

# Permakultur Denmark: LAND Project Workshop

28/02/2014 till 02/03/2014

Workshop Facilitated and notes written up by Louise Cartwright

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## Day One: Session One: What is a Real Permaculture Project?

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**QUESTION ASKED: WHEN VISITING OR WORKING AT A SITE WHERE PERMACULTURE IS USED WHAT DID YOU SEE?**

- Plants,
- people,
- water storage,
- animals,
- diversity,
- organic shapes,
- caring,
- insects,
- stacking,
- woodchip paths,
- mulch,
- trees,
- greenhouses,
- black soil,
- water,
- life,
- Ideas behind the chaos.

**QUESTION ASKED: WHAT ARE SOME OF THE EVENTS YOU RECALL FROM WORKING AT, OR VISITING THE SITE?**

- Fun,
- throwing seed bombs,
- fire,
- inspiration,
- planting,
- feeling the flow,
- buildings taking time to construct,
- a creation and a connection with it,
- eating,
- being part of something bigger,
- learning,
- being relaxed,
- feeling at home,
- social interactions,
- being surprised by the diversity,
- Projects having the 'WOW' factor.

**QUESTION ASKED: WHAT DESIGN ELEMENT STOOD OUT?**

- Hugel beds,
- the integration of different elements,
- swales,
- straw-bale houses,
- polytunnels,
- cob being used as a building material,
- vegetables everywhere,
- forest gardens,
- a network of pathways,
- a completely integrated space,
- lots of patterns,
- complex systems translating in simple ways

**QUESTION ASKED: WHEN DECIDING WHETHER A SITE IS USING A PERMACULTURE DESIGN APPROACH, WHERE ARE YOU REALLY CLEAR?**

- Where you can see their design in practice,
- Mulching is a strong factor,
- A strong integration of the elements,

- A design map, which includes different people's lifestyles,
- Some form of communication – signage or a person,
- The place has a good feel about it, a good energy,
- The site is storing more carbon than it is creating and this storage is being monitored in the water and air,
- There is a significant difference in the diversity compared to neighbouring farmsteads who are not using a permaculture design approach,
- The project coordinators practice what they preach i.e. using sustainable transport,
- Being part of a bioregional organisation,
- A high productivity and good yields,
- Vision,
- The regeneration of ecological resources.

## **QUESTION ASKED: WHERE ARE YOU CONFUSED?**

- The design – why they've chosen to do something,
- How plans interact together,
- The time it takes to obtain a yield,
- If the ethics and principles have been misunderstood, or the project is unsure what permaculture is,
- When the project doesn't practice what they preach, or aren't thinking holistically,
- Defining where the boundary is in terms of how pure the project needs to be with regards to their environmental impact and their use of permaculture ethics and principles,
- The social organisation,
- What the project has compromised on,
- How the project functions from an economic perspective,
- Intellectual barriers and existing prejudices about what permaculture should and must be,
- Inclusion,
- The project's priorities, how they are chosen and the order in which they are carried out,
- Time management and the project's planning,
- Mulch – the different growing techniques adopted.

## **QUESTION ASKED: WHAT ARE YOU MOST DOUBTFUL ABOUT?**

- Changes to existing systems. How to define whether projects are permaculturalists and identifying where the borders are when clarifying the permaculture principles,
- Clarifying the starting point,
- The project's vision and intention for future development,
- The viability of the project including the number of key coordinators, their 'mission statement', the economic viability of the project and the social viability of the project,
- The amount of permaculture knowledge that the coordinators at the project possess.

## **QUESTION ASKED: WHAT INSIGHTS ARE BEGINNING TO EMERGE?**

- Permaculture comes from within, people need to have an epiphany or a EUREKA moment,
- There are several constraints to developing knowledge and awareness of permaculture in Denmark – people accepting the idea, as well as how to effectively develop the movement,
- The wider community understanding the constraints,
- There needs to be a list of basic requirements which are clear and easy to understand, a set of guidelines for LAND,
- There is a huge diversity of projects in the existing network including rural and urban projects,
- There is a process of understanding,
- We need several different types of people in order for the movement to grow including pioneers, fundraisers, growers, project managers and more people!
- We need to come up with a method for reaching the masses,
- There needs to be a clear way of communicating the message and connecting it with solutions to worldwide problems,
- Demonstrating economic viability is important.

