

## Potential Community Members to Approach

- ☐ Sarah (ND friend interested in spirituality)
- ☐ Marcus (former religious, loves logic + mystery)
- ☐ Jamie (therapist curious about liminal work)
- ☐ Alex (D&D friend who appreciated CrowMother concept)
- ☐ Taylor (pattern-recognizer who questions everything)
- ☐ Chris (spiritual but burned by guru dynamics)
- ☐ Jordan (researcher mindset, needs community)
- ☐ Robin (transition specialist, professional interest)
- ☐ Casey (neurodivergent spiritual seeker)
- ☐ Morgan (looking for non-hierarchical spiritual path)

## Initial Outreach Phase

- ☐ Create simple community overview document
- ☐ Draft personal invitation messages (authentic, not salesy)
- ☐ Prepare FAQ for common questions
- ☐ Set up basic Discord server structure

## Beta Testing Group (3-5 people)

- ☐ Sarah - expressed interest, scheduling intro call
- ☐ Marcus - sent materials, waiting for response
- ☐ Jamie - professional curiosity, might join as observer
- ☐ Alex - testing Phase 1 protocols

## Active Community Members

- ☐ Sarah (Phase 1, Week 3) - consistent documentation
- ☐ Marcus (Phase 1, Week 1) - asking great questions
- ☐ Alex (Phase 2 candidate) - developing personal hypotheses
- ☐ New member: Sam (just joined, orientation needed)

## Community Leadership Development

- ☐ Sarah - potential future Phase 2 researcher
- ☐ Marcus - strong facilitation skills, mentor potential

- ☐ Alex - ready for advanced research projects
- ☐ [Your name] - developing teaching and safety protocols

## **Established Community (10+ active members)**

- ☐ 12 active researchers across all phases
- ☐ Self-sustaining weekly meeting rhythm
- ☐ Peer mentorship system functioning
- ☐ Community-generated research projects

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## ## Community Building Strategy Framework

### ### Ideal Community Member Profile

#### **\*\*Primary Characteristics:\*\***

- [ ] Neurodivergent or neurodivergent-friendly
- [ ] Values both logic and mystery
- [ ] Tired of traditional religious authority
- [ ] Interested in systematic spiritual exploration
- [ ] Capable of independent research with peer support
- [ ] Committed to non-hierarchical community dynamics

#### **\*\*Red Flags to Avoid:\*\***

- [ ] Seeking guru/authority figure
- [ ] Wanting quick spiritual fixes
- [ ] Uncomfortable with questioning and investigation
- [ ] Drama-prone or community-disruptive patterns
- [ ] Appropriation tendencies or cultural insensitivity

### ### Community Size and Growth Planning

#### **\*\*Phase 1: Intimate Testing (3-5 people, Months 1-6)\*\***

- Focus: Test protocols and refine methodology
- Goal: Prove community viability and safety
- Activities: Weekly check-ins, shared experiments, feedback collection

#### **\*\*Phase 2: Small Community (6-12 people, Months 6-12)\*\***

- Focus: Establish sustainable rhythms and peer leadership
- Goal: Self-sustaining community dynamics
- Activities: Formal research projects, mentor training, ritual development

#### **\*\*Phase 3: Stable Community (12-25 people, Year 2+)\*\***

- Focus: Knowledge creation and external sharing
- Goal: Contribute to broader spiritual/research communities
- Activities: Publications, workshops, collaboration with other groups

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## ## Outreach and Invitation Process

### ### Personal Network Outreach

#### \*\*Step 1: Identify Potential Fits\*\*

\*\*Name:\*\*

\*\*Why they might resonate:\*\* [specific interests/needs]

\*\*Relationship level:\*\* [close friend/acquaintance/professional]

\*\*Best approach:\*\* [casual conversation/formal invitation/shared experience]

#### \*\*Step 2: Authentic Invitation\*\*

##### \*\*Sample Message Framework:\*\*

"Hey [Name], I've been developing something I think might interest you. I'm building a research community for people who want to explore spirituality systematically - using both scientific rigor and openness to mystery. It's specifically designed for folks who are tired of guru dynamics and want to investigate together rather than follow someone else's doctrine. No pressure at all, but would you be interested in hearing more about it?"

