretation of what that means, and specific details about how the Stewards Circle operates.

When we have a meeting, we do not make up a new process every time, or discuss what our process will be. A SC meeting that begins with questions about what the process should be is a meeting that is already lost. A SC meeting should always begin with a review of what our process already is.

The combination of ...years of experience, incredible faerie work, and full and complete community consent contained in these documents mean that they are not something to deviate from lightly.

They contain good advice that will always help in tricky places.

B. SPEND A MEANINGFUL AMOUNT OF TIME IN FAERIE PROCESS.

The best way to learn about effective communication with other faeries and stewards circles is to sit in circles with other experienced faeries and stewards. Spend some time actively listening in a business oriented stewards circle the same way that you would in a heart circle. Also use your heart circle skills to try to understand the underlying motivations/desires/anxieties/experiences that motivate stewards to do (or not do) things in a certain way. Get to know the other stewards deeply, in the ways that faeries can.

Decisions

(IN PERSON AND ONLINE)

Online decision making has become an essential part of our stewards circle processes. We use the Loomio platform for communication and decision making, because of its usefulness in collecting information in more or less one place, and ability to use its "voting" feature to gather consent in sociocratic decision making.

Active participation in online decision making is your responsibility as a steward. If you cannot do this, you should resign from your pledge of stewardship. Just like inability to attend (at least some) stewards circles, inability to (usually) participate in decision making online and communication is harmful to the community.

We use Signal for:

1. Decisions that cannot wait until the next stewards circle (i.e. time sensitive, requiring active discussion and quick responses. e.g. requests for residency, purchases of needed items between 200 and 2000 Euros, etc).
2. Decisions that help to prepare for the next stewards circle meeting. (i.e. setting a meeting date or location, establishment of a subgroup for a special issue, etc.)

We use Loomio for:

1. or consent to language in a document in advance

When seeking consent for a particular issue, especially online, the language should be short, clear, and specific:

Example of a decision on Loomio:

« I propose that we plant 10kg of narcissus bulbs along the driveway between the house and the parking. We will purchase these for 240€ from www.bulbs.fr, and will plant them during LumberJanes. Please respond before 1 October. »

For NON-decisions, like generalised discussions about a topic of interest, Loomio can be used as a super convenient forum for discussion in the stewards circle.

Example of a discussion on Loomio:

« I am thinking that we need more flowers planted at Folleterre. What kind of flowers should we plant? Where should we plant them. Who knows how to plant flowers? My favourite colour is yellow so I believe we need narcissus. Some faeries think narcissus are not a native plant, so is it OK to plant them? What do you think? »

Culture

The recent growth of Folleterre has stimulated frequent discussions about "communicating faerie culture" to new faeries. This is probably the most difficult and also the most essential responsibility for faeries in the Stewards Circle.

In order to communicate faerie culture to others, it is helpful for you to first consider carefully for yourself, and with other very experienced faeries the answers to these (unanswerable) questions that were raised by Harry Hay with respect to the existence of radical faeries in the world.

Who are we? Where have we come from? What are we here for?

In the same way that determining "what is faerie culture?" is up to you, deciding how you should communicate it is also up to you. Mostly, this is done informally by being present, active, and vocal in the community. Listen to things. Read things. Say things. Write things. Your experience, and your ability to channel the experiences of others matters. You matter, dear Steward.

If you are seeking guidance about the history and culture of Radical Faeries and social organizations like ours, the library has many excellent books on the topic for you to read. Back issues of RFD are also particularly beautiful.

From a more practical standpoint, at Folleterre there are MANY practices and functions that must be performed for the smooth coexistence of many faeries on the land. Facilitating the Faerie Tour of the land is a basic way to communicate these practical issues. As a steward, you have responsibility to make sure you know about as many functions as possible so you can do this effectively. Not every steward needs to know how the electric or water systems work, but every steward should know how to turn them off and on, and when to call for help if something is not working properly.

Every steward should learn to open and close the house correctly and securely, even if they do not do it themselves, so they can advise others who need information about doing it.

Communication

....The Newsletter. The SC is responsible for communicating to the wider community of Folleterre Faeries with a newsletter distributed to about 1500 email addresses. In the past, these were highly personal communications sent by post to a small circle of faeries. In recent years, our newsletter has been more of a yearbook, reporting on major developments. Most importantly, the SC is responsible because the newsletter is how our Gatherings Calendar for the year is published, usually around **1 January**.

....Other online communication. Social media has changed the ways faeries interact when at home to a large extent. Folleterre has an active facebook group, and some faeries now use faenet for communication. Folleterre stewards should informally pay attention to the communication on these platforms. Sometimes for mild moderation or intervention, usually just to know what all the buzz is about.

