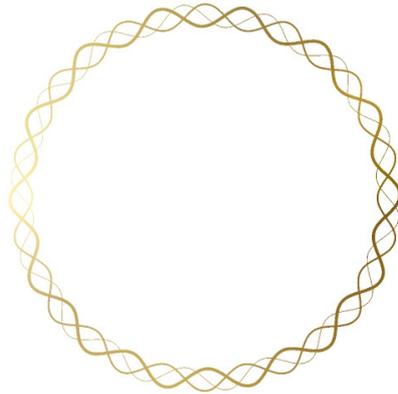


"We are called to be architects of the future, not its
victims"

R.Buckminster Fuller



SYNTROPIC

TRUST MANIFESTO

A Template In Building Syntropic
Enterprises For A World With A Future

Under the Creative
Commons

CREATED BY
CHRISTINE MCDUGALL
WITH HELP FROM MANY



Christine McDougall

Christine McDougall is the Chief Steward of Syntropic World, a global community of practice dedicated to supporting Syntropic Enterprises to become business-as-usual. Christine has been an applied student of Buckminster Fuller for over 30 years. She has created enterprises using the principles of Syntropic World that has enabled diverse teams to co-create extraordinary outcomes entirely self managed and without a single human upset, all with their eyes cast on the 100 + year horizon. This includes tools such as Synergistic Accounting, where value is considered in 12 domains, and the Trust Manifesto, an enterprise architecture that gives sovereign choice in how we show up for the project or enterprise. The Syntropic Enterprise Masterclass has graduates in 22 countries.

SYNTROPIC.WORLD TRUST MANIFESTO-for all individuals and enterprises who are actively part of Syntropic.world

Note: this is a living document. It may be amended by majority agreement from the Integrity Council and the Leadership Circle after partaking in the Advice Process.

Definitions

Community - a gathering within an ecosystem comprised of one or more sentient beings who come together around an agreed purpose

Wholeness - in entirety, complete, nothing extracted or excluded

Integrity - having full transparency with respect to intent and practice, whole, complete, holds it's shape

Responsibility -the ability to respond and act and to be accountable for all actions and chosen inactions

Synergistic Accounting - The Synergistic Accounting system is based on Buckminster Fuller's 12 degrees of Freedom and Fullers life long commitment to consider the whole when looking at, or accounting for any system and its value experienced in multiple contexts. The Synergistic Accounting system uses 12 key elements, 6 in the positive and 6 in the negative to account for value exchange. These include Matter, Currency, Tools and Artefacts, Know-how, Warm Data, Wealth & Wellbeing.

Matter - The Physical Universe, built environment, stuff, land

Currency - Money, credit, tokens, contracts, investment, energy, time

Tools and Artefacts- man and nature's designed tools and artefacts, collective intelligence, synergy, design, diversity

Know-how - Thinkable knowledge that is shared and acted upon. Interior contemplation, wisdom, intuition

Warm-data - The weightless, hard to measure liminal qualities and experiences. Love. Care. Beauty. Relationship. Personal and enterprise brand. Integrity. Morality

Wealth & Wellbeing - the ability for more people, Earth and all of her creatures, to be supported to thrive more comprehensively in all domains of existence over a longer period of time. Justice, action, participation live here.

Synergy - behaviour of integral, aggregate, whole systems unpredicted by behaviours of any of their components or subassemblies of their components taken separately from the whole. Where the sum of the parts exceeds exponentially the parts when taken separately.

System -having an inside and an outside. All that is part of a system, and all that is not part of a system. The most comprehensive system we know of currently is Universe. Systems thinking requires synergetics. (Seeing the whole instead of the parts separately) The minimal viable system is the tetrahedron.

Syntropic Enterprise - an undertaking that enables a higher order. By nature it evokes gravity (attraction) and coherence towards an eternally regenerative Universe. A Syntropic Enterprise leaves everything it touches better.

Tensegrity - tension and compression/ tension and integrity. The constant relationship and dance between the polarities of any viable system.

Emergence – bring to light, coming into existence or prominence

Self – Organisation – a system capable of reproducing and maintaining itself

Enterprise - an undertaking

Our Evolutionary Purpose

A world where Syntropic Enterprises are ubiquitous.

