



# PLANETARI

## OUR TRUST MANIFESTO

The foundation of a Syntropic Enterprise – an enterprise that leaves everything it touches better

# 1. Where we are going and what is the Pattern Integrity of who we are



# Working towards a well world starts from within



Our Evolutionary Purpose is:

**Earth Led Education**

Souls care, hearts share, minds dare

We do this by:

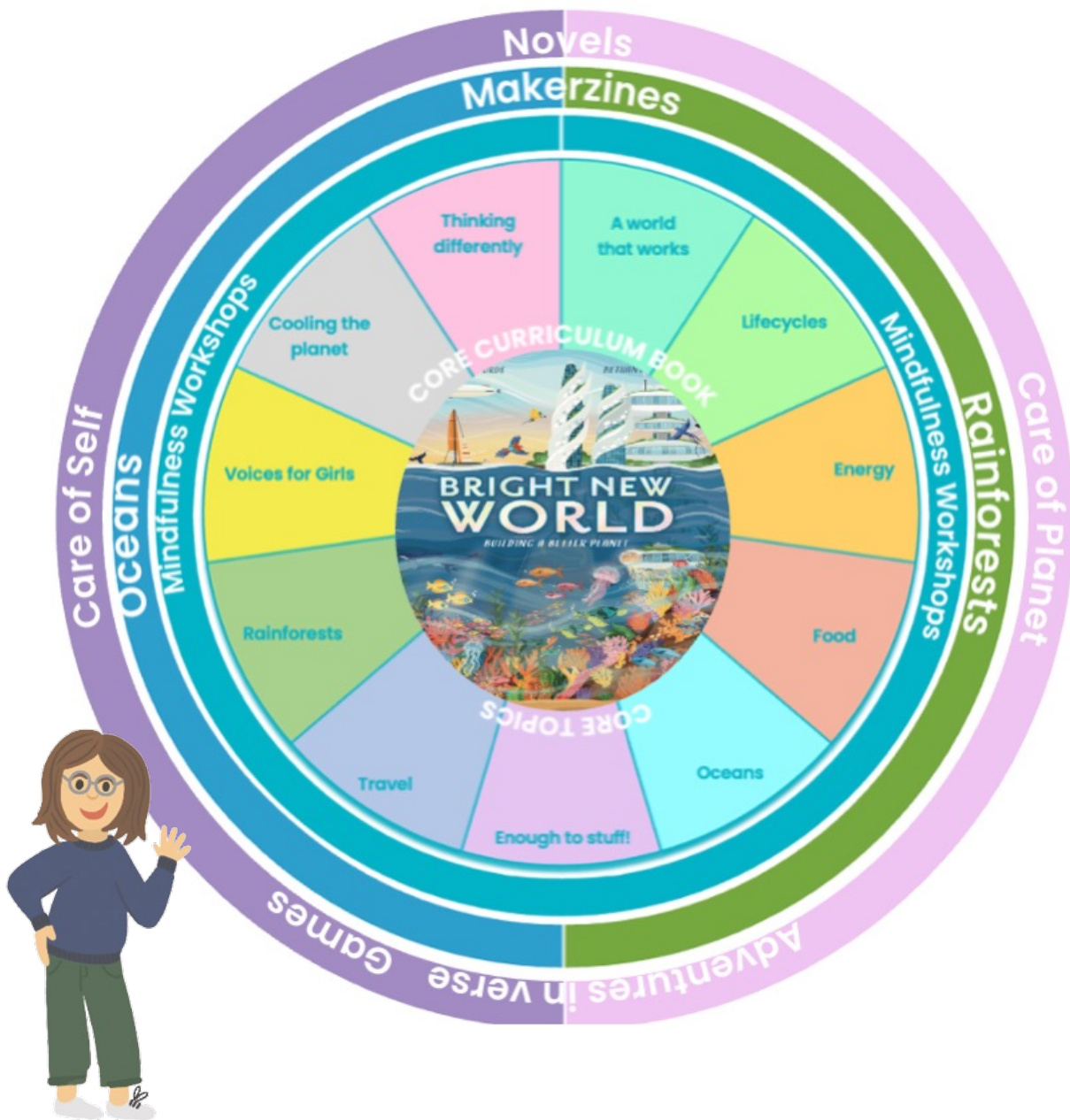
**Educating children who can co-create a world with a future.**

Earth led education acknowledges that working towards a well world starts from within.

The human family faces a complex existential crisis.  
Our survival now depends on our ability to  
understand and work within the planetary  
boundaries.

