



"Fair Share" Model V 0.9.4

Updated: Oct 23rd 2023



2022 Post Festival Photo

Clarity Starts Here

We continue to walk the path of embodiment and co-creation by establishing the first version of a radical festival income-sharing model that aims to support all of the gathering's primary generators equitably. It is important to note that this is a work in progress.

As you may know, Soulshine gatherings have no sponsors, investors, or profiteering stakeholders. We are driven to generate from within, following our internal compass and carefully learning from other community-building projects. Grassroots undertakings, particularly those requiring a lot of work, struggle to find transparent and equitable mecha-

nisms to support their contributors and preserve a co-creative environment. Solving this is less about short-term gains and more about empowerment and project longevity.

An incredible amount of work by a wide variety of people goes into building and supporting our beloved Soulshine Festival. Now in our third year, generating and sharing income is critical for maintaining momentum. 2023 presents the opportunity to introduce a Fair Share model, as the festival has the potential to surpass break-even for the first time. This year we are piloting a one-of-a-kind point system that

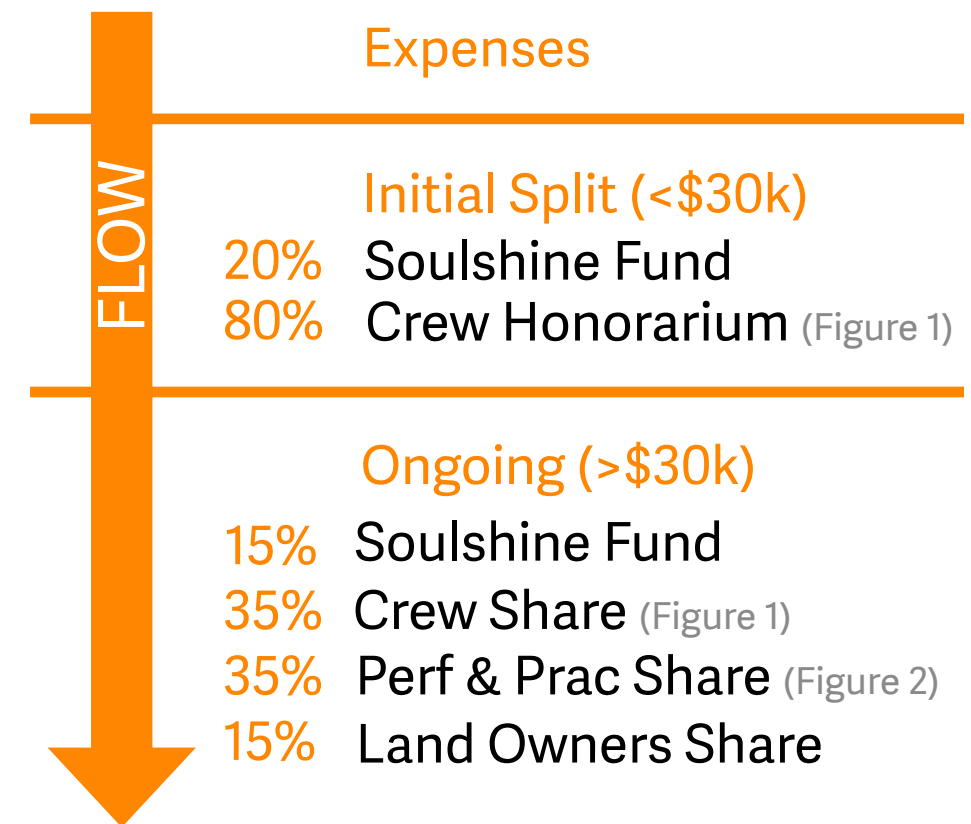
prioritizes responsibility, applied skill, and invested time. This model aims to include as many of the primary contributors as possible, including crew leads, performers, workshop facilitators, and landowners.

Before diving into the model's inner workings, let's explore this year's first bit of income splitting, which includes a Soulshine Fund and a crew honorarium. This layer guarantees a basic baseline reimbursement to key crew and supports the festival's growth potential. Once accomplished, the model can then include

performers, practitioners, and land owners.