#### \*\*Step 3: Follow-up Materials\*\*

- [ ] Community overview document (1-2 pages max)
- [ ] Sample research protocols to show methodology
- [ ] Personal testimony of your own 6-month journey
- [ ] Clear invitation to low-commitment trial participation

### ### Online Community Building

#### \*\*Platform Strategy:\*\*

- [ ] Share research findings on relevant forums/social media
- [ ] Create content that attracts like-minded researchers
- [ ] Participate in existing communities to identify potential members
- [ ] Offer valuable resources before asking for anything

#### \*\*Content That Attracts Your People:\*\*

- [ ] "How to Question Spirituality Without Losing the Sacred"
- [ ] "Neurodivergent-Friendly Spiritual Practice Development"
- [ ] "Building Community Without Gurus: A Research Approach"
- [ ] "When Traditional Religion Doesn't Fit: Alternative Paths"

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## ## Community Onboarding Process

### ### New Member Orientation

#### \*\*Step 1: Welcome and Overview (Week 1)\*\*

- [ ] Personal welcome conversation with founder

- [ ] Community overview and expectations
- [ ] Access to Discord and basic resources
- [ ] Pairing with current member buddy

#### **\*\*Step 2: Phase 1 Orientation (Week 2)\*\***

- [ ] Phase 1 protocols explanation
- [ ] Obsidian vault setup assistance
- [ ] First research assignment and support
- [ ] Safety protocols and boundary setting

#### **\*\*Step 3: Community Integration (Week 3-4)\*\***

- [ ] Attendance at first weekly community meeting
- [ ] Introduction to other members
- [ ] First shared research experience
- [ ] Check-in on comfort level and questions

#### **### Mentorship Assignment**

##### **\*\*Buddy System for New Members:\*\***

- [ ] Every new member paired with established researcher
- [ ] 30-day check-in schedule
- [ ] Technical support for documentation systems
- [ ] Emotional support for research challenges

##### **\*\*Mentor Training for Established Members:\*\***

- [ ] How to support without creating dependency
- [ ] Recognizing when to refer to professional help
- [ ] Maintaining appropriate boundaries
- [ ] Teaching observation skills vs. giving spiritual advice

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#### **## Community Dynamics Management**

##### **### Weekly Community Meeting Structure**

###### **\*\*Opening (10 minutes):\*\***

- [ ] Brief check-ins from all participants
- [ ] Week's research focus announcement
- [ ] Any community business or updates

###### **\*\*Research Sharing (20 minutes):\*\***

- [ ] 2-3 members share current experiments
- [ ] Peer feedback and questions
- [ ] Collaborative problem-solving

**\*\*Educational Component (15 minutes):\*\***

- [ ] Mini-lesson on research methodology
- [ ] Safety topic or community value discussion
- [ ] Guest expert or advanced member teaching

**\*\*Closing (5 minutes):\*\***

- [ ] Week ahead planning
- [ ] Appreciation and acknowledgments
- [ ] Optional informal socialization time

**### Conflict Resolution Protocols**

**\*\*Early Intervention:\*\***

- [ ] Regular community climate check-ins
- [ ] Anonymous feedback systems
- [ ] Proactive boundary clarification
- [ ] Mediation training for established members

**\*\*Escalation Procedures:\*\***

- [ ] Direct conversation facilitation
- [ ] Community circle for group issues
- [ ] Restorative justice processes when needed
- [ ] Clear protocols for serious boundary violations

**### Community Health Indicators**

**\*\*Positive Signs:\*\***

- [ ] High meeting attendance and engagement
- [ ] Members initiating research collaborations
- [ ] New members feeling welcomed and integrated
- [ ] Conflicts resolved constructively
- [ ] Community-generated innovations and improvements

**\*\*Warning Signs:\*\***

- [ ] Declining participation or enthusiasm
- [ ] Clique formation or exclusionary dynamics
- [ ] Guru worship or unhealthy dependency
- [ ] Safety concerns or boundary violations
- [ ] Loss of research focus in favor of social drama

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**## Community Growth and Sustainability**

**### Leadership Development Pipeline**

**\*\*Phase 2 → Phase 3 Researcher Development:\*\***

- [ ] Advanced research methodology training
- [ ] Community facilitation skill building
- [ ] Conflict resolution and mediation training
- [ ] Safety protocol leadership preparation

