



Les Bons Hommes
THE BROTHERHOOD OF GOODNESS
Divine Wisdom · Divine Love · Divine Service



Community Charter & Development Framework

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Introduction

Les Bons Hommes is an international community of people who strive to live according to high ideals and the divine principle of Goodness. We are connected through Divine Wisdom, Divine Love, Divine Understanding and Divine Compassion for all beings and for the whole of creation.

Les Bons Hommes is neither a religion, a political organization nor a secret or esoteric society. It is a community dedicated to the ideal of Goodness and to serving God, mankind and creation. Every member remains free to follow their own individual path with respect to the universal laws of creation.

This Charter describes how we seek to translate our ideals into personal conduct, community life and practical work.

It is not intended to create rigid conformity. Rather, it provides a common foundation that allows people of different cultures, traditions, beliefs and life paths to work together in harmony.

1. The Foundation

- Divine Goodness
- Divine Wisdom
- Divine Love
- Brotherhood of Mankind
- Respect for free will
- Personal responsibility
- Compassion and understanding
- Good Thoughts • Good Words • Good Deeds
- Service to God, mankind and creation

We understand Divine Unity as underlying the diversity of creation. Divine Love, Wisdom, Harmony and Order are expressions of this unity, while human beings express these principles through virtues, balance, maturity and conscious action.

Our understanding of God is universal. God may be understood as the Source of Life, the Divine, the Highest, the Great Spirit, Cosmic Consciousness, the One or the Light. It is therefore not limited to a particular religion or belief system.



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2. Five Pillars

The Foundation beneath the Five Pillars

“Become the Good Person before trying to build the Good World.”

The Meaning of Personal & Spiritual Development

Personal and spiritual development form the foundation of our work as a community. We encourage every member to consciously cultivate their inner and outer life — to develop virtues, strengthen health and vitality, deepen wisdom, refine character, and grow in self-awareness — while remaining free to choose their own path.

This commitment to personal development can enrich every area of life, fostering greater happiness, inner harmony, fulfilment, success, abundance, and meaningful relationships.

We recognize that the quality of a community is deeply connected to the quality of the individuals who form it. When unresolved inner conflicts, weaknesses, or ego-driven patterns remain unexamined, they can negatively affect relationships, cooperation, and the community as a whole. Therefore, working on oneself is not only a personal responsibility, but also an important contribution to the well-being and development of the entire community.

Les Bons Hommes offers universal spiritual and personal development in both theory and practice, providing inspiration, knowledge, methods, and opportunities for conscious growth.

At the same time, we respect the individuality and freedom of every member. There is no single path that everyone must follow. Each person is encouraged to discover, develop, and walk their own path according to their conscience, values, and inner calling.



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The 5 Pillars

Pillar	Principle	Personal question	Community expression
I. Connection	Connect	Who are my brothers and sisters?	Network
II. Unity	Unite	What connects us beyond our differences?	Brotherhood
III. Devotion	Serve	What can I give?	Service
IV. Evolution	Evolve	Who can I become?	Personal mastery
V. Action	Create	What can we build together?	Projects

The Formula

Connect → Unite → Serve → Evolve → Create

“Connection creates Brotherhood.

Brotherhood creates Service.

Service creates Growth.

Growth creates Action.

Action creates a better world.”

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3. The Code of Conduct

Our Code is the practical expression of our values. It guides how we treat one another, how we act within the Community, and how we carry our principles into the world.

As Bons Hommes, we strive to live with integrity, respect, compassion, responsibility and humility, choosing Good Thoughts, Good Words and Good Deeds in our daily lives.

We seek to understand before judging, speak truthfully without unnecessary harm, respect the free will and dignity of every person, and resolve differences through dialogue rather than division. Our conduct should reflect the Goodness, Wisdom and Love that we seek to serve.



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The Twelve Principles

1. Choose Goodness

We seek to bring goodness into the world through our thoughts, words and deeds.

2. Speak Truthfully

We communicate honestly, respectfully and without manipulation.

3. Respect Free Will

We respect the freedom, dignity, conscience and individual path of every person.

4. Practice Compassion

We seek to understand before judging and to help where help is genuinely needed.

5. Take Responsibility

We take responsibility for our choices, our actions and their consequences.

6. Seek Wisdom

We remain willing to learn, question ourselves and distinguish truth from illusion.

