

THE HUMAN CONTINUITY ARCHITECTURE

Founding Working Group Charter

HCA-FWG Charter

Revision 0 — Preliminary Draft — 22 September 2026

Purpose: Initial formation and transition charter for the Human Continuity Architecture initiative

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PRELIMINARY DRAFT

Revision 0 is intentionally preliminary. It is intended to provide a concrete starting point for founding participants to review, challenge, revise, and approve.

1. Purpose

The Human Continuity Architecture Founding Working Group (HCA-FWG) is established as a temporary, volunteer working group to initiate the Human Continuity Architecture and organize the distributed institutional structure required to carry it forward.

The HCA-FWG has two parallel purposes:

Primary purpose — Organizational Formation. Recruit and organize the people, organizations, technical disciplines, institutional relationships, and initial governance mechanisms necessary to establish a durable HCA organization-of-organizations.

Supporting purpose — Technical Maturation. Review, challenge, improve, and begin implementing the HCA technical baseline while the successor organization is being formed.

The HCA-FWG exists to create its replacement, not to become it.

2. Mission

The mission of the HCA-FWG is to rapidly establish the technical and organizational foundation necessary to transition HCA from a preliminary systems-safety concept into a distributed, international, multi-organizational human-continuity initiative without creating a centralized authority capable of controlling the architecture it is intended to protect.

The Working Group shall therefore simultaneously:

1. Build its initial multidisciplinary membership.
2. Recruit stakeholder organizations.
3. Develop the structure of the successor HCA organization-of-organizations.
4. Establish relationships with candidate participating organizations.
5. Mature the HCA-FASSA and HCA-IP technical baselines.
6. Initiate selected implementation activities.
7. Transfer its work, records, technical baselines, relationships, and responsibilities to the successor organization.

3. Governing Principle

HCA must itself be HCA-compliant.

No founding member, sponsoring organization, corporation, government, funder, AI developer, or other participant shall acquire unilateral control over HCA because of its role in initiating the effort.

This applies particularly to control over:

- membership
- technical baselines
- safety findings
- funding
- communications
- certification concepts
- configuration management
- organizational formation
- selection of the successor organization

4. Status and Authority

The HCA-FWG is a provisional voluntary working group.

It possesses no governmental, regulatory, certification, enforcement, or operational authority except authority independently and lawfully possessed by its participating organizations.

The Working Group may develop and publish analyses, recommendations, standards concepts, requirements, organizational proposals, pilot projects, assurance methods, and other HCA products.

Participation does not imply endorsement of every provision of HCA Revision 0.

5. Founding Stakeholders

Initial participation should include a deliberately diverse set of organizations and individuals representing relevant disciplines.

Candidate sectors include systems safety and reliability; artificial intelligence; AI safety and security; cybersecurity; critical infrastructure; national resilience; Independent Verification and Validation (IV&V) and assurance; autonomous systems and robotics; energy; communications; manufacturing; transportation; water; food; medicine; emergency management; standards organizations; professional societies; universities; research institutions; public-interest organizations; and appropriate government and national-security stakeholders.

Initial stakeholder organizations may assist in identifying and convening founding participants. Additional stakeholder organizations should be added as appropriate. The objective is not merely to increase membership, but to fill identified capability, institutional, geographic, and independence gaps.

6. Recruitment Responsibility

Your first job is to do your job. Your second job is to recruit someone else who can help us do it better and faster.

Every member is responsible not only for contributing expertise, but for identifying and recruiting the expertise and organizations HCA still lacks.

Recruitment shall be capability-driven rather than personality-driven. The Working Group should maintain a Stakeholder and Capability Matrix that identifies:

- Required capability
- Existing representation
- Candidate organization or stakeholder category
- Contact or outreach owner
- Engagement status
- Identified gap

Potential participants may initially be engaged as advisors, reviewers, technical contributors, organizational representatives, or prospective successor-organization members without automatically becoming members of the core HCA-FWG.

7. Successor-Organization Development

Formation of the successor HCA organization-of-organizations is the principal deliverable of the HCA-FWG.