## **QUESTION ASKED: WHAT OTHER THINGS DO WE NEED TO CONSIDER?**

- Bioregionalism, being aware of the resources in a certain area and using these resources in accordance with people's needs as well as the earth's needs,
- Our ability to relate the bioregionalism concept to regions where projects are located,
- Be aware of inhibitors to the movement,
- Reskilling people, allowing them to be part of the network,
- The planning legislation in Denmark is a barrier,
- There are taboos about the amount of resources that the average Danish person uses on a daily basis, we should try to break these taboos - 'If a spider could talk, I wouldn't be afraid of it',
- Positive LAND marketing is needed,
- The Danish middle class are a large subset of the population and need to be reached,
- People within the network have personal limitations,
- The network in Denmark needs to be caring and foster the people care ethic by encouraging members to develop on a personal level.

## **QUESTION ASKED: WHAT DOES THIS MEAN FOR THE FUTURE DEVELOPMENT OF THE NETWORK?**

- A social movement made up of 'born again permaculturalists'!
- A balance is needed between finding LAND Centres, reaching a wider audience and being part of a wider movement.
- A work plan for the network is needed,
- All members need to care for each other,
- Continue to organise meetings and opportunities for people in the network to meet and discuss issues raised.

## Session Two: An Overview of the Permaculture Design Process

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**QUESTION ASKED: WHEN USING A PERMACULTURE DESIGN APPROACH IN YOUR OWN WORK, WHAT DO YOU REMEMBER FROM THE DESIGN PROCESS?**

- Overview,
- Planning made easy,
- Observation,
- Surveying,
- Ecological analysis,
- Elements & functions,
- Intuition,
- Ethics,
- Integration,
- Analysis of resources,
- Local resources,
- Learning process,
- Visible design,
- Ideas to reality,
- A form of therapy,
- Invisible structures,
- Connecting elements,
- Nature as the ideal

**QUESTION ASKED: WHEN USING THE PERMACULTURE DESIGN PROCESS, WHAT WAS REALLY EASY?**

- Individual curiosity to learn,
- The design is flexible and can be changed,
- The process is like a game, playing with different structures is fun,
- It gives meaning to a project,
- The design appears when the analysis and survey of the site have worked,
- Being part of a group with access to mentoring,
- Explaining the design process,
- Having the confidence to adopt different structures.

**QUESTION ASKED: WHEN USING THE PERMACULTURE DESIGN PROCESS, WHAT WAS MOST DIFFICULT?**

- Limiting yourself – there are so many ideas generated!
- Achieving consensus – this can be very time consuming when working with community projects,
- A lack of skills and being overconfident with the skills possessed,
- Dealing with the authorities, specifically the municipalities where you need authorisation to conduct a permaculture design,
- It is difficult to explain permaculture and it is easily misunderstood by novices,
- Getting groups to work together collaboratively and cooperatively

**QUESTION ASKED: SO, WITH YOUR ASSESSOR HAT ON, WHAT ARE THE KEY ELEMENTS THAT MAKE UP THE PERMACULTURE DESIGN PROCESS?**

- A connection between elements,
- The regenerating processes incorporated into the design with a system in place for monitoring their impact,

- A clear vision, which the key coordinators are able to effectively communicate including the rationale behind their design,
- Zoning on the site,
- A long term plan,
- Realistic planning including phases for development – nothing is created in a day,
- Observation and interaction with the place, affective observation informs analysis and vice versa,
- Integration with different communities and a connection with the wider Permaculture movement.

**QUESTION ASKED: HOW COULD WE ASSURE THAT THIS DESIGN PROCESS IS WELL KNOWN AND WELL COMMUNICATED AMONGST OUR MEMBERS? NB I was asked to widen this to 'EVERYONE'.**

- Via the website and all other media channels available,
- Advocating 'Action Learning',
- Permaculture specific information boards on the site,
- Site tours,
- Posters of the design in the loo,
- LAND Centres to have completed a full 72 hour permaculture design course and possibly an introduction to permaculture course,
- Articles written about LAND centres and published widely,
- More networking meetings and workshops,
- Events to engage the wider public,
- Showing examples of different projects in the network including forest gardens,
- Engaging with universities and academia.

