



Information Package

for volunteers

Avnø Oasis

avno.org

Co-housing Community — Højskole — Green Enterprises

Contents

This info-package will inform you about volunteering at Avnø Oasis. If you are interested in joining us in another way, please find information here:

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OBS: Please note that we are actively developing our project and sometimes things change fast and may differ from the information here 😊 Last updated January 2026.

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General Information

The Avnø Compass

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.

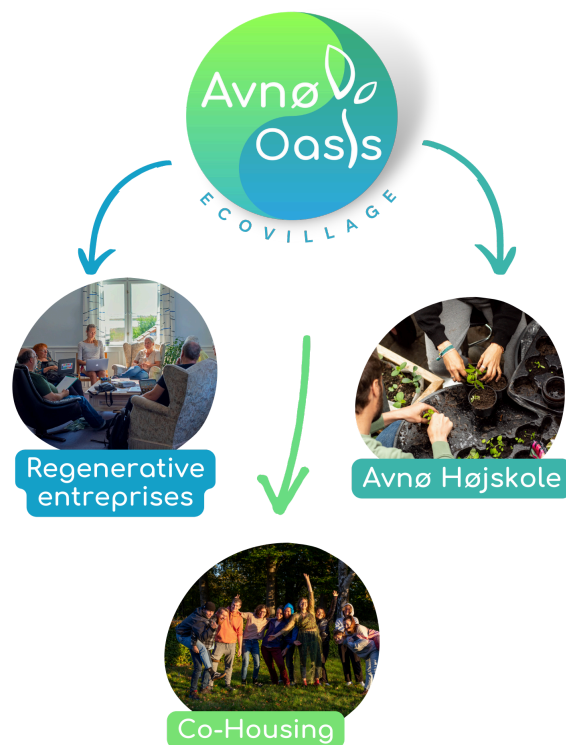
Mission

Model the new paradigm and serve as an oasis for those seeking personal growth, sustainable living, and meaningful contribution. [Read more about the new paradigm in our 7 keys.](#)

Aim

Co-create an eco-village with three legs:

- A co-housing community
- Avnø Højskole: a residential school 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

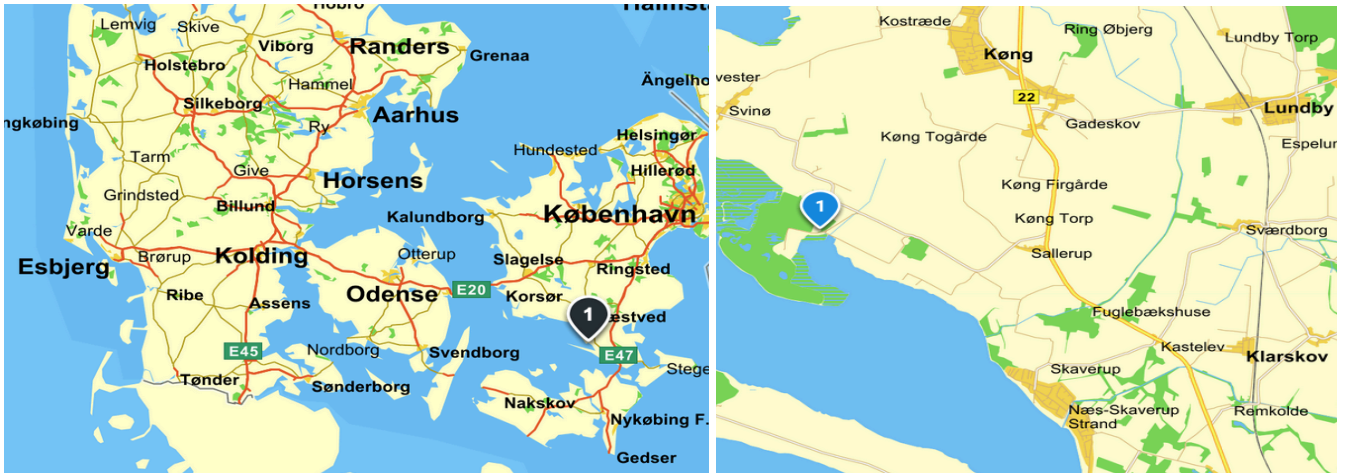


Strategy

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

Location & Infrastructure

Our address is Flyvervej 10, 4750 Lundby, Denmark.



Our infrastructure gives many opportunities and also some challenges:

- 21 ha of land, located in a protected nature area of Avnø Fjord
- 73 bedrooms with private bathrooms (“en suite”)
- A spacious dining hall and several living rooms
- A permaculture forest garden is in the making, and a vegetable garden with medicinal herbs, fruit trees, and berry bushes
- A large industrial kitchen for professionally cooked meals
- Many facilities: a fitness room, a gym hall, a library, a co-working room, several classrooms, an auditorium with 90 seats, as well as music, art, sewing, and woodworking rooms
- Projects need a variety of permissions due to various regulations.



