

CHNGMKR ●

A KNOWLEDGE TRUST

THE CHNGMKR CONSTITUTION

How knowledge, contribution and value circulate

FOUNDING VERSION 1.1 / JULY 2026

P R E A M B L E

Sometimes, all it takes is meeting the right person.

A recommendation can reveal a path, a vocation, a place, a practice or a community that changes the direction of a life.

Every person carries traces of other people: teachers, friends, colleagues, artists, scientists, activists, neighbours, mentors and strangers encountered at the right moment. Their influence appears later in a decision, a commitment, a way of working or a renewed sense of possibility.

The people who inspire us have themselves been inspired by others. Their recommendations form living chains of transmission. CHNGMKR makes those chains visible, documents them and helps them continue through discovery, learning and real encounters.

THE FOUNDING IDEA

Every meaningful encounter starts with someone else's recommendation. CHNGMKR helps people follow those recommendations until they become their own.

CHNGMKR is building a community knowledge trust dedicated to human recommendations, collective discernment and real encounters. Curators share the people who shaped their thinking and action. Changemakers bring experience, methods and knowledge grounded in real life. Users explore these recommendations, create their own paths and sometimes meet the people behind them.

This Constitution establishes the commitments that hold the trust together: careful curation, fair attribution, respect for changemakers, transparent value sharing, editorial independence and a progressive path toward community ownership.

ARTICLE 01

Turn human recommendations into paths for action.

CHNGMKR helps people feel inspired, find direction and take action through trusted human recommendations and real encounters.

THE CHNGMKR CYCLE

Recommendation → discovery → understanding → encounter → action → transmission

A curator recommends a person whose trajectory carries useful knowledge. CHNGMKR documents the recommendation and places it within a wider map. A user discovers a person, a method, a cause or a possible direction. A conversation or encounter may deepen that discovery. The learning can influence a decision, a project, a career or a commitment. The user may later transmit a new recommendation in turn.

CHNGMKR develops the editorial, relational and technical infrastructure that allows this movement to continue across generations, cultures, disciplines and territories.

The institution grows through four outcomes

- Recommendations that are precise, situated and useful.
- Profiles and blueprints that make lived knowledge understandable.
- Encounters that create genuine learning and new action.
- A sharing model that returns value to the people and projects that create it.

ARTICLE 02

Connect human judgment to deepen collective discernment.

A trajectory carries knowledge through its choices, constraints, methods, relationships, failures, consequences and transmission.

A project sustained over twenty years carries knowledge. A choice made under pressure carries knowledge. A local practice refined in the field carries knowledge. A difficult compromise and a failed experiment can carry knowledge as well.

CHNGMKR documents the whole trajectory surrounding action: motivations, formative encounters, decisive choices, material conditions, collaborations, tensions, duration and effects. This whole-model approach helps users understand how change takes shape and what may travel into another context.

Each curator reveals a part of the landscape. Independent recommendations produce patterns, bridges and signals across disciplines and territories. Their convergence strengthens the map and makes collective discernment possible.

COLLECTIVE DISCERNMENT

The patient accumulation of independent human judgments, connected through evidence, context and use.

The map gives greater weight to relevance, explanation, repeated recognition and real-world outcomes. Technology organises these signals and preserves their origins. Human contribution remains the source of the knowledge.

ARTICLE 03

Curators create editorial and economic value.

A curator shares the people who shaped their thinking, practice or way of acting. Each recommendation becomes an attributed contribution to the trust.

Curators contribute through lists, argued recommendations, profile enrichment, introductions, territorial mapping, blueprint research, encounter preparation and commercial opportunities connected to CHNGMKR.

Every curator receives four core rights

RIGHT	WHAT IT MEANS	WHEN IT APPLIES
Attribution	The curator's name remains attached to original recommendations and texts.	From publication.
Visibility	The curator profile shows lists, recommendations and outcomes that can be disclosed.	As activity develops.
Information	The curator receives a statement showing eligible uses and allocations.	At least annually.
Economic participation	Qualifying contributions generate direct payments and annual revenue sharing.	According to Articles 7–9.

A CURATOR CAN EARN FROM CHNGMKR

Paid encounters, commissioned maps, blueprints, client introductions, CHNGMKR+ subscriptions and institutional licences can all generate curator income. The Contribution Ledger records the source and calculation.