## THE PERMACULTURE ASSOCIATION DENMARK



## The Permaculture Association in Denmark has 5 Outcomes:

- **NETWORK:** 5 LAND Starters/Centres
- **LEARN:** 25 Activities
- **DISSEMINATION:** Support to practitioners, an interactive map
- **VOLUNTEERS:** Support LAND Centres to offer volunteer opportunities
- **VISITS:** For 10 groups

## Session Four: Group Skills Audit

### QUESTION ASKED: WHEN PARTICIPATING IN PERMACULTURE DESIGN TUTORIALS OR SITE VISITS, WHAT DID YOU SEE? WHAT DID YOU HEAR?

- Overwhelming,
- Houses,
- People,
- What people eat,
- All projects are very different,
- There's a multiple choice,
- You'll see what you're looking for,
- People living their dreams.

### QUESTION ASKED: WHO WAS PRESENT, WHO SPOKE?

- The owner or guide,
- People who made jokes,
- People with either very big curly hair or dreadlocks!
- Permaculture 'fashionistas'.

### QUESTION ASKED: DO YOU KNOW IF THERE ARE ANY GAPS IN OUR COLLECTIVE KNOWLEDGE IN TERMS OF ASSESSING AND PROVIDING SUPPORT TO LAND APPLICANTS?

- A lack of people,
- Organisational and financial focus needed. At present there is a stronger focus on building houses and growing vegetables,
- Knowing who will be taking part and which roles they will be adopting,
- Being able to ask the right questions, you don't see what you're not looking for,
- Danish modesty sometimes prevents coordinators from talking about what they've achieved,
- There is a lack of knowledge about how to make a living using permaculture as well as how to maintain permaculture livelihoods,
- There needs to be clear guidance on how to effectively assess projects,

### QUESTION ASKED: WITH YOUR ASSESSOR HAT ON WHEN THINKING ABOUT YOUR SKILLS WHERE ARE YOU CONFIDENT?

**KURT:** A lot of experience, has achieved the PDC certificate, planning experience as well as experience with buildings and apples

**ANNE:** Design – Analyses, Resources – Integration, Working relationship, Heart and Head, Worked with a range of projects

**CHARLOTTE:** Sees possibilities, design. Biochar, plants types, sustainability, building materials, trimming trees, practical ideas, facilitation

Sense of people, project experience, knows how to manage projects, has lots of inspiration has a sense of humour

Education, knowledge of what, intuition, experience, humour, knowledge of people

Stacking affective zoning, the association between plants, yields, edge effect, diversity, and the ethics involved.

Soil, the theory behind plant growth, house design

Planning of other people's land, forest gardening theory, local resources for whatever purpose, systematic documentation

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Animals (integration in systems), the overall design of a property, placements of elements, food production, house construction, defining needs, soil, edible plants.

## QUESTION ASKED: WHICH OF YOUR SKILLS DO YOU FEEL COMFORTABLE SHARING WITH LAND STARTERS?

It was agreed during this discussion that participants would be open to sharing the skills that they had and they would be explicit about their lack of knowledge.

## QUESTION ASKED: IN TERMS OF YOUR SKILLS AS AN ASSESSOR OR TUTOR WHAT ARE YOU MOST DOUBTFUL ABOUT?

Perennial edible plants, planning authority legislation, the appropriate insurance, experience – we can always learn more.

**ANNE:** Monitoring, environmental measuring, measuring results from analysis, plant knowledge, compost, practical gardening knowledge,

Learning about building houses, learning about chemical interactions in the soil.

