

Waking Giant Charter

Mission Statement

Building a strong community in Helena, MT, through mutual aid and collective action.

Core Values:

- **Forming Alliances**
We work in solidarity with groups and individuals whose goals align with ours. We build partnerships based on trust, not appearances.
- **Practicing Empathy**
We act with compassion and curiosity. Every person's experience is real and worthy of care and attention.
- **Defending Democracy**
We believe everyone should have a voice in decisions that affect their life, whether in government, the workplace, or their community.

Guiding Principles:

- Commitment to non-violent action.
- Improving the justice system.
- Promote inclusion and fair representation.
- Solidarity with the working class and under-represented minority or other disenfranchised populations.

Organizational Structure

General Body of Membership

- Members meet regularly at General Meetings.
- Members self-elect by getting a referral from an existing member and coming to a General Meeting. New members will introduce themselves at their first meeting. Members must conduct themselves in accordance with Waking Giant's Mission, Core Values, and Guiding Principles.

- Members must be willing to work with the consensus process.
- Members can participate in General Meetings via in-person or virtual attendance.
- The members (via General Meetings) elect, guide, and direct the Support Team in the organization's activities.
- Members may authorize another person (a proxy) to vote in a General Meeting in alignment with their expressed position.
- Members may choose to cease their membership at any time and for any reason. If a member has not participated in any Working Group or General Meeting for a period of 6 months, that member will be considered to have resigned.
- Any general member may be removed by consensus at a General Meeting if the general membership feels the member in question is not abiding by Waking Giant's Mission, Core Values, and/or Guiding Principles.
- Visitors who do not intend to become members, or who are not ready to decide upon membership, may attend one or more general meetings, provided they do not vote. Elected officials and those running for elected office may not campaign at Working Giant meetings or events, may not recruit volunteers using Working Giant group chats, and may not vote at meetings.

Support Team

The Support Team shall consist of five co-equal elected members who self organize to fulfill the following responsibilities:

- The Support Team must meet at least once a month.
- Support Team members must conduct themselves in accordance with and facilitate the Waking Giant Mission, Core Values, and Guiding Principles.
- Support Team members must ensure General Meetings are scheduled, promoted, and run effectively. General Meetings must happen at least once a quarter. At least one member of the Support Team must attend each General Meeting.
- If the Support Team is aware of a major decision to be discussed, they are to provide notice and context to the general membership at least 48 hours before the next General Meeting.

- Support Team members must ensure that organizational goals are defined & executed, and to that end will create and post their general operating procedures and policies.
- Support Team members must ensure good communication is happening, including who is responsible for publishing and/or updating the newsletter, social media, and website.
- Support Team members may rotate treasurer duties at their own discretion.
- Support Team members may serve for up to two years.
- Support Team members may resign at any point, but are requested to provide four weeks notice before the resignation becomes effective.
- Open spots on the Support Team will be filled by nomination and subsequent election at General Meetings as described below.
- Any Support Team member may be removed by consensus at a General Meeting if the general membership feels the Support Team member is not effectively fulfilling his/her/their required duties.

Working Groups

Working Groups are made up of two or more members of like mind who want to accomplish something together.

- Working group members self-select and set their own schedule of meetings and activities.
- Working groups must report on their activities regularly at general membership meetings. Working groups are encouraged but not required to keep minutes of their meetings. Working groups are required to keep records of monies received and spent.
- Working groups must not use the Waking Giant name or logo in promoting their events, unless they receive prior authorization at a General Meeting.
- Working groups may request Waking Giant funds at any General Meeting, provided such request is on the agenda distributed at least 48 hours before the General Meeting.

Operations

Consensus

Waking Giant strives to achieve collective agreements using a consensus process that values input, access, and flexibility. One tool in this process is the Fist to Five Method.

Fist to Five Consensus Method

At the direction of the facilitator, each person shows a number of fingers to indicate their level of support:

- Fist (No fingers): Hard block. I have serious concerns and cannot support this.
- One finger: I have questions that must be addressed first.
- Two fingers: I have reservations but won't block the group.
- Three fingers: I can live with this decision, but I won't help or be involved.
- Four fingers: I support this, and I'll help.
- Five fingers: I enthusiastically support this and will organize.

A proposal passes when there are no fists or one fingers and very few twos, and broad support (three to five fingers). If fists, ones, or twos appear, we pause to discuss, adapt, or delay the decision.

Communications

All communications are the responsibility of the Support Team, though they may delegate any part of this to any willing member(s).

At a minimum, the newsletter shall go out once a month, the website and social media pages will be updated as needed, and communications platforms (i.e. Signal and Discord) will be monitored and managed as needed.

Managing and Tracking Money

The Support Team's Treasurer must provide a financial report at a General Meeting at least once a month.

The Treasurer must maintain a written record of money in/out that is accessible to members.

The Support Team is responsible for tracking physical assets.

Members at a General Meeting shall define standard expenses for reimbursement.

Members can request reimbursement for standard (pre-approved) expenses via the Support Team.

For non-standard expenses for reimbursement, the Support Team will present the expenses at a General Meeting for a yay/nay vote.

Members may also request reimbursement during a General Meeting in which case this will be resolved by a yay/nay vote.

Elections

Members may self-nominate for elected positions (i.e. Support Team membership) or agree to be nominated by one or more members.

Nominations for Support Team membership will be made at a General Meeting and remain open for at least two weeks, then the actual election will take place at the next General Meeting.

Members are welcome to vote either in person or via online communication platforms during a General Meeting.

Amendments to this Charter

This charter document may be amended if at least one Support Team member sponsors an amendment for vote at a General Meeting. At the General Meeting at least 60% of those members attending must vote affirmatively to approve the amendment and add it to this charter.