

7 keys to



Introduction

For a general introduction to the Avnø Oasis ecovillage please read [our website](#). This document presents the internal agreement between everyone involved in realizing the vision and mission of the *intentional community, Avnø Oasis*.

This document outlines our shared intentions and expectations. At the end of the document, you will find the commitment template, where you can specify the conditions for your involvement in the project.

Avnø Oasis is a large project and is still in its start-up phase. This document describes what we aspire to become, not where we are right now. The gaps or shortcomings you see are potential areas where your contribution may make a meaningful difference.

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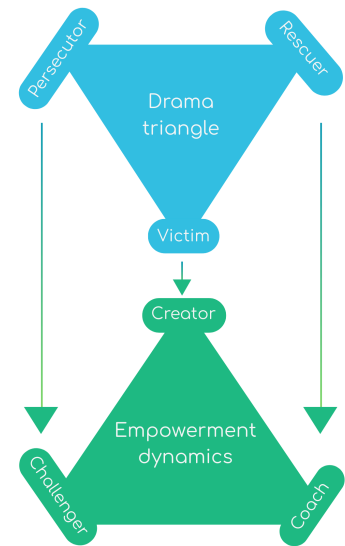
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Key #1: Our Why – Our Compass

We believe that the current worldview dominated by the *drama triangle* of victim, rescuer, and persecutor drives conflict, inequality, and crisis in the world. We would like to contribute to a more sustainable world.

In our view, lasting change can only happen peacefully when it improves people's quality of life.

By being aware that where we place our energy shapes our reality, we are gradually growing away from reactive roles into conscious co-creators: Shifting to this new paradigm based on empowerment & co-creation will speed up the *regeneration* needed to create healthy, fulfilling lives for ourselves and future generations.



Examples of old and new mindset

Old paradigm (drama triangle)	New paradigm (empowerment dynamics)
Self vs. community	Both individual and community matters; integrate!
Alliances. Us against them	Inclusion creates safety for all
Blame and denial of conflict	Growth through honest conflict
Fear of the unknown	Curiosity toward self and others
Opportunism	Fair share and mutual benefit
Rules and obligation	Conscious choice and responsibility
Something is wrong with you or me	Something is not working for you or me
Hidden feelings and selective sharing	Transparent sharing for mutual benefit
Seeing each other as roles and functions	Seeing people as whole beings (performing roles...)
Work from duty	Taking care of matters from love & inspiration
Life happens to me	I shape my experience through my choices
Hierarchy and command	Self-organization and invitation to take action
Leader as authority	Leader as facilitator and inspirer
Complain, criticize and demand change	Create what you need or move where you belong
Hire and fire	Support growth and right placement

Connection through events	Connection through shared values
Absolute right and wrong	(In)appropriate for a given purpose
Consumption-driven eating	Eating for body and mind
Material wealth	Multi Capital Abundance
Pleasure through consumption	Pleasure through purpose and completion
Digital life as a meaning	Digital tools serving real life
Feel free to add your own – there are many more	

Vision

A world with optimal living conditions for ourselves, all beings, and future generations.

Guiding Principle

We compassionately connect with ourselves, each other, and the environment to contribute to a thriving planet.

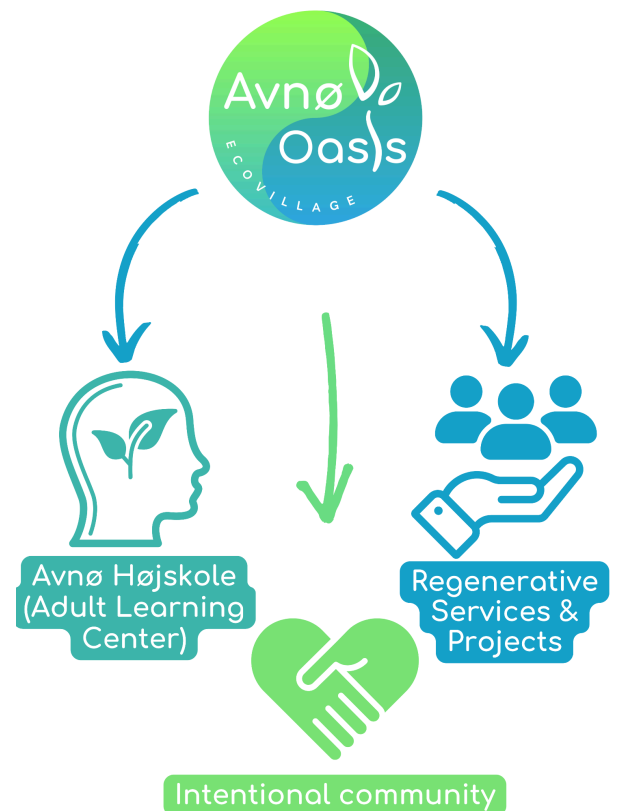
Mission

Model the new paradigm and serve as an oasis for those seeking personal growth, sustainable living, and meaningful contribution.

Aim

Co-create an eco-village with three legs:

- An *intentional community*. Definition: A group of people who consciously choose to live together or collaborate around shared values, where participation, shared responsibility, and conscious relationships are part of the core intention of the project. Unlike simple co-living or working arrangements, community life is not a by-product but an essential part of what the group is building together.
- Avnø Højskole: A residential adult learning center teaching regeneration of people, planet, culture, community & economy.
 - People: Conscious choices for body, mind, and lifestyle.
 - Nature: Integration with and protection of the local environment.
 - Relationships: Meaningful connections and conscious community building.
 - Culture: Valuing all beings and experiences over material wealth or power.
 - Economy: Apply diverse forms of capital to enable green livelihoods and regenerative enterprises.
- Regenerative enterprises



Strategy

Implementing best practices in all areas: Macrobiotic philosophy, permaculture design (Earth care, people care, fair share), sociocratic governance, nonviolent communication, Aima methods, radical forgiveness...