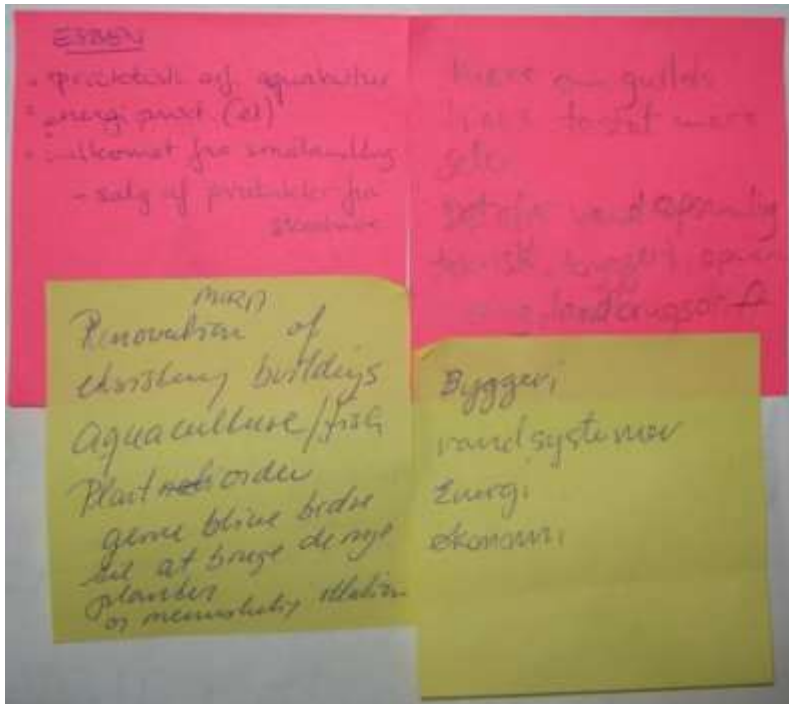
**CHARLOTTE:** How to create a sun heated house all year round in Denmark, how to measure the effect of permaculture practices on the soil and the climate.

**KURT:** Find reliable source of knowledge for Danish climate zone, Establish a network for my lack of skills

**CARMEN:** A recap of permaculture design

Edible plants, plant interaction with each other

Forest gardens, integrating, vegetable gardens, animals, zoning, energy flows in and out.



## QUESTION ASKED: WHAT KEY POINTS HAVE BEEN MADE DURING OUR DISCUSSION?

- Our combined skills make us the perfect assessors,
- The existing permaculture network is made up of a lot of very skilled people and very nice people,
- Everyone would like to learn more,
- Deciding the best forum to share skills. This could be in the form of 2 annual meetings, an internal LAND Facebook page, Cathrine is open to suggestions.
- People feel more confident to call each other and not only if they have a query,
- Face to face exchange is important,
- It would be good to produce a database of people's skills and make it available on the website. There could be a map with a search function and different homepages for the assessors.

## QUESTION ASKED: WHAT QUESTIONS HAS THIS RAISED FOR YOU PERSONALLY?

- Peer to peer support is good,
- There could be a closed forum/ blog just for LAND assessors to share information,
- Maybe it is good to have a speciality,
- Direct communication is needed between people in the network,
- Public liability insurance will be an issue for projects – Advice is needed about this.

## Session Five: Overview of UK LAND assessment procedures

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## QUESTION ASKED: WHAT WILL A SUCCESSFUL ASSESSMENT VISIT LOOK LIKE?

- Include diverse aspects of permaculture,



- A tour of the place with an interview with the people involved with the project,
- Home grown produce,
- Find out what the project's aspirations are,
- You are able to get a sense of the project idea and vision,
- The project is striving to be economically viable,
- The key coordinators offer diverse skill sets and are able to identify any gaps in their knowledge,
- The coordinators have a common understanding of where they are in terms of the development of the project and are able to explain the reasons behind their decisions,
- Clear motivations,
- Project coordinators are able to prepare themselves for the visit,
- The key coordinators agree what permaculture is and how they will adopt a permaculture design process now and in the future,
- The project is aware of what's missing and/or needs to be developed,
- The key coordinators are enthusiastic, supportive, encouraging and are able to energise people – this is also a requirement of the assessors.
- The visit has to have a focus on permaculture criteria. There may be good reasons why some other the principles have not been used – the project is able to explain the rationale behind their design decisions.