7. Master Yourself

We strive to transform our weaknesses rather than projecting them onto others.

8. Serve Without Vanity

We serve for the good of others, not primarily for recognition, power or status.

9. Build, Do Not Destroy

We favor constructive dialogue, cooperation and creation over hostility, division and destruction.

10. Protect the Brotherhood

We do not exploit, abuse, manipulate or intentionally harm fellow members.

11. Honor Diversity

Different cultures, religions, philosophies and life paths can coexist within the Brotherhood.

12. Leave the World Better

Wherever we go, we seek to leave people, communities and creation better than we found them.



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4. The Path

The Path is a journey of continuous personal and spiritual development.

Each member is encouraged to deepen self-awareness, cultivate wisdom, strengthen character, master the self, and discover their unique potential in service to something greater than themselves.

There is no race and no fixed destination. We grow through experience, reflection, learning, discipline, and service - supporting one another as we walk our individual paths toward greater wisdom, love, goodness, and purpose.

We recognize that nobody is perfect. Personal development is a continuous process of conscious improvement - Kaizen.

5. The Work

The Work is where our values become visible through action.

Together, we initiate and support projects that serve God, humanity, and creation - from spiritual and educational initiatives to social, ecological, and economic endeavors.

We believe that meaningful change begins with individual responsibility and becomes powerful through collective effort.

Every idea, every skill, and every act of service can contribute to building a more harmonious and dignified world.

6. Rights & Responsibilities

Membership is based on free will, mutual respect and personal responsibility.

Every member has the right to:

- follow their own individual path
- hold their own opinions
- ask questions
- disagree respectfully
- participate according to their abilities and availability
- withdraw from activities
- leave the Community at any time



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Members are encouraged to:

- communicate respectfully
- support fellow members
- contribute according to their abilities
- uphold the Code
- respect confidentiality where appropriate
- act responsibly in projects
- avoid manipulation and exploitation
- contribute constructively to the Community

There is no fixed requirement regarding how much time a member must contribute. Every person determines their own level of participation.

7. Membership Journey

Five Stages of Participation

The stages describe participation, responsibility and contribution - not spiritual superiority. All members remain equals as brothers and sisters within the human family.

Stage 0 – Seeker – “*I discover!*”

Goal: Understanding.

Not yet a member. The person:

- discovers Les Bons Hommes
- reads the mission and principles
- attends public events
- gets to know the community

Stage I – Companion – “*I belong!*”

Primary Pillar: Connection

Upon admission to the community. The Companion:

- accepts the code
- introduces themselves to the community
- participates in discussions and events



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- gets to know other members
- begins to engage with the five Pillars

Stage II - Brother / Sister – “*We belong together!*”

Primary Pillar: Unity

The person begins to actively contribute to the culture of the community.

The Brother or Sister:

- support other members
- participate in community activities
- practice constructive dialogue
- take on small responsibilities
- develop personal relationships within the network

Stage III – Servant - „*I am here to serve.*“

Primary Pillar: Devotion

Now, community turns into service.

Possible contributions:

- mentoring
- supporting other members
- social projects
- sharing knowledge
- practical help
- supporting new members

Stage IV - Initiate / Builder – “*I become the best version of myself!*”

Primary Pillar: Evolution

This is where true personal and spiritual development begins.

Possible areas:

- self-mastery



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- meditation
- study
- character development
- wisdom
- emotional maturity
- leadership
- discipline
- spiritual practice

Stage V – Steward - „I create and take responsibility.“

Primary Pillar: Action

This is the level of people who take responsibility for something.

A Steward can, for example:

- lead a project
- build a local group
- develop an educational program
- mentor other members
- coordinate international collaborations
- take responsibility for a specific area

8. Community Etiquette

Our Community should be a place where people experience dignity, trust, openness and constructive cooperation.

We therefore encourage:

1. Listen before responding.
2. Ask before assuming.
3. Disagree without attacking.
4. Criticize ideas, never people's dignity.
5. Give credit to others.
6. Keep commitments.
7. Admit mistakes.
8. Help newcomers feel welcome.



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9. Do not use the Community for personal manipulation, status or domination.
10. Bring solutions whenever possible - not only problems.

We aim for high professional standards in communication, interaction and project implementation.

