



Sociocracy For All

welcomes

Theis Scherfig

as a

CERTIFIED SOCIOCRACY FACILITATOR

Meeting structure; minutes and backlog; proposal co-creation; integrating objections; policy review;
selections; performance review; equity and inclusion.

CERTIFIED CONSULTANT

Ted Rau

CERTIFIED CONSULTANT

Jerry Koch-Gonzalez

CERTIFICATION STEWARD

Thomas Kemps

Date: March 11, 2026 This certificate is valid for three years.