Key #2: How to join – How to leave

2.1 Ways to participate

You can participate in many ways. Depending on your level of involvement, commitment, and purpose, you will be classified as a

- **Core member**
 - committed to the [Avnø Compass](#), live here all year & carry major areas of responsibility in everyday life. May be volunteers or paying rent.
- **Member**
 - committed to the [Avnø Compass](#), spend some time here as guests, co-livers or volunteers & carry specific responsibilities.
- **Explorers/joiners**
 - Guests, volunteers or colivers, who spend time on Avnø with the intention to contribute to co-creating the project while exploring whether they want to become (core) members. [Read more in our infopack for explorers.](#)
- **Co-liver - Guest**
 - You are a remote worker, digital / creative nomad, or retired person, who lives with us for a limited period of time. [Read more on our website.](#)
- **Volunteer**
 - You join us with your skills for a period of time and receive free room and board in exchange. [Read more in our infopack.](#)
- **Avnø Friend**
 - You have been here as a guest, student, volunteer, co-liver or event participant and want to stay connected.
 - Join our [email list](#)
 - Join our [Whatsapp group](#)
 - Join our friends forum (coming)
- **Activity partners**
 - You or your organization are supporting the development of Avnø Oasis, or are involved in particular projects or tasks.

Don't hesitate to contact us if you have questions.



Current situation, September 2026

After last year when unaligned people and energies left us, we are now a small group of coremembers & explorers, who are committed to restarting the project from a more solid ideological foundation.

- *Core members*: Kristiane (Denmark), Lena (Ukraine) with her kids Rada, Timur, and Zoryana and her mother Valentina.
- *Explorers/joiners*: Leo (Global citizen), Luigi (Italy), Alejandra (Spain), Lasse (Denmark), Lucia (Italy).
- *Members*: John (founding member), Echo (China), Isabel (Belgium), AnnaSøs (Denmark), Cathrine (Norway), Juliana (Germany), Eileen (England), Sandy (Canada).
- *Activity partners* include the board of Vitalitetsfonden, Gaia Education, LØS (The Danish National Network of Ecovillages), Rikke & Bernhard, Thias, Livets Skole, Ecolise, and various members of LØS.

What unites us is the [AVNØ Compass](#). We are not part of any religious movements but call for a personal approach to spirituality, based on presence, sincerity and [our guiding principle](#).

This means that the present core members hold space for future core members to come in as permanent coordinators of several working areas.

2.2 How to become a (core) member

Alone we go faster - together we go further!

We want to ensure that Avnø Oasis is right for you and that you have found your right place here before you become a (core) member. Please read the [info-package for explorers](#) if you are interested.

2.3 When and How to Reconsider Your Commitment

We all grow and change — and so does Avnø Oasis. Leaving because it is no longer the right match can be a healthy and successful outcome. It is time to reflect if you:

- Lose motivation or inspiration
- Feel unappreciated
- Experience that you need to sacrifice important parts of your life to be involved with Avnø
- Need special privileges to feel comfortable
- Feel increasingly critical of the project or people in the project
- Struggle to find your place or sense of belonging

These signals should be taken seriously. Ignoring them can create tension and disengagement in the community. There is nothing “wrong” with you or Avnø — it simply means something is no longer working for you and therefore also for the project.

Seeking Clarity

If you notice these signs, speak with a core member to clarify which needs are not being met and find the best path forward. This may include:

- Adjusting your work area
- Addressing unresolved conflicts
- Taking on more — or fewer — challenges

- Engaging in personal inner work
- Adjusting your level of commitment
- Recognizing whether Avnø is still the right fit for you

If and When It Is Time to Leave

When leaving Avnø Oasis:

- All roles and responsibilities must be handed over
- We close with a goodbye circle to acknowledge our shared contributions
- Your room must be cleaned and ready for the next person. Items left behind without agreement may be considered a donation. A cleaning fee of up to €100 may apply if not left clean.

Specially for (core) members & joiners

Each year, we jointly review the past year and our commitment. Together, we decide whether recommitment is desirable and possible, considering changes in both Avnø and ourselves.

If recommitment is appropriate, we update our 7 keys. If not, the collaboration ends respectfully, with the understanding that another path may be a better fit.

Key #3: Property, Ownership and Economy

When we found the property, we received a **DKK 12.6 million donation**, which was used to establish **Vitalitetsfonden**. Its purpose is non-profit: to promote a sustainable, fair, and vital world across health, nature, economy, culture, and at personal, organizational, and societal levels. This includes acquiring, renovating, and operating real estate for intentional communities, højskoler (adult residential learning centers), and other aligned educational initiatives.

[The statutes can be found here.](#)



Vitalitetsfondens long-term strategy: Support the establishment of Avnø Oasis and, once operational, invest in aligned start-up projects.

3.1 The property

Besides what you can read on [our website](#) it is important to know that due to our location there are some rights and restrictions

Protection of the land

Most of Avnø Oasis is protected land. Only eco-friendly activities are allowed. Even organic fertilizer and compost is limited to our garden. Some areas must remain open grassland; the rest stay woodland with local species. Our organic-farmer neighbor supports us with holistic grazing and in return lets us use part of his land for vegetables.

