



# The Grove Membership Guide

A guide to being and becoming a member of  
The Grove is Open Co-op Ltd



# Enter The Grove from different places

You might want;

- a tribe and a resilient community with whom to belong
- agency to co-create the changes you want to see in the world
- meaningful livelihood and contribution with others
- practices for new ways of being, working, leading and collaborating

# — What The Grove is up to

The Grove puts people and community ahead of projects and tasks.

We practise this.

The way we work with others, how we are in community with each other, and who we are in the world, is fertile ground for learning and growth.

## Have you heard ..

the old expression,  
'culture eats strategy for lunch'

# The Grove Guiding Principles

The Grove is open.

We welcome you to a people and a place - a space to connect with nature, to ourselves and to each other. In the midst of transforming systems, we stand together for:

- holding space for people to bring their whole selves
- working in a way that honours power, love and nature in all aspects of life
- practicing three-fold respect - self, others, earth - in all decision making
- healing to integrate our light and dark
- restoring balance for thriving systems
- building capacity to act as a collective in service of the whole.

We invite you to be in practice for a new way of being, to step boldly into the unknown, to map the path as we walk it.

# Which parts of 'The Grove is Open' Guiding Principles resonate with you?

**All of them?**

(We hope so, 'cause being a member of The Grove is an invitation to join us in living and practising with these principles)

## Did you know ..

When you fill in a Grove Membership Application Form, you're asked if you've read the Principles and agree to uphold them

# Where have we been

**April 2018**

**First Host Circle mtg**

A conversation began between a group of change-makers at a Richard Bartlett workshop on 'Patterns for Decentralised Organising'. We decided to meet the next month because something felt like it wanted to be born

**Aug 2019**

**First Annual Retreat**

35 people shared a powerful 3 day immersion experience. A palpable feeling of community was present

**mid 2020**

**Membership is open**

We are now prepared for other members to join us

2018

2019

2020

**July 2018**

**First Dojo**

We ran our first workshops; at a corporate innovators conference, and then Dojo#1 for interested people. 25+ people came to each

**Jan 2019**

**Collective Vision Quest; The Grove is Open principles are received**

We spent a weekend at the Q-station in Manly. In the last 30 mins of an intense and generative weekend, Ruth McCance spoke the words that are now The Grove's Guiding Principles.

**29 Feb 2020**

**The Grove is Open Co-op is launched**

We shared a "Leap Forward" ceremony after many months of considering the best governance structure to support our Guiding Principles. Founding members join

