



CENTRE FOR THE FUTURE

# OUR COVENANT

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Centre for the Future



# Our Covenant

## Definitions

### INSTITUTIONS & ROLES

*Centre for the Future* – the CFTF is a unique global enterprise whose 100-year strategic agenda aims to redesign our most life-critical systems in ways that make the world work for everyone.

*The CFTF Covenant* – a reciprocal commitment to further the aims, mission, and ethos of Centre for the Future in all undertakings regarding the enterprise.

*Custodians* – our international advisory group, responsible for policy advice and guidance.

*Domain Lead* – individuals employed explicitly to lead, develop, and manage the early prototyping of a project during the period of its incubation within the CFTF.

*Chief Stewards* – Chief Stewards manage and lead the operations of our three principal institutional components – The Academy, The Incubator, and The Wayfinder, working with the Chief Executive Officer to ensure relevant performance.

*Chief Executive Officer* – the primary role of the CEO includes making key decisions, managing overall operations and resources, and acting as the main point of communication between all parties involved in furthering the aims of the CFTF.

*Steward's Council* – the assembly of CEO, Chief Stewards, and Domain Leads, acting in unity to ensure that value from each Project accrues to each of the six theatres of human activity.

*Trustees* – a small group of individuals, drawn from the international advisory group of Custodians, who are responsible for advising how funds should be used by the CFTF for maximum sustainable impact, and for ensuring that CFTF participants hold true to the essential purpose and values of the enterprise.

*The Academy* – a group of eminent scholars and philosopher-activists whose role includes reflecting upon and conceptualising the nature of diverse *world-systems*, while providing new contexts for selecting the most appropriate intervention points in systems that are in need of reinvention.

*The Incubator* - a delivery capability that deploys the CFTF's intervention capital, by supporting, catalysing or initiating and scaling-up projects that deliver desirable changes in global systems.

*The Wayfinder* – the CFTF's signature methodological and design praxis. The *Wayfinder* experience uses a proprietary suite of conversational methods, immersive visualisation platforms, and machine intelligence to help participants see new possibilities for creating viable and enduring systems.

*Project* – an endeavour arising from an individual proposal, or via the *wayfinding* process, that seeks to reinvent one of humanity's most life-critical systems through some aspect of second-order change, and is accepted by CFTF participants as an appropriate project to be incubating. It is expected that all projects will be designed and carried out consistently with the *Trimunia*. To that end, whenever significant decisions are taken, decision-makers are expected to carefully consider all three questions posed by the *Trimunia*: Is the proposed action, project, or decision good for the

children, good for the biosphere, and good for each other?

*Prototype* – an endeavour established to explore the viability of an idea becoming a Project. Also, the practise of redesigning a model or theory-in-use prior to using the new model to inform CFTF Projects or to upgrade the organisation's processes and experiences.

## CONCEPTUAL & ETHICAL FRAMES

*The Trimunia* – The Trimunia is our core ethical frame, expressed as a simple yet powerful heuristic for examining the probable consequences of proposed actions. It is applied in thoughtful individual deliberation, and in discussion with peers. Of every proposed action, project, or decision, we ask: *Is it good for the children, is it good for the biosphere, and it is good for each other (those involved or most directly affected)?* All CFTF projects should, in their motivation, design, and performance, be Trimunia-consistent.

*World-System* – real-world outcomes, which unfold from the constraints designed into the set of dominant beliefs that are constantly reified by the prevailing *worldview*.

*Mindful Uprising* – our 100-year strategic vision – to be realised within and across six theatres of human activity: Power & Governance; Socialisation & Learning; Economics & Production; Cultures & Communities; Landscapes & Ecologies; Technologies & Intelligence.

*Rhizome Impact Business Model* – RIBM is our unique business model ensures that valued cultural, philosophical, social, economic, and environmental benefits flow from our activities to each of the six theatres as CFTF Projects unfold.