Beach protection line

Almost the entire property lies within it, so the Coastal Directory must approve any changes in use, function, or appearance. No new buildings will be allowed.

Local plan

Currently permits a health center with teaching, which allows højskole. The municipality generally supports new green activities, if approved by the Coastal Directory. We are responsible for proposing a local plan containing living here as well as desired green businesses and aligned initiatives.

Chemical contaminations

Minor contamination exists near old oil tanks.

Protection of buildings

The main building, gym, and auditorium are preservation-worthy; exterior changes require special permission.

3.2 Legal body, ownership & economy

All property is currently owned by Vitalitetsfonden, through which we also run all activities. Our annual report to the government (Erhvervsstyrelsen) assesses all eight forms of capital. Impact is high: students and volunteers often transform their lives and contribute positively to the world after their stay here.

The long-term goal is to transfer ownership to a an Avnø membership organization based on these principles (Aligned with [Les passage model](#)):

- **Shared ownership:** Members, core members, activity partners, enterprises and Avnø Friends can become members; Vitalitetsfonden remains a member during a transition phase.
- **Low membership fee:** To encourage broad participation.
- **Property financing:** Members provide their personal savings as loans to finance the purchase of the property, so we do not need bank loans. Members who do not live on Avnø are called impact investors and have no voting rights in daily matters, but will have other benefits from them loaning (investing) money into the project, such as safe and ethical savings.
- **Operations financing:** Activities run by members (including Avnø Højskole), and rent from permanent residents, guests, and part-time volunteers.
- **Purchase price:** Total investment by Vitalitetsfonden at transfer (~DKK 15 million).
- **Additional investment:** Up to DKK 5 million for sustainability projects (solar panels, heating, rainwater, wastewater) pending permits.

Economy

- Financially, our operations cover basic expenses. In 2025 we even had a surplus.
- Everyone works voluntarily for room and board; a small allowance are sometimes given for key responsibilities to prevent financial barriers.
- **Enterprises:** Can be owned individually or by groups of residents once our local plan are in place. At the moment they can be started under Vitalitetsfonden.
- **Private property:** All other assets remain private.

3.3 Respect the source

Principle: A river flows only when its source is nourished. We aim to be part of a cycle of giving and receiving, supporting the sources of our supplies through experience, knowledge, financial contributions, promotion, ideas, and other creative means.

So far, this includes:

- Establishing **Vitalitetsfonden**, ensuring future & past donations support new projects.
- Volunteers: Offering room, board, and opportunities for personal growth, responsibility, and learning.

- Partnership community, who inspired us to create this document by translating, sharing experiences, and promoting the concept.
- In our design and practice, we also recognize the need to nourish ourselves, so we can keep giving.

Key #4: Organization, work & governance

Core Principle: Avnø is a training ground for a new mindset. People — their skills, qualities, and ambitions — are central. Roles, functions, and projects emerge based on both community needs and individual contributions.

4.1 'Finding your place' rather than 'having a job'

Joining Avnø in this phase requires initiative, responsibility, and the ability to work independently and collaboratively. Newcomers start with routine tasks, gradually taking on responsibilities aligned with their skills and Avnø's needs. Each person creates their own schedule, prioritizing tasks, personal time, and social time. Work is guided by inspiration, not obligation. Maintaining this freedom requires **personal integrity, flexibility, peer support, and clear communication**, but it allows everyone to find their individual balance between self-care and supporting the project. Weekly **community wellbeing meetings** help support this process.

4.2 Reward Structures

Full-time contributors receive **room and board, access to events or workshops in their free time, and opportunities to develop skills**. ESC volunteers and key contributors may receive pocket money. Requests for additional rewards has to be negotiated in advance. Extra-income projects are welcome if aligned with Avnø. Normally that implies a shift from volunteer to paying rent..

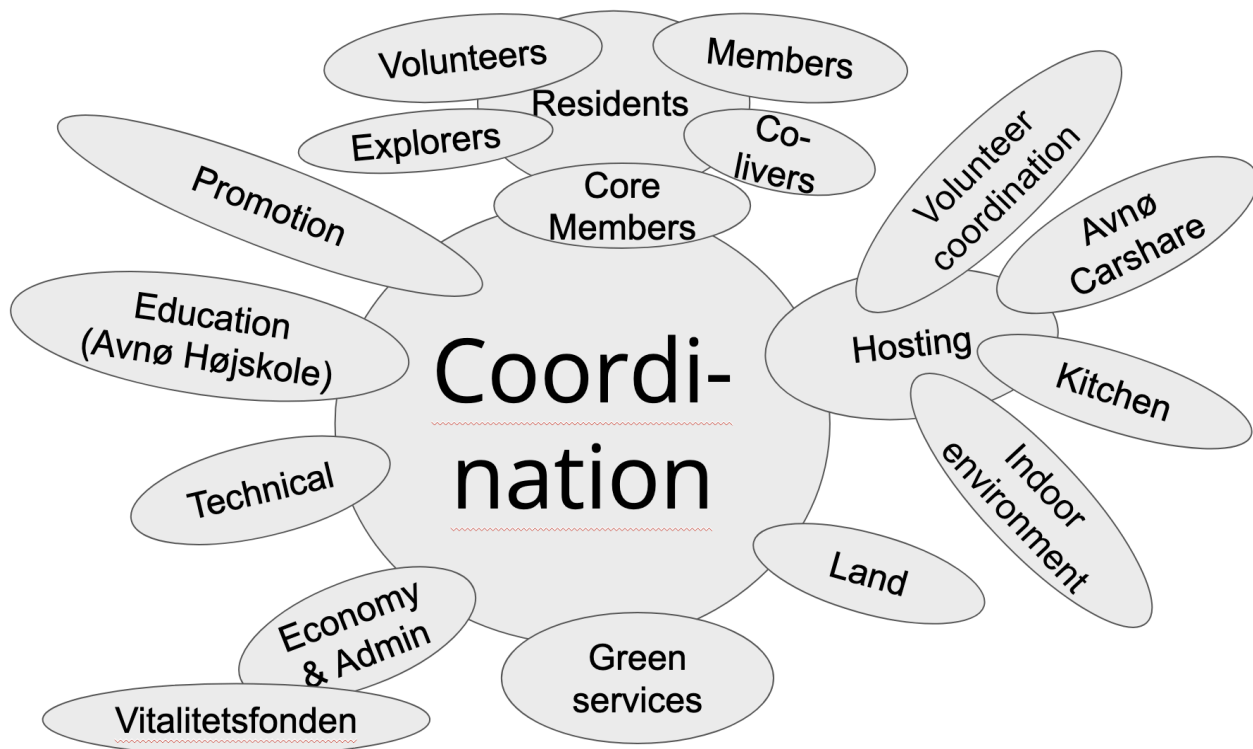
4.3 Sociocratic governance and organizational structure