# The Grove Culture is the heart of our community ..

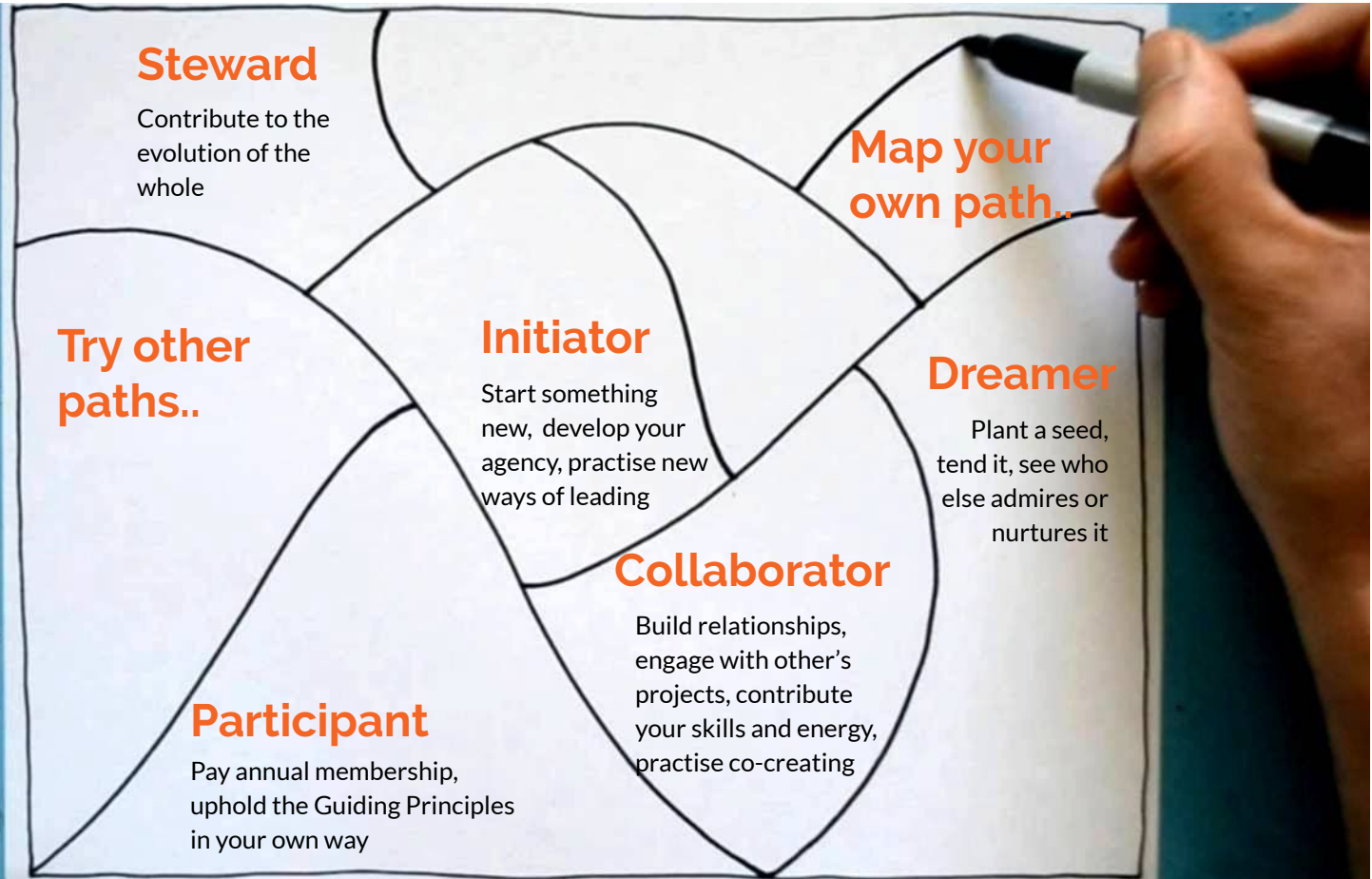
Culture is a living thing; it's our actions more than our words....

Here's a few words that point toward some of the seeds of our culture

- **It's a 2 way street; offers and needs are shared and received, expressed and met**
- **We're a community of practice**
- **We engage with conflict when it arises**
- **We strive to co-create an economy that serves the whole**
- **We make decisions respectfully and transparently**



# Create your own Grove Forest Trail adventure



**What kind of member might you be?**

There is not just one way

# It's a two-way street

**Being a member of The Grove** is a partnership

→ **Ask for what you need**

We hope The Grove might meet some of your needs for new ways of being and doing in the world

→ **Offer what you can**

We hope you will feel free and able to make offers to contribute to the health and growth of our community and our co-operative structure





# Rhythms & Projects

We work together in self-organising ways, in both Rhythms & Projects

## → Rhythms

There is a cycle of meetings, gatherings and on-line work that flows with the weeks, months and seasons. All of these are open for members to participate.

## → Projects

Members follow their passions and work together to make stuff happen. You are welcome to join in project teams or create your own, by starting a conversation with other members

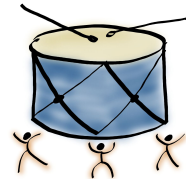
<https://trello.com/b/x31jgyZM/grove-initiatives>

—  
The Grove Rhythms include..