*Worldview* - the fundamental cognitive orientations, dominant beliefs, and foundational narratives shared by humanity as a whole, encompassing the whole of our society's knowledge and prevailing points of view.

*Mindset* – the mental capacity of individuals, groups, and communities to translate and interpret the shared *worldview*, based on discrete data and personal experiences.

*Integrity* - having full transparency and benignity of intent and practice.

*Responsibility* – our responsibility is to create the CFTF as a *syntropic* enterprise - responding and acting as nature does, with accountability for our actions and deliberate inaction, and with love.

*Synergy* – CFTF looks for synergy between and across all activities. Synergy is the creation of a whole system or enterprise that is greater and more effective than any of its parts.

*Second-Order Change* – structural change applied to an entire system, such that unintended or undesired outputs are eliminated to the extent feasible.

*Life-Critical Systems* – humanity's most precious and life-critical systems - such as energy, the living environment, governance, health & well-being, the economy, indigenous wisdom, and learning – all currently under threat from a global population exceeding seven and a half billion people and a *worldview* that is now unfit for purpose.

*Emergence* – unpredictable properties emerge when systems or components of systems interact.

*Self-Organising* – a self-organising, or autopoietic, system that is capable of maintaining and extending or reproducing itself in alignment with its changing context.

*Wayfinding* – a dialogical and collaborative design experience where the past is reinterpreted, current systems reimaged, and proposals reconstructed from a deeper awareness of what really matters for current and future generations.

## The Purpose of the Centre for the Future

Our purpose is to create a world that works well for everyone - by designing and curating a *world-system* within which the truest expressions of what it means to be human can be realised. In so doing, we offer a platform for *world-system* engagement - ensuring that the human family is able to consciously evolve more benign, regenerative, sustainable and beautiful cultures and worldviews.

We do this by:

1. Asking our **academy of scholars** to find alternative ways of *thinking about thinking* by stepping into new epistemologies and sharing the results. Academicians propose future possibilities and designs that transcend current constraints. These ideas are examined further within *wayfinding*.
2. Curating **wayfinding** experiences that bring culturally-diverse groups together to reimagine systems, we aim to design interventions that can be scaled with as little effort and disruption as possible.
3. **Incubating projects** that reinvent those systems that are failing us by using available intervention capital and support. We host projects that are targeted at developing the capability to benefit one billion or more people, and to impel positive global dynamics and second-order change.

## Our Shared Ethical Tenets

- A spirit of integrity and generosity at all levels.
- A commitment to our mutual purpose via the experience of *wayfinding*.
- Radical honesty and transparency.
- Openness to diversity, inclusivity, empathy and cooperation.
- Empathy and support for diverse initiatives that appear to conflict with our own beliefs yet have comparable intentions, and achieve similar results, within the communities for which they are intended.
- A commitment to achieving *trimunia-consistent* actions and project designs.

## Participation

The Centre for the Future is a globally-distributed network organisation where each self-organising project illustrates the intentions of the whole organisation.

We reach out to individuals, corporations, institutions in all sectors and governments to help us use these projects to help shape a *worldview* - and subsequent *world-system* – in ways that are socially desirable, morally defensible, ethically engaging, ecologically responsible, economically feasible, systemically convincing, and culturally acceptable, with the potential to benefit each member of the human family.

Participation starts with an active **Proposal of Engagement**, which explains what it is the proponent individual or organisation has the capacity and desire to contribute to CFTF, and what they expect as outcomes, both personally and for the enterprise.

Participants can be paid or voluntary. Proposal documents are accessible to all participants, yet each remains fluid - a living document that can change with time and circumstances.

Participants are responsible for communicating any change(s) to their Proposal of Engagement to any party likely to be affected, and for negotiating changes if and when required.

All participants agree to honour this Covenant when engaged with or representing Centre for the Future.

