Core Agreements & Flow Funding Practices

Co-created in Partnership with Our Flow Fund Advisors

KINSHIP EARTH

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Kinship Earth Core Agreements & Flow Funding Practices

Co-created in partnership with our Flow Fund Advisors - grassroots changemakers who represent the communities we aim to serve

1. Transforming Philanthropy

- Share decision-making power with BIPOC and local leaders.
- Remove barriers to grassroots funding.
- Apply seventh-generation thinking in all decisions.

2. Mindfulness & Cultural Awareness

- Acknowledge and act within bioregional and cultural contexts.
- Drive action through mindfulness and cultural revitalization.
- Intentionally decolonize philanthropy.
- Recognize and challenge power dynamics and oppressive systems.

3. Community Engagement & Mutual Support

- Emphasize vulnerability, deep listening, and heart-sharing.
- Rotate facilitation roles and encourage shared leadership.
- Build authentic relationships and foster connection with Earth.

4. Communication & Trust

- Use conscious, non-violent, transparent communication.
- Create safe spaces that welcome vulnerability and spontaneity.
- Encourage the expression of unique perspectives.

5. Equity & Sensitivity

- Apply ancestral and Indigenous wisdom in all processes.

- Use inclusive, gender-neutral language and adapt communication to context.

- Be attuned to cultural nuance and equity in all engagements.

6. Nature-First Philosophy

- Give nature a voice in decision-making (e.g., "a tree at the table").

- Make time for connection with nature.

- Center Indigenous voices and ecological wisdom.

7. Restorative Justice & Feedback Loops

- Resolve conflict using restorative practices and non-violent dialogue.

- Embrace feedback from all roles—especially Flow Funders and end recipients.

- Use anonymous digital feedback tools and self-correcting systems.

- Invite professionals with restorative justice expertise when needed.

8. Observation & Reflection

- Integrate nature's signals (e.g., changes in land or water) into decision-making.

- Pause to reflect on misalignment and use ecological metaphors for problem-solving.

9. Inclusive Decision-Making & Role Rotation

- Embrace a range of decision-making models (e.g., consensus, consent, rotating stewardship).

- In times of urgency or crisis, elect a trusted individual to make funding decisions on behalf of the group.

- DAOs and other decentralized models may be explored for transparent governance.

10. Narrative Impact Measurement

- Prioritize qualitative storytelling over quantitative reporting.
- Invite Flow Funders and recipients to share what inspired, challenged, moved, and surprised them.
- Integrate comprehensive, participatory design science into program evaluation.