....Before gatherings. Gathering Organizers are not always experienced faeries, and all gatherings at Folleterre are hosted with the consent and support of the stewards circle. Therefore, as stewards try to make sure that gatherings send sufficient communication to faeries in advance, and communicate information to faeries when they arrive on the land. This is especially important for new faeries, or for those visiting for the first time.

Dreams

Folleterre has many important long-term issues.

Everybody knows that, with a little planning and good delegation gatherings on the land run themselves with very little input from stewards. Our "daily management" role as stewards is usually very small.

Stewards have a special responsibility to consider the very large and very long term management and planning for Folleterre--special issues that ordinary faerie work, and "faeries doing things at gatherings" cannot even begin to address.

These are all existential issues that are well known in the community, so examples are more helpful than general statements. Consider this (example) list of Dreams for Folleterre. How would you rank them in order of importance? How would you communicate to others about them? How would the Stewards Circle act to make these dreams reality? How can choices "now" effect these "future dreams"? How can budgets be arranged, money saved, or fundraising done for these major projects?

Purchase more land.

Replace the roof.

Make the kitchen industrial scale.

Open more camping areas on the land.

Build a bath-house.

Facilitate the founding of "daughter sanctuaries" elsewhere
Construct water-storage ponds above the house
Replace the windows and doors.
Renovate the woodbarn into useful space.
Build a pavilion for covered outdoor workshop space
Build an outdoor kitchen
Renovate the main and tool barns into dining/eating/living space
Construct tiny houses for semi-permanent residents
Build treehouses

Trouble

Folleterre has, from time to time, trouble. Faeries sometimes deny this, or more often simply wish so hard for it to not be so, try to describe "trouble" in a more gentle way. As stewards, you have the responsibility to put on special eyeglasses that allow (require!) you to see trouble when it is coming, respond to trouble when it has happened, and hopefully prevent trouble when it is possible.

Whew! That sounds heavy!

It is not.

The Stewards Circle is a circle for a reason, we support each other in responding to trouble, and we try our best to facilitate resolutions where possible. It is easy to be too philosophical about this, it is even easier to worry too much. Here are some completely fictional examples of "trouble" that can arise. Give some thought to how you feel about these questions now, so that later you can use your emotional responses effectively instead of "reacting" with passion or anger. Trust us, everything will work out fine, but as stewards we take up the responsibility of not "running away" from these situations.

A faerie has stolen 2000 euros from the sanctuary.

A gathering organizer has used gathering funds for a personal expense.

A faerie posts on Facebook and email groups that Folleterre is an evil capitalistic enterprise because we ask faeries to donate money when they stay on the land.

A faerie has paid for their travel to folleterre using gathering funds.

A tree has fallen on the roof and water is leaking inside the house. Nobody is there right now what do you do?

A faerie has become seriously ill on the land and might die.

A faerie talks about how afraid they are of dangerous muslims who are participating in the gathering.

A faerie has made a major purchase without consent of the stewards circle, and wants to be reimbursed for the cost.

A faerie has entered a mental health crisis on the land.

A faerie offers "KappaOmega Aura Healing Sessions" to the circle of a gathering, but asks for donations for this service.

A gathering is over, but a faerie has decided not to leave the land so the house cannot be closed.

A faerie has broken into the house in winter.

A neighbor complains to us that faeries are bothering their animals.

Heavy snow has caused 30% of the trees on the land to fall.

The well has run dry and the source in Ternuay is closed

A faerie has behaved in a sexually inappropriate way to another faerie.

A faerie has decided that they will now live at Folleterre.

A faerie wants to bring their emotional support dog "the worlds sweetest 70kg pitbull who would never hurt anyone, faeries have met it before!" to the land for a large gathering.

It is snowing, but faeries have moved the woodstove out of the kitchen and an important piece is lost.

A faerie has decided that we need a new door in the house, and begins hammering at the cement walls breaking open a hole.

A faerie decides that the water in the pond must be liberated, and frees it by digging a hole in the dam.

A gathering has left the house in a complete disaster, with garbage and laundry everywhere on the land.

A faerie is on a special diet of 100% fresh fruits, which are out of season in France.

A faerie needs electricity for medical equipment and demands that Folleterre join the french electric grid so he is not excluded from gatherings.

A group of self-faerie-identified heterosexual couples has decided to join a gathering so their children can meet real live faeries.

A faerie would like to build a garden shed deep in the forest, where they can sleep when they visit folleterre.

All of the house keys have magically disappeared, but the house is completely locked up.

