



DIE GEMEINSCHAFT

FUNDAMENTALS

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WHAT UNITES US

Die Gemeinschaft is a network of artisan food system actors across the entire value chain - from the field to the plate. We describe the vision in a *manifesto*: we want to shape a better food system together.

All of us have taken up our professions out of a passion for good food. But in our work on the fields, in the kitchen and in the manufactories we repeatedly experience negligent use of resources, estrangement between people, food and their stories, abuse of power and discrimination. We want to change that.



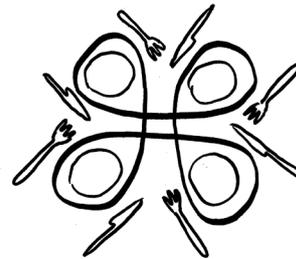
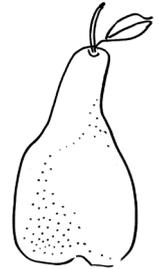
As members we follow the mission of building a strong network between gastronomy, food crafts and agriculture for structural change. In a world of empty promises and greenwashing, we want to take a clear stance with our work and act rather than just talk. We stand up for good food, working conditions, preservation of cultural heritage, promotion of food sovereignty and respectful interaction with each other.

THE GOALS OUR COMMITMENT

As early movers we define and spread our standards together. We face questions and take decisions on courses of action every day without having conclusive answers. For that reason, the following criteria are an orientation - what we wish for, what we are enthusiastic about and what we are working on.

As a benchmark, we have agreed on goals along entrepreneurial, ecological and social dimensions. Of course, how exactly they are realized will depend on the field of work.

We use these goals to protect our values, to communicate and to commit ourselves. We aim to be role models for future generations and support each other in moving forward.



FOR OURSELVES: ENTREPRENEURIAL DIMENSION

RESPONSIBILITY: We are individuals and owner-managed businesses who start with ourselves when making the food industry fit for the future. In doing so, we accept additional efforts for a holistic solution and will also take the less well travelled path

CRITICISM OF POWER STRUCTURES: We appreciate the value of all team members and prefer reasonable division of responsibilities and new leadership styles over power hierarchies and (self-) exploitation



CRAFTSMANSHIP: We preserve artisanal and traditional ways of working that result in food with high quality and good taste. When in doubt we put the wellbeing of nature, animals and people above efficiency and profit

TRANSPARENCY: We openly communicate our methods and decisions and promote discussion and exchange at eye level within our team

APPRECIATION: We ensure good working conditions, fair wages, involvement and further training of our employees

FOR THE ENVIRONMENT: ECOLOGICAL DIMENSION

CONNECTION: We obtain our raw materials, ingredients and resources from the region as much as possible and reasonable. By that we support regional and resilient value chains and short distance transportation

AGRICULTURE: We support and demand regenerative agriculture that is adapted to the location and future-proof, regenerates soil and follows to agroecological principles



ANIMALS: Keeping livestock is not a matter of course for us, but a privilege that implies a responsibility. We respect carrying capacities based on the area and prefer multi-purpose breeds

DIVERSITY: We embrace traditional varieties and breeds and integrate their specific characteristics into our work

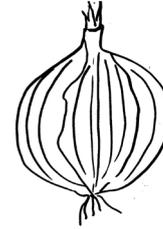
RESOURCES: We reduce the use of non-renewable raw materials, take production costs into account and close loops. We avoid products from industrial sources



FOR EACH OTHER: SOCIAL DIMENSION

RELATIONSHIPS: We prefer direct sales between gastronomy, handicraft and producers and avoid wholesale trade as far as possible

COOPERATION: We do not consider ourselves as competing, but as playing complementary roles in the food system transformation. We openly share contacts, experience and skills



RESPECT: We pay fair prices for services and suppliers and ensure fair trade and fair working conditions. We see ourselves as part of a system and take responsibility in both directions of the value chain

OUTREACH: We direct our knowledge and network to sharing our work with as many organizations and people as possible

INCLUSION: We stand against extremism, discrimination, misanthropy, racism, bullying and sexism and actively promote a diverse work environment

THE PEOPLE INVOLVED

WHO PLAYS WHAT ROLE

Our network is organized as a non-profit association (eingetragener Verein). Members' contributions, donations and project grants enable our work. For that, the following actors are indispensable:

FULL MEMBERS are actively driving change in the food system through their work. They participate in the network with experience, exchange and collaboration. They understand their responsibility as a member to strive for the goals defined above.

SUSTAINING MEMBERS (Fördermitglieder) support the vision of Die Gemeinschaft and observe our work, but do not necessarily participate actively in projects.

As an association, Die Gemeinschaft has a **BOARD** (Vorstand) elected by the general assembly which makes strategic decisions and represents the network. The day-to-day work - from coordinating members to organising events and developing projects - is the responsibility of the employed **TEAM**.

THE ACTIONS

HOW DIE GEMEINSCHAFT CONTRIBUTES

As members, we drive the transformations that matter to us in our respective fields. Die Gemeinschaft facilitates spaces for us and our teams to network, share knowledge and experiences, and support each other. At the same time, we create a platform to communicate and reach out to the world.



NETWORKING

Die Gemeinschaft organises regular member meetings to promote understanding and cooperation between the branches. Farm visits connect city and countryside, kitchen meetups present an ingredient and its story, and all food system professionals get a chance to meet at Das Symposium.

EDUCATION

We value practical experience as much as theoretical knowledge - outstanding craftsmanship demands the powers of hand and brain. Formats of Die Gemeinschaft therefore often include *workshops*, insights into scientific backgrounds and *experience reports*. Recordings are made available to the public in the *archive* on the website.



The educational programme offers young professionals in the network the chance to orientate themselves in the food system and to learn directly from cutting-edge actors.

COMMUNICATION

As a platform, Die Gemeinschaft offers its members the opportunity to communicate their efforts and convictions to a wider public: at the symposium or individual events, via digital channels or the extended network's "Stammtisch".



Projects and activities are constantly emerging and we welcome ideas and contributions from the members. What topic is lacking a platform? Do some of you share an interest in a particular method? Or would you like to reach a specific target group? Feel free to contact the team and we will be happy to support your thoughts and actions. We also welcome feedback and comments on these Fundamentals, which can change over time and are certainly never perfect.