THRIVE SOLUTIONS MODEL

A Guide for Self-Organizing in Communities

This toolkit is designed to empower groups to self-organize around effective solutions and to link with other communities to benefit from each other's experience and progress. You can use it to get ideas for effective group meetings, to match needs with resources, and to get suggestions for taking leveraged action.

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THE MISSION OF THRIVE MOVEMENT is to catalyze and empower informed conversations and self-creating strategic actions that transform the status quo so that everyone has the opportunity to thrive.

1. Introduction to the THRIVE Solutions Model

The THRIVE Solutions Model is based on a whole-system approach that covers the primary areas of human endeavor. It is comprised of thirteen interconnected Sectors. Both the process and structure of the model are based on nature's design principles — the torus and vector equilibrium described in **THRIVE I** and **THRIVE II**. The Model helps transform isolated activism into coordinated laser beams of effective problem-solving.

By identifying key problems in each of these Sectors and coming up with solutions that are good for all of them, we will avoid having an unforeseen impact in a Sector seemingly distant from the immediate concern at hand.

The 13 Sectors are:

In order to create a space for your group on the **THRIVE Solutions Hub**, we ask only that, if your group uses some sort of sector model, you use these same Sector names so it's easy to share best practices among different communities, and the coherence among groups is not diluted. Also, we require that your solutions and actions honor the Non-Aggression Principle and not create any new violation of **individual rights**.

This Sector Model can be adapted to work in a number of ways:

• **For a group addressing multiple issues,** this Sector model can help members of a community confront many critical problems without overly diluting effectiveness in any of them. It assists each individual to focus their energies on the area that interests them most while knowing that the other areas are being attended to as well. It also provides a means for projects to access different skills across Sectors.

• **For a group dealing with a specific issue,** this Sector Model can help guide your actions in a holistic manner, identify other key issues that have an impact on the one you are addressing and match needs with resources from various Sectors.

• **For an individual,** this Sector model can help you focus on your own personal interests, so you can work on what you are most passionate about, knowing that others are doing the same. This way you can feel assured that all areas are being addressed even though you are only doing what you love!

2. Solutions Hub Profile

The **THRIVE Solutions Hub** is an open-source platform we've developed to provide the infrastructure needed for the most leveraged and efficient collaboration world-wide. You can organize by issue or by region, interact with each other, share documents, and strategies for effective solutions. We recommend using this tool to its fullest potential to amplify your impact. The process begins with creating your profile.

We have questions in the profile creation process that help you to explore and focus your interests so that you're always putting your energy into the area(s) that you're naturally drawn to and that are aligned with your particular purpose and passion. These profile questions can also be used in group meetings, so everyone has a chance to determine the Sector they are most passionate about before breaking out into Sector groups.

Carefully consider the following:

A - Which Sector(s) interest you most?

It may be that your area of interest does not seem to be directly reflected in the Sector titles, as with, for example, Food. In such a case, we recommend that you ask yourself what facet of the Food process most interests you. Is it the Health aspect, the effect of growing on the Environment, or is it the role of Food in our Economics...? If your focus is Energy, is it the Science, the Economics, or its role for our Infrastructure?

B - Of the following three Levels of Engagement, to which are you most drawn?

1 - Immediate Needs
Direct activities, like feeding the hungry, providing immediate medical care, etc.

2 - Systemic Change
Changing the dysfunctional systems that are resulting in so much suffering.

3 - Consciousness Shift
Addressing the principles and beliefs that are at the root of all our systems.