## QUESTION ASKED: WHAT DOES A LAND PROJECT LOOK LIKE?

Green, PC principles should be described to the present knowledge maximum. How the ethics and principles are used on site and how they plan to get there.

Urban or rural, big or small, LAND projects encompass a lot of project types. Projects should be willing to host workshops, networking events and have info about PC.

Green, harmonious, diverse, interactions, done! / Activities – plants and people, available informations – animals, design, vision.



Time progress, permaculture in practice for a minimum of 1 to 2 years, Showcase, many plants – has to involve growing, not necessarily residents, exchange/integration between residents & elements

## Day Two: Session Six: How will the LAND project function in Denmark?

### QUESTION ASKED: WHAT ARE PRACTICAL WAYS FOR US TO BUILD AN EFFECTIVE LAND NETWORK?

Transparent communication and information externally and internally	<ul style="list-style-type: none"><li>• Mapping for all LAND Centres - homepage,</li><li>• Clear information material, web info etc,</li><li>• List of info &amp; interest,</li><li>• Homepafe PKDK more info about LAND,</li><li>• Common education materials,</li><li>• Communication internal and external,</li><li>• Articles in media,</li><li>• Transparent and open communication,</li><li>• Online publicity,</li><li>• Web Database,</li></ul>
Timely Planning	<ul style="list-style-type: none"><li>• Timely Planning</li></ul>
Periodic site tours and gatherings and meetings	<ul style="list-style-type: none"><li>• Periodic site tours,</li><li>• Annual LAND Centre crawl,</li><li>• Relationships - study trips,</li><li>• Annual gathering</li><li>• Regular fun meetings,</li><li>• Meetings, effective, fun, F2F (also)</li></ul>
Strengthening Permaculture Livelihoods	<ul style="list-style-type: none"><li>• Trying to make Centres to make a living of PC,</li><li>• Communication Posters, flyers, folders, money for information</li></ul>
Continuous Professional Development with mentoring scheme for new tutors	<ul style="list-style-type: none"><li>• Rotating tutors.</li></ul>
Clear Vision, goals, values and criteria	<ul style="list-style-type: none"><li>• Set criteria for approval,</li><li>• Clear vision, goals, values (core),</li><li>• Harmonised vision.</li></ul>
Clear Organisational structures - with defined roles	<ul style="list-style-type: none"><li>• Clarity of organisational functions - coordinator for back up and support and the board,</li><li>• Clear organisational structure and 'Sociocracy',</li><li>• Organisational transparency, political group, working group,</li></ul>
Mutual Awareness and building caring relationships,	<ul style="list-style-type: none"><li>• Care for each other and make use of competences,</li><li>• Caring sharing</li></ul>
Centres should have time for 'Hand-On'	<ul style="list-style-type: none"><li>• Limited administrative work for Centres,</li><li>• More practical workshops,</li><li>• Time within LAND Centres goes to practical work and showing to the world,</li><li>• Make use of already ongoing activities and initiatives.</li></ul>



## Session Seven: Learning how to assess LAND Centre and LAND Starter applicants.

### QUESTION ASKED: WHAT ANSWERS WOULD YOU HOPE TO GET TO THE QUESTIONS ON THE PREFORMAT?

- It is important to be committed to working on the project,
- The vision for the project, the coordinators are using a permaculture design,
- Lots of different communication methods used,
- Commitment from the project,
- This will become apparent the more interviews that are conducted,
- There are several things to notice during the visit including food growing as well as the applicant's plans for the future,
- The form doesn't have many questions about lifestyle, buildings or specific questions about the type of food that is being grown.

