

# Steward Procedures

(Drafted by Alyaza, minor edits by Tenna)

## Steward Expectations

- Some time available to at least read proposals and provide any input you feel is necessary.
  - Having time to skim chats would also be useful. Efforts will be made to synthesize or copy over any important points to a more accessible venue.
- The willingness to speak up, even if you may be the only one who will for an issue you feel needs addressing.
  - The point of a consensus system is to incorporate *everyone's* concerns - otherwise, there's no sense in it versus regular voting.
- An openness to changing your mind when others give feedback.
- The willingness to sometimes make compromises, especially about ideas you feel attached to, without feeling attacked or taking it personally.
- The ability to handle and regulate some level of frustration.
  - It is likely at least some conversations in the process will be painful, irritating, frustrating, or long-winded, and this *will* grate on you.
- The ability to work in good faith with people, even if you may not personally like them.

## Principles of the Decision-Making Process

Zapatista principles of "good government" that are the basis of everything else so far:

- to serve others not oneself;
- to represent not supplant;
- to build not destroy;
- to obey not command;
- to propose not impose;
- to convince not defeat;
- to go below (listen to the people we are building this for) not above (towards the accumulation of our own power as a group)

This is with the ultimate goal of working for the survival of the collective Website League, and fulfilling any responsibilities that are defined by communities in the League.

# Adding Stewards

There are three ways to become a steward:

- A person (or group of people) apply to start a new node, and voluntarily ask to become a steward.
  - This will require vetting the node itself (for adhering to our requirements), and each member of staff that wants to be a steward.
- Staff of an existing node nominate a new staff member to become a steward, or a staff member asks to become a steward.
  - This will require vetting the individual.
- A steward nominates a new member based on other criteria.

[Consensus will be sought](#) on all additions to the group, regardless of the method of joining; if no consensus is reached, they will not be added.

If no consensus can be reached, but the situation is deemed extraordinary (such as a crisis or emergency), a vote may be taken instead. This would require a 2/3rds majority to pass, and any person(s) added by vote must eventually go through the typical process to remain a steward.

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*Last edited Friday, November 8th, 2024 03:10:08 UTC*

*This proposal was brought to a vote on September 21st, 2024. It passed with 17 endorsements, 1 non-objections, 0 minor objections, 0 stand asides, 0 major objections, and 1 abstain.*

*Minor edits have been made by Tenna to reflect a change from "decision-making group" to "stewards", as well as minor changes to structure. No changes to facts/mechanical process have been made.*

*Viviridian added a hyperlink to [a page](#) with instructions on how to seek consensus on Loomio.*

Original Document: [Google Docs: Proposal 4 \(Procedures of the DMG\)](#)

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Revision #3

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