Volunteering in Avnø Oasis



Avnø Oasis is for people who want to actively contribute to creating a new way of living, rooted in responsibility, regeneration, and collaboration.

It suits self-motivated individuals who value:

- *personal growth*
- *shared purpose*
- *meaningful contribution*

Avnø is not a finished product, but a living project that grows and changes with the people involved.

Realizing a project of this size requires commitment, a variety of skills, practical work, and communal involvement and a conversational level of English. It offers rich possibilities for development of personal, practical, organizational, social, and communal skills. The longer your commitment the more you grow!

If you are eager to be a (temporary) part of our community, put your body, mind & soul in an intense combination of social interaction, research, experiment, design, practical tasks, and the creation of a more sustainable model of life, we invite you to apply for one of our volunteering positions.

Mentor, buddy & integration process

Before you arrive, you will have contact with your *buddy*. You can ask him/her all your practical questions. When you arrive, your buddy will give you a tour and make sure you are set up in our online workspaces.

The first weeks at Avnø aims for you to land physically, mentally, and energetically. You begin by observing, learning and doing basic tasks. Gradually you grow into larger responsibilities.

The volunteer mentor is available to support you in finding your right place at Avnø and for a talk, when something isn't working for you.



The volunteer mentor organizes weekly *community wellbeing meetings*, where we all share how our week went and discuss if any adjustments are needed in tasks, responsibilities, attitudes, or if there is something that needs to be changed in our community. We have special focus on whether our activities are done from inspiration or obligation as well as finding balance between taking responsibility for our personal needs, our needs for social interaction, and the needs of the community.

The coordinator of your working group is your *working group mentor*. This is your go-to person for all activity-related questions or issues. Their role is to make sure you understand your tasks and support you in performing the activities. .

Volunteer activities

Your days in Avnø Oasis may be filled with a variety of activities. We expect that you treat Avnø Oasis as your home and contribute with engagement, inspiration, and commitment. Your primary activity will be in a working group. Besides that you will take part in the daily routine jobs that makes our home function. Within your working group, you will be invited to take one or more roles with responsibility for smaller or larger tasks and/or areas according to your experience, skills, and interests. Sometimes it is possible to join one more working group once you are well integrated in your primary working group.

We aim to work from a place of inspiration and gain energy from seeing the project move forward. With this focus we also find energy to handle the less inspiring tasks with joy. When we lose our energy and inspiration we reflect on the cause and look for solutions. Flexible hours allow us to adjust work, rest, and be social according to our individual needs. Such freedom requires a high level of personal integrity, flexibility, peer support, and clear communication, and it gives us the opportunity to find our individual balance between taking care of a project and our personal and social needs. We track our hours to have a more objective measure of our commitment and contribution.

In most working groups, you can grow through improving practical skills, learning organizational skills, improving the role description for your area of responsibility or by taking on the challenge of developing a new role or area within the group. Initiatives are welcome. [Examples of working groups may be found in our 7 keys.](#)

Participating in Avnø Højskole courses while volunteering

We encourage all volunteers to spend some of their free time by participating in sessions & courses offered by our residential learning center, Avnø Højskole. It is free. Sometimes sessions/courses are arranged only for volunteers and core members. These courses give you tools to deal with the changes that are happening inside and outside of you when living in a holistic culture. For participation in our long courses (2-12 weeks), a discounted rate (individual agreement) is available. It is not possible to be a full-time student and at the same time a full-time volunteer.

Volunteering conditions:

Full-time volunteer: Aim to stay for at least 3 months. An average of 35 hours of volunteer service per week. Free room and board. We welcome all ages – preference is given to volunteers who stay for 6-12 months. *Due to Danish tax and immigration policy, we can only offer free room and board for volunteers who are EU citizens or have a working holiday visa. If you are from abroad or want to work less, we offer the possibility of part time volunteering.*

ESC volunteer: Only for those 18-30 years old. We usually have 8-15 volunteers at Avnø Oasis, and we have 3 ESC positions. These positions are



primarily given to volunteers, who, after their landing phase, still are *eager to participate actively in our community*. We are not looking for perfection in terms of skills, but for alignment and sincere interest in our values.

Part-time volunteer: At least 2 months' stay. 25 hours of volunteer activities per week. 4175 DKK/560 € per month towards room and board.

Accommodation

You will have your own room. All the rooms are cozy, spacious, and light with private bathrooms. Some have a view of the sea, some to the yard, and some to the woods. The community kitchen serves 3 meals a day and sometimes also a snack in the afternoon. You can join the common table, sit at the quiet table, or eat outside. If you want complementary foods, they can be stored in the kitchenettes on each floor. It is neither possible to cook your own food in the community kitchen nor in the kitchenettes.

There are many possibilities for leisure activities. Keep your body fit in the gym or the fitness room. Play board games, billiards, table tennis, pickleball, or table football. Bike using our common bikes. Practicing different forms of creativity in our art, sewing, and woodworking rooms. Read books from our library. Watch movies or offer/participate in concerts in the auditorium.

