

THRIVE SOLUTIONS TOOLKIT

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.

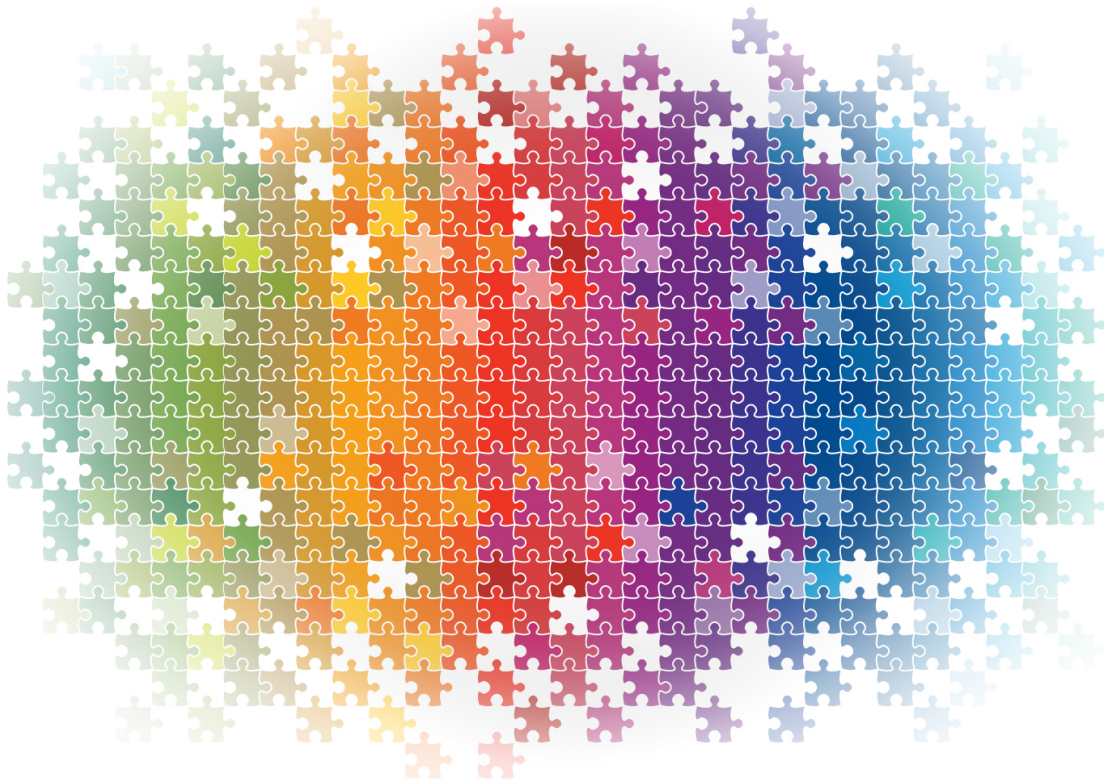


Table of Contents

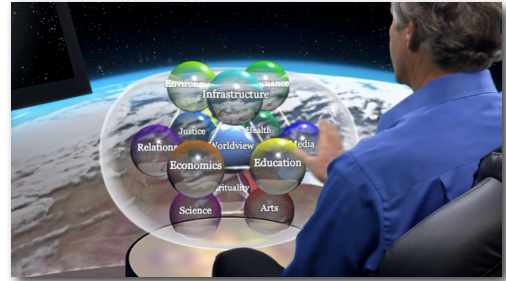
1. Introduction to the THRIVE Solutions Model	3
2. Questionnaire For Individuals	5
3. Group Roles, Structure and Process	6
4. Using the THRIVE Solutions Model in Groups	7
5. Ideas for Group Meeting	8
6. Tips for Organizers/Facilitators	13
7. A Few Samples of Recommended Actions by Sector	14
8. Resources and Download Materials	18



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 twelve interconnected Sectors. Both the process and structure of the model are based on nature's design principles — the torus and vector equilibrium described in [the movie](#). The Model helps transform isolated activism into coordinated laser beams of effective solutions.