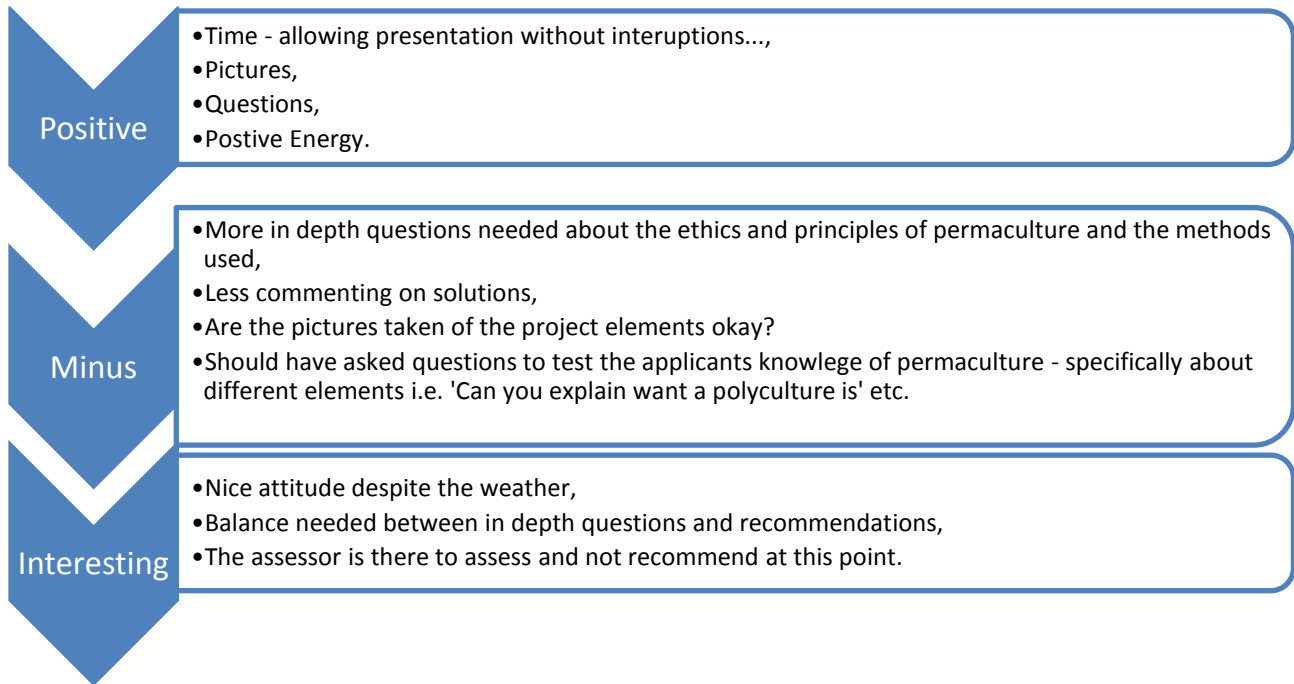
### QUESTION ASKED: WHAT TOP TIPS WOULD YOU GIVE WHEN GIVING A SUPPORT TUTORIAL?

- Listen to people, they might not want to be part of the LAND network,
- Make people clearly understand the aims of the activity,
- Both parties being able to freely admit when they've made a mistake,
- Use examples from your own experience,
- Timing – it's important to let the applicant know that things don't happen overnight,
- Showing examples with a time lapse. It would be good practice to take a portfolio of pictures with you when visiting an applicant showing how design elements can develop over time i.e. the development of Hugel beds and growth in forest gardens,
- Manage expectations advise people to take their time and limit their ambitions in the first year,
- During the assessment to be an 'authority' assume the advisor role, be aware of this power relationship,
- Make sure you understand whether they are using Mollison's or Holmgren's approach,
- Outline what they have achieved. Start with the positive things and then focus on the negative things,
- Help to clarify the applicants ideas and make sure that there is a clear structure for your time together,
- Provide the applicant with information which will make it easy for them to describe how they are using the ethics and principles to visitors and volunteers,
- Advise the applicant that they don't need to be too purist in their approach,
- Make sure as an assessor that you are well prepared and keep to time,
- Help the applicant to understand where they are now and where they'd like to be. Help the applicant to achieve their goals.
- Let the applicant know where they can get more information from or a second opinion if they don't agree with your methods.