We do this by:

1. Inviting enterprises from the single person, through to the community group or large corporate to commit to the principles in the Pledge of Syntropic Enterprises and as such to wear the Syntropic Mark.
2. Providing a peer-to-peer community of support and engagement, as we, Team Syntropic, craft and test new models for a world with a future.
3. Explore ways we might deploy Synergistic Accounting using complimentary currency flows ensuring an increase in Common Wealth within the community of enterprises that might be adapted to other communities and enterprises.
4. Create a financial provisioning mechanism that democratizes capital for the support of enterprise at various stages, while also increasing the wellbeing of the whole.
5. Convening events and Masterclasses that educate and showcase models of engagement that make our current consumption to extinction models obsolete.
6. Providing ongoing support to community and enterprise driven activities to ensure they enable well being for all as they pass from inception to maturity.
7. Build case studies for others to use as an open-source resource.
8. Demonstrate new models of organisational engagement through our own example as a peer-to-peer network.
9. Facilitate and steward global relationships that ensures business and enterprise collaboration.
10. Become story tellers for each other, enabling our outreach to inspire and exponentially impact the world.
11. Provision from within the global community of Team Syntropic when possible supporting a circular economy.
12. Developing steward leaders at all levels of the enterprise.
13. Tracking the measurable and intangible data that we generate through our enterprises and community that can be documented in an annual white paper that showcases that when people and enterprises like us do things like this, this is what happens. Ultimately to be invited to the policy table in countries around the world.

The Pattern Integrity of our Source Idea

That the human mind, when deployed synergistically for the highest good of Earth and all of her creatures, and in partnership with the Earth's ecology, can create a world with a future for all. We can do this in the way we design enterprises, build cultures and communities, ensure provision and flow, consider the field effects in the short and long term, and embody integrity in all domains.

1. Our values

1. Integrity at the personal, collective, action and systems level both as Syntropic.world and for those who commit to becoming a Syntropic Enterprise.
2. Co-evolving, co-learning, co-developing through ongoing engagement and intentional design.
3. Value honoured in the six positive and six negative domains of Synergistic Accounting, with no one value field taking prime position.
4. The application of all-in-accounting to all aspects of the enterprise design and provisioning.
5. The act of being synergistic as central.
6. Syntropic in all domains. We leave everything we touch better.

2. An agreement to read, inquire, enact, and honour the Trust Manifesto of Syntropic Enterprise

This creates the threshold crossing conditions that delineate those who are active participants and those who are not.

3. Syntropic.world as an enterprise lives the model we seek to support others to create.

Syntropic.world is both the holding space for the community and a working model of possibility. We are working as intentionally as any of Team Syntropic on our own model, and are always open to feedback support from active members of Team Syntropic on how we can be more in integrity and coherence.

4. Maintain the Tensegrity of Syntropic.world

Using the model of the cell, with this Trust Manifesto and the Stewardship as the cell membrane, we actively maintain the polarity of the membrane to ensure it holds its shape/integrity. We do this by deliberately inviting provocation, perturbation, diversity, emergence, stewardship from others, and through questioning all assumptions old and new.

5. Stewardship as Leadership

The integrity of Syntropic.world is held through Stewardship. By definition, this is a way of being that is usually non hierarchical, but if required may be hierarchical. Stewardship allows for attunement to the interior field of Syntropic.world, as well as to the larger field outside Syntropic.world, and to the future, past and present.

This document is open source and under the Creative Commons. Anyone may use this document or make changes relative to their needs with attribution.

6. Syntropic Enterprise

The intention is towards Syntropy. By nature this implies integration, the application of gravity to increase mass towards an eternally regenerative Universe and a comprehensive movement towards higher states of order for all of life and Earth. Therefore, we are anti exploitation, anti extraction to extinction, anti colonising. We intend to leave everything we touch better.

Participation

1. All participation starts with signing the Pledge for Syntropic Enterprise
2. An active individual Synergistic Accounting audit nominating what the individual or organisation has the capacity, willingness and desire to bring to the community of Syntropic.world and what they expect as outcomes personally and for their enterprise. Each participant's Synergistic Accounting Audit is accessible to all participants in their Syntropic Cohort. A Synergistic Accounting Audit is a living document, which will change with time and circumstances. The participant is responsible for communicating any change in their Synergistic Accounting Audit to any party likely to be affected, and for negotiating changes if required. All participants agree to honour this Trust Manifesto when engaged with or representing Syntropic.world
2. A commitment to our Evolutionary Purpose – collaborating with people to unfold a future grounded in our shared purpose. Enterprises are a utility and as such, must constantly be relevant in the context in which they operate rather than seeking to sustain themselves beyond their useful duration. Rather than trying to pursue a predicted future through strategies, plans and budgets, we engage the whole enterprise community to 'listening in to their organisation's deep creative potential and understanding the purpose it intends to serve'.
3. An emphasis on wholeness – an invitation for the 'whole person' to participate in productive engagement where each person's emotional, intuitive and spiritual parts are welcome and respected and where the adoption of 'social masks' becomes irrelevant and therefore unnecessary. Workplaces that support people's longing to be fully themselves at work and yet deeply involved in nourishing relationships that build wholeness and community
4. A preference for self-management – replacing the constraints of traditional hierarchical control systems with agile self-organising systems capable of conscripting suitable talent and marshalling appropriate resources for specific utilities that are enabled by collaborative peer relationships.

