

# FACT SHEET 1

AUTUMN 2024

## Governance

How we work together  
to form agreements  
and ensure integrity,  
empowerment,  
and effectiveness.

# The Rewilding Collective governance is:

## EMPOWERING AND EFFECTIVE

The Rewilding Collective (TRC) uses an approach called Sociocracy to help us organise and make decisions together in a way that fosters inclusivity, participation and impactful collaboration. This is a key aspect of co-creating and maintaining our grassroots, community-based culture and intention.

## LINKED TOGETHER

TRC is set up to develop a network of regional rewilding hubs, each linking with multiple local rewilding projects. All of these local projects are supported by the TRC Resource Centre which provides the legal, financial and governance 'umbrella' structure that each project is part of.

## SUPPORTED

The Resource Centre will provide sociocracy training and mentoring for the local and regional projects to enable them to establish agreements, processes and sociocratic 'circles' and 'roles' (see below). This will empower local projects to self-govern within the TRC mutually accountable structure.

## PARTICIPATORY

All 'stakeholders' (volunteers, investors, local residents, donors etc.) are invited to contribute to work on the land, perhaps participate in supportive tasks (such as applying for grants; tech support etc.) and to engage with the grassroots, participatory, sociocratic decision-making system. This can be through engaging with TRC consultative 'forum' spaces where participants are encouraged to contribute their ideas and participate in discussions, which will then be used to inform future decision-making. Participation in TRC governance can also be through holding a specific task-based role within a decision-making circle and engaging with the practical work, proposal forming and decision-making of that circle.

## DESIGNED FOR EXPANSION

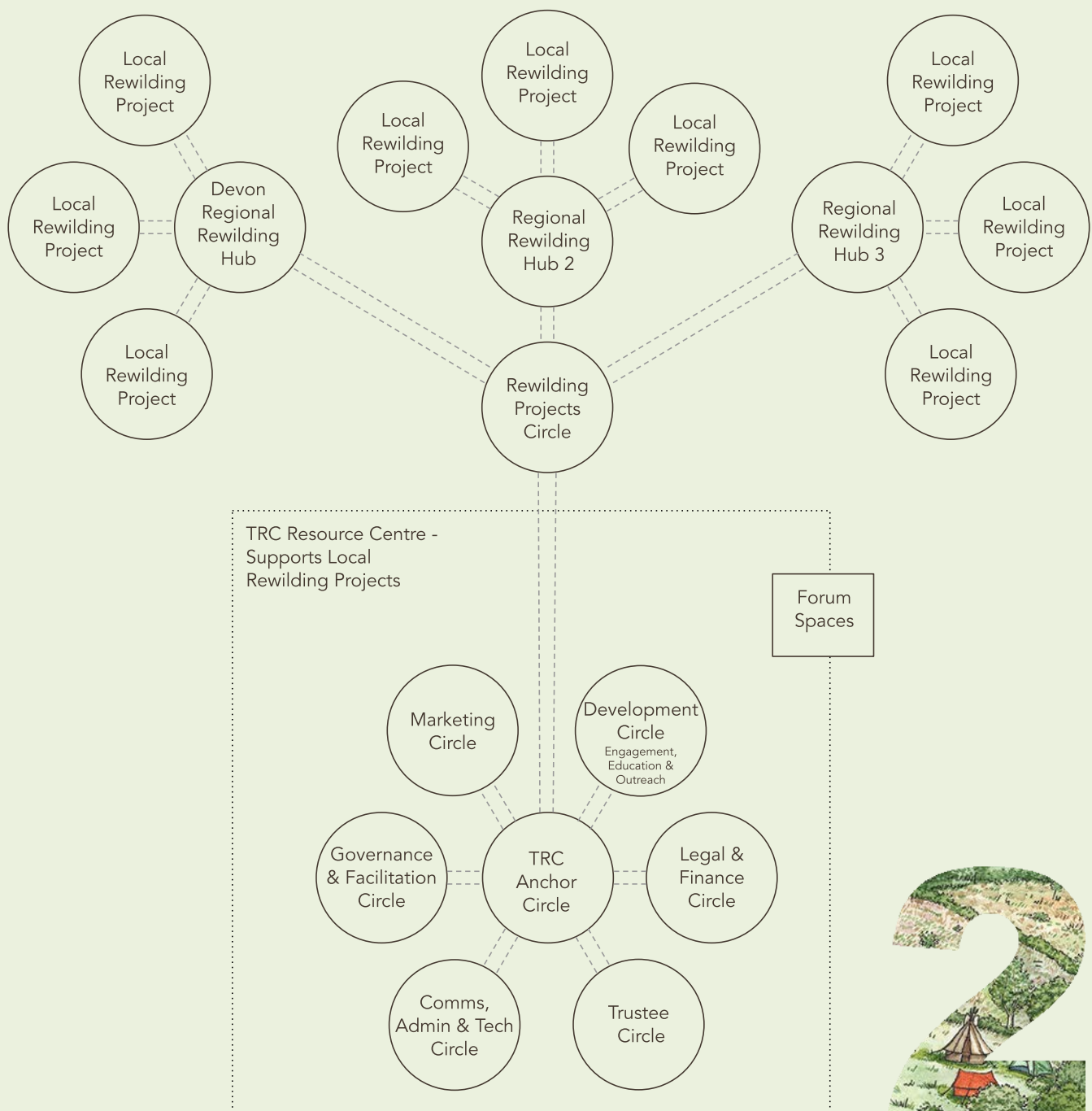
For rewilding projects to be effective and resilient in the long-term, we need to address both natural and human eco-systems. TRC's expanding network of interlinked, grassroots projects requires an organising and decision-making structure that can grow rapidly, while maintaining both cohesion and local, empowered action



