



**\*\*DRAFT\*\* Roles & Structure \*\*DRAFT\*\***

## **Overview**

Green Mountain Druid Order (GMDO) is ascending to its next level of organizational maturity, currently exploring the idea of developing a leadership council to guide and support the role of Chief. The purpose of this document is to outline the roles, responsibilities, expectations and agreements of serving on the Council. It may be used for purposes of clarity amongst current members as well as informing potential members and the onboarding of new members.

## **Mission**

The GMDO is a contemporary Mystery School, with community, based in the Green Mountains of Vermont. Rooted in ancient wisdom, our Order was created in these times of great change with the intent of training a growing number of empowered Druids. We align ourselves with the spirit of the earth in order to heal, teach, and make a real difference in the world.

## **Role of the GMDO Chief**

- The Chief's primary responsibility is to serve as the spiritual leader of the organization, as a mentor and guide for individual community members while also holding the larger vision of the Order and how the Order exists within the larger context of its mission and impact in the world. The Chief is responsible for creating and leading ceremony for the public, individuals and groups, as well as the land.
- The Chief's secondary responsibility is to oversee all aspects of the Green Mountain Druid Order which includes the Druid Community and the Green Mountain School of Druidry.
- The Chief also functions in the role of the Director of the Green Mountain School of Druidry, responsible for directing all School operations by assuming strategic and functional responsibility for GMDO's staff, programs, planning, evaluation, administration, finance, and execution of its mission. Typical activities include: instructing students in the Druid School and Home Study Course programs, coordinating and running UK Graduate Pilgrimages, maintaining and updating curricula and program lessons, training and managing program staff, marketing programs to the public, managing the worktrade program, overseeing stewardship of Dreamland, and managing the administrative and financial aspects of GMDO.

## **Role of the GMDO Council**

- The Council's primary responsibility is to provide guidance and support to the Chief, serving as keepers of the mission of GMDO.
- Additionally, the Council provides spiritual guidance for the Order by being available to the community as mentors and by upholding and updating the Community Code of Conduct to protect quality of life in the community. Council members may serve as Peacekeepers to manage conflict that arises within the Order.
- Council members assume leadership roles in organizational activities by serving within at least one pillar (see below).
- Council members attend and participate in programming and special events as available, and may serve as representatives of GMDO within the larger public.
- Council members strive to continually learn about and help the organization, educating themselves about the needs of the community, and contribute their wisdom through skills, knowledge and experience when appropriate.

## **Pillars of the GMDO – (aka Council Committees)**

The Council will provide specific support and guidance to the Chief in the following ways:

### **1. Program Pillar**

- a) Support Director in decision-making about program offerings and strategies
- b) Support Director in decision-making about program staffing
- c) Public speaking and attending events (i.e. conferences, ceremonies, public solstices at Earth Clock, etc.)
- d) Host teachers and events at Dreamland (i.e. House Of Brigh, workshops, Beltaine)
- e) Coordinate regular Groves for GMDO members (i.e. identify roles, support programming, outreach, etc.)
- f) Plan and coordinate Druid Camp (i.e. registration, speakers, day of support, etc.)

### **2. Communications Pillar**

- a) Support Director in decision-making about outreach strategies and tactics
- b) Collaborate with the Director to create, design and share content for all communications (ads, posts, posters, website, newsletter, etc.)
- c) Print and post brochures and fliers for GMDO programs
- d) Share GMDO posts, events and announcements about events and programs on social media, email, and word of mouth (including both Vermont and Home Study trainings)

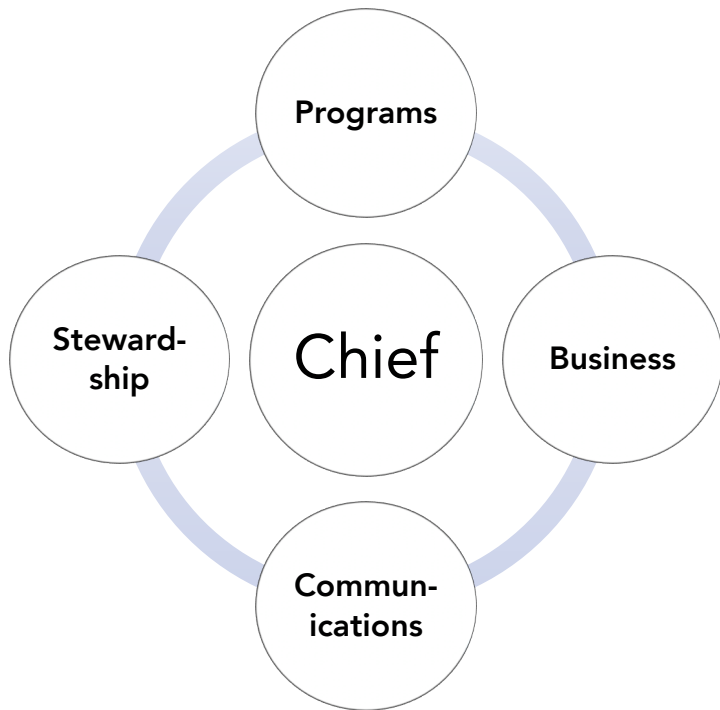
### **3. Stewardship Pillar**

- a) Support Director in decision-making about Dreamland (i.e. land management, infrastructure, maintenance & repairs, etc.)