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 12 Sectors are:



In order to register your group on the THRIVE website, 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 not create any new violation of [individual rights](#).



1. Introduction to the THRIVE Solutions Model, continued...

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. Individual Questionnaire

You can use this questionnaire 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 give you the most energy. This questionnaire 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. You can download this one-page PDF from the [Solutions Hub](#).

A - Which Sector(s) interest you most? (circle on the chart below)

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 you are most interested in. 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, which are you most drawn to?

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.

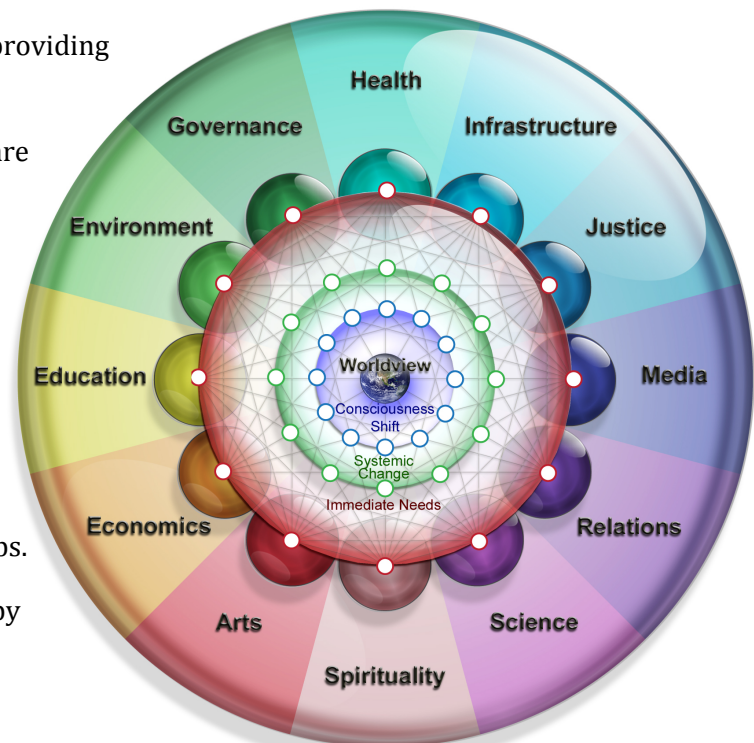
3 - Consciousness Shift

Addressing the principles and beliefs that are at the root of all our systems.

Mark the white dot at your chosen Level and Sector(s) on this chart. →

Keep this in mind as you consider where you want to direct your energy. You can also use this chart in a Solutions Group setting, and break into Sector groups.

To see some examples of various actions by each Sector and Level of Engagement, see page 14 of this toolkit.



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. There is a [video on our site](#) to help clarify this.

