



DEFINING YOUR OSC STRUCTURE

Local OSC

The local OSCs are free to organize their governance how they see fit.

**See this as
suggestions
:)**

From People...

Lisa

- OSC Coordinator
- Responds to questions from new members
- Organizes the new years drinks

Rene

- Presents the OSCs at events
- Organizes the OSC coffee hour
- Interest in the newest OS tools

Ahmad

- Supports Lisa with coordination
- Updates the OSC website
- Good at writing grant proposals

What if Rene leaves?

Lisa

- OSC Coordinator
- Responds to questions from new members
- Organizes the new years drinks

Rene

- ~~Presents the OSCs at events~~
- ~~Organizes the OSC coffee hour~~
- ~~Interest in the newest OS tools~~

Ahmad

- Supports Lisa with coordination
- Updates the OSC website
- Good at writing grant proposals

... to Circles and Roles

A “**Role**” is an organizational construct that a person can fill.

A “**Circle**” is a container for organizing Roles and Policies around a **common Purpose**.¹

A “**Circle**” is a self-governing and semi-autonomous team of equivalent people who **collaborate to account for a domain**.²

¹<https://www.holacracy.org/constitution/5-0/#art13> ; ²<https://patterns.sociocracy30.org/circle.html>

- Presents OSC
- NYE drinks
- OSC coffee hour
- Questions new members
- Writing grant proposals
- New tools
- OSC website
- OSC Coordination

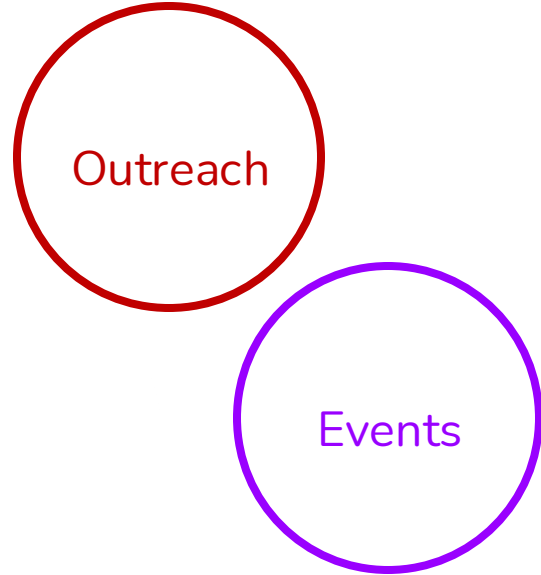
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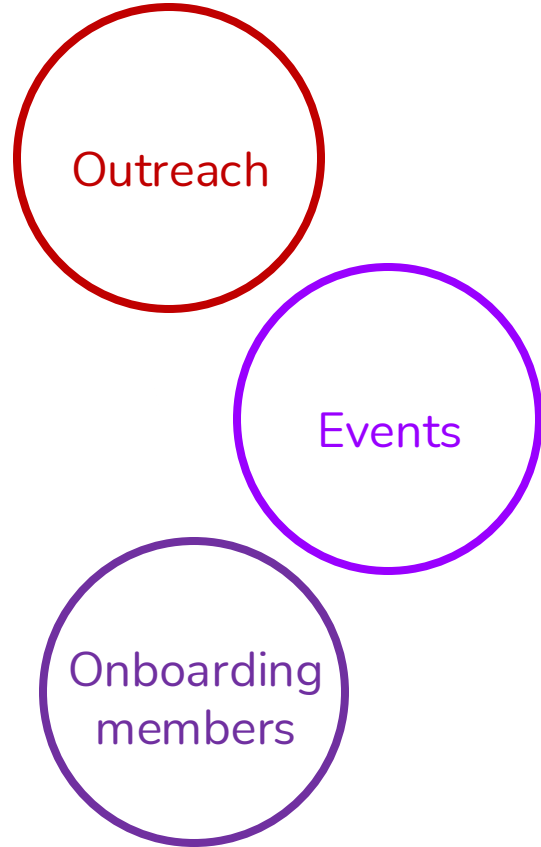


