

Founders' Agreement

Purpose

The purpose of this document is to outline what we agree to, while honoring our relationship and the opportunity before us.

Vision

We envision a world of resilient communities with many meaningful connections between members, and a healthy core/periphery structure.

Mission

Our mission is to discover, develop, and scale new kinds of cultural patterns through innovative and useful tools and learning experiences, awakening the potential in human relationships in places where these are latent.

Values

Our values influence every aspect of our agreement and collaboration. We use our values to help guide us in our decisions, to choose the right path, the next step, or the choice between multiple options, and to facilitate communications. They ground the spirit of our work together.

1. **Open to spirit** - We stay in dialogue with the world of spirit to inform our work.
2. **Grounded in practice** - We are practical and use resources wisely and efficiently to create value through research, testing, and action-learning.
3. **Cocreating the new** - We go deep to support innovation that has potential to foster meaningful change
4. **Cultivating wealth of many kinds** - We have a long term orientation to growing relational, cultural, and material wealth
5. **Expanding mindfully** - We grow so we can activate our work reach those who can benefit at the highest leverage points
6. **Embodying deep respect** - We show respect and consideration to the resources of the Earth that support our work: people and their time, intelligence and creativity, tools

7. **Trusting and being worthy of trust** - We see working in trust as a joyful luxury, we dare to trust and strive to be worthy of trust in each tiny act.
8. **Committed to kindness** - We are aware of our humanity and the humanity of others, and so treat everyone we touch with fairness.
9. **Embracing rhythms** - We seek to listen and align ourselves with the larger patterns at play in our culture and on our planet, participate in their unfolding logic.
10. **Cultivating lightness** - We are playful beings. We encourage humor, lightness and authentic joy in our daily work and interactions.
11. **Thriving within constraint** - We support sustainable practices and avoid depletion. We acknowledge the limited nature of life force, time, natural, resources and the unlimited potential of imagination and creativity.

We value:

- Action **over** perfection (good enough for now, safe enough to try, 98% over 100%)
- Health and well being **over** results
- Long term transformation **over** quick wins
- Research **over** our own ideas and opinions
- Improvisation within shared rhythms **over** individual styles and idiosyncrasies
- What allows the company to fulfill its service mission **over** what is convenient or comfortable
- Honoring our founding philosophy **over** profit

That is, while there is value in the items on the right, we value the items on the left more.

Ownership

Each of us is a Co-Founder of, and shares equally in, the ownership of this project. We agree to honor this partnership by devoting the needed time, effort, and resources to it, while remaining sustainable to continued action.

We agree to equally share the responsibility for resourcing this project. We agree to calculate any monetary contributions that have already been made and to implement a method for sharing this responsibility going forward.

ADDRESSING CHANGE & ENGAGING DISAGREEMENT (ACED)

When we sense rising tension or disruptive change, we make every effort to engage with it promptly. Our starting place is our purpose, mission, and core values, along with our deep understanding of each other's conflict resolution styles. We choose to use Non-Violent Communication throughout our interactions and to have the Sociocratic Decision Making method guide our way.

If something unanticipated happens or if we find ourselves in disagreement, we both are committed to avoiding adversarial proceedings of any kind and to collaborating to bring whatever transformation will best serve the needs of all.

Ongoing ACED

Our intention is to address change and engage disagreement regularly and proactively. We have created a monthly meeting ritual. The purpose is to engage accumulated stressors directly and define ways we can course-correct.

The format of this meeting is:

- Person A shares how they are doing, including any stressors or appreciations (observations, feelings, needs -> reflection)
- Person B reflects back and seeks confirmation that they've understood accurately and completely
- Person B shares
- Person A reflects back and seeks confirmation that they've understood accurately and completely
- Discussion on course corrections and next steps
- Appreciations

Ad-Hoc ACED

If one of us is feeling a "disturbance in The Force" in relation to our partnership, we will inform the other as soon as we feel able to. We respect that each of us has different ways and rhythms for processing stress. Our commitment is to let our partner know within two weeks, and not let the tension go on for more than a month, and we trust one another to do so. When we are ready, we will inform our partner with a written message or verbal communication, stating "I feel a disturbance in The Force" or similar and

requesting a meeting at a convenient time when we both feel we can be harmonious and bring the best of ourselves to the meeting. We will then follow the format of the Ongoing ACED.

When an area of tension has been articulated and understood by both, including needs, our focus will be to move to proposal forming. We will form proposals individually or together, and consider proposals in our quarterly or ad-hoc governance meetings.

If we need support: Discovery Sprint

If we have not been able to resolve the situation through proposals emerging out of the Ad-Hoc ACED, we will dedicate the next 6-week sprint to carrying out research to identify new ways of looking at the situation.

Each is invited to draw on resources during this period, including books and experts, who have deep experience in subject matter domains relevant to our challenge (e.g., startups, communities, communication, technology, governance, etc.).

Each is also encouraged to connect with spirit in their own ways (ceremony, meditation, I Ching) to find perspective on the challenge.

Toward the end of this sprint we will meet to take a long walk to share our discoveries.

If we still can't resolve it with support: Facilitated Realignment Learning Experience

We agree that if we find that we are unable to reach resolution by these measures, then we will engage in a formal learning experience together. We also agree that good-faith participation in such a learning experience is a precondition to pursuing any other available legal or equitable remedy, including litigation, arbitration or other dispute resolution procedures.

The learning experience will be facilitated by a neutral facilitator we both agree on (XXX, or someone with comparable skillset and cost) who is trained in nonviolent communication, restorative practice, and sociocracy.

Either person may move to initiate the Facilitated Realignment Learning Experience within 1 month of the walk commemorating the end of the Discovery Sprint, if alignment has not been achieved. The other agrees to respond within a week and participate. The learning experience will be scheduled in such a way that it can be accommodated by

both, but not an excessive amount of time after the request. We agree to share equally the costs of the learning experience.

All statements made in mediation are confidential except where disclosure is required by law.

Dedication

[poem]

I have co-created, read, and understood this agreement, and I agree I will honor it in word and spirit.
