



Safe enough to try

Annual Report

July 2023- June 2024



Sociocracy For All



Cultivating long term growth

This year, we found some areas where we could do better in supporting our world-wide learners, particularly across multiple languages and in lifting aspiring sociocracy teachers and consultants to their next level of expertise.

To help everyone grow, we launched Shared Power Week, encouraging participants to plant seeds of self-organized events in diverse languages and locations. We are fostering a spirit of collective cultivation towards establishing a Sociocracy For All Network Model that will include multiple partners and initiatives.

Stay tuned for 2025 from this is a member-run social justice-oriented nonprofit.

Rhonda Baird, Executive Director

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Our Team



We are proud to have a dedicated and vibrant volunteer community that drives the success of our programs. During this year:

- **Total Volunteers:** 253 individuals generously donated their time and talents.
- **Volunteer Teams:** Our volunteers organized themselves into approximately 45 teams, each focused on different aspects of our mission.
- **Part-Time Volunteers/Employees:** Around 20 of our volunteers also supported us as part-time employees, contributing from a few hours a week up to over 30 hours, blending paid and volunteer roles seamlessly to further enhance our outreach and operations.

Our volunteers are the heart of our organization, and their commitment continues to inspire our efforts and achievements.

Mission & Vision

Mission

To promote sociocracy locally and globally as a sustainable way of governance. We do this by generating communities of practice and innovating by making decisions together, sharing what we learn, and inspiring each other through accessible and transferable materials, training, and resources.

Vision

A world in which people engage together to meet their individual and collective needs in an equitable way, with respect for all living beings.



Unyielding Advocates

You make us stronger!

1 Who participates

Our donor community is a testament to the richness of diversity, spanning various ages, genders, income brackets, and geographic locations.

We are proud to emphasize the inclusive nature of our support network, which includes individuals of all ages, contributing from around the globe and representing a wide range of income levels. This diversity strengthens our mission and empowers us to make a broader impact.



2 Donor Engagement Through Sociocracy Training

Before Training: To support program accessibility.

During Training: Inspired by the value they receive.

After Training: Motivated by their personal transformation to give back.

This engagement reflects the strong connection between our training programs and donor support.



Financials



Revenue: \$493,271



Expenses: \$400,015



Donations
\$129,520



Book Sales
\$39,964

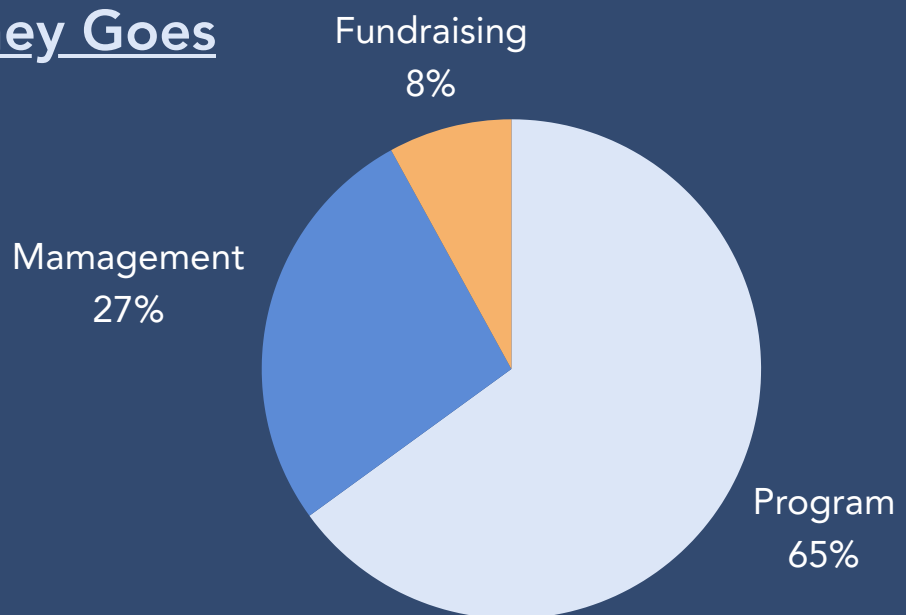


Membership
\$9,802



Program Fees
\$309,721

Where the Money Goes



Coming Together



Media Reach

- 30,203 views on our YouTube channel
- 221,229 page views on our website

Webinars

- Reached approximately 120 participants across 5 webinars.

Conferences

- Hosted 5 online conferences with a focus on:
 - Intentional communities
 - Participatory budgeting and remuneration
 - Nonprofits
 - A conference conducted in German
- Total attendance: 615 participants



Impact and Reach



We continue to be the premier provider of resources supporting egalitarian self-management.

Publications

- **Print Books Distributed:** 897 copies
- **E-books Distributed:** 648 copies
- A variety of articles were published across social media platforms, extending our reach and influence.

Classes

- Engaged around 220 participants in 18 classes, providing in-depth training and learning opportunities.

COLLECTIVE POWER
PATTERNS FOR A SELF-ORGANIZED FUTURE
TED J. RAU

Book release party

Jan 16 9-10 Seattle
12-1 New York
18-19 Berlin

Get an overview of the book and hear about its bigger context - plus a sneak preview on what Ted thinks next for the world of organizations.