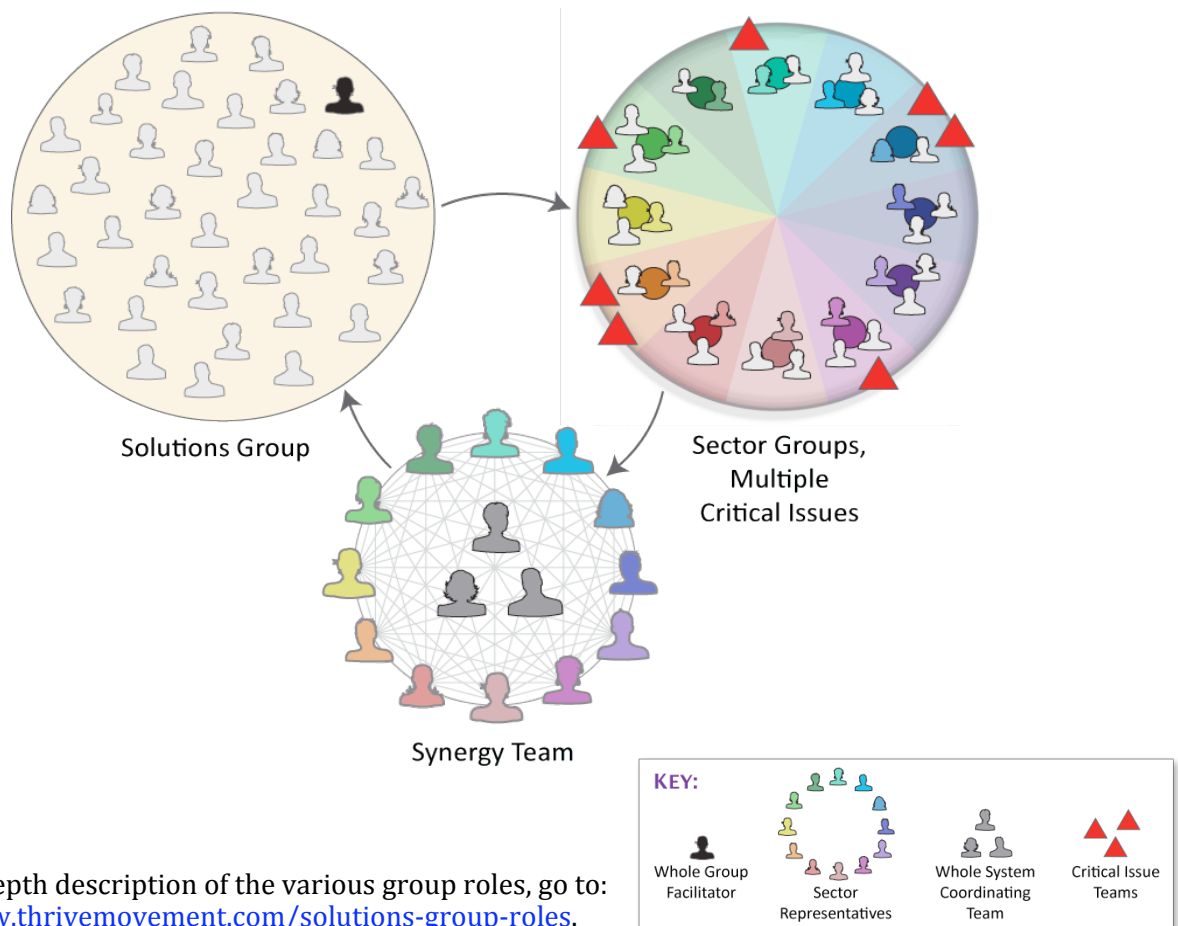
My purpose in life is _____.

For a sample list of personal statements of purpose, go to <http://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 sharing of needs and resources.

- **Solutions Group meets**, led by the Whole Group Facilitator, and participants identify which Sector(s) they are drawn to.
- **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.



For an in-depth description of the various group roles, go to: <http://www.thrivemovement.com/solutions-group-roles>.

4. Using the THRIVE Solutions Model in Groups

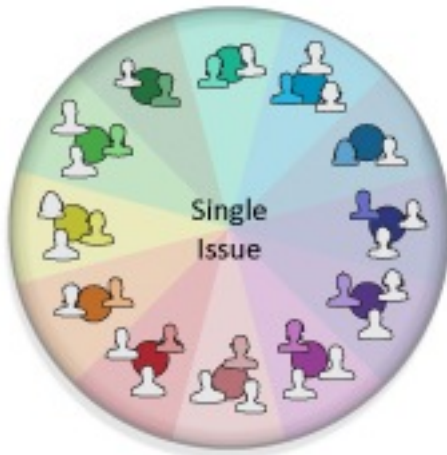
There are a couple of ways to use the Solutions Model in groups.

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 others 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. 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

Highlight ideas you would like to use. We also recommend that you review the [THRIVE website](#) beforehand, especially your [Sector](#) and the [Solutions](#), [What Can I Do?](#) and [Support](#) sections, 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

We recommend:

- 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
- Questionnaire for participants to explore their interests and purpose (pg. 5)

The Thrive materials mentioned here are all available to download at www.thrivemovement.com/solutions-hub.