A faerie would like to donate 6500 Euros, but wants it to be devoted to building only crochet treehouses on the land.

A faerie from the repressive country of Gayfuckistan has emailed a gathering organizer, and says if we do not sponsor his visa he might be sent to prison.

A faerie has purchased a farm for himself and would like Folleterre to start renting it for hosting gatherings.

A faerie has called the police to folleterre because they feel that spiritual vampires are infesting the place.

A faerie demands to sleep in the friendship room, because they are tired of being cold at night.

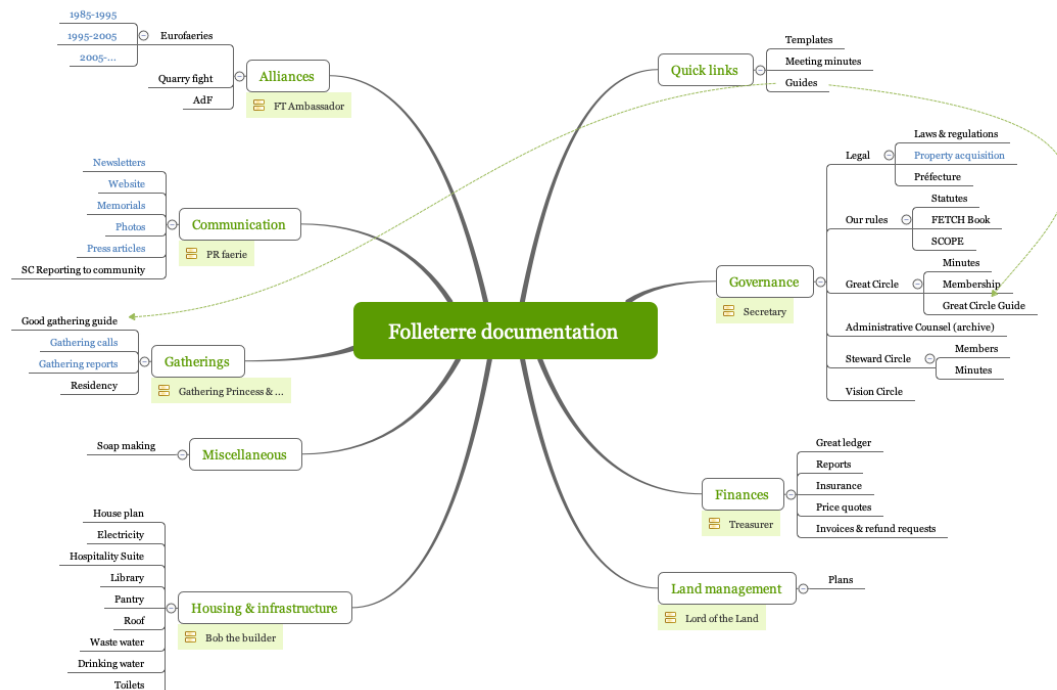
A faerie gets angry about using non-recycled paper and burns down the shit tower.

A vegan faerie finds out that meat was once cooked in a used lasagne pan. This faerie asks that we buy new pots and pans for vegan food.

For spiritual reasons, a faerie begs the circle not to pull weeds in the garden.

Institutional Memory

As a steward, you should know as much as possible about the history of Folleterre, and share



everything you know freely with others. This is the basis of our oral tradition for the communication of culture and identity on the land.

Folleterre has extensive digital archives. As a steward you have a responsibility to contribute relevant material to these archives for the future (i.e. gathering calls, very special photographs, very special artworks, newsletters, messages, etc.) As a steward, it is also a very good idea to go back and visit our digital archives to be educated about what has happened in the past. For a start, go back and read all of the "issues" discussed in Loomio in the last 2-3 years to find out what has been happening in the Stewards Circle. For deeper learning about the community, read archival newsletters and messages dating all the way to 1995. This process is rewarding and beautiful, and will help you to develop a clear vision of what Folleterre Faerie culture has been like over this period of >20 years, how it has the capacity for change, and how it is likely changing at this moment.

Digital archives are not a replacement for real, in person connections. As a steward you should feel some responsibility to reach out to the many experienced faeries in the community and seek stories, information, and advice from them. There are a group of "emeritus stewards," former stewards who for various reasons no longer desire active stewardship after years of serving the community, but are still active in the community and desire deep connection to the faeries. Seek out these special faeries, sit by the fire and listen to their stories. Ask about Terschelling gatherings. Ask about the land search. Ask how we decided to paint the house yellow. Ask a knowledgeable faerie to take you on a deep walk to the perimeters of the land. You will learn incredible things, and knowing this oral history will help you develop your own identity as a Steward of Folleterre.