A curator may receive payment through a legally eligible route for their status, through an organisation, or as an allocation to the CHNGMKR Impact Pool. Small balances accumulate until the payment threshold is reached.

ARTICLE 04

Curation combines freedom, care and responsibility.

A recommendation guides the attention of others. Its strength comes from sincerity, context and the quality of its explanation.

Curators recommend people they genuinely admire, respect or have learned from. Their explanation gives the recommendation meaning and helps users understand what the trajectory may teach.

Their discernment may come from direct experience, sustained observation, published work or long-term knowledge of a field.

Curators strengthen the trust when they

- write recommendations that are specific and grounded;
- welcome factual correction and update material changes;
- preserve the dignity, context and complexity of the person described;
- protect confidential information;
- contribute across cultures with attention to local realities;
- disclose interests that could materially affect editorial trust;
- uphold the editorial independence of the map.

EDITORIAL RESPONSIBILITY

A recommendation expresses informed admiration and a reason to learn. It represents a human judgment situated in time, open to context and capable of evolution.

Curator roles can develop with activity and responsibility. Future roles may include territorial curator, thematic curator, lead curator, blueprint contributor, editorial steward and curator-in-residence. Each role receives a clear scope, recognition and compensation framework.

ARTICLE 05

Changemakers remain free, respected and fairly recognised.

Changemakers are the living source of the experience, methods and knowledge that CHNGMKR helps transmit.

An editorial profile may be created when a curator recommends a person and reliable public sources allow responsible documentation. The profile records the recommendation and the sources used. Active participation begins through a specific choice by the person concerned.

PROFILE STATUS	MEANING
Editorial	Created from curator recommendations and reliable public sources.
Confirmed	Reviewed, corrected or enriched by the person concerned or an authorised representative.
Connectable	The person has chosen to receive selected requests through CHNGMKR.
Encounter-ready	The person has chosen to consider paid meetings, immersions or other forms of transmission.
Legacy	Dedicated to a deceased changemaker and built from respectful archival and editorial research.

Paid encounters use a specific confirmation covering purpose, date, format, participants, remuneration, confidentiality and media rights. Changemakers may receive payment personally or direct it toward an organisation or cause.

Changemakers can request factual correction, contextual enrichment, review of sensitive material and clarification of profile status. CHNGMKR approaches each person with respect for their time, their work and the communities surrounding it.

ARTICLE 06

Every contribution enters a transparent ledger.

The Contribution Ledger connects contribution, attribution, use and economic value.

The Ledger records eligible recommendations, editorial work, introductions, encounters, licence use and allocations. It supports fair payment, audit and institutional learning.

RECORDED FIELD	EXAMPLE	PURPOSE
Contributor	Curator, changemaker, writer, partner or team member.	Attribution
Contribution	Recommendation, introduction, interview, map, blueprint or correction.	Classification
Evidence	Publication date, source, brief, contract or completed encounter.	Verification
Use	Profile discovery, licence use, connection, encounter or sale.	Outcome
Allocation	Applicable rule, amount due and beneficiary.	Payment
Status	Recorded, verified, payable, paid or carried forward.	Administration

Curators progressively gain access to a dashboard showing their recommendations, qualified use, real-world outcomes and economic allocations. Each annual statement explains the calculation in accessible terms.

EVIDENCE BEFORE ALLOCATION

Each payment can be explained through a traceable link between a contribution and the value it helped create.

The Ledger preserves context around each signal. Human review supports material allocations and resolves exceptional cases.

ARTICLE 07

Every revenue stream contributes to shared value.

CHNGMKR organises revenue through two complementary circuits: direct sharing and annual trust sharing.

CIRCUIT	HOW VALUE CIRCULATES
Direct sharing	Known contributors receive a defined share when a specific encounter, assignment, map, blueprint or introduction generates revenue.
Annual trust sharing	CHNGMKR+ subscriptions and every form of licence revenue feed annual pools for curators, changemakers and changemaker-led projects.

How the revenue base is calculated

The community share is calculated on contribution margin: revenue collected, less VAT, refunds and payment fees, once the direct costs required to deliver that revenue are covered. Permanent salaries, general product development, brand and marketing, offices and administrative overhead are never deducted.