Keep this in mind as you consider where you want to direct your energy. You can also consider these choices in a Solutions Group setting, and break into Sector groups.
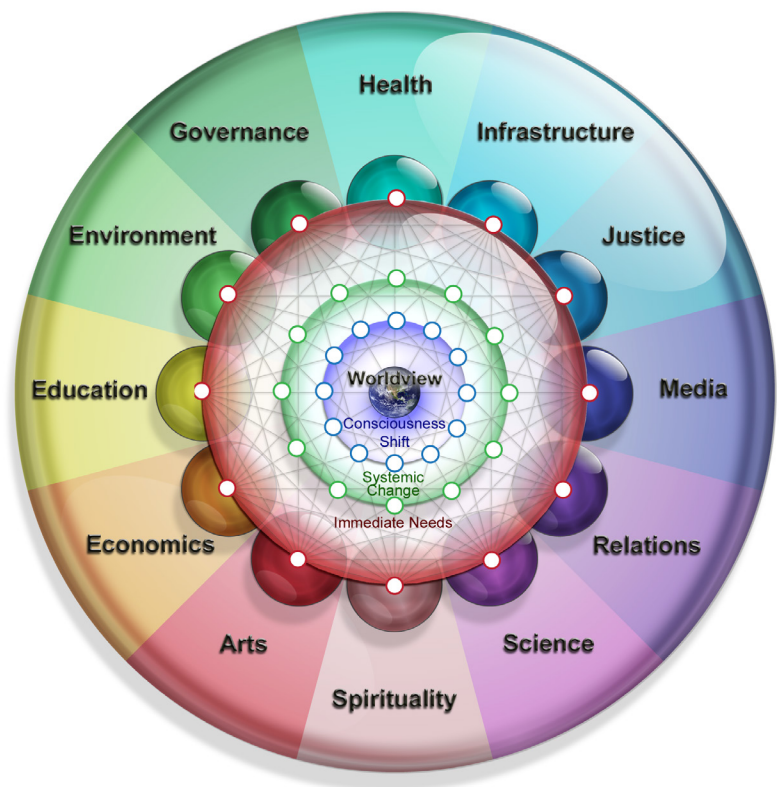
C - What is Your Purpose?

To find the best "use" of you, it is helpful to first reflect on your own purpose. Finding your own purpose gives you an inner compass for all levels of decision-making. One of our Top 10 Actions, **Discern Your Purpose And Path Of Action**, helps to clarify this.

My purpose in life is _____.

For a sample list of personal statements of purpose, go to: **https://www.thrivemovement.com/sample-purposes**

3. Group Roles, Structure and Process

Here is a diagram and basic outline of the Solutions group roles, structure, and process. The main idea behind this structure is to keep everyone informed of what's happening beyond their own area of focus and to facilitate the sharing of needs and resources.
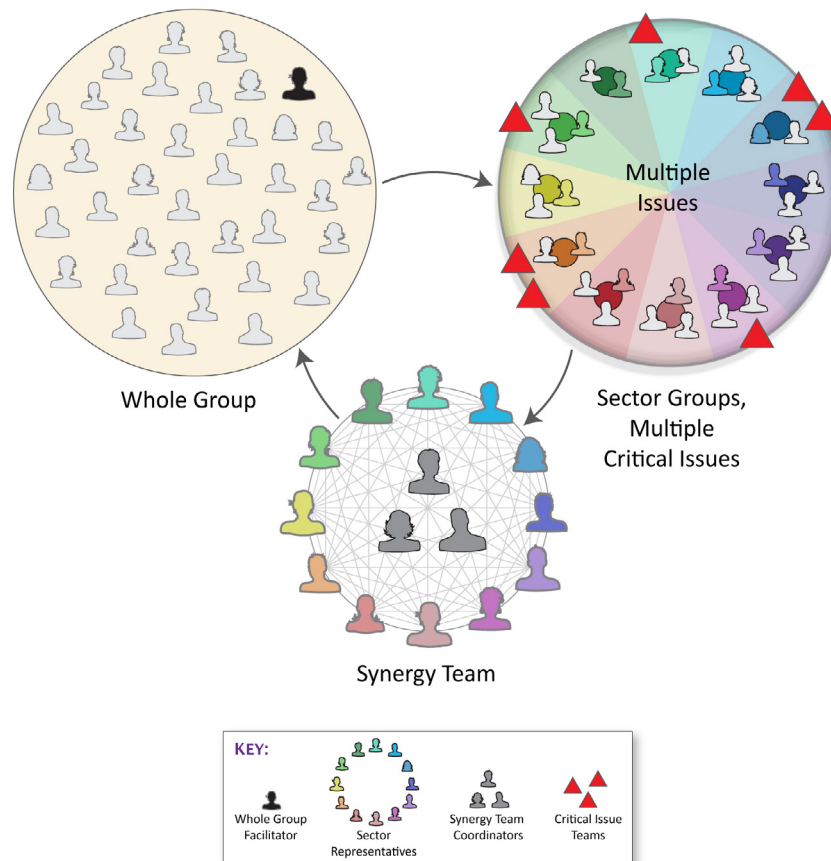
• **Solutions Group meets**, led by the Whole Group Facilitator, and participants identify to which Sector(s) they are drawn.