9. Conflict Resolution

Conflict is a natural part of human interaction. Our goal is not to eliminate disagreement but to handle it wisely and constructively.

The Conflict Path

- 1. Pause**

Do not react impulsively.

- 2. Understand**

Listen to the other person's perspective.

- 3. Communicate directly**

Where possible, address the person concerned rather than speaking about them behind their back.

- 4. Seek Common Ground**

Identify what both parties can agree upon.

- 5. Mediate**

If necessary, ask a neutral and trusted member to facilitate dialogue.

- 6. Resolve**

Agree on a practical solution where possible.

- 7. Protect the Community**

Serious violations of the Code may require formal action, including termination of membership.

Disagreement with leadership in itself is not a violation. Different perspectives and opinions are respected.



10. Leadership & Council

Les Bons Hommes seeks to maintain simple, transparent and responsible governance.

The current foundation is:

Above all

The Universal Laws & Principles of Creation

Founder

Ray del Sole

Responsible for:

- vision
- spiritual foundation
- overall direction

Council of Wisdom

As the Community develops, experienced and wise members will support:

- guidance
- ethics
- important decisions
- mediation
- long-term development

The Council should operate transparently and in the best interests of the Community.

Stewards

Stewards assume practical responsibility for:

- administration
- project management
- Circles
- teams
- implementation

This creates a healthy distinction between:

Spiritual Authority · Wisdom & Ethics · Expert Authority · Operational Authority



11. Local Circles

As the Community grows, members may establish Local Circles.

Examples:

- Germany
- France
- Portugal
- Switzerland
- USA
- other countries and regions

A Local Circle should be:

- welcoming
- transparent
- aligned with the Charter
- locally self-organizing
- connected to the international Community

Local groups are intended to strengthen personal relationships while remaining part of the international network.

12. Knowledge & Service Circles

Members possess different professional skills, experiences and interests.

We can turn this diversity into a Brotherhood Skills Network.

Knowledge Circles

Potential areas include:

- Spirituality
- Health
- Education
- Ecology
- Technology
- Architecture
- Economics
- Arts



Service Circles

Potential areas include:

- Community Support
- Social Projects
- Environmental Projects
- Humanitarian Assistance

The purpose is simple:

„Connect Expertise with need!“

A member with expertise should be able to help another member or project wherever that expertise is genuinely useful.

13. Project Development Process

Members are encouraged to initiate projects.

We recommend the principle:

“Start Small. Serve Well. Learn. Improve. Scale.”

The Project Path

1. Idea

What do we want to change?

2. Purpose

Who does the project serve?

3. Team

Who is needed?

4. Plan

What resources, time, quality standards and budget are required?

5. Pilot

Can we test the idea on a small scale?

6. Implementation

Execute, monitor and adjust.

7. Review

What did we learn?



8. Scale

If successful, expand or replicate it.

This creates a culture where action is encouraged but responsibility is equally important.

14. Decision-Making

Our guiding principle in important questions is:

Divine Wisdom

This means that decisions should not simply be driven by ego, popularity, financial interests or personal power.

We seek decisions based on:

- wisdom (laws of creation)
- truth
- goodness
- long-term consequences
- harmony
- responsibility
- the interests of the Community
- service to mankind and creation

The Council of Wisdom supports the search for appropriate solutions, while transparency remains essential.

We are committed to transparent and accountable decision-making. The factual basis, reasoning, considerations, and assessments underlying important decisions are documented clearly and openly, enabling members to understand how and why decisions are reached.

Practical principle

“Seek the best solution — not victory for one's own position!”



15. Ethical & Financial Principles

The primary purpose of Les Bons Hommes is service to God, mankind and creation.

Economic activities may be undertaken where they support this purpose. Profits from such activities are intended to be reinvested into projects and the support of people and nature.

During the initial phase:

- no mandatory membership fee is foreseen
- donations are not expected
- project contributions are voluntary
- financial participation must never be used to pressure members

If membership fees become necessary in the future, their introduction should be handled transparently and collectively.

16. Safeguards

1. Transparency, Free Will & Trust

These principles should be regarded as **non-negotiable safeguards**.

2. No Coercion

No member is required to adopt a particular spiritual teacher, belief system or personal practice.

3. Freedom to Leave

Every member may leave the Community at any time.

4. No Exploitation

Members must not be exploited financially, emotionally, sexually, spiritually or otherwise.