It is important to understand that sociocracy does not mean everyone has an equal say in all matters. Responsibilities are delegated to circles and roles, each with a mandate to make decisions within its area.

- Circles and roles allow members to engage, where they are most effective.
- Decisions are made by consent or by the circle/role that has a mandate to make it.
- Operational decisions: made within roles/circles following existing policies.
- Policy decisions: Special sociocratic procedure.
 - Long-term policy decisions are made by the **core circle**.
 - Short-term policy decisions can be made by the circle they belong to, consulting the community or core-group if needed.
- Objections: Seen as gifts and resolved collaboratively.
- Newcomers cannot object and must discuss ideas with a core member before proposing in a meeting for the first three months to avoid similar discussions being raised again and again.

4.3.1 Circles and roles

Circles & roles adapt dynamically to how many people we are and the project needs, so the actual structure varies quite a bit in different seasons. We have designed a general circle structure, but when we are less people ***we mostly work with roles taking responsibility of certain areas within the circle and the standard roles of the circle are not in use. Circles may be more or less complete as the number of members and volunteers varies over the course of the year. However it makes sense to us to keep the structure as the circles represent different working areas. So when there are fewer people the core group also become the coordinators of the different working areas.***



Standard roles in a circle include:

- Coordinator: Keeps the circle on track.
- Administrator: Maintains records and decisions and secures transparency.
- Facilitator: Runs meetings.
- Representative: Connects the circle to the wider community.

Residents, members, volunteers, explorers, & long term guests do not have a circle, although shown on the illustration. They participate in different circles based on capacity, interests, and project needs. Community-wide issues are discussed in morning circles or in the **weekly wellbeing meeting**.

Core (member) circle

Anchors Avnø Compass, oversees vision, values, principles, and long-term decisions.

Coordination circle

Connects and supports other circles.

Promotion circle

Handles promotion and branding.

Educational circle

Develops and runs courses.

Technical circle

Manages IT, buildings, fire safety, maintenance, and sustainability.

Economy and Admin Circle

Economy & Admin Circle: Manages finances and legal responsibilities.

Hosting circle & sub-circles

- Ensures integration of residents, volunteers, students, guest and hosting of external events.
- Indoor Environment Sub-circle: Makes sure our indoor-environment are welcoming: Cleaning, laundry, dishwashing, and general indoor environment.
- Kitchen Sub-circle: Meal preparation and kitchen upkeep.
- Avnø Car Share Sub-circle: Manages shared vehicles and transport.
- Volunteer Sub-circle: Coordinates volunteer activities, mentoring, and buddy systems.

Green services

Operates small enterprises, mostly dormant until allowed by the Local plan.

4.3.2. Meetings and transparency

Circles meet as needed. Decisions affecting the wider community are recorded in Notion. Long-term changes update the 7 Keys

4.3.3 Feedback/evaluation structure in a sociocratic circle

Goal: Everyone gains skills, satisfaction, and clarity about their role.

- Done within relevant circles, at least annually.
- Members share what went well and what could improve.
- Circle members contribute observations.
- Feedback is acknowledged, and the 7 Keys are updated if necessary.