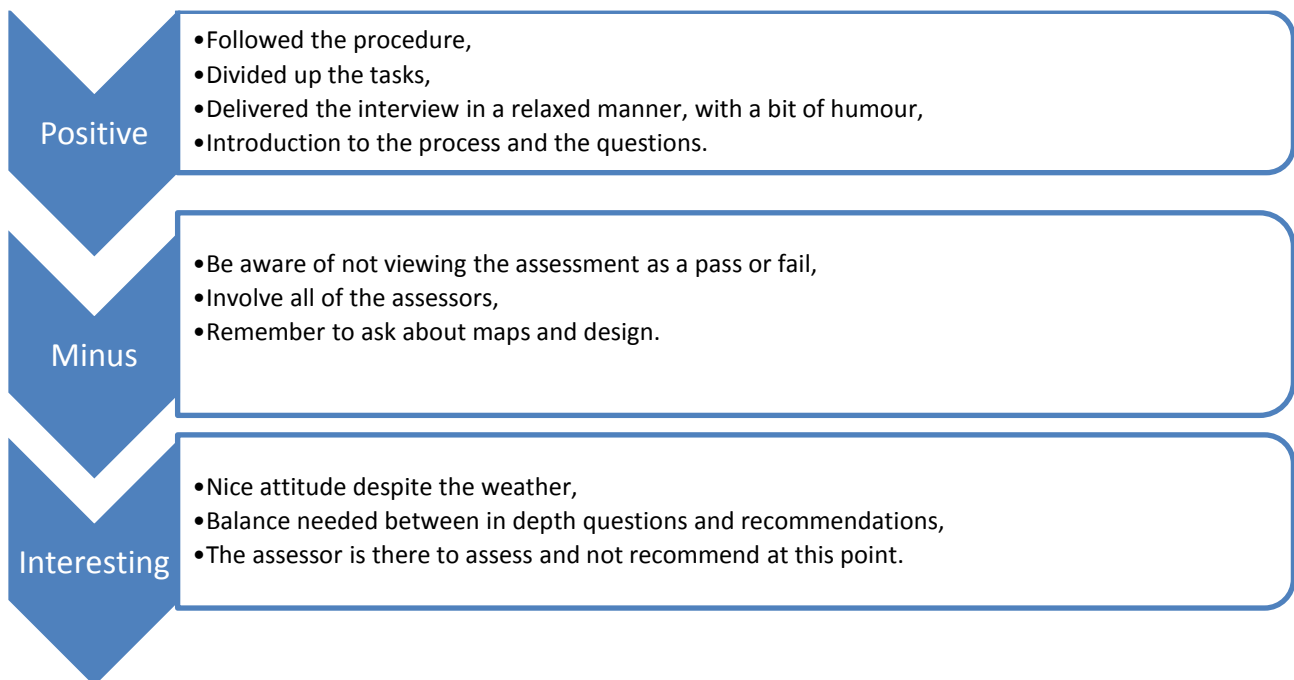
## Day Three: Session Thirteen: Comments and feedback from the group

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### GROUP 1 TOUR ASSESSMENT



### GROUP 2 INTERVIEW ASSESSMENT



## **QUESTION ASKED: WHAT WOULD YOU DO DIFFERENTLY NEXT TIME?**

- Record the whole interview on tape,
- Be more spontaneous with the interview techniques,
- When Louise conducted the interview, she rephrased the applicants answers for clarity,
- Put 'monitoring the amount of people who visit or volunteer at projects' as an essential criteria instead of a desirable one,
- Make sure you ask the applicant if they have any questions,
- Make sure you inform the applicant what the next steps are and how the process works,
- Give the applicant positive feedback during the interview.

## **QUESTION ASKED: WHAT METHOD SHOULD WE USE TO DISSEMINATE OUR FINDINGS TO PEOPLE INVOLVED IN PERMAKULTUR DENMARK WHO WERE UNABLE TO ATTEND THIS EVENT?**

- Communicate bio-regionally,
- Identify who will take on the assessor role,
- Develop an application for becoming an assessor with questions relating to their skills and why they want to be an assessor,
- Promote diploma guilds and working with apprenticeships,
- Conduct events in conjunction with assessing new entrants into the network, devise quality assurance and quality control measures also,
- Make the information available online in PDF format with the video of the course,

## **Session Fourteen: Summing Up and Next Steps**

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### **QUESTION ASKED: REFLECTING ON THE PAST THREE DAYS WHAT PART STICKS OUT FOR YOU?**

- A clearer organisational structure for the LAND project and Permakultur Denmark,
- How great it is to have a structural focus on permaculture in Denmark,
- The number of people at the training – there is now a critical mass of people to take this forward,
- Face to face meetings and social opportunities between people in the network is important.

