

The Eyetoad Creative Society e.V. Holacracy Constitution

Preamble

This constitution governs the internal working methods of the association in accordance with the principles of Holacracy. It complements the association's constitution and has no independent legal effect towards third parties. In case of contradictions, the constitution shall prevail.

Article 1 – Core Principles

1. Self-organization: The operational work of the association is organized through roles and circles, not rigid hierarchies.
2. Clarity: Each role has a defined purpose, accountabilities, and, if applicable, domains (exclusive areas of responsibility).
3. Transparency: Roles, circles, accountabilities, and decisions are documented and accessible to all active members.
4. Consent: Decisions are made by consent – a proposal is deemed adopted if there is no valid objection.

Article 2 – Roles

1. Definition: A role consists of:
 - Purpose: Why the role exists.
 - Accountabilities: The ongoing tasks of the role.
 - Domains: Exclusively controlled resources or decision areas.
2. Assignment: Roles are assigned or adjusted by the responsible circle through consent.
3. Autonomy: Role holders make independent decisions within the purpose, accountabilities, and domains of their role.
4. Multiple Roles: A person may hold multiple roles, including in different circles.

Article 3 – Circles

1. Definition: A circle is a group of roles working together for an overarching purpose.
2. Core Circles:
 - General Circle (equivalent to the members' assembly for operational topics)
 - Operational Leadership Team (equivalent to the board as defined by the BGB)
 - Project or Specialty Circles (e.g., Weald as a game circle, Discord Admin Circle)

3. Lead Link:

- Appointed by the superordinate circle.
- Responsible for prioritization, resource allocation, and role assignment within the circle.

4. Rep Link:

- Elected by the circle.
- Represents the circle's interests in the superordinate circle.

5. Facilitator:

- Moderates circle meetings.

6. Secretary:

- Keeps minutes and maintains the role and circle documentation.

Article 4 – Decision-Making

1. Consent Process:

- Step 1: Proposal is formulated.
- Step 2: Clarifying questions.
- Step 3: Reaction round.
- Step 4: Objection check – only valid objections are considered.
- Step 5: Integration – adapting the proposal to remove objections.

2. Definition of Objection:

An objection is valid if the proposal could impair the circle's purpose or cause harm.

3. Emergency Rule:

If no agreement can be reached, the circle may decide by a two-thirds majority (fallback).

Article 5 – Governance Meetings

1. Purpose: To adapt the circle structure, roles, accountabilities, and domains.

2. Frequency: At least every six months or upon request of any role holder.

3. Procedure:

- Check-in round
- Addressing the agenda
- Review of current roles and projects
- Governance adjustments

Article 6 – Tactical Meetings

- 1.Purpose: Operational coordination, status updates, and short-term decisions.
- 2.Frequency: As needed, recommended every two weeks.
- 3.Procedure:
 - Check-in
 - Review of ongoing projects
 - Addressing current tensions (needs/issues)

Article 7 – Tensions

- 1.Definition: A tension is the gap between the current state and a better possible state.
- 2.Processing: Any tension can be brought into the governance or tactical process by any role holder.

Article 8 – Transparency and Documentation

- 1.All roles, circles, decisions, and minutes are documented in a central system accessible to all active members.
- 2.Changes to roles or circles take effect immediately after adoption and are documented without delay.

Article 9 – Relationship to the Association's Constitution

- 1.This constitution must not conflict with the association's constitution.
- 2.Amendments to this constitution are adopted in the General Circle by consent.
- 3.Amendments take effect immediately upon adoption.