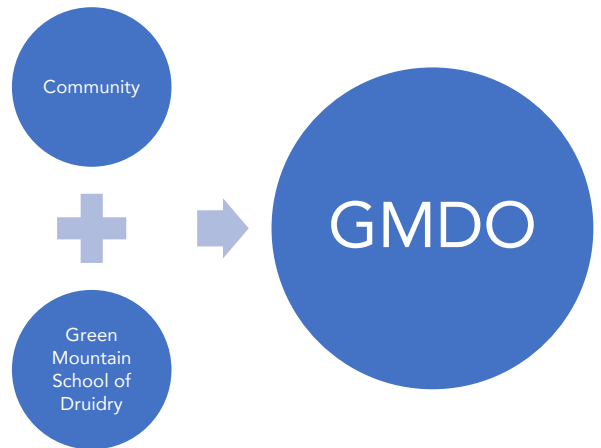
- b) Support Director in identifying the role and structure of the intern and then recruiting that intern
- c) Prepare Dreamland for events including landscape maintenance, securing supplies (firewood, toilet paper, etc.) as needed
- d) Clean up at Dreamland after events as needed
- e) Support the success of Work Wednesdays by showing up and recruiting volunteers

**4. Business Pillar**

- a) Support Director in financial decision-making, including how to prioritize projects with limited resources, making investments
- a) Conduct regular bookkeeping activities and maintain healthy accounting practices
- b) Support the Director with tax preparation, budgeting, and financial planning
- c) Maintain an annual calendar of financial activities and deadlines
- d) Support Director in business, strategic and estate planning, including using the best business structure to meet GMDO’s goals, exploring options to diversify revenue streams, protecting and conserving the integrity of Dreamland in the long-term
- e) Support Director in an advisory capacity when business concerns or opportunities arise as needed



LEFT: The 4 Pillars hold up the whole of GMDO by surrounding the Chief with support and guidance.  
 BELOW: GMDO is comprised of the Druid Community and Green Mountain School of Druidry.



## **Council Makeup & Meetings**

- Council positions are by appointment of the Council based upon demonstrable spiritual attainment and willingness to serve.
- Council appointments will be made to the members of the Order who have participated significantly in its programs and contributed to community well-being.
- The Council meets for 2 hours each quarter per year.
- Council Meetings will follow this format:
  - Opening & Individual Check Ins
  - Chief's State of the Order Address
  - Pillar Check In
    - Progress Report & Accountability Check In
    - Help / Requests
    - What needs to happen for next meeting
  - Meeting Evaluation – how is this working? worked well? anything missing? Tensions? Ideas for next time?
  - Closing Circle
- Council members are available to the Chief individually or as part of a Pillar for needs as they arise.
- Pillars meet as needed more regularly, and must meet ahead of the quarterly meetings to prepare their report. Each Pillar determines its own work style/culture and operating agreements.
- Each Pillars should have spokesperson, timekeeper, and scribe roles for the quarterly meetings.

## **Council Group Agreements**

- We listen respectfully to other viewpoints.
- We communicate with honesty and candor while holding sensitive matters with care and integrity. We will use "I" statements to own individual perspectives while contributing to group awareness and wisdom. If something is unclear, we ask for clarity and feedback.
- We uphold the mission of GMDO without adherence to personal, factional or divisive agendas. We will revisit our purpose for being at each meeting.
- We practice equity in all that we do, offering equal voice to each Council member.
- We respect the process in a commitment to evolve and grow together.
- We are more than the sum of our parts.
- We tend to stress, overwhelm and burnout through pragmatic commitments and mutual support.
- We will stay on topic and focused as an act of respect to everyone involved.
- We will celebrate our successes, give credit where it's due, and ask each other for help.
- We will follow agreed-upon decision-making protocols and meeting formats.

<b>Maximize</b>	<b>Minimize</b>
<ul style="list-style-type: none"> <li>• Clear communication &amp; order</li> <li>• Equal opportunity / voice</li> <li>• Job descriptions</li> <li>• Clear norms</li> <li>• Respect for process</li> <li>• Facilitation</li> <li>• Clear meeting format</li> <li>• Willingness to evolve &amp; grow</li> <li>• Mutual Support</li> <li>• More than the sum of our parts</li> <li>• Clear decision-making process</li> <li>• Open to what others have to offer</li> <li>• Thinking outside of the box</li> <li>• Transparent boundaries &amp; limitations</li> <li>• Accountability</li> <li>• Autonomy &amp; empowerment</li> <li>• Celebrating victories</li> <li>• Credit where it is due</li> <li>• Ask for help</li> <li>• Spreading workload evenly over time</li> <li>• Agenda &amp; minutes (old &amp; new biz)</li> <li>• Regular meetings</li> <li>• Conscious onboarding / pathways for leadership</li> <li>• Clear expectations (community + business)</li> <li>• Acknowledge Fearn's role</li> <li>• Shared Vision</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of communication and transparency</li> <li>• Burnout</li> <li>• Getting off topic</li> <li>• Taking too much airtime</li> <li>• Losing touch with the WHY</li> <li>• Making assumptions &amp; stories about each other</li> </ul>