BASIC ASSUMPTIONS/NORMS OF PARTICIPATION

Self Management

We relate to one another with an assumption of positive intent and commit to clarification and consensus understanding rather than presumptive conflict.

Trusting co-workers/our peers is our default means of engagement.

Liberty and accountability are two sides of the same coin.

All business information about Syntropic.world is open to all who have signed the Trust Manifesto and completed the Synergistic Audit.

Every one of us is able to handle difficult and sensitive news.

We recognise and embrace the power of collective intelligence and synergy.

Nobody is as smart as everybody. Therefore all decisions will be made with the advice process.

We each have full responsibility for Syntropic.world. If we sense that something needs to happen, we have a duty to address it. It's not acceptable to limit our concern to the remit of our roles, or to be passive observers. This means that explicit, personal accountability is our mode of operation and that Syntropic.world agrees to place sufficient transparency to meet its desire for duties and their performance.

Everyone must be comfortable with holding others accountable to their commitments through feedback and respectful communication of Syntropic.world's purpose and values

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

Any situation can be approached from fear and separation, or from love and connection. We choose love and connection.

We individually and collectively strive to create emotionally and spiritually safe environments, where each of us can behave authentically.

We honour the moods of love, care, recognition, gratitude, curiosity, fun, playfulness.

We are comfortable with vocabulary like care, love, service, purpose, soul.

Wholeness

We aim to have an enterprise where we can honour all parts of us: the cognitive, physical, emotional, and spiritual; the rational and the intuitive; the feminine and the masculine.

We recognise that we are all deeply interconnected, part of a bigger whole that includes 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. We will always be learners. We have never arrived.

Failure in a particular endeavour is always a possibility if we strive boldly for our purpose and if we neglect the learning from experience for the formation of Knowledge. We discuss our successes and failures openly and learn from them. Hiding or neglecting to learn from failure 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 certain circumstances and may detract in other circumstances. As such, we always endeavour to consider the best circumstances/ ecosystem to enable unique characteristics and skills in individuals to add maximum value at that time. If someone is perceived as not bringing value we consider that the ecosystem and circumstance may not be appropriate for their skills to shine and might ask if it is possible to create the opportunity either within this community or within another.

Relationships and discord

We do not seek to change other people. We can only change ourselves.

We take ownership for our thoughts, beliefs, words, and actions.

Where possible we resolve disagreements one-on-one and don't drag other people into the problem. Tools such as the [Conversation for Understanding](#), [Maintaining Clean Communication](#) and the Resolution Process may be deployed to support alignment and coherence.

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) and take responsibility for acting as part of the whole.

Evolutionary Purpose

Collective purpose
Individual purpose
Planning the future

We view the organisation as adaptive to the Evolutionary Purpose for which it was begun.

We always consider the Evolutionary Purpose of Syntropic.world in context to the local and global ecosystem, adapting the direction of the organisation guided by its Evolutionary Purpose as a response to what is arising.

We have a duty to ourselves and to the organisation to inquire into our personal sense of calling to see if and how it resonates with the organisation's purpose.

We try to imbue our roles with our souls, not our egos.

Trying to predict and control the future is futile. We make forecasts only when a specific decision requires us to do so.

Everything will unfold with more grace if we stop trying to control and instead choose to simply sense and respond.

Advice process for decision making

1. Any person in Syntropic.world may make a decision in Integrity with the Evolutionary Purpose
2. Before doing so, the person must speak to all people who will be affected by the decision and any people who have existing expertise in the decision.
3. The person is under no obligation to integrate every or any piece of advise, but it must be sought and it must be taken into serious consideration.
4. The bigger the decision the wider the net of the advice process, right to the Chief Steward and Leadership Circle.

Clean communication and reaching agreement

Phase #1

The two parties sit together and try to sort out the issue privately. The initiator has to make a clear request (not a judgment, not a demand) and the other person has to respond clearly to the request with a 'yes' or 'no' or a counter proposal.

