



DYSTERJORDET ANDELSLANDBRUK

Virksomhetsplan 2022

The business plan is a living document that is revised annually. It can be seen as a supplement to the articles of association, which elaborates as needed.

1) Number of members

Article 4 of the articles of association states "The board may determine an upper limit for the number of shareholders if the implementation of the operation so requires." In the proposed budget for 2022, the board has taken 120 members as its starting point, based on the experiences from recent years. We see that the membership has stabilized around this number. The land has space to grow food for several more shares, and therefore, the board can consider expanding to 150 shares if there is demand and the gardener has capacity. If there are more who want membership by 20.04, the board will consider increasing the number.

The gardener and general manager have a free share according to their employment contract. Board members receive a free share to recognize the work they do for cooperative farming if the finances allow for it.

Opportunity for registration for this year's season is closed for all approx. April 20, 2022.

2) Organization and communication

Efficient organization and good communication remain the basis for well-functioning cooperative agriculture. Open communication and transparency are crucial for building trust, and an effective organization can help increase the commitment and result of the shareholders' work effort.

To ensure good communication, all members (minimum one per family) must be available by e-mail. The general manager uses the e-mail address andelslandbruk@dysterjordet.no, the gardener has the e-mail address gartner@dysterjordet.no, and the chairman of the board has styret@dysterjordet.no.

E-mail is the main channel for communication between the general manager / gardener / board and the members, with a weekly e-mail during the season. Relevant information will also be posted on the website and on Facebook. It is important that those who have / use Facebook click on 'following' on our group «Dysterjordet andelslandbruk medlem». There, members can communicate with each other and share tips and recipes. Rubric is used to sign up for charities and events. All members should make sure that emails from Rubic do not end up in the spam folder in their emails.

In 2022, the board will focus on even closer and better communication with members, and publish regular summaries after board meetings etc.

In 2022, we will replace the winter meeting with the spring round (Vårronna), where we combine a joint start-up of the various working groups, so people get to know each other naturally, with a long joint work at a time when much work is needed. The community of the potato harvest was very inspiring in 2021. The winter meeting is therefore canceled. The general manager receives feedback on wishes for next year's growing season from the member surveys, and members are further encouraged to complete the survey. The time for the spring round will probably be before the largest order of small plants and seeds so that the selection can be adapted to the wishes of the members. The date for the spring round has not been set yet.

The board believes that a joint activity on the ground related to the spring meeting will work as well or better than the previous member meetings (for example the winter meeting). The board prepares such an activity.

We would like to encourage people to become committed shareholders so that we can create active working groups. It is desirable that each working group elects a leader from the members, and each working group has a contact person who is either a member of the board, the general manager, or the gardener. These can also, if necessary, participate in the working group. It is desirable that communication with the working groups goes via the leader of the working group to the contact person on the board.

In 2022, our cooperative agriculture will continue with the following working groups:

- Gardener Group
- Herb Group
- Construction Group: This group helps to set up and maintain irrigation systems, tool sheds, etc.
- Courses and Social Group: We hope this group will be even more active in 2022. The group can arrange picnics in the field, courses, Thanksgiving and more.

- Kids Group: Responsibility for cultivation on the children's land and activities aimed at the children. This group is started if someone takes the initiative to run it.
- The SOS Group: Can assist the gardener and / or general manager at short notice in case of special needs.
- Web/Admin Group
- Buddy Group with training and information to new members

The establishment of new working groups is available if there is a need and commitment for it - in addition to those that are continued.

3) Draft activity plan 2022

The following activities for members will be prioritized, but the implementation will depend on the members' commitment, interest, and possible financing.

- Sponsor groups / training for new members
- Joint work
- Joint harvesting and tours of the field
- Joint events on the ground, for members and open to all
- Thanksgiving
- Storage-surplus vegetables
- Limited offer of harvest assistance
- Open organic farm or similar

For follow-up of the activity plan etc. an open meeting will be arranged in April. The spring meeting is an arena where members can share and discuss ideas and make concrete contributions to the work plan, working groups, etc.

4) Alternatives to ordinary membership

Work shares

Work shares have been successful and we will continue to offer 10 work shares at NOK 1,500 per share + 26 hours of help on the farm, application-based.

Offers for schools and kindergartens in the local community

Dysterjordet cooperative agriculture had more school shares in 2018 and 2019. Due to Covid, we could not continue with school shares in 2021. We want to open for communication with local schools again this year and try to continue with this scheme.

In the event of inquiries from other organizations, the general manager / gardener / board will consider each individual inquiry.

5) Draft growth plan

Plan for execution

A calendar / season overview will be prepared with more detailed planning of which tasks are done when. This is prepared with experience from previous years and is coordinated with the volunteer calendar. We base our operations largely on our own efforts, so streamlining / optimizing the volunteer efforts is therefore desirable.

Extra help on the ground

A gardening assistant who can assist the gardener when needed, especially during the most active months is desirable.

6) Establishment of electricity on the ground if possible

In 2019, we drilled for water and put in place a water supply on the ground. We currently have a diesel generator that drives the pump, and we will consider adding electricity if this is possible without too much investment. This will be assessed by the construction group.

7) Free shares for board members

These shares will be in addition to those with which it is budgeted.

Adopted at the general annual meeting:

Board members receive a free share, if we have the finances to do so, in return for committing to following-up the defined work tasks for our cooperative agriculture.

8) The shareholders' rights and obligations

The members are entitled to a share of the production. Membership is personal. The members harvest vegetables for their own consumption. In case of special needs, it can be arranged for appropriate agreements. Household members can participate in the field and attend events, but do not receive vegetables.

The members' efforts are essential for a well-functioning cooperative agriculture. The budget is tight, and successful production depends on the members' work effort. Article 4 of the articles of association states that "All members are obliged to contribute a number of working hours per year. The number of hours is proposed by the board and approved by the annual meeting". The board proposes to continue the voluntary service from previous years with a minimum of 6 hours per adult member for 2022.

Organized volunteer work, board positions, auditing tasks or other tasks agreed with the general manager or gardener (eg taking responsibility for a working group or activity) count. It is possible to talk to the general manager about ways to contribute.