Outreach

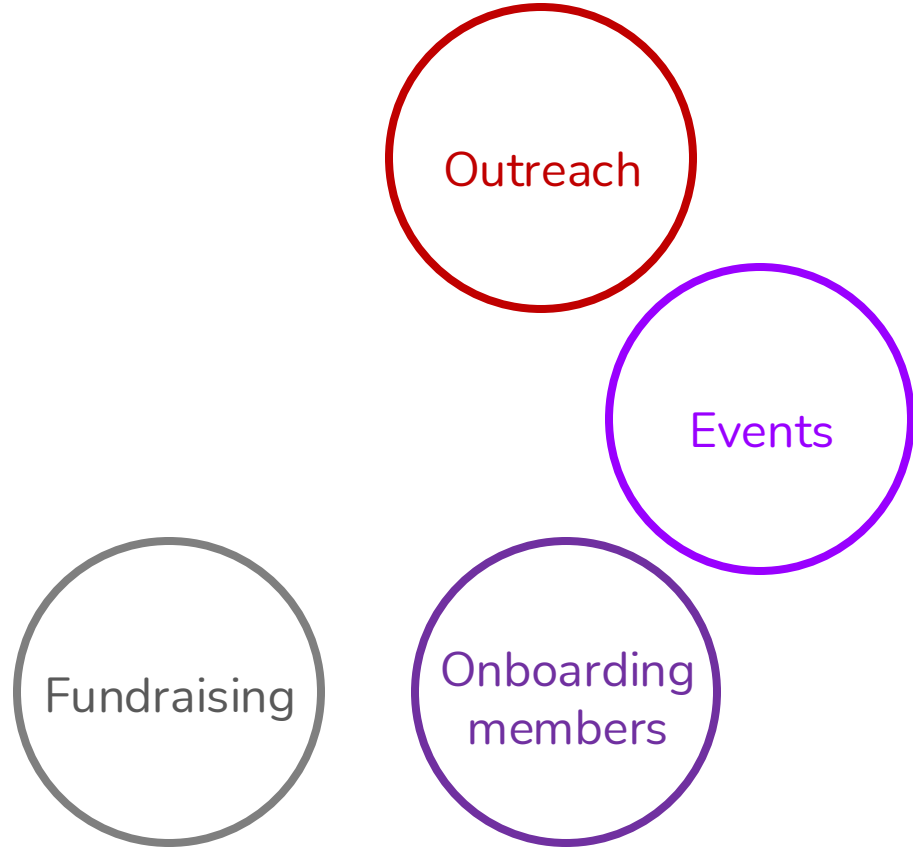
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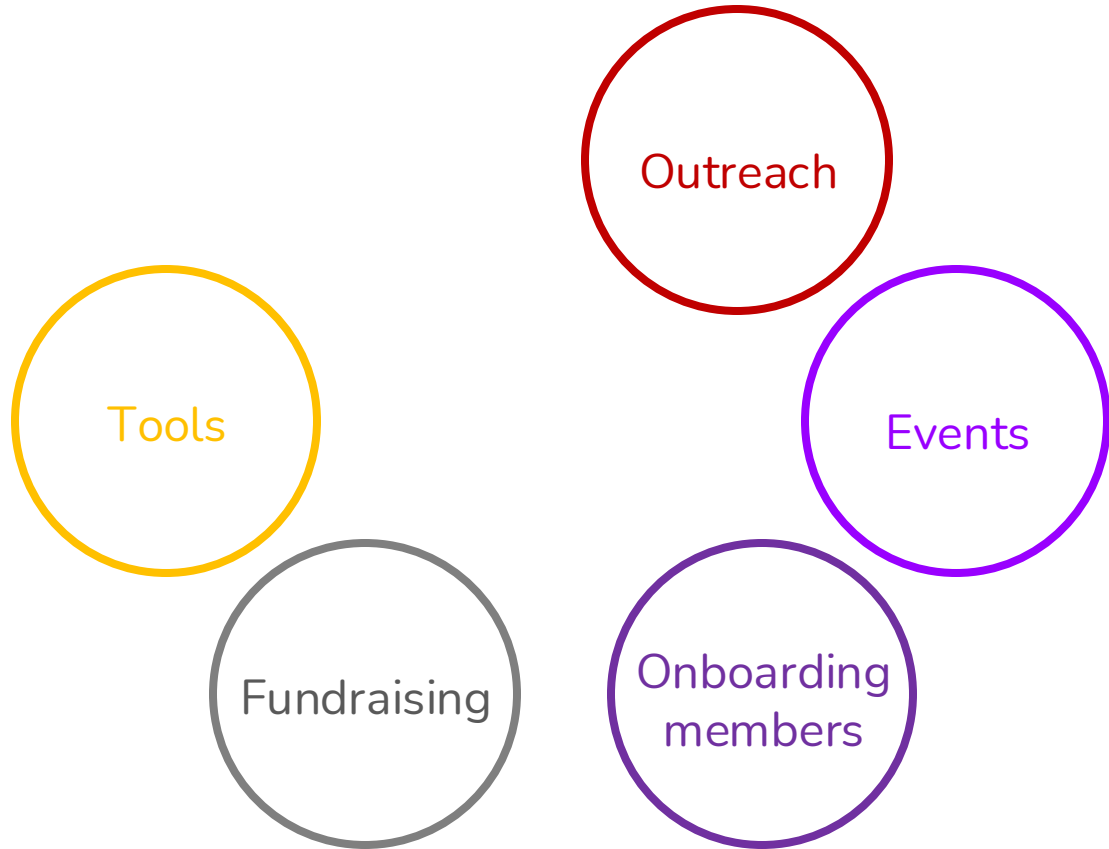
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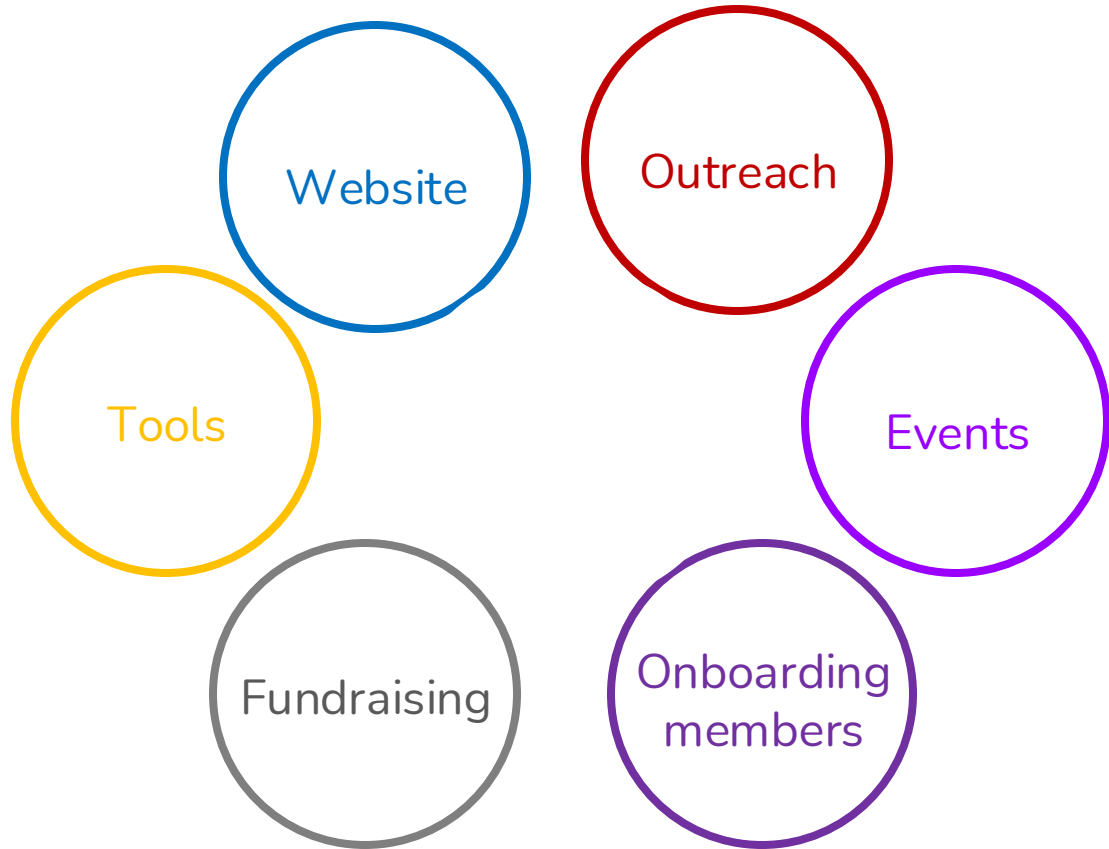
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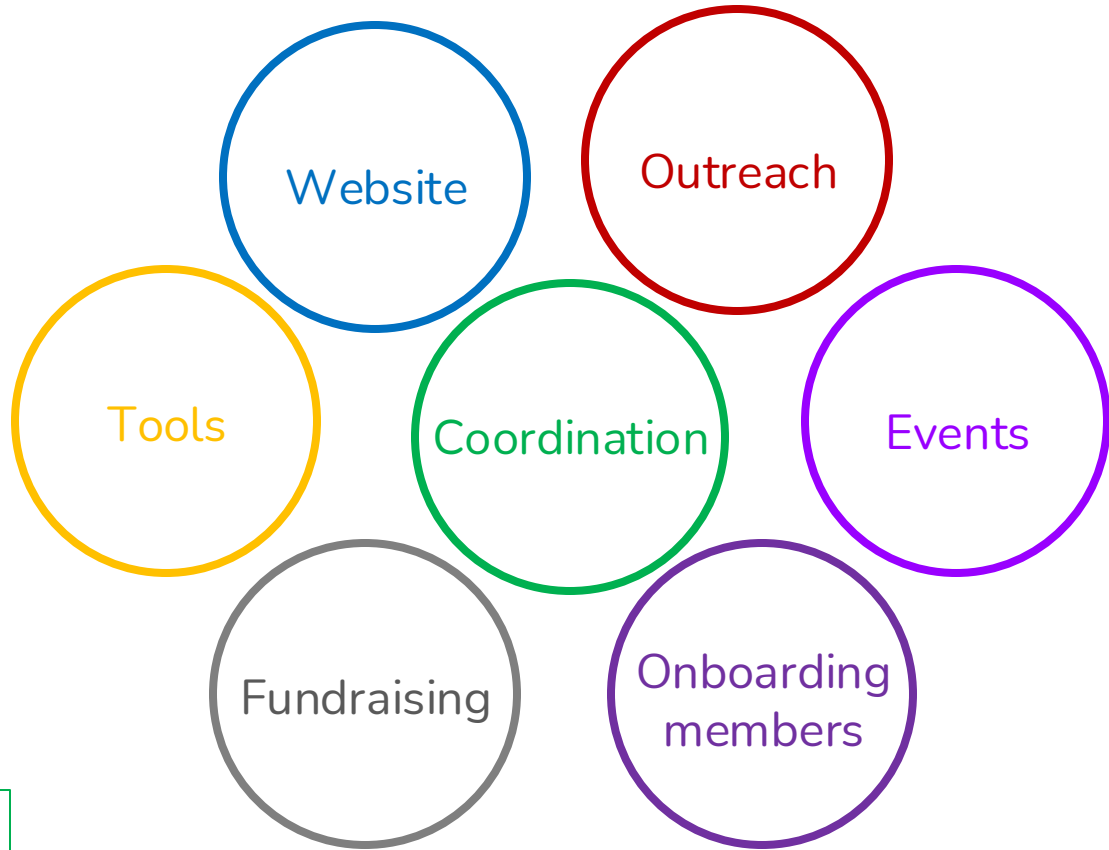