## Incubation & Branding

The choice of projects and any other activities to be incubated or supported by the CFTF is the prerogative of the CEO - with endorsement from at least five members of the International Advisory Group of Custodians.

The final choice and appointment of a Chief Steward for any project or activity is the prerogative of the CEO. Once the CFTF Covenant has been signed by a Chief Steward or Domain Lead he/she will normally receive a monthly stipend, if negotiated between the Chief Steward and the CEO, when designated funding becomes available.

All projects and supported activities must be branded as follows in all documentation, messaging, communications, marketing and websites, for the period of the CFTF's incubation plus one calendar year:

[Project Name] is a project of Centre for the Future, whose mission is to help create a world that works for everyone. The founder(s) of [Project Name] is/are [Name or Names] and [Name] is the Chief Steward.

## Operating Principles

### Emphasis

Centre for the Future supports two categories of incubated activity usually, but not always, arising from our curated *wayfinding* experiences or design labs:

1. **Prototypes** are small experimental activities that explore different aspects of an intended project design. They might begin with targeted relationships, conversations, or events undertaken during the preparatory phase of an intended project, or may simply be part of the CFTF's ecosystem-expansion activities.
2. **Projects** focus on second-order structural change to, or reinvention of, life-critical systems that threaten to collapse, or no longer serve humanity as a whole. Projects accepted for incubation receive funding and support for durations ranging from 2–5 years - depending upon the nature and complexity of the project, and the scale of activities required.

## Collaboration

Every **project** and **prototype** is undertaken cooperatively in order to optimise its syntropic impact. Our entire philosophical activism is one of collaboration through the realisation of a shared society of mind.

## Self-Management

Trusting our colleagues is our default mechanism of engagement. We relate to one another with an assumption of positive intent - committing to clarification and consensual empathy, rather than presumptive conflict.

## Transparency

Any situation can be approached from fear and separation - or from love and connection. We choose the latter. We recognise and embrace the power of collective intelligence and synergy. There are no secrets in the CFTF ecosystem. All business information is open to everyone. Nobody is as smart as everybody. Therefore, decisions are made iteratively through a process of networked consultation.

## Accountability

As part of the inextricable whole of being in Gaia, we are all of fundamental equal worth. At the same time, our community will be richest if we let all participants contribute in their distinctive ways, appreciating differences in roles, education, backgrounds, interests, skills, characters, points of view, and so on.

Each participant has full responsibility for the CFTF organisation. If individuals sense something needs to happen, they have a duty to address it. It is not acceptable to limit any concerns to the remit of our designated roles. This means that explicit, personal accountability is our mode of operation. Everyone must be comfortable with holding others accountable to their commitments and to this Covenant through friendly feedback and respectful communication.

Both individually and collectively, we strive to create emotionally and spiritually empowering and positive environments, where each of us can behave authentically. We honour the moods of love, care, recognition, gratitude, curiosity, playfulness, and fun, and are comfortable with inclusive vocabulary such as care, love, service, purpose, spirit and soul.

## Wholeness

Projects evolve all around the world, not just in one location. We aim to create a work experience where we honour everything that makes us human: the cognitive, physical, emotional, and spiritual; the rational and the intuitive; fraternal and matristic wisdom.

We recognise that we are all deeply interconnected, all of us part of a bigger whole that includes the forces of nature and all forms of life. Every opportunity or problem we encounter is an invitation to learn and grow and consider our responses from multiple perspectives. Each of us has only partial knowledge. We will always be learners. We have never arrived.

Failure in a particular endeavour is always a possibility, whenever we strive boldly for our purpose. To reduce the likelihood of failure, we cultivate the praxis of learning from experience for the formation of knowledge. We discuss our successes and failures openly, and learn from them, both

individually and collectively. Hiding mistakes or neglecting to learn from failures is a violation of our values.