• **Sector Groups form**, choose a Facilitator and Representative and meet to discuss visions, goals, critical issues, strategies, etc.

• **Critical Issue Teams** form in each Sector. As needed, they access the skills and resources of other Sectors through the Synergy Team.

• **The Synergy Team**, which includes Sector Representatives and is facilitated by a Whole System Coordinator, meets on a regular basis to report on progress in each Sector and to gain a holistic view of group actions and needs. The Synergy Team helps bring awareness to the greater potential of the entire Solutions group.

• **Solutions Group meets again** to hear what has been discovered in Sector meetings and Synergy Sessions.


Whole Group

Sector Groups,
Multiple
Critical Issues

Synergy Team

KEY:

Whole Group
Facilitator

Sector
Representatives

Synergy Team
Coordinators

Critical Issue
Teams

There are a couple of ways to use the Solutions Model in groups.

Multiple Issues Group

If you are meeting as a large group and do not already have a specific issue you are working on, you can use the THRIVE Solutions Model to identify interests within the group, and then break into sub-groups by Sector. This allows you to tackle many interconnected issues at once, while providing the opportunity for people to work on issues that interest them most and to share needs and resources among Sectors.
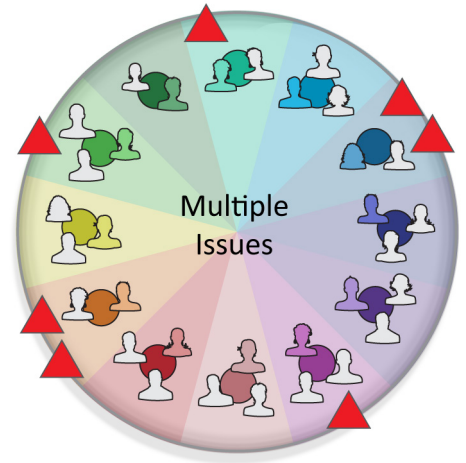
The THRIVE Solutions Model is not intended to replace or impede any already-existing action groups or organizations, but to empower them to multiply their effectiveness by linking their efforts with others in their community, and around the world.

Single Issue Group

If your group is interested in, or already working on, one specific issue, then you can also use the THRIVE Sector model to make the most impact by divvying up the work by Sector and collaborating with, and learning from, other THRIVE-inspired groups.
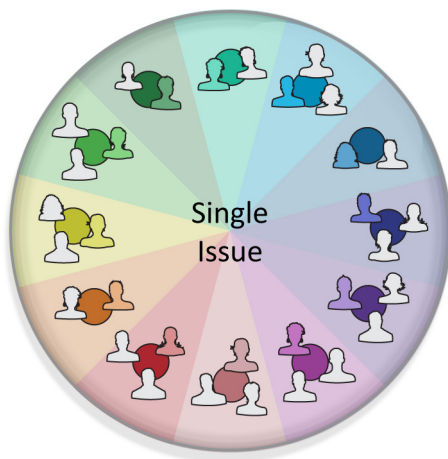
For example, those who are interested in the Media Sector can lead the way for getting more media coverage of your issue; those who are interested in the Relations Sector can help with conflict-resolution and communication; those who love the Arts can help create artistic promotional materials, or engage the community in artistic undertakings to build relations and transform environments.