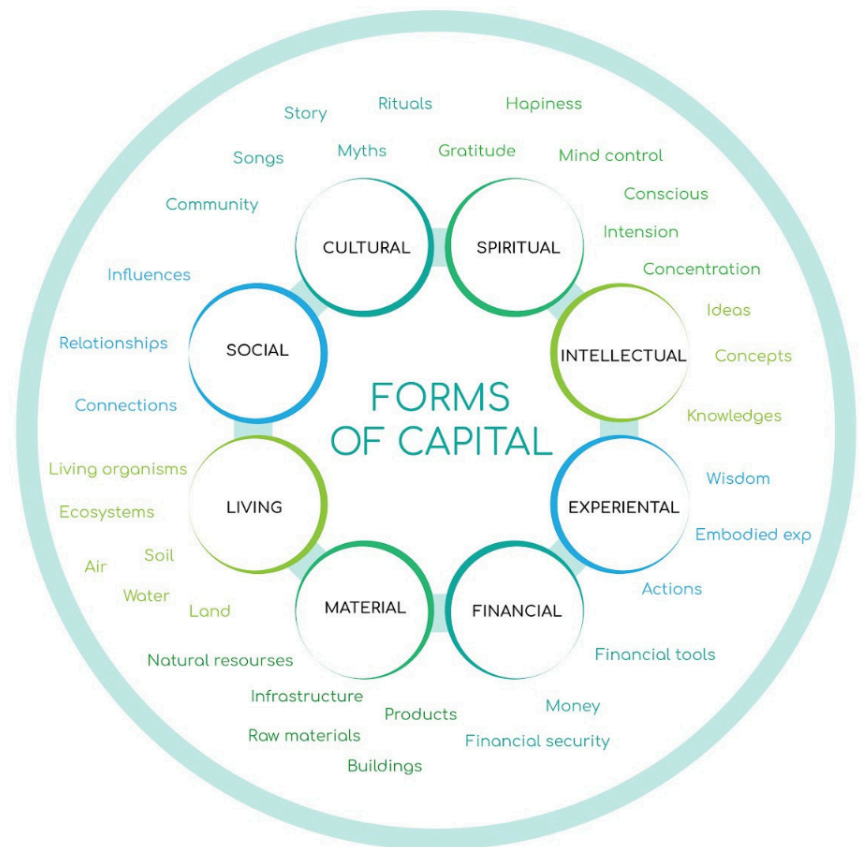
Key #5: Creating Value & Regenerative Enterprises

At Avnø, we create value in ways that regenerate land, water, people, and community. Financial income is balanced with social, cultural, spiritual, and natural capital. Value is generated through green projects, courses, production, and services for groups and organizations. Any collaborator aligned with the Avnø Compass may initiate a regenerative enterprise. Current possibilities are shaped by the local plan and public authorities.

Our approach to capital:

We consciously steward multiple forms of capital: how we use, gather, share, store, exchange, and grow them.

Together with other eco-villages, we develop models for measuring multi-capital value.

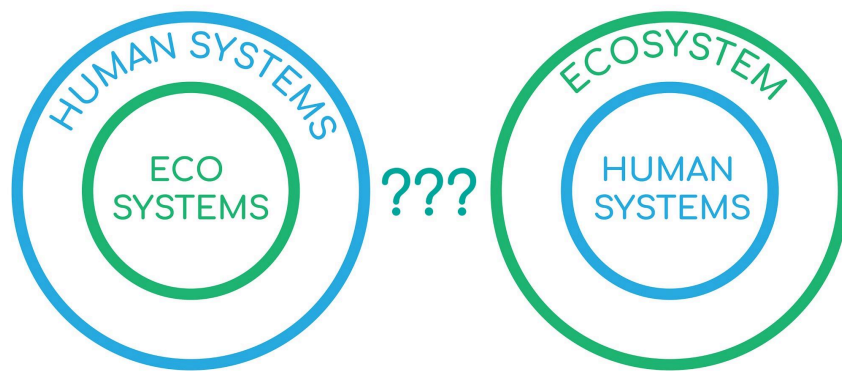


5.1 Principles for regenerative enterprises (green services)

A regenerative enterprise creates net positive impact for people and places while providing meaningful goods and services.

We aim to

- Distinguish clearly between degenerative, sustainable, and regenerative systems
- Learn from living systems and ecological principles
- Build living capital through all activities
- Collaborate with conscious & aligned enterprises
- Prioritize quality over quantity and value connections
- Harvest only what strengthens long-term viability
- Design for the integrity, resilience, and well-being of people and ecosystems
- Use fair-share business models for founders, workers, customers, and investors
- Support the personal development of all involved



Which model will win in the long run?

5.2 Which types of enterprises are possible

Enterprises depend on:

- The skills and initiatives of collaborators
- The local plan (currently under development)
- Approval from the Coastal Authority and municipality

Current dispensations from the Coastal Directory allow small enterprises in existing buildings if:

- Buildings are unchanged externally
- No sales happen directly from the business.
- The business does not rely on an external workforce.
- Activities do not impact the surrounding nature (e.g., kayaking, windsurfing).

Other enterprises may be possible with dispensation. Some ideas are in the illustration.

Avnø's unique location, community, and facilities offer strong potential for green services connected to nature, learning, and hospitality.

HEALTH & WELLNESS	FOOD PRODUCTION	SMALL HOME PRODUCTION
• Healthretreats as part of Avnø højskole or as a separate green business	• Outdoor growing: veggies, greens, grains, beans, berries, herbs, fruits... • Indoor growing: Microgreens, Mushrooms. • Fermented/dried foods: sauerkraut, miso, tempeh etc. Teas, herbs etc. • Chickens, ducks, eggs. • Seaweed harvesting & fishing • Food forest, wild food, herbs. • Bee products	• Clothes production of recycled clothes • Natural personal care products • Candles • Soapmaking • Furniture renovation studio
ECO-TOURISM	OTHER	SPACE FOR YOUR IDEA
• Courses at Avnø Højskole • Cafe if permitted	• Small "farm outlet" selling our products to residents, students, tourists and local people to support the People's College. • Small liberal professions, such as various green consultants, designers, artists, facilitators and coaches. • Office for people working from home.	

5.3 Conditions for running green services in Avnø Oasis

Green services may be run by individuals or groups and must:

- Align with the Avnø Compass and legal requirements

- Have their own budgets and income-sharing policies
- Pay the community for room and board for staff and volunteers
- Use separate bank accounts and bookkeeping for transparency
- Handle their own administration

Until the local plan is approved, enterprises operate under Avnø Højskole and the CVR of Vitalitetsfonden by special agreement.

