



**DYSTERJORDET
ANDELSLANDBRUK**

Annual Review 2023



Cultivating diversity, health,
and community

Photo: The potato fields - Victoria Thomas

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Dysterjordet andelslandbruk was founded on 24 November 2014 and rents approx. 15 acres of land from Dyster gård in the center of Ås. Our cooperative farming is based on three basic principles:

- *Shared yield, shared risk*
- *Dialogue between the farmer and the members*
- *Open and transparent economy*



Photo: Flowers in the back of the tunnel – Victoria Thomas

1. Introduction

Hello lovely members!

I must first say thank you for the participation and passion you shared with us throughout 2023. It is you members who make cooperative farming possible and worthwhile – we can't do it without you! This was Dysterjordet's ninth season, my second year as general manager, and Vegard's first full season as farmer. We set out with big ambitions, not all of which we reached, but we've seen changes in the field that we are proud of, and we hope you are too.

We have removed garbage, repaired tools, began straightening the center path down the field, and re-established the shape and size of many vegetable beds. We added more nutrients into the soil and ended the season with more land covered in green manure than in previous years. We added a workbench in the tunnel and saw members step up to the challenges of maintaining seedlings, heading to the field in the early mornings and late evenings to open and close the tunnel and water.

2023 was not without its challenges. The weather was less than ideal, but you members showed up to work in the dry-heat of the early summer, wallowed through the potato field when it turned into a pond in the autumn, and helped clear the field in -7°C this winter. I know both Vegard and I learned a lot this year, and we are excited to take what we've learned with us into the coming season.

Thank you for your contributions and support. I very much look forward to working for and with this community again in 2024.

Best,

Victoria Thomas
General Manager



Photo: The field under storm clouds – Victoria Thomas

2. Employees and the board

Employees

Permanent employees in 2023 were Victoria Thomas as general manager and Vegard Brandt Slevigen as farmer. Victoria had an approx. 15% position and Vegard had an approx. 35% position. Both Victoria and Vegard will continue in 2024. Håkon Mella was employed as a farm mentor with 150 available hours in 2023. He will not be continuing with Dysterjordet in 2024. We thank him deeply for his time and commitment to Dysterjordet over the previous 9 years!

Summer assistance was provided by Bonnie Sutherland and Magnus Nickelsen (hours the staff worked can be seen on page 11).

The board

In 2023, the following board members were elected at the annual meeting on February 16th:

Name	Year	Group/responsibility
Lutgart Lenaerts	New	Board leader
Daniel Rasse	Re-election	-
Katrin Zimmer	Re-election	Treasurer
Emil Sandsør	Re-election	Dyster gård representative
Sammie Ng Yan Ping	New	Secretary
Jan-Helge Christiansen	-	Varamedlem

Annual message from the board

We were so lucky to have Victoria and Vegard on the farm. This dream team came in and brought a lot of vision, drive, ideas, and hard work.

The joint effort of members, Victoria, Vegard, and the summer assistants Bonnie and Magnus certainly shows on the farm – it looked beautiful this season!

Thank you for the season 2023, and we hope to see you again on the field in 2024!

3. Shareholders in 2023

In 2023, Dysterjordet covered 148,5 shares. Adults, workshares, and seniors represent 1 full share, youth, seniors, and late summer represent half a share, and children represent a quarter share.

This season we had a target of 135 adult shareholders, including 10 workshares. This target was reached in June 2023. By the end of August, however, a few shares had not been paid and this was calculated at 131,5 shares. Four late-summer shares were offered in late August/early September.

This was our first season organizing shares and payment ourselves. The original set-up for calculating shares was linked to invoices and based on incoming payments. However, Dysterjordet provided several shares without payment for 2 employees, 5 board members, 2 members as social contribution (see page 12), and 1 share in exchange for tractor work. This resulted in a final share-count higher than had been represented throughout the season. This has been discussed with the board and the excel-file for registration has been altered for future seasons to ensure that all shares, with and without payment are registered.

	Membership	Total Quantity	Share Quantity
Individuals	Adult	119	119
	Workshare	11	11
	Youth 13-17 years	5	2,5
	Child 5-12 years	12	3
	Child >5 years	14	0
	Senior <75 years	4	4
	Late summer	4	2
Total		219	148,5
Household Members	Do not receive vegetables	43	

*Adults include 5 board members and 2 employees who received shares for free, 1 adult provided as social contribution, and 1 share in exchange for tractor work.

Household members

The household membership was first offered in 2018. This share makes it easier for families and collectives to join our community while supplementing their share(s) with vegetables from shops/elsewhere. This has proven to work well once more in 2023. There were 43 household members in 2023, consisting of 30 adults, 6 students, and 7 kids under 13 years.

Year	Number of household memberships
2018	31
2019	33
2020	39
2021	22
2022	32
2023	43

Workshare members

Workshares were first offered in 2020 as an effort to be more inclusive to those with lower incomes. Each year since, Dysterjordet has offered a lower priced share, with an obligation to work 20 + 6 hours, application based. A total of 11 workshare applications were received and offered.

