

Governance, Legacy & Stewardship Master Record

This document is a full written record of all structural, cultural, operational and governance principles discussed and agreed. It is not a summary. It exists to ensure nothing is lost and may be refined later with legal and accounting professionals.

1. Core Foundation – Family Anchored Livelihood System

The organisation is built as a family-anchored livelihood system designed to provide stability, employment, continuity, and generational opportunity.

It is not a corporate enterprise, not an investment vehicle, and not designed for extraction or sale. It exists to support family, extended family, and community through meaningful work and structured development.

Growth is allowed but only when it strengthens people, culture, community and continuity.

2. Purpose and Direction

Primary purpose: stable livelihoods, generational continuity, and meaningful work.

Secondary purpose: community support, local farmer integration, training, development and opportunity creation.

Priority order: People → Stability → Sustainability → Reinvestment → Profit.

3. Non-Sale & Perpetual Stewardship Rule

The enterprise can never be sold.

Land cannot be sold.

Core assets cannot be transferred externally.

Control cannot be handed to corporations, investors, government or religious institutions.

Succession occurs through family, chosen-family stewards, or internal leadership only.

If all succession fails, stewardship may transfer to a private non-profit structure governed by family-aligned oversight to ensure mission continuity.

4. Succession Model

4.1 Family Lines

Succession includes biological family and named family lines including descendants of Aileen, Arianne and Rojan.

4.2 Chosen Family

Long-term internal leaders may be formally recognised as family stewards when aligned with mission, contribution and responsibility.

4.3 Internal Leadership Priority

Leadership must come from within first. External leadership only when capability does not exist internally.

5. Stewardship Structure

Active Stewards

Lead operations, decision-making and carry responsibility.

Passive Stewards

Remain connected to lineage, have no governance authority, no operational authority, cannot leverage assets, and may pass their stewardship forward.

Exit Stewards

May leave through contribution-based payout mechanism.

6. Contribution-Based Exit Mechanism

Exiting individuals receive inflation-adjusted return of original build contribution only.

No entitlement to current valuation, land value, profits or goodwill.

7. Financial Protection Rules

No collateral use of enterprise.

No leveraging land or assets.

Internal support loans only in small, controlled, board-approved cases.

Loans inflation-adjusted only.

Operations and wages take priority.

8. Staff Housing Framework

Housing owned by organisation.

Linked to employment.

Not sold, not inherited privately, not leveraged.

Returns to organisation when employment ends.

9. Hiring & Opportunity Charter

Priority hiring for young adults needing opportunity, individuals without formal pathways, and those willing to learn.

Apprenticeship and training embedded into business growth.

Where possible, opportunities extended to vulnerable youth and orphans under safe and lawful frameworks.

10. Internal Growth & Branch Expansion

Staff trained internally to lead future branches.

New branches established by internal teams supported by the main farm.

Growth remains community anchored and values-driven.

11. Operational Governance

Founder provides ideas, direction and strategic oversight.

Spouse leads operational coordination, organisation and people management.

Accountant and lawyer provide structural integrity and protection.

All staff roles cross-trained to prevent reliance on single individuals.

12. Community Integration

Organisation supports local farmers, sells local produce, provides jobs, and strengthens community stability.

It must never act as a dominant corporate force or displace local livelihoods.

13. Legacy Direction

This system is designed to exist beyond the founder and spouse, supporting future generations through work, opportunity, stability and stewardship.

It aims to leave the world better than it was found by creating employment, structure and dignity through practical livelihoods.