Key #6: Culture and conflict resolution

Living in a community requires self-initiative. Living in times of a paradigm shift requires radical responsibility.



6.1 Basic guidelines for human interaction

We aim to

- Treat others as we wish to be treated
- Take responsibility for our own needs and actions rather than blaming others
- Use challenges as opportunities for learning and personal growth
- Address tensions early and directly
- Handle legal matters through appropriate legal structures

6.2 Culture regarding stimulants

We support a healthy, balanced, and stimulant-free life to experience a greater level of presence and connection. Since stimulants & extreme foods (such as meat, processed foods, sugar, coffee, alcohol, food additives) work in the opposite direction of our [guiding principle](#), we neither serve them nor offer them to each other. We use slower sweeteners to make wonderful desserts and snacks, and enjoy grain coffee and herbal teas. We have a mini-shop with healthy snacks, if you need more than what is served.

We have a zero alcohol and drug policy. Personal use of other stimulants remains a private choice as long as it does not shape community culture. Gifts to the community containing stimulants are received with gratitude, while we clearly express our preference not to consume them. This creates a safe space where what we share is healthy and sustainable. Many stimulants are harmful to health, nature, and fair labor practices (the same applies to tropical fruits).

The Vision Keeper Circle may make exceptions when appropriate.

6.3 Creating and maintaining a new culture

A non-hierarchical, no-drama culture does not arise automatically. It requires daily practice, awareness, and compassion.

We actively aim to:

- Use empowering language and perspectives
- Balance self-care, community care, and social life
- Stay flexible in roles and responsibilities
- Share regularly in weekly circles
- Support personal and spiritual development through learning and practices
- Address conflicts early
- Build community through shared events and celebrations

6.4 Guidelines for conflict resolution

Conflicts are natural. We aim to resolve them early and directly, involving the wider community **only when needed**.

Step 1: Direct Dialogue

Speak with the person involved, not about them. – You may seek support from one person to reflect on your own role. If you do, share the outcome with them and move toward resolution.

Step 2: Take Responsibility

Criticism often reflects more about the person criticizing than the person criticized.

Healing happens when we:

- Own our actions and make amends rather than criticizing
- Explore misalignment openly rather than criticizing
- Encourage others to use these guidelines when conflicts arise

Step 3: Mediation

If direct dialogue does not resolve the conflict, contact the Core Circle. An internal or external mediator will be chosen by agreement of all parties.

Step 4: Community Circle (If Needed)

If mediation fails, the Vision Keeper Circle may invite a community circle.

Principles:

- What is shared stays in the circle
- A neutral facilitator holds the space

- The session begins with a short settling meditation

Process:

- Each person shares their perspective (with a brief silence after)
- Each person shares their needs (with a brief silence after)
- Possible solutions are explored, first between the involved people (with a brief silence after). If needed, ideas from the community may be invited.
- A resolution check is made: Does the conflict feel resolved?
- The circle closes with a short sharing round



Key #7: Earth & laws of nature

Earth teaches us to be grounded and realistic about the ecosystems and societies we belong to. It invites us to:

- Stay connected to physical reality and environmental limits.
- Value diversity in nature and people.
- Balance living the new paradigm with existing laws and structures.
- Connect with seasons and natural cycles of growth and decay.
- Learn from natural law through permaculture and macrobiotic principles.
- Grow organically based on available people and resources.

Application at Avnø

- We pause external activities each winter to reflect and focus on community development.
- Smaller adjustments happen year-round; major ideas or needs are discussed during the annual December review. Please park your suggestions in our [Parking place](#)
- Since April 2021, Avnø has grown slowly and steadily, a pace we intend to maintain.

7.1 Permaculture principles

Permaculture provides tools to redesign our environment and behavior efficiently, using less energy and fewer resources. We apply these principles wherever possible at Avnø.

Permaculture ethics:

Earth care, People care, Future care (often called *fair share*): These ethics go beyond sustainability — they focus on **regeneration** and living in alignment with natural law.

The 12 core permaculture principles:

1. Observe enough to be able to interact or change.
2. Catch and store energy.
3. Obtain a yield. Consider harvest as everything that is available to you and use it.
4. Apply self-regulation & accept feedback.
5. Use & value renewable resources & services
6. Produce no waste — waste is a resource not yet understood.
7. Design from patterns to details (from whole to parts)
8. Integrate rather than segregate; synergy creates resilience.
9. Use small and slow solutions.
10. Use and value diversity.
11. Use edges & value the marginal.
12. Creatively use and respond to change.



7.2 Macrobiotic principles

Macrobiotics – Creating a Great Life

In Avnø, “macrobiotic” means *creating or cultivating a great life* by balancing the four areas of the *Holistic Wheel of Health*:

- Nutrition
- Oxygenation
- Mindset
- Context (environment and relationships)

Each area supports the others, creating flexibility, awareness, and personal freedom. Macrobiotics is an energetic and non-dogmatic approach to life: there are no fixed rules, only natural laws. Every action has consequences, and understanding them allows conscious choices rather than reacting blindly to life.

Macrobiotics and Life's Challenges

Many people have used macrobiotic principles to transform their lives and even recover from serious illness. Practicing macrobiotics does not mean a life without challenges or health issues.

It means being better equipped to meet challenges, learn from them, and take on greater responsibility than might otherwise be possible.