5. Ideas for Group Meetings, continued...

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 movie, THRIVE, and wanted to get together with others in the community who had also seen the film and were ready to take action.

Thrivemovement.com provides a 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 www.thrivemovement.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 in our [online store](#).

4 - Share the THRIVE Sector Model (5 min)

Introduce the THRIVE Sector model to the group. We recommend printing the [12 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, we can download their legal templates, petitions, flyers and other resources. That is just one example of all the time, trouble and cost we can save by aligning with this Model.

The Model consists of 12 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.



5. Ideas for Group Meetings, continued...

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 can you 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 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 fill in for each other if one is unavailable.

Have a sign-up sheet 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](#).



5. Ideas for Group Meetings, continued...

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 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 an email 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 even 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 what they have decided to focus on.

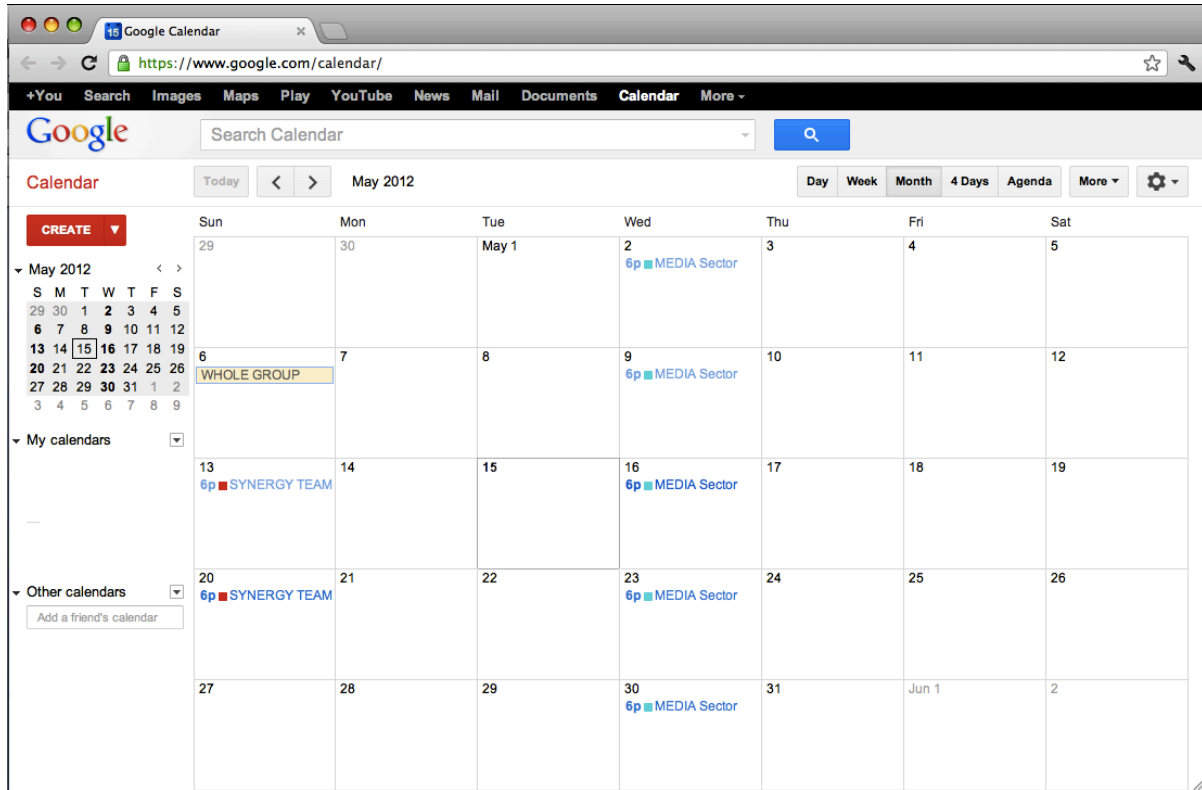
9 – Set a schedule going forward (15 min)

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

5. Ideas for Group Meetings, continued...

You can use [Google Calendar](https://www.google.com/calendar/) as 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 [our website](#)
- celebrate successes along the way!