The Working Group shall develop and evaluate candidate organizational structures consistent with HCA principles. The successor architecture should provide for, as appropriate:

- participating stakeholder organizations and distributed governance
- technical and safety governance
- Engineering Review Board and Safety Review Board functions
- independent assurance and dissimilar challenge
- standards and configuration management
- certification and accreditation interfaces
- protected-information handling
- international participation
- funding diversity and conflict-of-interest controls
- appeals and minority technical reports
- administrative and communications support

The Working Group shall not presume that every function must reside within a single legal entity. HCA is intended to mature as an ecosystem of cooperating organizations rather than a monolithic institution.

8. Organizational Development Milestones

Gate	Milestone	Minimum Condition
FWG-G0	Initial Formation	Core founding members identified; initial leadership, system safety, independent challenge, and configuration-management functions established.
FWG-G1	Capability Coverage	Initial Stakeholder and Capability Matrix completed; major missing disciplines and stakeholder classes identified; recruitment assignments established.
FWG-G2	Successor Architecture	Candidate successor structures evaluated; preliminary governance architecture selected for broader stakeholder review.
FWG-G3	Founding Stakeholder Commitment	Initial organizations indicate willingness to participate in establishing the successor structure; provisional organizational documents prepared.
FWG-G4	Transition Ready	Successor structure has sufficient leadership, technical representation, independent challenge, configuration control, administrative capability, and stakeholder participation to accept the HCA baseline and continue operations.

FWG-G5	Transition Complete	HCA-FWG transfers controlled products, records, actions, stakeholder relationships, and responsibilities to the successor structure and dissolves.
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9. Technical Baseline

The initial technical baseline consists of:

8. Human Continuity Architecture — Foundational Architecture and System Safety Analysis (HCA-FASSA), Revision 0.
9. Human Continuity Architecture — Detailed Implementation Plan (HCA-IP), Revision 0.

These documents are starting technical baselines, not predetermined conclusions. Revision 0 is intended to be challenged, exercised, red-teamed, tested, and revised.

10. Technical Responsibilities

While building the successor organization, the HCA-FWG shall:

- solicit multidisciplinary review of HCA-FASSA and HCA-IP
- disposition substantive comments and preserve significant dissenting technical positions
- identify missing hazards, causes, controls, interfaces, and common-cause failures
- mature requirements, controls, Key Performance Measures (KPMs), and verification approaches
- initiate the Control Responsibility and Assurance Matrix (CRAM)
- establish initial configuration management
- identify candidate pilot demonstrations and red-team exercises
- develop preliminary certification and assurance concepts
- establish independent challenge
- identify standards organizations and frameworks with which HCA should interface
- develop a prioritized technical work backlog for transfer to the successor organization

11. Organization

The initial HCA-FWG should remain small and execution-oriented. Initial functions should include:

Function	Initial Responsibility
Chair	Leads the Working Group and successor-organization formation effort; facilitates meetings and represents documented Working Group decisions.
Vice Chair / Organizational Development Lead	Coordinates stakeholder recruitment, organizational outreach, capability-gap closure, and successor-organization development.
Systems Engineering Lead	Maintains architecture, interfaces, requirements integration, and technical planning.
System Safety Lead	Maintains hazards, requirements/control traceability, safety review, and risk analysis.
Independent Challenge Lead	Organizes independent technical and institutional challenge and protects dissenting safety findings.
Configuration Manager / Secretary	Maintains controlled baselines, minutes, decisions, actions, membership records, and change history.

Other positions or subgroups should be created only when workload justifies them. No initial office or role automatically conveys permanent authority within the successor organization.

12. Decision Process

The HCA-FWG should seek technical consensus where practical but shall not equate consensus with safety.

Decisions shall distinguish technical findings, safety findings, organizational recommendations, administrative actions, and unresolved issues. Significant minority technical opinions involving catastrophic risk shall be preserved.

Where agreement cannot be achieved, competing alternatives should be documented and subjected to additional analysis, independent review, test, or demonstration.

13. Independent Challenge

Independent challenge shall be established as early as practical and shall not report solely through the individuals responsible for the work being challenged.