Direct encounters and commissioned work use a separate project base after VAT, refunds, payment fees and verified external delivery costs.

Allocations are gross. Payment follows the tax, invoicing, social-contribution and reporting rules applicable to each beneficiary. Direct payments may be quarterly; every eligible balance is settled at least annually, by 30 June after the financial year closes.

The €100 payment threshold carries smaller balances forward. Contributors may redirect eligible amounts to the Impact Pool.

THE SHARED PRINCIPLE

CHNGMKR retains the resources required to operate and develop the institution. Curators, changemakers and their projects participate in the economic value generated by the knowledge they help create.

ARTICLE 08

Direct revenue rewards direct contribution.

Encounters and commissioned work create an immediate, traceable relationship between contribution and revenue.

Paid encounters: founding allocation range

BENEFICIARY	INDICATIVE SHARE	ROLE
Changemaker or chosen organisation	30–50%	Time, knowledge, access and preparation.
Originating curator	5–10%	Recommendation and, where relevant, introduction or preparation.
Impact Pool	5%	Support for changemaker-led projects.
CHNGMKR	35–60%	Research, matching, production, platform, sales, administration and margin.

Each encounter uses one exact allocation totalling 100%. The final split reflects the format, preparation, operational complexity and each person's recorded role, and is confirmed before the encounter.

Maps, blueprints and introductions

- Commissioned maps include clear budgets for research, curation, editorial work, licence and project management. Curators may receive fixed fees and future licence participation when their corpus remains central.
- Blueprint contributors may receive interview, research, writing or editorial fees. Recurring sales may support royalties when administration becomes proportionate.
- A direct client introduction may generate a time-limited commission agreed in advance and recorded separately from editorial curation.

ANNUAL SETTLEMENT

Direct allocations are paid after collection and completion, with quarterly processing where practical and annual settlement as the outer limit.

ARTICLE 09

CHNGMKR+ and licences create annual trust income.

Subscriptions and licences derive value from the full corpus: recommendations, profiles, lists, structured data, search, blueprints and the relationships between them.

Each year, CHNGMKR shares at least 10% of its contribution margin with the community. Once CHNGMKR is financially secure, that share is topped up to reach 50% of distributable profit in total; the two stages do not add together. The rule applies prospectively, is published by version and reviewed annually against actual economics and community outcomes. Allocations already earned remain governed by the rule in force when the revenue was collected.

ANNUAL POOL	SHARE OF THE COMMUNITY SHARE	PURPOSE
Curator allocation	50%	Rewards presence, the cards a curator has signed and the engagement those cards receive.
Changemaker Recognition	25%	Recognises changemakers whose profiles, knowledge and direct contributions create sustained value.
Impact Pool	25%	Supports changemaker-led projects and underrepresented work.

How the curator allocation is divided

SIGNAL	WEIGHT	EXAMPLE
Presence	40%	Split equally between the curators who signed at least one card in the year.
Curation	30%	Pro rata of the cards signed and still live at the close of the year.
Resonance	30%	Pro rata of engagement: one point per save, five per introduction request.

The annual statement shows the pool size, the applicable version of the rules, the curator's share and the underlying contribution signals. The weighting evolves through public versioning and observed results.

Eligibility, ceiling and settlement

A curator is eligible for a given year when the Curator Charter in force has been accepted, at least one of their cards is live at the close of that year, and no card of theirs was withdrawn that year for a breach of the Charter. The presence component additionally requires at least one card signed during the year.

The founder and chief curator takes nothing from the curator allocation: his cards and their engagement are left out of the counts, so the allocation is divided in full between the other curators. No other curator receives more than 25% of it in a year; any excess is redistributed under the same rules.

Shares are computed on recorded metrics at the close of the calendar year and settled by 30 June. Every curator receives their own figures, and the totals are published in the annual transparency report.

ARTICLE 10

The Impact Pool turns attention into concrete support.

The Impact Pool supports projects connected to changemakers whose work receives sustained interest and real engagement through CHNGMKR.

Its resources include a quarter of the community share, the 5% share of eligible direct encounters, voluntary allocations and partner contributions.