6. Tips for Organizer/Facilitator

Decision Making

It can be difficult to work with large groups and always come to 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: <http://www.thrivemovement.com/decision-making-and-conflict-resolution-thrive-sector-model>



7. A Few Samples of Recommended Actions by Sector



ARTS

Arts

Transform a Communal Space

Examples/Resources:

City Repair Project in Portland, Oregon – <http://cityrepair.org/>



ECONOMICS

Economics

Audit and End the Federal Reserve

Examples/Resources:

Audit the Fed – <http://www.auditthefed.com/>

Campaign for Liberty: <http://www.campaignforliberty.org/>

Create or Use Alternative Currencies

Examples/Resources:

New York Ithaca Hours – <http://www.ithacahours.com/>

Berkshares in Berkshire, Massachusetts: <http://www.berkshares.org/>

Get More People in Your Community to Bank Locally

Examples/Resources:

Move Your Money: <http://moveyourmoneyproject.org/>

Go Local Sonoma County: <http://sonomacounty.golocal.coop/>



EDUCATION

Education

Protect Homeschooling

Examples/Resources:

Homeschool Legal Defense Association: <http://www.hsllda.org/>

Green Your Schools

Examples/Resources:

Green Your School Challenge: <http://www.dosomething.org/green-your-school>

Green Schools Initiative: <http://www.greenschools.net/>

Green Your School Guide: <http://files.earthday.net/greenyourschool>



Environment

Start a GMO-Free Zone

Examples/Resources:

GMO-Free Oregon: <http://www.gmofreeoregon.org/>

GE-Free-Vermont: <http://www.gefreevt.org>

GMO-Free Marin: <http://www.gmofreemarin.com/>

Shut Down Nuclear Power Plants and Prevent New Ones

Examples/Resources:

Beyond Nuclear: <http://www.beyondnuclear.org/>

NuclearBailout.org: www.nuclearbailout.org

Anti-Nuclear Movement in Germany (all nuclear plants closed by 2022): http://en.wikipedia.org/wiki/Anti-nuclear_movement_in_Germany

Let South African's know you support their efforts to stop Eskom from building a nuclear plant at Jay Bay by signing the petition at: <http://www.causes.com/causes/666467-surfing-for-change/actions/1651188>



Governance

Campaign Finance Reform

Examples/Resources:

Get Money Out: <http://getmoneyout.com/>

The Campaign Finance Institute: <http://www.cfinst.org/>

Challenge Corporate Personhood

Examples/Resources:

Democracy is For People: <http://democracyisforpeople.org/>

United Republic: <http://unitedrepublic.org/>

Change the Voting Day to a Weekend

Examples/Resources:

Why Tuesday?: <http://www.whytuesday.org/>

Adopt Paper Ballots

Examples/Resources:

Verified Voting Foundation: <http://verifiedvoting.org/>

United Voters of New Mexico (passed a state-wide paper ballot system): <http://www.uvotennm.org/>

Unleash the Billions of Taxpayers Dollars Now Hidden in CAFR's (Comprehensive Annual Financial Reports)

Examples/Resources:

CAFR 1 (Walter Burien's Website): <http://cafr1.com/>

HEALTH



Health

Stop Chemtrails

Examples/Resources:

Geoengineering Watch: <http://www.geoengineeringwatch.org/>

Get Fluoride Out of City Water

Examples/Resources:

Fluoride Action Network: <http://www.fluoridealert.org/>

INFRASTRUCTURE



Infrastructure

Work on New Energy Solutions

Examples/Resources:

New Energy Technology: <http://www.thrivemovement.com/the-code-new-energy-technology>

Foster's Blog: <http://www.thrivemovement.com/foster-gamble-free-energy-what-you-can-do-help.blog>