This requires a profound change to almost all our  
existing systems – energy, economics, food,  
transport, how we treat and value our life support  
systems such as rainforests and oceans, our cultural  
norms, archetypes and narratives.

At the root of this transformation is how we educate  
ourselves.



While clear behavioural boundaries and rigorous intellectual development are central to our methodology, Earth led learning embraces the reality that for a different outcome we need a different form of education. This is integral to Earth led education, our cycles of learning are set up to be living processes that evolve as we work with educators and communities to explore and build pathways to a world with a future.



A vibrant jungle scene with a large tree, a parrot, a butterfly, and various plants. The scene is set in a lush green environment with a large tree trunk on the left and right sides. A parrot with red, blue, and yellow feathers is perched on a branch in the upper center, surrounded by yellow fruit. A blue butterfly is flying nearby. In the lower left, there is a large red and white flower. In the lower right, there are orange and yellow flowers. The background is a light blue sky with a few small white clouds.

We create multidimensional learning experiences that nurture our sense of connection to nature, so that in whatever field of endeavour we choose, we understand ourselves as part of Earth's ecosystem.

We realise from the earliest years that our actions have a systemic impact, that instead of being an unconscious, or mindless, agent of our world's demise, we can be a mindful, conscious part of co-creating a world with a future.

# Our core values are care, share, dare.



As well as formalised classroom-based learning, we create curriculums and resources that develop practices for spiritual wholeness, and for the full exploration and development of the unique gifts or attributes that each child brings. Our learning cycles continually revisit the topics we have identified as key to the knowledge and skills children will need to thrive in today's world, building and deepening this knowing with each rotation.

These cycles encompass celebrations and rituals that honour the milestones of the children's individual journeys, those of local natural and cultural environment in which they live and learn, and those of the wider world and universe. Integrated with desk-based learning, discovery unfolds through hands-on experiences of art, science, music and movement, dance, meditation and many other enriching experiences.

# The Pattern Integrity of who we are

Indigenous wisdom, the teachings of the great books of the main Abrahamic religions and the far older yoga sutras inform our pattern integrity. We reference this as source wisdom, absent of any of the cultural dogma overlaid on these traditions. With so much human experience and endeavour across thousands of centuries to find right codes to live by, we feel it is prudent to learn from this collective source which, in essence, have so much commonality.

We find a succinct expression of our core principles in the three core tenants of the Butchulla people, custodians of K'Gari, Australia.

- What is good for the land must come first. (We interpret this to encompass, in our global times, what is good for all life, so people and all Earth's creatures)
- If you have plenty you must share.
- Do not touch or take anything that does not belong to you.





From the Yamas, or codes of behaviour, in the yoga sutras we draw five key threads of our pattern integrity that enable these principles to be upheld:

**1. Non-violence** –no harm to the natural world or to the communities we serve through our actions or speech, or to each other by practicing respectful and compassionate communication.

**2. No stealing** – of people's resources, time or self-esteem. We must value and acknowledge what people bring in a way that is mutually agreed and upheld.

**3. Truthfulness and integrity** underpin our relationships. We will practice clean, non-violent communication and clear management of expectations.

**4. Right use of energy** – rather than succumbing to the overwhelm of the systemic crisis we will use our energy to maintain a clear focus on what we *can* do according to our abilities and the ecosystem in which we operate.

**5. Non greed** – Vandana Shiva uses the phrase 'the greed economy' to describe the modus operandi of the our currently global economic and business models that have brought us to the edge of extinction. We operate with collaboration and cooperation across our ecosystem toward the goals of shared abundance.



## 2. What inter-relational agreements are essential?



Within our community we commit to organisational wellbeing through:

- 1. Clean communication** – immediately addressing misunderstanding or upset, allowing others to be heard.
- 2. Contentment and optimism**, focus on what we can do rather than what we can't.
- 3. Respect for self and others**, compassion for self and others.
- 4. Self-awareness and reflection**, acceptance of and respect for multiple perspectives.
- 5. Understanding that we are part of a greater whole**, both as an organisational community and a species.

### 3. How do we handle relational upset and disagreement as a team?

Clear communication of the organisational vision, purpose and values.

Compassionate, non-violent communication between us.

When joining the organisation all members are provided with training in non-violent communication and the syntropic tools handling relational upset, including:

- clean communication
- managing expectations
- conversations for understanding.

We have a 'Laundry Room', a designated time and space to bring things up. Essentially, a compassionate space to foster a healthy and positive culture. This is particularly important for people who find it hard to request the space for a conversation. They are supported by knowing that the space is there, that this is the time we can have these harder conversations.