If you want a particular leisure activity, feel free to organize it!



Our Approach to Nutrition

We use macrobiotic principles in our food preparation, based on a holistic approach to food. This allows us to move from judging foods as absolutely “good” or “bad” to assessing them as “appropriate” or “inappropriate” regarding a certain purpose. We mostly use organic whole grains, beans, seeds & local vegetables, complemented with smaller amounts of fermented foods, fruits, nuts, seaweeds, fish, shrimp, and eggs. Vegan options are provided upon request. We do not have the capacity to cater to other special diets.

Besides tasting and looking delicious, macrobiotic food is known to activate the body's self-healing powers, reconnect you with your inner core, and support planet regeneration. Macrobiotic principles offer a safe & nutritionally complete approach to the vegan diet, which is becoming increasingly more popular both for ideological and climate reasons.



If this is a change in your diet, please expect some changes in your body and mind as you adjust. This is normal, and we are happy to support you in adjusting as easily as possible. Please let the chefs know if you experience any food cravings, as they may use it as inspiration for the meals. You may [read more about this approach to food in our 7 Keys](#)

Community Life



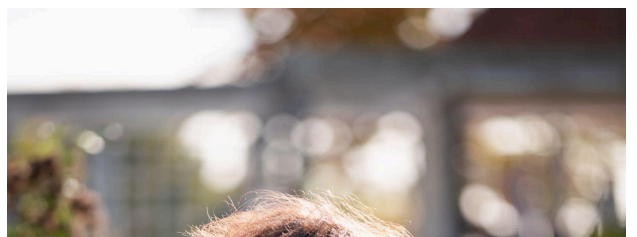
We are an international community (often 7-12 different nationalities from 2-4 continents around the table 😊) of people of mixed ages (3,5 to 70 years). Our main language is English. However, we want to stay integrated into our local area, so Danish is learned by the permanent residents, and spoken in situations when only Danish-speaking people are present.

Our community consists of a small core group of permanent residents, 8-15 volunteers, and a varying number of community members living part-time at Avnø. The total number of people staying here varies from 10 to 60+ people at different times of the year, depending on events, how many people are home, and the number of volunteers, students, and guests. It is important to realize that Avnø is a very changing community, breathing in when we receive many new people and breathing out when they leave again. We aim to increase our core group (permanent residents) during the next few years.

*Essential community-building activities that we all **aim to participate in** are:*

- Daily morning circles at 9:00 — starting the day with a song/activity and hearing announcements
- Weekly sharing circles at 19:30 on Sundays — to share what's alive in our minds and hearts
- Weekly community wellbeing meetings
- Opening and closing circles for people coming/leaving.
- Some sessions in spring and autumn at the beginning of the long courses to integrate residents, students, and volunteers as **one community**.
- Community meetings, when matters that touch all of us are explored/decided, including dealing with tensions in the community. (Short meetings connected with morning circles a few times a year).

You are invited to participate in or initiate *optional community-building activities* such as women's circles,



biodanza, morning yoga/exercises, video evenings, game nights, workshops, courses, and events organized by volunteers, students, residents, or as part of Avnø Højskole. You are also welcome to spend time alone or explore the surroundings.

Living in a community can be socially demanding, but it also provides opportunities for personal growth, healing, and deep connections with other people. There will be people and situations that trigger your weak spots or bring out your strengths. It's essential for an enjoyable community life that you (and everyone else here) are eager to learn and develop yourself through your stay and that you are willing to work with and grow from tensions/conflicts that may arise. In our 7 keys, you can find our [procedure for dealing with conflicts in a respectful manner](#).

Policy 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 don't serve them or 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. Personal use of sugar or coffee is a private matter. [You may read more here](#).

Recreational use of drugs and alcohol doesn't align with our values; everyone is kindly asked not to bring or consume them at Avnø Oasis.

Decision-Making & Organisation

Legally, all activities of Avnø Oasis are run through [Vitalitetsfonden](#) (CVR 417046).

We use [sociocracy](#) for decision-making and organisation, because it gives everyone a chance to be heard and provides transparency (if practiced correctly 😊). Our responsibilities are organized in roles and working groups, where each member takes responsibility for a smaller or larger part of the activities. You can [read more about how we apply this in Avnø Oasis in our 7 keys](#).

Next steps

We receive many applications. After we receive your application, we base the selection process on the needs and possibilities of Avnø Oasis at the time, when and how long you are available, your alignment with our vision & values, your skills, and your willingness to learn, grow, and invest time and effort into the development and improvement of our project. You may receive a letter asking more questions. If we have available positions that clearly seem to match your skills and interests, you will be invited for an interview. If our expectations seem to be aligned, you will be invited to join our community. To secure your place, you need to accept this invitation within a week by filling in our 7 keys.

Are you still interested?

Please [apply here](#)

See you soon in Avnø Oasis ecovillage!