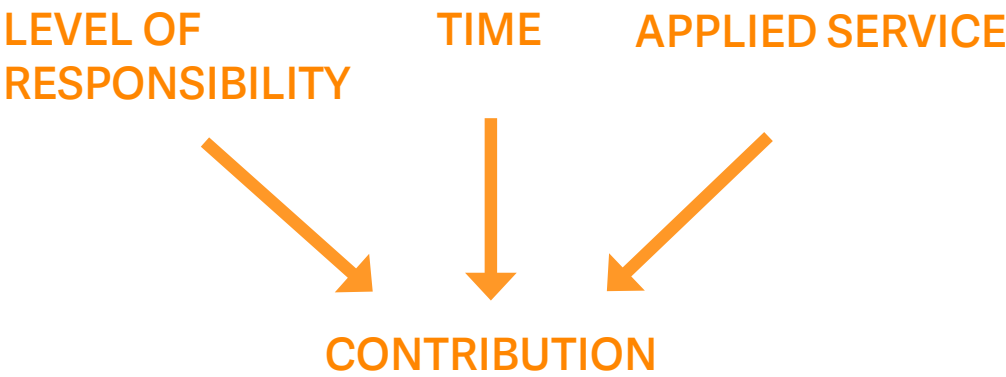
80% of the first income layer will be distributed to the crew, and 20% will be reinvested into Soulshine infrastructure. After that, the distribution expands with 35% going to crew, 35% to Performers and Practitioners, 15% to land owners and 15% to the Soulshine Fund.

Note that some performers still receive small honorariums in advance costs as we collectively shift into this unexplored territory.



In The Spirit Of Co-Creation

As we continue to explore equality and equity, we are introducing a model designed to recognize and support the diversity and intensity of community contributors. At the core is a three-variable formula that aims to generate a practical and balanced awareness of individual contribution to the whole picture. For crew, the three primary point drivers are responsibility level, applied service, and time. For performers and practitioners, the point drivers are proficiency level (non-professional, professional, master), and performance hours.



CREW MEMBERS	RESPONSIBILITY LEVEL (1-5)	APPLIED SERVICE (1-5)	TIME	TOTAL POINTS	HONORARIUM
				2241.4	6,500.00
A	5	5	1600	400	1,159.99
B	5	5	1400	350	1,014.99
C	4	4	440	70.4	204.16
D	3	4	280	33.6	97.44
E	4	4	160	25.6	74.24
F	5	4	340	68	197.20
G	4	3	220	26.4	76.56
H	3	3	260	23.4	67.86
I	4	3	100	12	34.80
J	4	4	100	16	46.40
K	3	3	160	14.4	41.76
L	3	2	80	4.8	13.92

Crew Contribution Calculator

Overview of updated point system assessment

Responsibility Levels

- 1 = Lead
- 2 = Small Team Lead (1-5)
- 3 = Large Team Lead (5+)
- 4 = Multiple Team Lead
- 5 = Producer

Applied Service Rubric (5 stages of production)

Initiative = timely, cohesive, creative, generative, dependable

Planning = proactive, communicative, organized, thorough

Execution = prepared, present, honor (agreements), responsible, self-governed, practical

Self Management = resilient, adaptability, sober, cooperative, caring/careful, humble

Closure = completion, feedback, accountability

Invested Time

- 1 = Festival or Long Crew
- 2 = 160 Hrs +
- 3 = 500 Hrs +
- 4 = 1000 Hrs +
- 5 = 1700Hrs +

Tuning In To What Feels Right

No system is perfect, but this sharing model is a bold step towards empowered co-creation. The model aims to take guesswork, ambiguous exchanges, and favouritism out of the process, creating a culture of transparency. An open-faced model like this is also responsive to feedback, and each point score can be discussed and related to other contributors. The exact payouts may not be 100% reflective of an individual's contributions, but we can enjoy a semblance of the high level awareness that a system like this can bring.

Note: Even with transparency in mind, contributor privacy and respective payouts will not be publicly accessible. The basic formula will be available for all to see, but only the crew leads can access the details of individual contribution.

Thank you for being part of this incredible experiment in how to work and create better together. The world is in need and ready for new systems that benefit individuals and communities alike. Stay tuned for updates as we roll this out.

