

## **Berkana as a Self-Organizing System**

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We envision four domains of activity for Berkana moving forward. These are:

1. **Pioneering Initiatives:** the communities of practice and place that are pioneering new ways of creating change in our communities. Examples include the Berkana Exchange, Swaraj University in South Asia, the Southern Africa learning community, Powers of Place, the Upcycling Portal and the North America Feeding Ourselves Sustainably Community of Practice.
2. **Consulting and Learning Services:** events and consulting activities that serve organizations, individuals, and communities, primarily in the U.S. and Canada. These revenue-generating services are often connected to communities of place or practice. They include the Art of Hosting, Consulting, Learning Journeys and the Women's Initiative.
3. **Illumination and Thought Leadership:** the media, publications and products that harvest our learning and distribute it to individuals and communities who wish to learn alongside Berkana.
4. **Shared Services:** an internal capacity to meet the needs of all initiatives affiliated with Berkana by providing administrative, legal and financial services, managing Berkana's identity and web presence, and managing relationships and events. Additional support may be provided for fundraising, design and production of materials, and registration for events.

We would like to share an image (below) of this emerging form that can serve as a starting point. This is very much a work-in-progress which we anticipate will evolve as we engage in conversation together.

A self-organizing community of pioneering individuals and groups ...

- ☞ Unified by commitment to shared purpose and principles
- ☞ Mutually accountable and coherent through core agreements
- ☞ Characterized by distributed leadership and decision making
- ☞ Initially engaged in four areas of activity: Pioneering Initiatives, Consulting and Learning Services, Illumination and Thought Leadership, and Shared Services
- ☞ Resourcing themselves and contributing to the whole
- ☞ Harvesting, weaving, and learning together through a Council (yellow)
- ☞ Partnered by an engaged Board of Directors