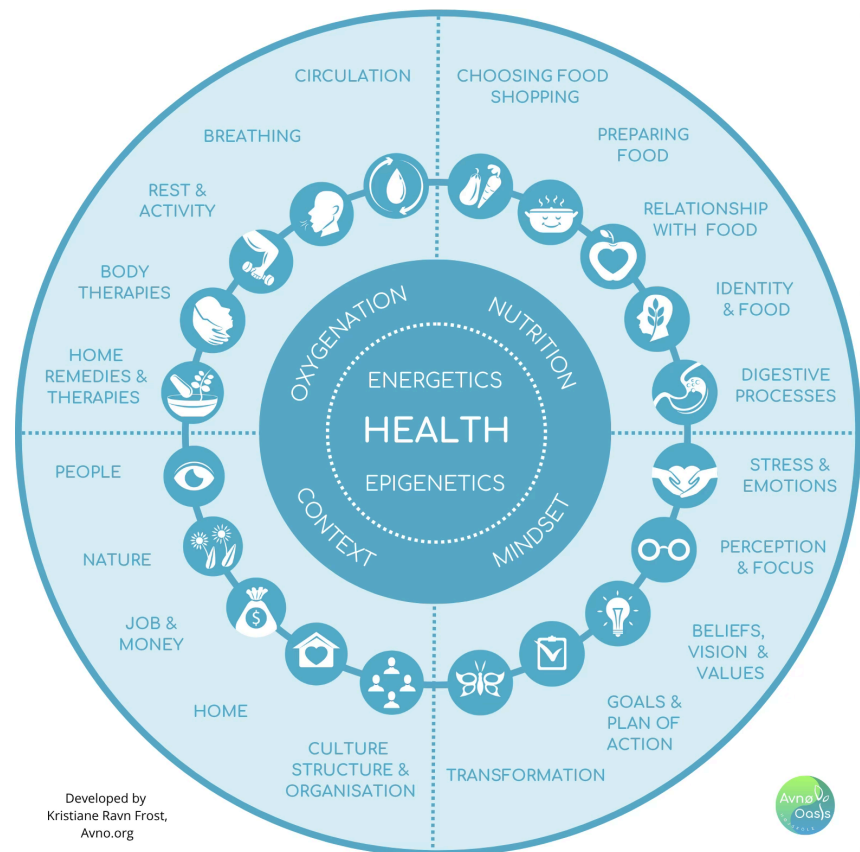
7.2.1 Macrobiotics and personal development

The energetic approach of Macrobiotics allows us to meet life's challenges, release old patterns, and foster growth. Energetic changes can appear immediately or gradually, and applying these principles simplifies life while supporting both self-healing and conscious creation. Avnø offers courses such as [Reconnection Gives Direction](#), teaching transformation based on Ohsawa's 7 Principles. The tools support releasing subconscious patterns and old paradigm mindsets affecting all areas of life.

7.2.3 Macrobiotics and food

At Avnø, meals follow macrobiotic principles to support health, community alignment, and sustainability:

- Sourcing: 97% organic or homegrown, local, seasonal, climate-adapted, **unprocessed and unrefined**, or processed naturally (e.g., fermented foods).
- Ingredients: whole grains, legumes, seeds, vegetables, fermented foods, fruits, nuts, limited fish, eggs, and dairy. Vegan options available.
- Avoided: artificially colored, chemically treated, grown with synthetic fertilizers, herbicides, or pesticides, irradiated or chemically treated, genetically engineered, grown in tropical areas, or meat and other foods produced in ways we consider unsustainable.



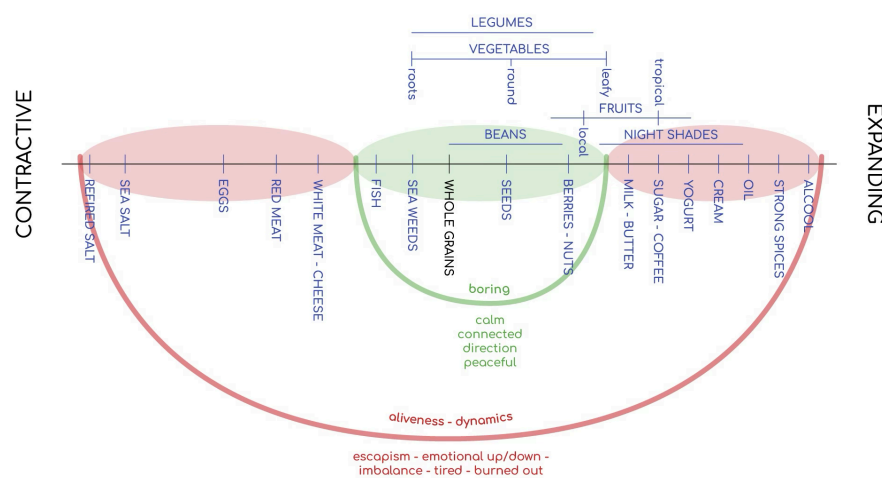
- Sweeteners & Beverages: slow sweeteners (rice malt syrup, dates, apple juice), grain coffee, herbal teas.

Macrobiotics views food energetically, not morally. Balanced eating fosters groundedness, clarity, inner peace, self-awareness, and long-term health, while still allowing flexibility for social or personal choices.