Naming Your Group We request, for the sake of sharing best practices and amplifying each other's successes worldwide, that THRIVE-inspired Solutions Groups using a geographical title, use their city or county name – for example, "Thrive Taos", "ThriveOn Nevada County", "Thrive Dublin" – rather than their state, country or "the world." These latter titles tend to confuse and preclude by implying that they supersede or control the smaller geographic areas – whereas, in fact, each and every group is playing a critical part and none precludes the other.

5. Ideas for Group Meetings

Preparing to Meet as a Group You may or may not already have a time, place, and plan for meeting as a group. And with COVID-related restrictions, it may not be possible to meet in person. Nonetheless, these meetings can happen virtually. If you've already got it figured out, great! You can skip ahead. If not, here are some suggestions to prepare for your first meeting. This can be used for both "Multiple Issues Groups" and "Single Issue Groups" as described on the previous page.

Set a time and place and notify the group. We recommend 3 hours so that you have plenty of time to get a feel for the group interests, break out into Sector Groups, establish a plan, and schedule future meetings.

Read through this toolkit and get familiar with the THRIVE Solutions Model and highlight ideas you would like to use. We also recommend that you review the **Solutions Hub** web application and the **Solutions Hub Explained** page beforehand, as well as the **Sector** and **Top 10 Actions** sections of the ThriveOn Movement pages, as they can save you a lot of time. You can also find best practices and successes from other communities, which may inform which issue you choose to focus on, or how to proceed.

Prepare any additional materials you will need.

For in-person gatherings, we recommend the following, and for online meetings, these same functions can be achieved :

• Extra pens and paper for attendees
• Easel and markers (if you have them)
• Nametags
• Sign-up sheet
• THRIVE flyer
• THRIVE Sector graphic – a great visual for the group

The Thrive materials mentioned here are all available to download at the **Solution Hub**.

Here's a step-by-step guide of what we suggest for a group gathering: This is geared toward those who are running/hosting meetings. We encourage you to adapt it as you like.

1 – Introduce yourself (5 min)

2 – Set the intention for the meeting (5 min)

> For example: *I was inspired by the movies, THRIVE I and II, and wanted to get together with others in the community who had also seen the films and were ready to take action. THRIVE provides a **Solution Hub** for us to benefit from the best practices of others, and to share what we learn, so it seems like an effective way to make great progress on issues that are really threatening our community and our world.*

3 – Find out who's seen the movie (2 min)

> Ask for a show of hands of people who have seen the movie. If some have not seen the movie, recommend that they do so that everyone has a shared context. It is available to watch for free at **ThriveOn.com**. You can also recommend that those who haven't seen the movie get together after the meeting and arrange a group screening. A helpful Screening Kit is available to download **here**. Many people enjoy watching and then discussing it together. DVD's are also available at **ThriveOn.com**.

4 – Share the THRIVE Sector Model (5 min)

> Introduce the THRIVE Sector model to the group. We recommend printing the **13 Sector graphic** and passing it around or bringing it up on your computer for everyone to see. Here is one way you can introduce it: *THRIVE has put together a guide and structure for organizing in communities that is based on a whole system approach to addressing critical issues. Many other communities around the world are using this same structure so we can share resources and insights. When a community successfully stops GMOs, for example, or takes effective legal action for stopping mandatory vaccines, we can download their legal templates, legal documents, flyers, and other resources. Our intention is to help us all save time, trouble, and cost by aligning with this Model. And we have a lot of work to do!*
>
> *The Model consists of 13 Sectors: Arts, Education, Economics, Environment, Governance, Health, Infrastructure, Justice, Media, Relations, Science, and Spirituality, as well as the all-inclusive Worldview Sector.*
>
> *To start us off with this model, we first want to get a sense of everyone's interests by Sector.*

5 – Gauge the group interests (15 min)

Pass around the individual questionnaire (pg. 5) and ask people to fill it out according to their Sector(s) of interest and preferred "Level of Engagement." Once they're finished, call out each Sector and have people raise their hands for each Sector they're interested in. Count the number of people for each Sector and record on an easel or piece of paper. There are "raise your hand" functions on the various on-line meeting platforms, as well as breakout groups to mimic an in-person gathering.