**Host Circle (monthly), Dojo's (bi-monthly),  
Dialogue & Decision (weekly), Coherence  
(fortnightly), Stand Up meeting (weekly),  
Retreat (annually)**

### Where to start?

Speak to an existing member and work out with them which rhythm(s) you might want to pick up first



# The Grove projects are things like..

## **EarthChair.org**

Scalable web-based Earth connection practices

## **New economy**

Specific applications of regenerative economics within practical projects and value exchanges

## **Post COVID-19 regeneration**

Decentralised hacks and new ways of being, doing and working for new businesses and old

## **The Grove Retreat**

Design and co-host the next Grove retreat

## **The Triangle Game**

Emotional intelligence education packaged as a game

## **The Resilience Lab**

Practical applications of collective resilience practices in communities

## **Dialogue on racism**

In development ...

## **Future project**

There is no limit to what a passionate community of collaborators might achieve

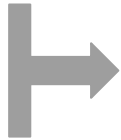
# What project(s) do you want to make happen?

## Your project idea?

Bring your project in. Find others to work with. Develop your collaboration skills.

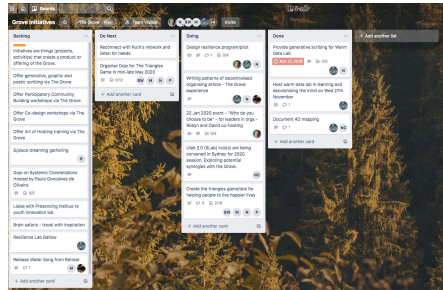
## Someone else's project?

Visit our project market place (Trello!). Offer your skills, passion, energy to others. Learn new ways of being

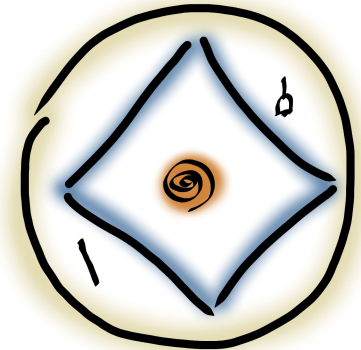


## Use our Trello boards to..

..find projects that are underway, and to manage your own projects and their progress



# What collaborative ways of being do you want to learn?



# Share, learn, decide

We communicate with other members using a suite of tools, and practices for decentralised organising

→  **slack**

On Slack, we share and absorb great resources and articles, update about projects, inform about events

→  **LOOMIO**

We're learning to make decisions using Loomio

→  **Trello**

This is where we manage and communicate about our projects





## We're a co-op

'The Grove is Open Co-op Ltd' is our full and fancy name as an organisation.

What does it mean to join a co-op?

