

## **A Proposed Manifesto**

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1. We have created a community, whose members develop a deep and significant commitment to a shared vision & purpose.
2. We communicate with each other openly and honestly.
3. We feel that we belong together and individually and collectively we can make a difference in the world.
4. We organize ourselves with total absence of hierarchy, as equal partners in stewardship and mutual assistance.
5. As stewards we assume responsibility for specific tasks in building our community and advancing our shared purposes.
6. We practice genuine & authentic participation so as to create the common future of our community by continuous design.
7. We apply maximum flexibility in our work and take full advantage of our individual and collective knowledge, abilities, competence, and creativity; and take responsibility for the continuing development of these qualities.
8. We take responsibility for applying what we learn "back home," creating resources for others in systems and design learning and expanding the reach of the conversation movement.
9. We are bonded; we can rely on, honor, trust, and support each other. We share values and expectations; and live by our collectively defined code of ethics.