Initial project-selection weighting

SIGNAL	WEIGHT	WHAT IT CAPTURES
Qualified support	15%	Bookmarks, recommendations and meaningful collection use.
Sustained attention	20%	Repeated reading, blueprint engagement and thoughtful feedback.
Requests for connection	25%	Meeting, invitation and collaboration requests.
Real engagement	30%	Completed encounters, collaborations, contracts and documented outcomes.
Equity adjustment	10%	Language, geography, organisation size, media visibility and long time horizons.

DEPTH CARRIES MORE WEIGHT THAN VISIBILITY

A completed meeting, collaboration or documented outcome contributes more than a passive view. The equity adjustment protects valuable work whose public visibility remains limited.

The Changemaker Recognition Pool is paid to a verified person, organisation or chosen cause. Allocations linked to editorial or legacy profiles can remain reserved while a verified beneficiary is identified. The published annual rules define the reservation period and the later transfer of unclaimed allocations to the Impact Pool.

CHNGMKR publishes an annual account of amounts collected, amounts distributed, projects supported and material changes to the model.

ARTICLE 11

Independence, technology and community ownership reinforce one another.

Editorial trust, useful technology and shared economics form the institutional foundation of CHNGMKR.

Editorial independence

Recommendations arise from curator judgment. Commercial clients purchase research, access, licences, encounters and production. Editorial selection follows the recommendation system, evidence and CHNGMKR's standards. The team reviews material conflicts that could affect trust.

Technology for human discernment

CHNGMKR uses technology to search, connect and interpret human recommendations. AI search works from the CHNGMKR knowledge base and preserves source traceability, context, uncertainty and plurality. Product design gives greater weight to relevance and meaningful outcomes than to raw attention.

Progressive community ownership

The operating company currently carries product development, contracts, employment, legal compliance, data protection, commercial risk and financial continuity. Community ownership grows through attribution, economic participation, transparent reporting, contributor representation and, when the operating model is mature, an appropriate trust or hybrid legal structure.

Evolution

Every Constitution version carries a number, publication date and change record. The founding team stewards the first versions. Curators and active contributors can submit comments and proposed amendments. Material changes to economic rights or curator responsibilities receive clear notice and renewed adoption when appropriate.

Governance rests on written responsibility

CHNGMKR does not hold member or curator votes. No provision of this Constitution grants voting rights, shares, tokens or any financial instrument to members or curators. Responsibilities are set out in writing, attributed by name, and reported once a year in the transparency report.

ADOPTION

To curate is to pass something forward.

Every curator helps shape the map, the culture and the economy of CHNGMKR.

The curator-adoption interface records the curator's full name, account, Constitution version, date, time and explicit confirmation.

SUGGESTED ADOPTION WORDING

By becoming a curator, I contribute my recommendations to a shared knowledge trust. I have read and adopt the CHNGMKR Constitution, including its principles of editorial responsibility, attribution, independence and value sharing.

What adoption means

- The curator's original recommendations remain attributed.
- Qualifying contributions enter the Contribution Ledger.
- Eligible direct and annual allocations are calculated under the rules set out in this Constitution.
- The curator can propose corrections and amendments to future versions.
- Legal terms governing accounts, privacy, intellectual property and paid assignments continue to apply.

We become through other people.

Their choices widen our imagination. Their work reveals possible paths. Their recommendations lead us toward lives, ideas and places we may never have found otherwise.

CHNGMKR carries those recommendations further. We build the map together. We deepen it through experience. We bring it to life through encounters. We share the value it creates. And we leave it richer for those who come next.

CHNGMKR ●

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Change record

Version 0.8, adopted 25 July 2026. The value-sharing rules are written into articles 07, 09 and 11: community share on contribution margin, curator allocation by presence, curation and resonance, eligibility, ceiling and settlement. The separate amendment pages of version 0.7 are removed. Reviewed by counsel, 25 July 2026.

Version 1.0, adopted 26 July 2026. No change of substance from version 0.8: same articles, same value-sharing rules. Full validation by counsel completed 26 July 2026. This is the founding version in force.

Version 1.1, adopted 30 July 2026. No change of substance from version 1.0: same articles, same value-sharing rules. The word naming the structure becomes "trust" throughout.