There is a commitment to training to use the tools of clean communication so people feel empowered to use the space and become more skilled at clean communication as the organisation evolves.



# ...And in the wider world?

This also becomes part of how we enable children to deal with dispute. Children can pattern from positive models and learn, by lived example, the language and tools for how you deal with difference of opinion, dispute or in more severe cases, conflict, in their immediate lives and, eventually, in the world.

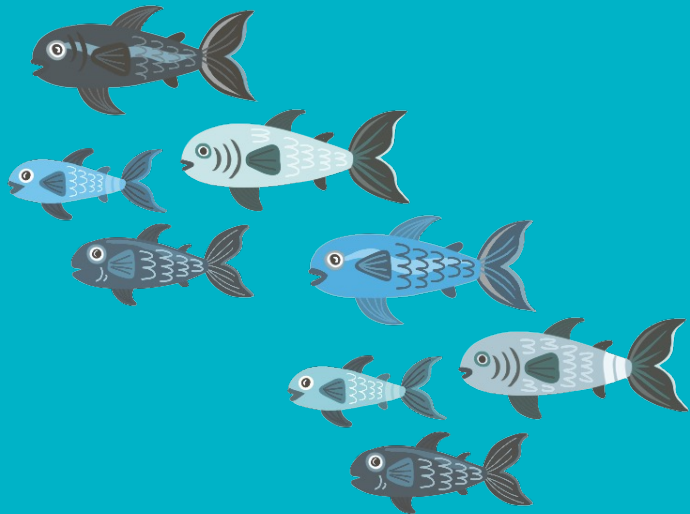
In our programmes we work with stories that encapsulate this approach. This allows children to develop the vocabulary to support compassionate communication and tools for how to 'be' in the world as an effective member of a family, community or organisation.



We strive to maintain an 'uncharged' learning environment, so teachers and adults are models for the behaviour we would like children to develop. We embed this practice culturally through the narratives and materials in the curriculum and embody this in how things are done in the Planetari ecosystem.

In this way, Earth led education becomes a way of living. It is a life philosophy connected to something much bigger than the classroom.

## 4. How do we make decisions?



**Planetari is a living organisation that functions via cells or circles.**

Each cell has a nucleus, or someone responsible for that particular area, though the ultimate decision they will make is arrived at through consultation with the rest of the cell or for wider decisions, the rest of the organisation/organism/. We call this cellular (or round table) decision making.

This circular/cellular consultation process puts a cordon of safety around decision-making.

The input of the wider ecosystem has been incorporated in the decision so that it has more chance of being a healthy one and the ultimate decision maker has valuable guidance and support. They have the remit to act, at the same time as being able to share the responsibility of the decision.

As with all organs, around this circle of cells lives another circle, which has the leadership team within the membrane. On occasions the steward leader of the organisation may need to be dominant. If our ecology is healthy, this should be rare, but, when it is necessary, we are not afraid of clear decision making by the leadership team or single steward leader.



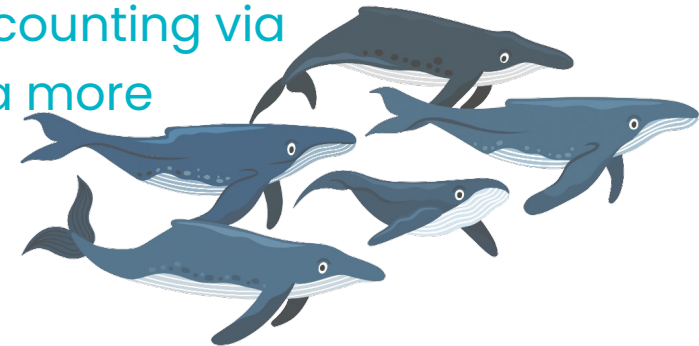
## 5. How do we address leadership? Who is responsible for what? When does this change?

While clear decision making is vital and we recognise that complete consensus can lead to mediocrity, compromise in quality or lack of vision, we see the current, almost wholly hierarchical model of leadership as failed and in need of rethinking. We aim to be part of this exploration of collaborative yet effective leadership.

We will support our cellular decision making with structure with oversight for key decision makers, in the form of an 'integrity council' or other mechanisms to ensure leadership with integrity.

Within an ecosystem of trust and transparency, underpinned by our pattern integrity and key processes such as clean communication, cellular decision making, our laundry room, we endeavour to reframe leadership. In place of hierarchical 'power over,' the power of leadership is used to enable, in place of brow beating, leaders give agency.