 Sociocracy For All

Navigating Challenges



As Sociocracy For All grew over the years we became more dependent on paid staff to maintain our infrastructure while relying on a few teachers and consultants for training and movement building. Our small Training Circle supported these professionals. Students became members of our organization and advocates for sociocracy.

To change the world, we need more support for our world-wide membership. In FY 2024, we increased the size of the English-speaking Academy to produce more urgently needed facilitators, trainers, and consultants. Beyond our Academies in English and Spanish, individual students and organizational learners actively brought sociocracy to their organizations.

The diversity of our members' needs required some internal reorganization. In order to maintain our commitment to innovation and potential for continued success and investment, we've moved toward a network of collaboration, renewed relationships, and growth.

Rain can inspire growth



Organizational Milestones

Shared Power Week



"Shared Power Week Sociocracy for All 2024" promoted inclusive decision-making, collective leadership, and shared power through workshops, training, and networking on a global scale.

Pay calculator

This year we implemented a transparent pay calculator that includes a self-determined needs factor and a limit on pay differential. The highest-paid person can only make 1.5 times more than the lowest. We were seeking to maximize social justice, accountability, and sustainability.



More feet to hold our values



SoFA is expanding into a network of affiliates and professional partners with both more autonomy and stronger collective impact, trying to live up to the title of our first book *Many Voices One Song*.

Learning and Growth



Lead-Do-Measure

As we transitioned from SoFA to the network on July 1st, we've celebrated significant successes and look forward to even more growth as we strengthen our connections and cultivate our capacity!

Through the Years: Page Views

~136% growth in the past 4 years!

2021

261,000

2022

309,000

2023

310,000

2024

356,000



Forecast Looks Good

From one big tree to a living forest

As we look ahead, our forecast is promising, with key milestones shaping our journey. The introduction of the Payscale structure highlights our commitment to transparency and fairness. This year's Shared Power Week was a pivotal conversation starter, fostering global participation and empowering our community.

The planned shift to a network model marks our evolution as a global organization, with January's General Circle retreat paving the way for expansive growth. While discussions around splitting SoFA into English and Spanish entities are still emerging, these conversations reflect our adaptability. These milestones and timely decisions position us for a future of continued success.



Growing this Garden



Every action counts

Join our vibrant journey! Become a member, engage in community circles, and partner with fellow professionals to amplify our impact. Your support through recurring, one-time, or special donations fuels our mission and propels us towards a brighter future.



Every contribution strengthens our community and drives our efforts further. Be part of our story and help us grow, innovate, and make a meaningful difference. Together, we can achieve remarkable things!

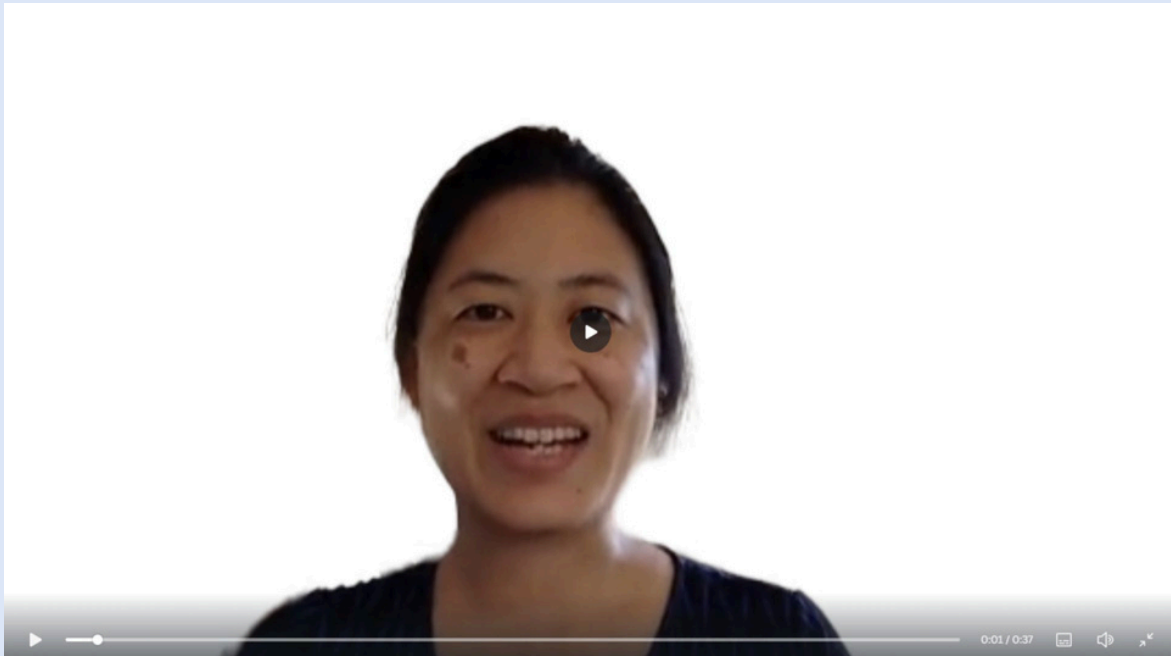
Count me in!



[**DONATE NOW**](#)



People like, Deborah Chang...
People like you!



That's right, it's you that make us!

- +
- + Thanks for growing the world we want to live in.
- +
- +