Why We Chose a Macrobiotic Approach to Food

1. Eating similar foods creates a shared vibration, supporting alignment and connection within the community.
2. Fermented foods — central to macrobiotic eating — are increasingly recognized as highly beneficial for health.
3. This way of eating aligns with how most people lived before industrialization. The rapid rise in refined foods, fast sugars, and meat consumption over the past two centuries parallels the rise in lifestyle diseases.
4. This approach is known to support self-healing, deepen self-connection, heighten sensory awareness, and enrich life experience.
5. It is climate-friendly, focusing on plant-based, local, and climate-adapted foods.
6. It offers a nutritionally complete and grounded framework for vegan eating.
7. It supports our courses based on permaculture principles and the **Holistic Wheel of Health**.
8. Foods are not judged as absolutely “good” or “bad,” but as more or less appropriate for a given purpose or person. They are often viewed on a spectrum from *contracting to expanding*. Modern diets tend to focus on extremes, which can be energetically exhausting and acid-forming, leading to stress, confusion, and disconnection — despite offering excitement and stimulation. Choosing more *balanced foods* supports groundedness, clarity, inner peace and gives a stronger sense of direction and connection.



9. A balanced application of macrobiotic principles allows for *stability in daily life*, while still leaving room for more extreme choices when socializing or celebrating.

Transitioning from Mainstream Diets

Changing your diet may bring physical or emotional reactions. Treat it as an exploration:

- Reflect on your body and awareness.
- Increase gentle movement to support detoxification and energetic shifts.
- Balance **rest and physical activity**.
- For digestive discomfort: chew food thoroughly, eat smaller portions, and choose simpler meals.
- Notice cravings and emotions, and explore their underlying needs. They **are not signs of nutritional deficiency**. They more often reflect the body rebalancing past imbalances or a need to slow down emotional or physical processes.
- Share and talk openly about symptoms and cravings.
- While food supports long-term balance, **daily ups and downs** are often better addressed through movement or inner work rather than by changing your eating.
- Flexibility is key: supplement meals if desired, use kitchenettes for preparing non-cooked complementary food, or propose alternatives to the kitchen.

Over time, learning how foods affect you energetically allows conscious choices, long-term balance, and a deeper connection to body, mind, and community.

You are always welcome to speak with any of us about how to navigate this transition in the most supportive way for you.

Share your commitment with us

Alone we may go faster; together we go further.

We intend to support you in showing up as your whole self. Over time, we aim for you to find a way of contributing to **Avnø Oasis** that is aligned with your commitment to yourself — so you spend most of your energy doing what you love, while growing your skills and having the capacity to also contribute to the tasks that still need to be done, even if no one loves them.

Press enter if there is not enough space

Your name	
Your phone number	
E-mail address	
Full-time volunteer / part-time volunteer / long-term guest / explorer / teacher / other	
Starting date for commitment	
End date for commitment (Long-term commitments are evaluated/renewed/updated every year)	
Monthly fees for living in Avnø Oasis for co-livers, paying volunteers, residents that are not volunteers. It is in your welcome letter :-)	
Contact in case of emergency	
Allergies	
Medications	

What is your current commitment to YOURSELF? Which part of your dream do you want to realize at Avnø? What gives you energy, and what are your ambitions? How do these connect to the wider transition the world is going through — the paradigm shift described in the first key?

Press enter if there is not enough space

What is your commitment to AVNØ OASIS during this period? Which projects do you want to join or initiate? Which circles do you see yourself contributing to? What responsibilities or projects can you take on? And who would you like to collaborate with?

Press enter if there is not enough space

Which skills, talents, experiences, knowledge, and insights are you able & willing to contribute with?

Press enter if there is not enough space

What time commitment are you able to make? Please describe your expected weekly involvement. If you do not live at Avnø, indicate how often and for how long you expect to be present — for example, occasional days, specific weekdays, or defined periods.

Press enter if there is not enough space

What would you like to receive in return for contributing to AVNØ OASIS? What do you need to sustain your commitment? What personal development, experience, knowledge, or skills would you like to gain through your participation? Do you seek any other form of recognition — such as connection, appreciation, shared values, or financial support?

Press enter if there is not enough space

For members & core-members: In case recommitment is not possible/desirable, how do you want to deal with any belongings, rights, and obligations between you and AVNØ OASIS?

Press enter if there is not enough space

- ☐ I have read the "7 Keys to AVNØ OASIS".
- ☐ I commit to actively contributing to the objectives of AVNØ OASIS in the manner I have described in the above section.
- ☐ I commit to treating AVNØ as my home and participating from a place of engagement & inspiration.
- ☐ I commit to letting the Volunteer mentor / the core group know if my commitment changes so that we can look for a solution. If recommitment is not possible/desirable, we respectfully separate in confidence that there is a right place for everyone.
- ☐ All activities in Avnø Oasis are run through Vitalitetsfonden (CVR: 41704675), which has liability insurance and industrial injury insurance, which covers me while performing community tasks.
 - ☐ I agree to hold AVNØ OASIS harmless against any damages related to my service
 - ☐ AVNØ OASIS shall hold you harmless against any damages related to your activity. (Our insurance covers damages related to your activity here.)

- ☐ I understand that as a Danish resident, I am liable to pay taxes in Denmark on any income while I'm here and that I enjoy free health insurance. In Denmark, free room and board are considered income.
- ☐ I will bring my blue European health card until my Danish residency is in place – Just in case.
- ☐ For volunteers
 - ☐ My services are a donation to the project. I understand that I am not employed and will receive no money or other employee benefits unless an extra agreement is made.
 - ☐ I will provide proof of identity (passport) if required.
 - ☐ I may terminate this agreement at any time for any reason I deem necessary. Likewise, AVNØ OASIS may decline to continue to accept my time and services and thus terminate this agreement without prior notification or explanation.

Date:

Your signature