We will engage with syntropic tools to reframe power, such Synergistic Accounting via the Synergetic Audit that measures value in multiple domains so there is a more equitable understanding of the worth of each member of the community.



## 6. How do we manage money and value?



We aim for Planetari to be an organisation where you can live your life as you work, rather than working to live your life.

It is a place where you can bring and work from your full self. This must also translate to how children experience their learning and education. While there is narrative around 'self-actualisation' in schools, a reality is that schools often narrow down young people to what will serve a post-industrial revolution society. A society that is now at odds with human survival. It is critical to recognize these narratives and social constructs and to redefine them.

By using tools that enable us to measure and reward and re-assess value in multiple domains, we aim to be part of the shift in what we value in the wider world, now so critical to humans learning to live within the planetary boundaries.

# A Synergetic Audit

A Synergetic Audit enables us to build a much more comprehensive view of what someone brings to Planetari and why this is of value.

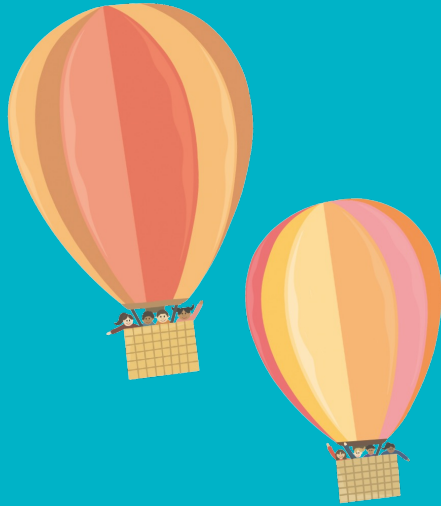
This will clearly be an evolving process as human beings are not stagnant. It can be conducted when somebody joins and as part of our organisational cycles.

We believe that clean financial communication is also foundational to the health of the organisation as well as a mechanism to deal with financial changes. Everyone should know how much everyone else is paid.

Within Planetari, while initially we may have scarcity of financial income, we will find a way to meet the needs of our community by resourcing value in different domains.



# We want to see decent pay for everyone.



We are comfortable with people getting paid money according to their need, especially at the early stages, so long as that is clearly expressed, genuine and transparently agreed to.

Our weekly All-Hands meetings will include a financial review/ check in. If there are serious financial issues arising from this, they will be addressed at a separate meeting to ensure expectations are managed.

Our Laundry Room will help us develop the skills around clean communications, clean financial communications and transparent accounting.

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# When might this change as the enterprise grows and what do we do prior to this change to reframe our agreement?

If there is change in finances, it is important for people to know and understand why things are changing, this creates the opportunity for people to feel more connected to the organisation, not disenfranchised from it.

As well as enabling us to fully understand the multiple types of value within the organisation, a Synergetic Audit is also a way for us to honour and show gratitude to the different skills and resources people within the organisation bring and offer, and make clear how we depend on these and how they make us all stronger.





# Shifting the values system in the wider world

Our future now depends on reversing the exploitative 'extract to extinction' model that dominates our world. So many of us are indoctrinated only to value money, mirroring the measure of a country's 'success' only in GDP. It is critical that a realignment of what we value takes place in our education system, so a realignment of value will be integral to our programmes and resources as well as in how we enable teachers to see, or feel safe acknowledging value, and to communicate this to the children.

At present, the reality in many schools and school systems is that only the children that have the qualities that can translate to monetary worth/ or can be readily commoditised are highly valued. The skills that the other children bring are negated. This is a very profound issue both for the health of the diversity of our human ecosystem and culture as well as for the individual well-being and mental health for so many children. Monocultures bring collapse, by valuing only one type of human skills set, we are fuelling our demise.



## 7. Common definitions to be sure there is 100% alignment of language

### **Syntropic Enterprise**

An enterprise that leaves everything it touches better.

### **Synergistic Accounting**

The Synergistic Accounting system is based on Buckminster Fuller's work to consider the whole, all types of value, when looking at, or accounting for any system.

### **Synergetic Audit**

The process by which synergetic accounting is conducted.

### **Non Violent Communication**

Communication that expresses the need for respect, the value of kindness, that takes away blame while allowing people to be heard

### **Clean Communication**

Commitment to respectful and positive communication and to the training and self development required to do this.

### **Integrity Council**

Group of wise and trusted, independent individuals who advise on our decisions hold us to account to our values.





# Thank You

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**With special thanks to Christine McDougall, originator of The Trust Manifesto and founder of Syntropic World**

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