Feedback and respectful confrontation are gifts we share to help one another grow. We recognise that every person has unique characteristics and skills, and that any characteristic will bring its own value in some circumstances yet may detract in other circumstances. As such, we always endeavour to consider what circumstances, challenges, advice and support might best enable each individual to add optimum value, given the context and the individual's unique characteristics and skills.

## Relationships and Discord

We do not seek to change others. We can only change ourselves – taking full ownership for our thoughts, beliefs, words, and actions. Where possible, we resolve disagreements one-on-one, and do not drag other people into the problem. When we feel like blaming, we take it as an invitation to reflect on how we might be part of the problem (and the solution), taking responsibility for acting as part of the whole.

## Essential Purpose

The mission of Centre for the Future is to enable conscious beneficial coevolution – with each other, and with the planet upon which we rely for life. We envision humankind awakening to a deeper impulse for survival and advancement, in the context of what we recognise as an almost limitless space of possibility for the unfolding of human potential.

In that regard, we constantly strive to serve the high-level purpose for which CFTF was founded. In our choice of activity, and in all decision-making, we consider the essential purpose of CFTF in context. Guided by the Trimunia, we adapt the direction of the organisation as a response to what is arising. We do not trade off our essential purpose for monetary profit. If we focus on purpose, we trust that monetary abundance will follow. Our values and purpose lead every decision at all times.

## Advice Process

Any person in the organisation can make a decision in integrity with our essential purpose. Before doing so, the person must speak to all those who will be significantly affected by the decision, as well as any people who have existing expertise in the decision. The person is under no obligation to integrate every or any piece of advice, but advice must be sought and it must be taken into serious consideration. The bigger the decision, the wider the net of the advice-seeking process, to the extent of encompassing, when appropriate, Chief Stewards, Domain Leads and even Custodians.

## Communication & Mediation

In any dispute, the two parties sit together and try to sort out the issue privately. The initiator has to make a clear request [not a judgment, nor a demand], and the other party must respond clearly to the request, either with a 'yes' or a 'no,' or with a counter proposal.

If the parties cannot find a solution agreeable to both of them, they must nominate a colleague they both trust to act as mediator. The colleague supports the parties in finding agreement, but cannot impose a resolution. If mediation fails, a panel of topic-relevant colleagues is convened. The panel's role is to listen and help shape agreement. It cannot force a decision, but usually carries enough moral weight for matters to come to a conclusion.

In an ultimate step, a Chief Steward or the Steward's Council may be called in to take part in the panel. All parties are to respect confidentiality during and after the process.

## Role Definition

The CFTF is a self-creating, self-organising, self-managing networked enterprise. Appointments related to core activities are made by the Chief Steward (in the case of projects) or Custodians (for leadership appointments). Each person is responsible for creating and updating their own role descriptions, and for communicating these to all parties affected by the role. Thus, each person is responsible for achieving and expressing clarity concerning their role, the outcomes of that role, expectations others have of them for the fulfilment of that role, the authority that is required to deliver the role, what successful role completion looks like, and any changes that occur during their tenure.

## Leadership

The Founders of the CFTF are Co-Chairs of the International Advisory Group of Custodians and executive directors of the Centre for the Future global enterprise. The role of Chief Stewards is to lead the Academy, the Incubator and the Wayfinder, on behalf of the CFTF enterprise, and to the greatest expression of its wholeness and integrity. The role of a Domain Lead is to manage a project or activity.

## Operations

Day-to-day management and decision-making is focused on ensuring the integrity, positive flows, and well-being of the organisation, its people, and its activities. Operations have some fluidity, but are generally managed either by the Chief Stewards, who report to the CEO, or Domain Leads who report to the most relevant Chief Steward.

## The Vow:

I, [Name], in accordance with this Covenant, do hereby pledge to uphold the mission, ethos, and principles of Centre for the Future, contributing to the enterprise in both letter and spirit during the period of my involvement.

Signed:

Signed on Behalf of CFTF:

Witnessed:

Date:

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