

→ GUIDING PRINCIPLES

MISSION STATEMENT

Making culture, art, and connections more accessible to teens.

RADICALLY OPEN

No secrets, no gate keeping. If you are 20 or younger you can participate. No rules or structures shall prevent any child, 13 to 20, from being able to participate to the highest degree. Both prospective and current members should be able to participate to the highest degree even without legal documentation, parental support, or kith vouching. The only way one can lose this right is through deemed treason. Breaking code of conduct, through the three strike system, voids this right.

QUALIFICATION

No member can be over 20. Upon turning 21 a member loses all influence on TOADS and TOADS decisions. Any access to spaces intended solely for youth aged 13 - 20 will be revoked and accounts will be shifted to alumni status. Exceptions may be made for those 12 and younger, but full membership privileges may be omitted for members under the age of 13.

OPEN TO FEEDBACK

We share first drafts and rough work and are open to perspectives from other team members. Official TOADS projects should be visible to other members *at every step of the process*. Any TOADS internal documents, messaging on toads platforms, and communications through toads accounts, shall be visible to TOADS leadership to ensure safety, and originality. TOADS retains the right to retain any and all private chat logs, personal data, and personal doings but will access

personal documents, chat logs, and personal data without reason for concern, which will be deemed by a panel of admin.

COLLABORATIVE AND INCLUSIVE

We dedicate time to collaborative generation of creative solutions where every team member has a voice.

MEETING STRUCTURE

We are efficient. Each leadership meeting should be conducted using a meeting structure defined by the leadership at the time which shall include time for voting, speaking, and bringing ideas to the group.

We dedicate time to collaborative generation of creative solutions where every team member has a voice. The TOADS meeting will take place at least once every 30 days. Future meeting dates will be decided at the end of each meeting and made publicly available to all verified TOADS members

ALWAYS LEARNING

We seek out new skills, share new knowledge, and support others who are learning. Ask for help, and admit when others can do something better. Organizations thrive with diversity.

ADAPTIVE AND AGILE

We embrace change and maintain agility in order to shift with evolving circumstances. When the world changes we don't have to like it (AI for example) but we stay informed and adapt without compromising our core principles.

CODE OF CONDUCT AND CONFLICT MANAGEMENT

We follow a defined code of conduct. Breaches of said conduct will have their corresponding punishments enforced to the highest degree.

Any conflicts or breeches will be resolved by a JOT (Jury Of Teens, a system of problem management).

JOT: Conflicts shall be resolved by a group of ten random active TOADS members who are both willing and uninvolved to said dispute. Each person in the group of ten must agree on what actions will be taken, and if 10 days goes by without agreement a new group of six is chosen to fulfill the role of the JOT. This process may be indefinite but tried members may not participate in any decisions until the JOT is resolved. Each member of the original conflict who does not follow the group's verdict will be tried again for perfidy against TOADS.

RECOURSES

The transfer of physical money shall be openly trackable by TOADS leadership.

Money shall be stored in a TOADS account accessible to an elected treasurer.

Rules for this account and position will be defined by TOADS leadership.

WE ARE A COOPERATIVE NON-PROFIT

We will work to stay legally a cooperative non-profit.