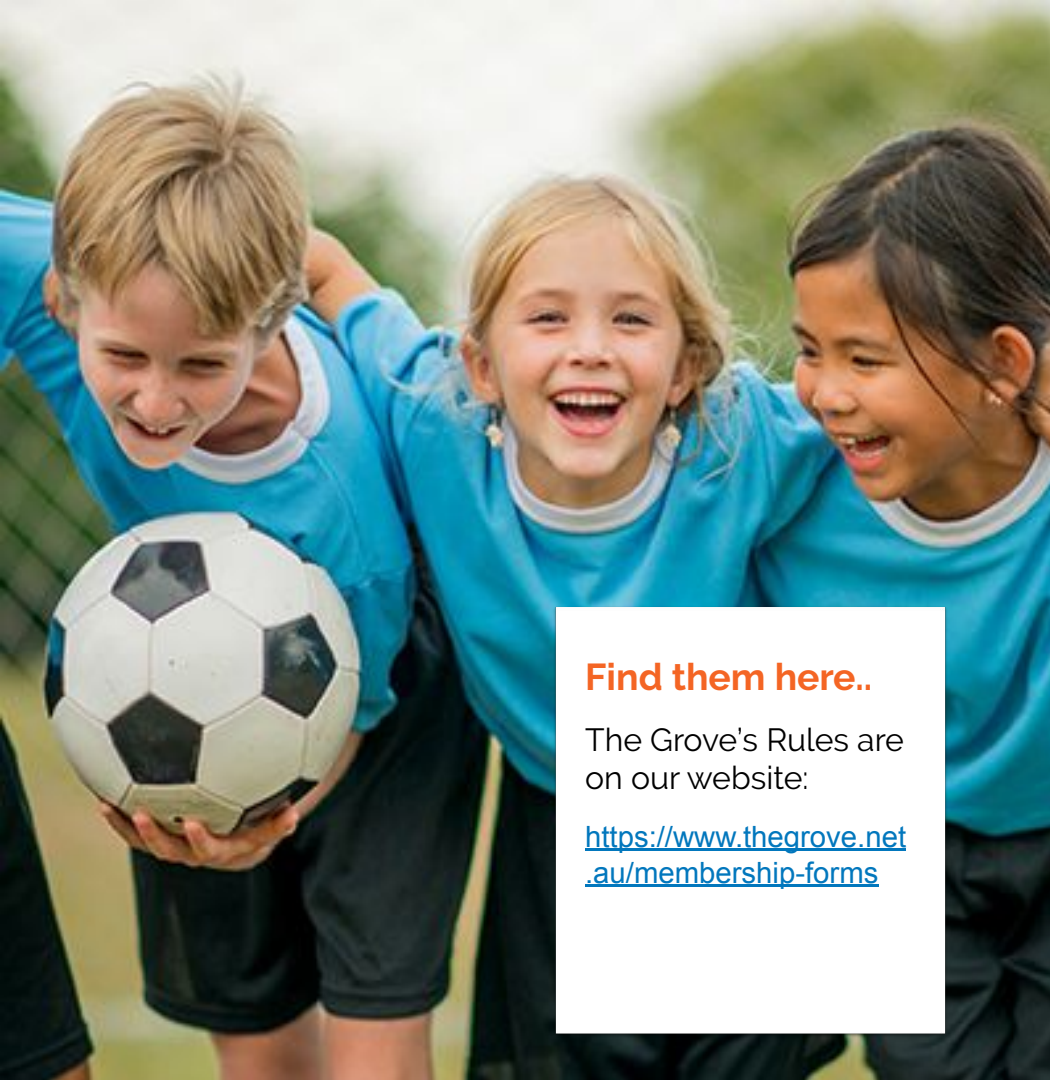
→ **We're all in this together**

Co-ops are a legal structure in which the members own and run the organisation.

→ **You get a say like everyone else**

All members get 1 vote on big changes, like any changes to our Rules.





**Find them here..**

The Grove's Rules are on our website:

<https://www.thegrove.net.au/membership-forms>

## Rules. What Rules?

Co-ops are legally obliged to have a set of Rules, which lay out how the entity works.

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The Grove is Open Co-op Ltd has an elected Board..

The current board members are;

**Bridget, David, Mark, Nick, Pere, Robyn, Vanessa**

# Economy matters

People join The Grove for various reasons. Some want to generate livelihood from their participation with The Grove.

## → **Economy teams**

Each income generating project has an economy conversation to talk about how the money will work for that project and the people involved

## → **The Grove contribution**

Each income generating project contributes a proportion of gross income to The Grove to help sustain our co-op