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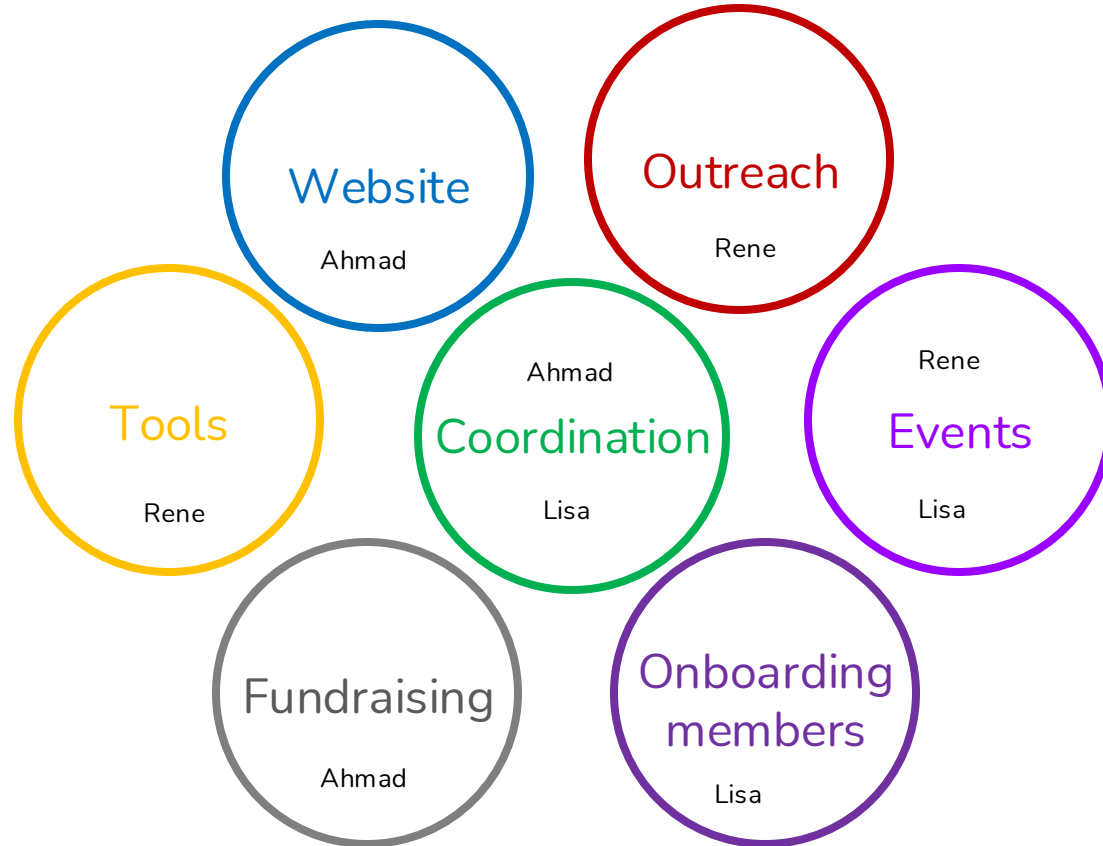
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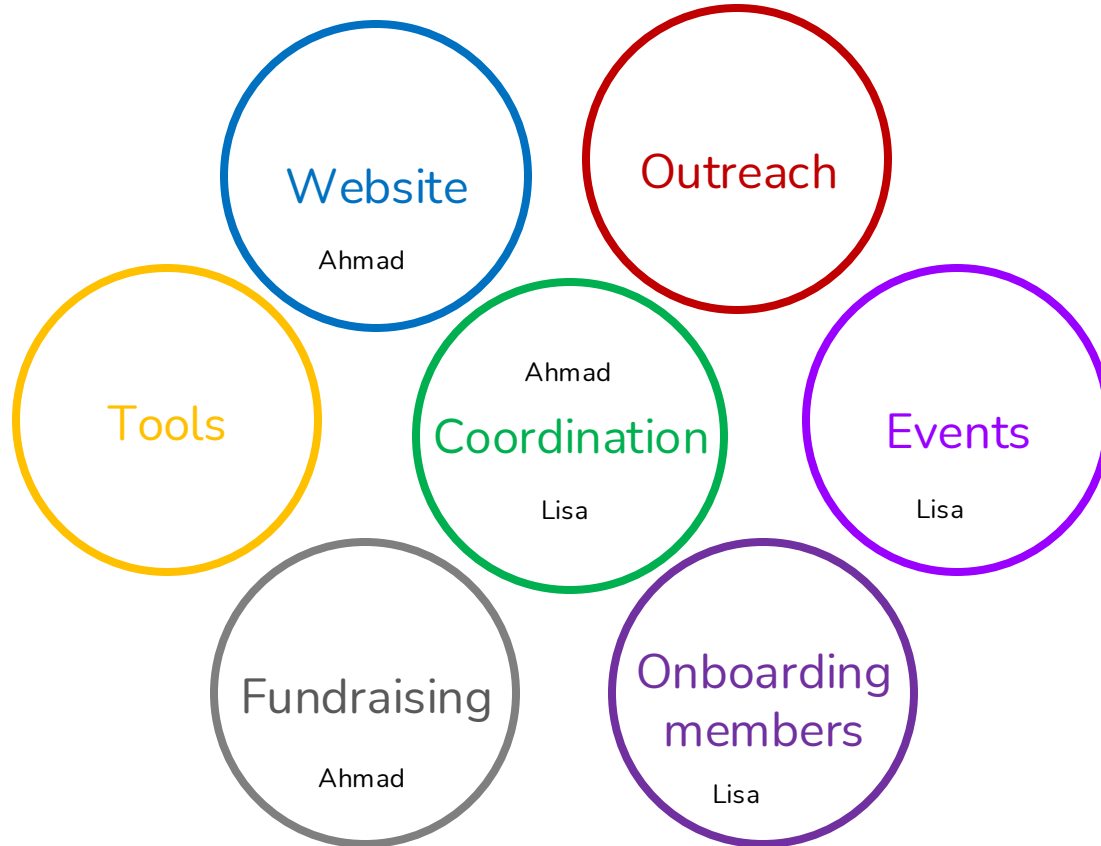
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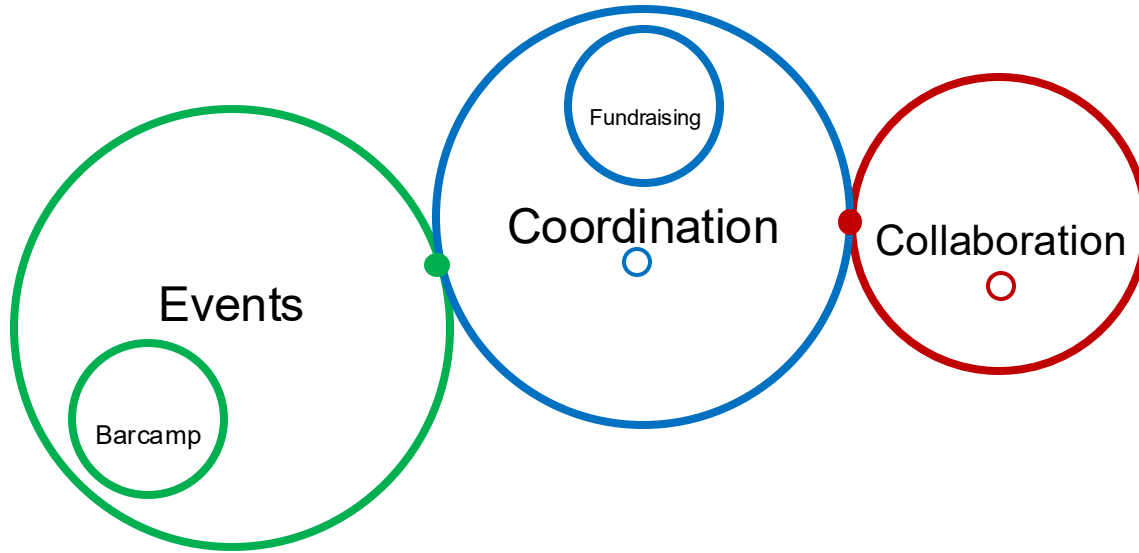
Structures exist...



... even when people leave



Circles can also have subcircles



In a circle you can have dedicated roles.

● ● Representative who joins the coordination circle to represent their circle there.

**Use the template to
create your own
circle structure!**

Circle Description Template

For each circle create a description with the aim, the responsibilities and any roles within the circle:

Circle name	
Aim	<i>What is the circle set out to do? What does this circle want to achieve?</i>
Activities and outputs	<i>Which activities belong to this circle? What outputs does this circle produce?</i>
Responsibilities	<i>What is this circle responsible for?</i>
Roles within this circle	<i>Describe the specific roles that exist within this circle?</i>
Relationship to other circles	<i>What is the connection to other circles?</i>
Resources needed	<i>Are there any (financial) resources this circle needs to function?</i>
Duration	<i>Is the circle permanent or temporary?</i>

Extra Reading: This Sociocracy [guide](#) gives more background on how to define of circles and roles for a new organisation.

THANK YOU FOR YOUR ATTENTION!