Work on Green Infrastructure Projects

Examples/Resources:

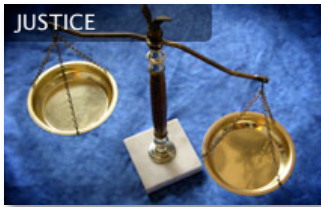
Green For All: <http://greenforall.org/>

Earthship Biotechnology: <http://earthship.com/>

Berkeley FIRST Solar Financing Initiative:

<https://berkeleyfirst.renewfund.com/learn-more/how-first-works>

JUSTICE



Justice

Protect Indigenous Land from Harmful, Polluting Industries

Examples/Resources:

Indigenous Environmental Network: <http://www.ienearth.org/>

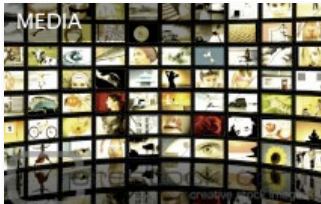
Honor the Earth: <http://www.honorearth.org/>

Stop the NDAA and Executive Orders

Examples/Resources:

Stop the NDAA: <https://www.stopndaa.org/>

MEDIA



Media

Protect Internet Neutrality

Examples/Resources:

Save the Internet: <http://www.savetheinternet.com/>



Relations

Create a Forum in Your Community for Cross-Cultural Participation to Address Key Issues for Reconciliation

Resources:

Center for Nonviolent Communication: <http://www.cnvc.org/>



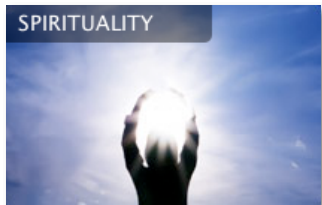
Science

Create a Plan for Fair, Global Distribution of New Energy Technology and Identify Key NGO Partners for Funding and Implementation

Examples/Resources:

New Energy Technology: http://www.thrivemovement.com/the_code-new_energy_technology

Foster's Blog: <http://www.thrivemovement.com/foster-gamble-free-energy-what-you-can-do-help.blog>



Spirituality

Help People Clarify Their Spiritual Nature and Apply This Understanding in All Relations, Strategies and Actions

Examples/Resources:

THRIVE Spirituality Sector: http://www.thrivemovement.com/the_12_sectors-spirituality



Worldview

Explore the THRIVE Movie and Website in Depth with Your Solutions Group

Resources:

Thrive Website: <http://www.thrivemovement.com/>

Worldview: <http://www.thrivemovement.com/what-worldview-and-why-it-important>



8. Resources

THRIVE Online Resources:

THRIVE Solutions Groups Hub

<http://www.thrivemovement.com/solutions-hub>

This is where you can report success stories, download support materials, and get answers to FAQs. In July of 2012, this online hub will have more interactive features so you can interact more with other groups, share best practices, update your group profile, and more.

THRIVE Movie and Trailer

http://www.thrivemovement.com/the_movie

The movie is now available online for FREE in 14+ languages.

THRIVE Store

<http://www.thrivemovement.com/store>

Featuring all THRIVE merchandise including DVDs to buy in bulk for discounted prices, bumper stickers, hats, and t-shirts.

THRIVE on Facebook and Twitter

To stay up on the latest news and get daily updates from THRIVE, follow us on facebook and twitter.

Facebook: <http://facebook.com/thrivemovement>

Twitter: <http://twitter.com/thrivemovement>

The 12 Sectors

http://www.thrivemovement.com/the_12_sectors

An overview of all 12 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

http://www.thrivemovement.com/solutions-what_can_i_do

Solutions

http://www.thrivemovement.com/solutions-solutions_strategy

A list of THRIVE-recommended solutions listed by Sector.

Resource Tree

<http://www.thrivemovement.com/resource-tree>

A tool to browse THRIVE-recommended resources by Sector including websites, books, organizations, movies, video clips and more.



8. Resources, continued...

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.