5. No Manipulation

Spiritual language must never be used to manipulate people into obedience, financial contributions or personal dependency.

6. Transparency

Leadership, important decisions and financial matters should be communicated appropriately and transparently.

7. Respect for Diversity with the Core of Divine Goodness

The Community does not require uniformity of religion, philosophy, culture or personal practice.



These safeguards are particularly important because the Community seeks to combine spiritual depth with individual freedom.

17. The Development of the Community

2026–2030

Rather than attempting to build a large organization immediately, development should proceed organically with focus on quality.

Phase 1 - Foundation

0–50 Members

Goals:

- Define values
- Establish a code of conduct
- Test the onboarding process
- Set up a communication structure
- First regular online meetings
- Telegram as a communication channel
- First shared practices and meetings

Principle: Keep it simple.

Phase 2 - Brotherhood

50–150 Members

Now being created:

- Member Directory
- Interest Groups
- Special Interest Groups
- Regular Brotherhood Meetings
- Mentoring
- First Regional Meetings

Creation of our „Brotherhood Skills Network“ on the basis of the information in the application about profession, expertise, skills und interests.



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Phase 3 - Circles

150–500 Members

We will now establish local and thematic circles.

Local Circles

- Germany
- France
- Portugal
- Switzerland
- USA
- etc.

Knowledge Circles

- Spirituality
- Health
- Education
- Ecology
- Technology
- Architecture
- Economics
- Arts

Service Circles

- Community Support
- Social Projects
- Environmental Projects
- Humanitarian Assistance

Phase 4 – Projects

Develop a recognizable portfolio of successful projects.

Priority should be given to projects that can demonstrate:

- ☒ real people helped
- ☒ real problems solved
- ☒ real-world results.



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Phase 5 - The International Network

Les Bons Hommes - A network of people who put their values into practice.

- local communities
- educational academies
- social initiatives
- ecological projects
- economic cooperation
- mutual assistance
- retreats
- conferences
- scholarships
- humanitarian initiatives
- sustainable communities

18. First 12 Months

Practical Implementation Plan

Months 1 - 3 - Foundation

Priority: Identity & Structure

1. Publish Community Charter.
2. Publish Code of Conduct.
3. Establish membership application.
4. Create welcome/onboarding process.
5. Establish regular online Brotherhood meeting.
6. Create basic member directory.
7. Define communication rules.
8. Establish first community rituals or shared practices.

MONTHS 4 - 6 - CONNECTION

Priority: Relationships

1. Introduce member profiles.
2. Map professional skills.
3. Launch first Interest Circles.
4. Establish mentoring.
5. Encourage members to organize informal local meetings.
6. Begin the Brotherhood Skills Network.



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MONTHS 7 - 9 - SERVICE

Priority: Contribution

1. Identify community needs.
2. Establish Service Circles.
3. Launch 1–3 small service projects.
4. Test the Project Path.
5. Document results.
6. Evaluate what works.

MONTHS 10 - 12 - ACTION

Priority: Creation

1. Select the strongest project ideas.
2. Develop formal project teams.
3. Establish basic project standards.
4. Conduct pilot projects.
5. Review results.
6. Identify projects suitable for scaling.
7. Prepare the roadmap for Year 2.

19. The Culture we want to create

The ultimate measure of Les Bons Hommes should not be the number of members.

It should be the quality of the people, relationships and results created through the Community.

We want people to be able to say:

“I found good people here.”

“I found people I can trust.”

“I became a better person here.”

“I was able to help someone here.”

“I discovered my potential here.”

“Together, we created something meaningful.”

That is the culture we seek to cultivate.



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20. Our Common Commitment

Les Bons Hommes does not ask its members to be perfect.

It asks them to strive consciously toward Goodness.

We seek to transform ourselves, strengthen one another and bring positive change into the world.

We recognize that mankind is one great family and that our diversity does not negate our underlying unity.

Therefore:

We choose Goodness over selfishness.

Wisdom over ignorance.

Love over hatred.

Understanding over judgment.

Cooperation over division.

Service over vanity.

Creation over destruction.

And our path can be expressed in three simple sentences:

“Transform Yourself.”

“Strengthen the Brotherhood.”

“Serve the World.”

Ray del Sole

Founder of “Les Bons Hommes”