Phase#2

If they cannot find a solution agreeable to both of them, they nominate a colleague they both trust to act as mediator. The colleague supports the parties in finding agreement but cannot impose a resolution.

Phase#3

If mediation fails, a panel of topic relevant colleagues is convened. The panel's role, again, 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.

Phase#4

In an ultimate step the Chief Steward and Integrity Council will be called in to the panel.

All parties are to respect confidentiality during and after the process.

Role definition and allocation

Organically and by all-in agreement based on the Synergistic Accounting Audit and desire for learning and development.

Each person is responsible for updating their Synergistic audit, and the communication of this to all parties who will be affected by the changes.

Each person is responsible for being clear on their current role, the outcomes of that role, the expectations that others have on them to fulfil that role, the authority that is required to deliver the role, and what successful role completion will look like.

The primary role for all participants is to be a valued and valuable peer to your peers towards the Evolutionary Purpose. Contribution, engagement, sharing knowledge and skills, encouragement and championing are all ways to express your primary role.

Four regular conversations towards the Enterprise Architecture of Syntropic.world

1. Governance - specifically only to discuss roles and collaboration
2. Strategy - to enact the purpose
3. Tactics – day-to-day activities
4. Clarity - Clarifying conversations are to ensure that two or more people are completely clear as to their task, expectations and role, and to clean up any miscommunication or energetic, emotional or intellectual dissonance. Ensuring clarity in relationship is the responsibility of both the person making the communication and the person receiving the communication.

Monetary Provisioning

In the long run, there are no trade-offs between Evolutionary Purpose and monetary profits. If we focus on purpose, monetary abundance will follow. Our values and purpose lead every decision at all times. Using Synergistic Accounting, the monetary domain holds no more than 1/6th of the power, focus and control.

Leadership

Chief Steward -the role of the Chief Steward is to steward Syntropic.world to its greatest expression of wholeness and integrity. This is not necessarily a 'front of house' public role, rather a role that demands 'holding the space' for the Pattern Integrity of Syntropic.world to emerge. The Chief Steward is currently the initial founder. If the Chief Steward seeks to step down from that role the Integrity Council and Leadership Circle will select a new Chief Steward by unanimous vote, after partaking in the Advice Process. The new Chief Steward will then be able to select a new Integrity Council, maintaining one member for continuity.

Leadership Circle, Operations - The day to day running and decision making to ensure flow and well-being. Participation in the Leadership Circle has some fluidity, and occurs following the Advice Process by the existing Leadership Circle and after a majority vote.

Integrity Council - a team of 3-4 people, including the Chief Steward, and two-three other people the Chief Steward nominates, to ensure the values are held in integrity. The purpose of the Integrity Council is to ensure that the Chief Steward always holds true to the Evolutionary Purpose and Values of the organisation. The Integrity Council each have one vote. A majority vote is required in all instances. The Integrity Council are not required to vote on any issues other than a perceived failure of the organisation or Chief Steward to uphold its Evolutionary Purpose, Pattern Integrity and Values and for the selection of a new Chief Steward.

Active Members - any active participant will be acknowledged through signing the Pledge, participation in the Synergistic Audit and through other agreed means, including monetary remuneration, public recognition, well-being, knowledge transfer etc. An Active Team member is responsible for their update and maintenance of the Synergistic Audit and communication of changes and negotiation to all relevant parties.

Field Of Support - people who are deeply aligned to Syntropic.world and offer their support in multiple ways including energetic as well as active participation. We register those in the field of support as part of our public reporting process to ensure that value given from any field is fully seen and acknowledged.

Public Reporting

Syntropic.world will conduct a yearly Synergistic Audit which will be made public on the web site.

In addition, the monetary budget will be available on the web site.

These reports will be published within 10 weeks after the end of the Australian Financial Year. Commencing 2021.

Beneficiaries

The beneficiaries of this trust are all active participants who choose to engage with Syntropic.world as nominated in this manifesto for over 9 months or otherwise through an agreed engagement, transparent to all.

Conversation for Understanding

<https://www.syntropic.world/2016/02/conversation-for-understanding-a-tool-to-heal-the-war-between-us/>

Clean Communication

<https://www.syntropic.world/2016/02/clean-communication-the-foundation-of-all-great-and-enduring-relationships/>

Contact:

Christine McDougall

christine@syntropic.world

+61 414384000

www.syntropic.world

**contribution to the creation of this includes David Martin, R.Buckminster Fuller, Richard Hames, the work of Fredric Laloux, Robb Smith, the work of Ken Wilber and Integral Theory*