The challenge function shall examine both:

Technical failure. Incorrect assumptions, missing hazards, inadequate controls, common-mode failures, ineffective verification, and unrecognized interactions.

Institutional failure. Capture, conflicts of interest, funding dependence, organizational dominance, suppression of dissent, concentration of authority, and premature institutionalization of the Founding Working Group itself.

14. Configuration Management

HCA technical products and organizational-development products shall be progressively placed under configuration control. This includes HCA-FASSA, HCA-IP, the hazard log, requirements, CRAM, KPMs, this charter, the Stakeholder and Capability Matrix, successor-organization alternatives, decision records, and the transition plan.

Safety-significant changes shall identify affected downstream artifacts and shall not be considered closed until those artifacts have been reconciled.

15. External Communications and Outreach

The HCA-FWG shall actively communicate the HCA concept to technically relevant communities for the purposes of recruiting expertise and stakeholder organizations, soliciting technical criticism, identifying missing hazards, identifying implementation partners, developing public understanding, and building the institutional network required for the successor organization.

Public communication may include technical papers, professional networks, presentations, interviews, educational videos, conferences, and other appropriate forums.

Public outreach shall clearly distinguish preliminary HCA proposals from approved positions of participating organizations.

16. Information Protection and Conflicts of Interest

The HCA-FWG should conduct work openly wherever practical but shall not require inappropriate disclosure of proprietary, export-controlled, classified, security-sensitive, personally sensitive, or otherwise protected information.

Conflicts capable of materially affecting technical independence shall be disclosed and addressed through recusal, independent review, or other appropriate controls.

Participation, funding, web hosting, communications support, or access to influential contacts shall not confer governance authority.

17. Initial Deliverables

10. HCA-FWG membership and capability assessment.
11. Stakeholder and Capability Matrix.
12. Prioritized recruitment plan.
13. HCA-FASSA Revision 0 review and comment disposition.
14. HCA-IP Revision 0 review and comment disposition.
15. Initial CRAM.
16. Successor-organization alternatives analysis.
17. Proposed successor governance architecture.
18. Candidate founding-organization roster.
19. Initial pilot and demonstration plan.
20. Independent challenge findings.
21. Transition plan.
22. Formation of the successor HCA organization-of-organizations.

The formation and successful transition to the successor HCA organization-of-organizations is the primary measure of whether the HCA-FWG has fulfilled its mission.

18. Schedule and Sunset

The HCA-FWG shall target transition to its successor organization within four months of its initial organizational meeting.

The four-month objective is a goal rather than an automatic dissolution date. Transition should occur when FWG-G4 transition-readiness criteria are satisfied.

If transition cannot responsibly occur within four months, the Working Group may continue while documenting the barriers to transition, corrective actions, responsible parties, and revised transition schedule.

The HCA-FWG shall cease to exist no later than twelve months after its initial organizational meeting unless an extraordinary extension is affirmatively approved through a documented independent review process.

Any extension beyond twelve months should require both a supermajority concurrence of the HCA-FWG and concurrence from the independent challenge function, with the technical and organizational basis for extension recorded.

Formal transition reviews should be conducted at approximately 60, 90, and 120 days. Each review should address the question:

What prevents us from handing this effort to the successor organization now?

19. Transition

Upon reaching transition readiness, the HCA-FWG shall transfer, as applicable:

- controlled HCA technical baselines and configuration history
- unresolved technical issues and action items
- hazard and requirements records
- CRAM records
- stakeholder and capability records
- organizational relationships
- pilot and demonstration activities
- HCA-specific resources and communications assets
- records and lessons learned
- independent challenge findings

No HCA-FWG officer, founding member, or founding organization obtains an automatic leadership position in the successor organization. The successor organization should select its leadership through its own approved governance process.

20. Charter Approval and Revision

This charter becomes effective upon concurrence of the initial founding members.

Safety-significant charter changes affecting independence, authority, voting, conflicts of interest, independent challenge, successor formation, or sunset provisions require explicit independent challenge review.

Chair	_____
Vice Chair / Organizational Development Lead	_____
System Safety Lead	_____
Configuration Manager / Secretary	_____
Effective Date	_____