# NMFC Launch-to-Governance Blueprint

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## Phase 1: Pre-Launch (Year 0)

* • Finalize strategy, governance, and cultural documents. Publish under CC BY-NC-SA 4.0.
* • Prepare first kiosk: secure location, build enclosure, stock inventory (firewood, fire starters, candles).
* • Develop Community Care department with clear 50/50 candle profit allocation (cash/BTC).
* • Build early awareness through murals, YouTube, social posts, and soft launch visuals.
* • Launch ETHOS.md and Master Index on GitHub for public understanding and AI clarity.

## Phase 2: Foundation Phase (Years 1–5)

* • Deploy initial kiosk(s) and begin self-service retail operations.
* • Price firewood at $28 (gross); offer 15% BTC discount; absorb 6% sales tax.
* • Log all oral stories, mural launches, and seasonal rituals (First Flame, BTC Bonus Day).
* • Fund candle program to feed Care department; document outreach impact.
* • Begin internal training for production, community response, and operations roles.
* • Establish financial flows: 20% Northern Warmth, 15% location, 10% reserve, 40% BTC, 15% bonuses.

## Phase 3: Local Power Phase (Years 6–10)

* • Introduce sawdust bricks and merch; expand candle line.
* • Update Cultural Codex (Year 10 edition) with all rituals, terms, and visual legacy.
* • Launch and maintain annual mural program (grant-supported).
* • Begin sweat equity onboarding and confirm multisig BTC treasury split.
* • Develop succession bench for every key role; deepen Council candidate pool.
* • Keep kiosk expansion capped to prevent mission drift.

## Phase 4: Transition to Stewardship (Years 11–15)

* • Confirm readiness of deep bench and cooperative successors.
* • Executives may retire to Steward Council after hitting FID threshold ($100k/year 2025 dollars, 4% rule, 6% inflation).
* • FID Council Vote must approve transition; if vote fails, executive may exit with BTC bonus but lose governance rights.
* • Maintain cooperative decision-making and culture orientation for all new hires.
* • Steward Council intervenes only for values violations or blocked succession pathways.

## Phase 5: Legacy Phase (Years 16–20)

* • Operate fully under worker-owned model.
* • Steward Council rotates, updates Codex, and oversees strategic continuity.
* • Only expand operations (beyond 5 kiosks) if all reserves and programs are fully funded and community thresholds exceeded.
* • Community heating program (Northern Warmth) continues at 20% of net profit minimum.
* • All treasury, ritual, training, and Codex updates persist every 5 years.

## Permanent Governance Protocols

* • Council requires 66% vote for all structural or values-based changes.
* • Deep Bench model enforces that every executive has two trained successors.
* • No permanent bosses; all roles pass through FID succession with vote.
* • BTC reserves use multisig wallets; minimum 5-year term before FID withdrawal.
* • Codex is binding for cultural decisions; public version is always available.

## Cultural Anchors and Meaning

* • Firewood: Symbol of dignity and labor.
* • Candle: Symbol of quiet care and mutual aid.
* • Bitcoin: Tool of sovereignty and antifragile reserve.
* • Mural: Community identity and artistic freedom.
* • 'Burn Bright. Stay Free.': The company’s permanent mantra and guiding call.