

# Project holders : guidelines

All the projects carried out at Ermitaj must be **in accordance with the values, the social purpose and the general charter** of Ermitaj.

If the project meets the **objectives of the "in.formation" pole** and / or that it is linked in one way or another to **agricultural production** (breeding, plantations, development of natural resources, etc.) or **eco-building**, that would be a significant asset.

## Become a "project holder"

- If you are a person or a group currently outside of Ermitaj (meaning you are not a stakeholder yet), and you want to become a "project holder", this requires that you have a **durable and / or recurring project** for which you are responsible and that you manage (coordination) , in other words that you hold the project.

**To become a project holder**, you will be asked to **contact Ermitaj** via its general email address, and to **present your project** clearly: your approach, the duration of the project, its recurrence, your needs (resources, infrastructure, equipment, land surface, human resources ...), and a draft "business plan". A dialogue will then be initiated, and the project will be discussed within Ermitaj, where a decision will be taken.

- If you are already a stakeholder at Ermitaj, and you wish to **start a new project**, you just have to have it validated by **carrying out an "advice process"**<sup>1</sup> and by making sure that each stakeholder had the opportunity to speak. If anyone has a strong objection, a discussion will be held in plenary, and a decision will be made.

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<sup>1</sup>More information about the advice process in the document "Governance and decision making"

## Eligible projects

### A. Projects related to the in.formation pole:

#### Social objective:

We believe that today's globalized Western society is neither sustainable nor fair. Our objective is to **seek, experiment** and **share** avenues for change, with the aim of:

- **inspiring others**, by showing them **other ways of doing and living**;
- instilling the **desire** in others **to become a positive actor of change**;
- and **moving towards other paradigms**, more ecological and equitable ones.

One of the objectives of Ermitaj is to **help individuals and communities to move towards a way of life respecting and taking care of the Earth and of people, in a spirit of sharing and solidarity**.

#### Themes:

To do so, we want the in.formation pole to lead Ermitaj towards a place of information, demonstration, experimentation, exchange and training around the fields of:

- **permaculture** (in its broad sense, cf. flower of Holmgren);
- **agro-ecology / agro-forestry**;
- **sustainable planning** and **regeneration of landscapes** (permacultural design);
- the promotion and preservation of **traditional and peasant know-how** respectful of the environment;
- development, catchment and storage of **renewable energies**;
- **ecological construction and renovation**, bioclimatic aspects and natural materials;
- **human interactions** (sociocratic decision-making, the daily management of larger or smaller groups, non-violent communication, etc.);
- **physical and mental well-being** (retreats, yoga, meditation, therapy by nature and with donkeys)

## **Activities:**

This could be done in particular through:

- The organization and holding of **trainings, internships, events**
- The establishment and / or improvement of **documentary resources**: physical library and online resources
- The organization and holding of **participatory workcamp**.
- Welcoming **volunteers**
- The organization of **guided tours**

## *B. Other projects:*

In addition to the projects detailed in the in.formation pole, **each stakeholder at Ermitaj is free to propose other projects**. These projects can be for **social, cultural or commercial purposes**, or for **personal / collective empowerment** (financial, food, energy, housing) and / or **personal development**.

As long as the project is in accordance with our charter and our values, the possibilities are endless ... the only limit being your imagination!

## Regulation and counterpart

- 1) The project, in all its aspects, must be **in accordance with the values and general charter** of Ermitaj
- 2) The **programming of activities** must be planned in time by the project holder, who must **ensure that the space-time necessary** for holding the activity is **available and does not interfere with other projects**.
- 3) **If the activity generates a profit**, and this is done for the benefit of the project holder, a counterpart, in the form of a **financial participation (hosting cost)** must be paid to Ermitaj (working capital) to compensate for the use of resources and infrastructure.
  - This counterpart will be proportional to the profits generated, with a fixed basis per day for "normal" use of the place (classroom, kitchen, dormitory, toilets, etc.), in the case of event activities.
  - In the case of other projects / activities that do not include a "reception" dimension, the amount of the counterpart will be discussed on a case-by-case basis, and may be evolving over time, depending on the annual income generated.
  - The counterpart may possibly be in kind, if a prior agreement has been obtained (if for example, at the end of the activity, the Ermitaj benefits from an improvement of its infrastructure / common resources).
- 4) **If the activity does not generate any financial benefit**, but requires the use of resources, land, infrastructure or material belonging to Ermitaj, a counterpart will be defined by mutual agreement (it can be material or immaterial: exchange of services, communication around the project, ...).
- 5) If, during the activity, **material has been degraded**, and / or **resources are consumed** in an abnormally high or **abusive** manner, **compensation** - financial, or replacement / repair of the degraded material - will be requested (unless the degradation results from normal wear over a long period).
- 6) Project holders have the right to **request a meeting**, if they deem it necessary.