#### **\*\*Rotating Leadership Roles:\*\***

- [ ] Meeting facilitation rotation
- [ ] New member orientation responsibilities
- [ ] Research project coordination
- [ ] External relations and representation

#### **### Financial Sustainability (Future Planning)**

##### **\*\*Free Community Model (Current):\*\***

- [ ] All core community participation free
- [ ] Sustained by volunteer labor and enthusiasm
- [ ] Limited by founder/coordinator capacity

##### **\*\*Future Sustainability Options:\*\***

- [ ] Optional donations for platform/tool costs
- [ ] Paid advanced workshops or retreats
- [ ] Consultation services for other communities
- [ ] Grant funding for research documentation/publication

#### **### External Relations Strategy**

##### **\*\*Academic and Professional Connections:\*\***

- [ ] Collaborate with university researchers
- [ ] Connect with mental health professionals
- [ ] Partner with other spiritual communities
- [ ] Contribute to academic conferences/publications

##### **\*\*Public Education and Outreach:\*\***

- [ ] Blog posts and articles about community research
- [ ] Podcast appearances and interviews
- [ ] Workshop offerings for other communities
- [ ] Resource sharing with similar groups

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#### **## Community Success Metrics**

##### **### Quantitative Measures**

##### **\*\*Membership Growth:\*\***

- [ ] Number of active researchers by phase
- [ ] Retention rate after 3 months, 6 months, 1 year

- [ ] New member referral sources and success rates

#### **\*\*Engagement Quality:\*\***

- [ ] Meeting attendance rates
- [ ] Research documentation consistency across members
- [ ] Community-initiated projects and collaborations
- [ ] Peer support interactions and effectiveness

#### **### Qualitative Indicators**

##### **\*\*Member Satisfaction:\*\***

- [ ] Regular anonymous feedback collection
- [ ] Exit interviews when members leave
- [ ] Testimonials and success stories
- [ ] Community culture and values alignment

##### **\*\*Research Effectiveness:\*\***

- [ ] Individual member growth and development
- [ ] Community research discoveries and innovations
- [ ] External recognition and collaboration requests
- [ ] Contribution to broader spiritual/academic communities

#### **### Long-term Impact Assessment**

##### **\*\*Individual Transformation:\*\***

- [ ] Members' decision-making quality improvement
- [ ] Personal spiritual development and satisfaction
- [ ] Life transition navigation effectiveness
- [ ] Integration of research findings into daily life

##### **\*\*Collective Wisdom Development:\*\***

- [ ] Community-generated research methodologies
- [ ] Innovative approaches to spiritual investigation
- [ ] Successful conflict resolution and community healing
- [ ] Model for other communities seeking non-hierarchical structure

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#### **## Community Crisis and Challenge Protocols**

##### **### Mental Health Crisis Response**

##### **\*\*Individual Crisis Support:\*\***

- [ ] Immediate safety assessment and professional referral
- [ ] Community support without becoming therapy group
- [ ] Follow-up care coordination
- [ ] Boundary maintenance for community protection



**\*\*Community-Wide Mental Health Support:\*\***

- [ ] Regular mental health resource sharing
- [ ] Professional consultant relationships
- [ ] Crisis prevention through good community dynamics
- [ ] Training for recognizing and responding to mental health needs

**### Community Conflict Escalation**

**\*\*Minor Conflicts:\*\***

- [ ] Direct communication encouragement and support
- [ ] Mediation by trained community members
- [ ] Restorative circle processes
- [ ] Learning opportunity integration

**\*\*Major Conflicts or Boundary Violations:\*\***

- [ ] Immediate safety measures for affected parties
- [ ] Investigation and fact-finding processes
- [ ] Community decision-making about consequences
- [ ] Healing and repair work for community impact

**### External Challenges**

**\*\*Criticism or Misunderstanding:\*\***

- [ ] Prepared responses to common misconceptions
- [ ] Community spokesperson designation
- [ ] Documentation of community values and practices
- [ ] Professional relationship leverage for credibility

**\*\*Growth Management:\*\***

- [ ] Waitlist systems for sustainable growth
- [ ] Sub-community development for larger groups
- [ ] Leadership development to prevent founder dependency
- [ ] Quality maintenance during expansion phases