6 – Group discussion/dialogue (30 min)

For Multiple Issues Groups: Call on a few people to share what interests them about their Sector. Ask people to limit their speaking to no more than 2 minutes and let them know that everyone will get a chance to speak once you break into smaller groups. For facilitation tips, see pg. 13.

For Single Issue Groups: If you already know your group's focus, then discuss together what your ultimate vision is for your particular issue, what's in the way, and what you can do about it. Then have people break into smaller groups by their Sector of interest to help address the problems at hand. See the example below for a group working on adopting paper ballots in their community.

Vision: _paper ballots are adopted throughout our city for all local, state, and federal elections and counted accurately with a verifiable paper trail._

What's in the way?:
• Local and state laws
• Hackable electronic voting machines
• Public misperception that electronic voting is accurate and honest

What can we do about it?:
• Learn about legislation and re=draft (Justice)
• Show up on election day urging voters to use paper ballots (Governance)
• Educate the community – hold gatherings to spread the word (Education) (Arts)
• Write the editor of the community newspaper or get on a local radio show to talk about the issue (Media)
• Develop a new system for voting without electronic voting machines (Infrastructure)
• Facilitate collaborations with other groups to share resources and learn more about what works best (Relations)

7 – Break into Sector Groups (1 hour)

Take one hour for the Sector groups to meet, allowing time for participants to introduce themselves and for a discussion about Critical Issues or action items relevant to the Sector. Note: It is not necessary that all Sectors be represented.

Have each Sector group select a Representative or two to report back to the larger group as well as take notes during the meeting. The Sector Representative(s) will be responsible for meeting with other Sector Representatives on an ongoing basis (the Synergy Team). It can be helpful to have two to share the task so that they are sure to represent everything clearly and also so that they can *ill in for each other if one is unavailable.

Have a sign-up document for each Sector so the Representatives can take it home with them to stay in touch with their group. You can download this sign-up sheet from the **Solutions Hub**.

For Multiple Issues Groups:

Here are some key questions to discuss within each Sector:
• What is your ultimate Vision for the Sector when it is thriving? (Picturing where you want to go is an important part of getting there!)
• What is the Current Status of your Sector in relation to the vision?
• What are the Critical Issues in your Sector? Identify and prioritize.
Identify if the issues are specific to your local region or part of a larger system. If people disagree about the priorities, note all of them. Refer to "Decision Making" on page 13 to determine how to proceed.
• What Strategies & Tactics do you recommend to address Critical Issues? Strategy reflects the big picture – for instance, creating an honest money system – while tactic is the means by which that strategic goal is accomplished, as in supporting alternative currencies, abolishing the Federal Reserve, etc.
• What are the primary Obstacles to achieving the vision? • What are the most Highly Leveraged Actions that can be taken?
• What are the Milestones and Indicators that can track progress towards the vision?

Have each Sector group decide on the next date, time and place to meet. (If not decided at this meeting, the Sector Facilitator can follow up with a message via the Solutions Hub to everyone).

Encourage people in each Sector Group to research other organizations in the community who are already doing similar work – you can often learn a lot from them, save time, and ideally collaborate.

8 – Reconvene with large group (30 min)

Have each Sector Representative give a 2-minute summary of what came from their group meeting and ideally the focus they have chosen.