# Key elements include:

## 1. CIRCLE STRUCTURE

The organisation is divided into semi-autonomous, interconnected circles, each with a clearly defined purpose and responsibility for specific areas of work. Circles are empowered to make decisions about their work, while consulting with other circles when a decision may have impacts elsewhere in the organisation. People are selected for distinct roles within a circle and act to serve the purpose of that role and circle. So this is significantly different from voicing one's own views and preferences, which is more suited to the 'forum' spaces.



## 2. CONSENT DECISION-MAKING

Proposals are explored and developed through appropriate consultation and a sequence of speaking in 'rounds' (to ensure that all voices in a circle are heard). Once clearly defined, a proposal is formally considered, with reference to the circle's agreed purpose. Decisions are made by consent, by those in role in the relevant circle, which means that a proposal moves forward as long as there are no 'objections'. This method encourages active participation, ensures decisions get made, and that they are "good enough for now, safe enough to try".

If they have concerns, a circle member can raise an 'objection' to a proposal by explaining how it presents a 'risk' to the purpose of the circle, thus keeping it on track.

Although all TRC shareholder members do have 'voting rights' in law, in order to work more collaboratively and find solutions together, voting will only be used when it is an actual legal requirement.

## 3. DOUBLE LINKING

Circles are connected by double links - representatives from each circle participate in both the "parent" and "child" circles, ensuring smooth communication and power distribution across levels.

## 4. FEEDBACK AND ADAPTION

Sociocracy emphasises regular feedback loops to maintain adaptability and effectiveness. Circles regularly evaluate their policies and performance to continuously improve.

This dynamic, decentralised governance model balances individual, role-based autonomy with collective coherence, making it ideal for organisations valuing inclusivity and effectiveness.

TRC adopts this approach to support the organisation and individuals in shifting how we relate and function within groups, aligning with the broader cultural changes needed globally.

It is worth bearing in mind that using sociocracy involves a learning curve, including shifting from a 'me' to a 'we' perspective and fostering a culture of serving the shared purpose of the organisation. TRC values both the 'me' and the 'we'. Forum spaces are provided for personal expression and feeding individual perspectives into the organisation. Decision circles, meanwhile, require acting from one's role, to serve the 'we' as defined by role and circle purposes. TRC offers training and mentoring to local project groups to support this process.



# History

The word 'socio-cracy' has latin roots meaning something like 'together govern' ('associates', 'rule'). There are many ways of crafting the story of the emergence of sociocracy. Simply put by one [Sociocracy for All](#) facilitator, 'People have long known how to circle up, listen with heart, and decide how to go ahead.' There may have been direct influence from Native American council practice on the evolution of the Quaker movement whose practices have fed into the sociocratic circles approach - as has learning from science such as systems theory and biofeedback.

Through the early to late 20th century, Western ideas around collaborative decision-making evolved and began to be applied to commercial settings, using the Sociocratic Circle Organizing Method, with four key principles of consent, circles, double-linking and role selection.

## Sociocracy in Practice

Several UK companies and cooperatives have successfully implemented sociocracy to improve decision-making, transparency and empowerment across their organisations:

- Outlandish, a tech worker cooperative
- Unicorn Grocery, a worker-owned cooperative in Manchester
- William Joseph, a strategic agency in London
- Bristol Cable and Ethical Consumer

Through dividing large teams into smaller circles and introducing consent-based decision-making, organisations report increased proactivity, more action-oriented meetings, enhanced collaboration and skillful navigation of power dynamics and of complex topics like pay.

Some found there were difficulties ensuring that all members were trained effectively in the new governance system, which highlights the importance of an integrated training programme and continuous learning. And the initial integration of sociocracy involved significant restructuring for some organisations, which required time and commitment. There are also legal constraints to consider, although increasingly there are templates available to help with this.

For more detail see [☰ Who's already using sociocracy](#)

You may also be interested in the TRC factsheet on Addressing Tensions.