### **QUESTION ASKED: REFLECTING ON THE PAST THREE DAYS WHERE ARE YOU CONFIDENT?**

- Clear on how to assess and identify a LAND project,
- A better overview of Permakultur Denmark with ideas on how to develop the Association in the future,
- LAND is currently the main activity for Permakultur Denmark,
- Developing a newsletter for members with LAND project contributions.

## QUESTION ASKED: HOW WILL THE LAND PROJECT BENEFIT YOU PERSONALLY?

- Feeling less isolated, I feel encouraged to be part of a wider network and hopeful for the development of the permaculture movement in Denmark,
- Good to connect with permaculture ethics and principles as well as meeting people in the network,
- It's nice to have more people to do projects with and to have fun with,
- Developing the Permakultur Denmark Association, broadening permaculture concepts and engaging with the political side,
- I hope to use the network for learning and add to my existing skill set.

## QUESTION ASKED: HOW CAN WE COLLECTIVELY MOVE THE LAND PROJECT FORWARD?

- Understanding collectively what our possibilities are economically,
- Promoting the positive side of the network – asking members and LAND projects to feed into the network,
- Accept the existing constraints and apply SMART goals,
- Identifying LAND projects and assessing them as soon as possible,
- Increasing publicity of the LAND project to encourage more visitors and volunteers,
- Decide on organisational structures.

## Looking at the money available for the LAND project in Denmark – DRAFT for how the money will be spent.

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### 40,000 DANISH KRONER IS AVAILABLE,

- 3 Tutor Assessments – paying for tutor time and travel expenses. **16,000**
  - With a distinction between assessor's expenses and tutor's expenses
- 10 Group Visits **8,000**
  - With a sliding scale
- 25 Events and Activities **8,000**
- 1 Evaluation Event **8,000**
- Travel expenses for people to attend events - made from profits from events and activities. Refer to the 'Revolving Loans Fund' used by the Permaculture Association in the UK,
- Cathrine Dolleris will revise this draft budget and send to the network for approval.

## Working Groups

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- Site visits, gatherings and meetings,
  - No volunteers as of yet,
- Clear vision, goals and criteria,
  - Kenn
- Clear organisational structures and defined roles
  - Birgit,

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- Kurt,
- Candela?
- Communication
  - Candela,
  - Carmen, *\*this name may be wrong as the handwriting was illegible.*
  - Bodil.
- Awareness and Caring
  - Anne.

## QUESTION ASKED: WHO WANTS TO TAKE ON THE ASSESSOR ROLE? WHO IS INTERESTED IN HELPING WITH/ OR ORGANISING ACTIVITIES?

- |                                 |  |
|---------------------------------|--|
| • Peter – Starter,              | • Charlotte – Starter,                             |
| • Karoline – Assessor,          | • Bjame – Centre,                                  |
| • Tycho – Assessor,             | • Anne – Centre,                                   |
| • Carmen – Starter,             | • Anne – radg-gruppe,                              |
| • Heidi – Starter,              | • Candela – Centre, apprentice assessor and tutor, |
| • Annette – Assessor,           | • Kurt – Centre, apprentice assessor,              |
| • Kenn – Working Groups,        | • Bodil – Centre.                                  |
| • Birgit – Assessor and Centre, |  |

## CARPARK

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- Research into insurance companies is needed,
- Email digital copies of the documents to participants after the workshop,
- Kenn's ideas
  - Describing the LAND process in Denmark using cartoons instead of videos,
  - Create a PDF flyer for the LAND Centre Process and the LAND Assessor process,
  - Create postcards of LAND Centres to form part of the marketing strategy.
- Cathrine Dolleris to contact Joe Atkinson at UK Permaculture Association about the 'Teachers Manual' created, the 'Revolving Loans Fund', the 'sponsorship for events' documents and the 'LAND visitor and volunteer book'.
- Borgerside Annual Gathering Cathrine to discuss logistics with Kurt