9 – Set a schedule going forward (15 min)

We suggest:
• Each Sector Group meet 1x/week (members do their own homework between meetings)
• Sector Representatives and the Synergy Team meet every two weeks, facilitated by the Whole System Coordinator(s)
• Entire Solutions Group meets 1x/month in community gathering

You can use a simple public calendar for everyone to access online. We have found the first Sunday of each month to be a good day for the whole Solutions Group to meet.

10 – Have fun!

For any follow-up meetings, we recommend that you:
• always share needs and resources among the various Sector Groups
• connect with other THRIVE groups or organizations in your community and around your country and the world
• share success stories, questions and best practices through the Solutions Hub and join deeper solution strategy conversations with Foster, Kimberly and Solutions group leaders by subscribing at ThriveOn.com
• celebrate successes along the way!

Decision Making It can be difficult to work with large groups and always come to an agreement. Here are some guiding principles and tips that we've learned about decision-making from conversations with Evon Peter, former chief of the Neetsaii Gwich'in tribe in Alaska, which may be useful for your group. This is literally based on thousands of years of experience, and we have found that it works quite well.

1 – Work toward making **unanimous** (all agree) decisions whenever possible. Each person who feels called to speak is provided the opportunity to address the topic.

2 – When you cannot reach a unanimous decision, go for group **consensus** (strong majority agree).

3 – If an action must be taken without consensus being reached, go with **majority vote**, but always allow those with dissenting votes to articulate their concerns, and continue to address those concerns in future meetings, so that it stays on the table until truly resolved.

This process honors and respects the opinions of each and every individual, creates space for meaningful reflection, and also keeps meetings and momentum moving along in a timely fashion.

To watch a video of Foster and Kimberly explaining this process in more depth, go here: [Decision Making and Conflict Resolution](#)

In the post-COVID world, there are extremely pressing issues which need to be addressed at every level. Some require legal intervention, such as Ending Corporate Personhood, while others may require massive non-violent non-participation which can accomplish everything from establishing alternative schools to ending forced compliance with vaccines.

Ending Corporate Personhood is a gateway issue because the fascist takeover of pharmaceuticals, for instance, requires that the corporations own the government and the information that people have. Some good resources for the conflicts of interest and fascist alliances behind the COVID vaccine policies, we suggest having people get educated with legal and scientific data provided by Children's Health Defense, HighWire and The Act.

Similarly, getting educated about the history of the Citizens United Act and associated efforts is essential. Please post what you find on the Solutions Hub for all to access. Here is an example of a [film](#) that is very informative and well done.

7. Resources

THRIVE Online Resources:

THRIVE Solutions Hub - This is where you can organize, report success stories, download legal and strategy support materials, and get answers to FAQs. The Hub is available to use in over 40 languages and affords messaging and tools for empowering collaboration on all issues around the world. T**HRIVE I and THRIVE II are available at ThriveOn.com.**

THRIVE I is available in 27 languages for free, and THRIVE II is available to buy or rent in 15 languages at ThriveOn.com. Your purchase helps to support keeping the Solutions Hub updated and available for free to the world.

THRIVE on Facebook and Twitter - To stay up on the latest news and get daily updates from THRIVE, follow us on **Facebook** and **Twitter**.

The 13 Sectors - An overview of all 13 Sectors. Each Sector features Critical Issues, Navigating Insights, Solutions, Success Stories, and more in-depth information from the THRIVE perspective.

Top 10 Actions and Personal Support

Solutions Groups Requirements **http://www.thrivemovement.com/non-violation-explained**

Sample Purpose Statements **http://www.thrivemovement.com/sample-purposes**

Solutions Group Roles
http://www.thrivemovement.com/solutions-group-roles

Download Materials **http://www.thrivemovement.com/solutions-hub**

All download materials mentioned in this Toolkit can be downloaded from the solutions hub. This includes recommended actions, sign-up sheets, flyers, sector graphics, an individual questionnaire, the Thrive screening kit, and this solutions toolkit.