

- How must the community be prepared to answer a member who isn't getting what they should?
- What *rights* must every member be given for the organization's promise to be fulfilled equitably for all members?
- What must every member *give* the community for its promise to be equitably fulfilled? (Be explicit about necessary contributions of *money, time, labor, and voice.*)
- What should the community do when a member isn't giving what the community expects?
- What accommodations should the community make, and not make, for people who can't give what the community expects?
- What, if anything, should the community give to members who give *extra*?

Learning

- How does someone learn the community's basic agreements around purpose, benefits, rights, responsibilities, and what to do to participate?
- What must a new member learn before they can be an equitably full participant?
- How must the community support that journey for it to be effective, attractive, and accessible to people the community seeks to include?
- How should the community be teaching and empowering *future generations*?

Joining and Leaving

- How does a new person begin the journey of learning and joining? What are the milestones along the way?
- At what points in the joining process is a new person asked for new contributions of *money, time, labor, and voice*?
- What must a member and the community do when a member wants to leave?
- How can, and how can't, the community force a member to leave?