# Inspired, guided and influenced by..

**Richard & Nati**

**The Hum & Enspiral**

Patterns for decentralised  
organising

**The Art of Hosting  
community**

Campfire Co-op, Jeder Institute

**Ruth McCance**

**& many  
others**

**Presencing Institute**

Theory U, Societal  
Transformation Labs, GAIA

**Meg Wheatley**

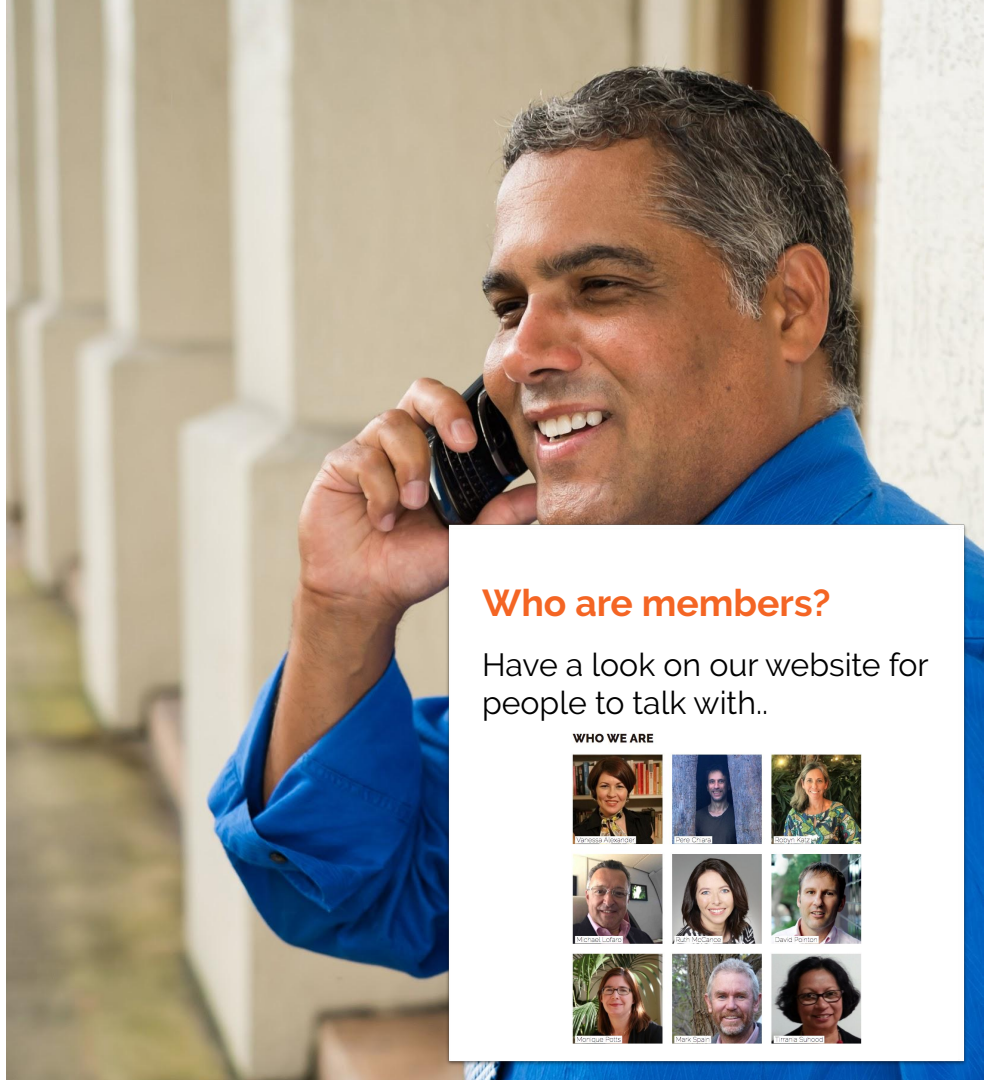
Warriors for the human  
spirit

## Membership on your mind?

You can speak with an existing member if you have any questions or want to know more about being a member of The Grove.

Or,

Apply to be a member from the next page



### Who are members?

Have a look on our website for people to talk with..

#### WHO WE ARE





## We'd love you to join us!

When you're ready to join, apply online via the [Membership Application Form](#)

- To join is \$ 100 (\$ 70,00 joining fee & \$30.00 annual membership)
- \$30.00 annual membership is then due 1st July of each new financial year

Fees help cover The Grove's administration costs and the investments we make in providing member benefits

# On boarding process - The Grove

Sign up

Onboarding  
Forum

Be a Buddy

Member  
gatherings

You are here

Completed  
Membership  
Application Form

Paid joining fee

Welcome email &  
phone call

First orientation to The Grove for  
new members

Meet other members & new  
members

Embodied experience of the  
Grove culture

Operating practices and  
expectations

Garden path tour of collaboration  
tools

Form buddies, exchange phone  
numbers

Onboarding co-design

Checkin, coffee; Schedule  
time to share and listen  
together

Support each other's  
learning and growth

Phone call to check  
progress and share needs

**Conversation starters**

Interview buddy using  
[question template](#).  
Read others in [master  
interview document](#)

Build connections & start  
collaboration projects with  
other members

Attend various events in The  
Grove's meeting and event  
rhythms