Year	Number of Workshare members
2020	8
2021	10
2022	7
2023	11

4. The growing season

On April 9th, the coltsfoot sprouted at Dysterjordet, and that was the start of the season; just a couple of days later the plastic was in place on the tunnel, and the beds were prepared for planting. Down on the ground, the straw was raked aside from the garlic beds, for the ground to warm. Planting soil and seed potatoes were delivered to Dyster gård, radishes, and turnips and lettuce were sown in plug trays. The spring heat was still waiting, and on April 25th yours truly spent 5 hours shoveling snow from the tunnel - it was a chilly spring.

Våronna took place on May 13th, and in glorious sunshine 45 eager people met up for the show-down at Dysterjordet - thousands of small plants were ready to be planted out. Within 5-6 hours, all the plants were in the ground, and satisfied shareholders could enjoy a pizza from Dysterdomen with a clear conscience, and they looked out over the field and admired their work. An extra thank you to Ronny Steen, who also showed up last year with a tractor and implements, helping to prepare the spring run.

And then came the heat and the drought. The water system was made operational, and it was a good thing, because without it, it would have been rough for the small plants, since there would not be any significant rainfall for nearly two months. Several of us spent hours down there in the field with the water hose, and thanks to that, I don't think we lost a single plant to the drought. Undoubtedly, growth was slow during this period, and the potatoes suffered from a lack of water, the same with the onions. An upside to the drought was that weed growth also stagnated, and the real weeding did not have to be done until later in the season. Admittedly, we spent a lot of time watering, as opposed to planting more plants, sowing seeds and other projects, but that's how it is when you're at the mercy of the wind and weather (and haven't laid out a permanent irrigation system).

The heat also contributed to the fact that already at the end of May, the first harvest message came, with radishes, sedges, dandelions, and more on the list. Pretty soon, lettuce, beetroot and kale were also on the menu. We did several types of interplanting this season, and although it is exciting, in terms of resource utilization, pest control and space utilization, it is not something I recommend next season. For several it was challenging to find the plants that were on the harvest notice, and there was also the fact that we have minimal signage on the field - here there is room for improvement.

At the beginning of July, fortunately, the drought was over - the rain showers came steadily throughout the month. Many went on holiday (including the gardener), and even though several were down at the field weeding, all plants grew quickly during this time. And at the beginning of August the storm Hans visited; it was the first time this year that the potato field was under water. This was the start of a very wet autumn, which was good for some of our fields but very bad for others. The aforementioned potato field was flooded a total of three times, and it affected the crop. Fortunately, we had a good field of early potatoes on the south side of the tunnel, which somewhat offset the losses in the northern field.

We persevered with charity events and harvest notices well into September, and there has generally been a good turnout. Early in November, the last session was on the ground; then the remaining cloves of garlic went into the ground, and we have 6 beds of garlic, which will hopefully survive the winter cold and be ready to be harvested in early July. A large compost of the remains was also placed on the land. Not long after, the winter cold set in.

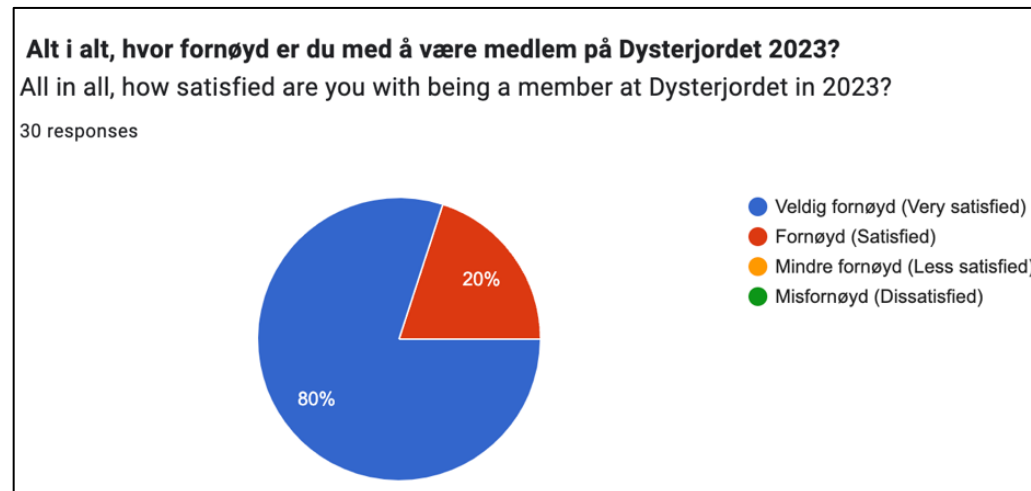
There is one thing I would like to highlight that was challenging this year - and all other years, from what I have read in the previous annual reports - and that is the weed situation. We have a large crop loss as a result of weeds. Parts of the land were plowed in early May, partly to combat field thistle and quack grass and partly because large parts of the land had such a hard crust that it would have been difficult to plant anything. This was partially successful: we were able to push the field thistle back, but it was probably worse with the quack grass, and also many sedge and other seed-weeds sprouted. Weed control is perhaps the biggest challenge for organic farming, and especially for us; we have a large field to handle with volunteer hours, hand tools and part-time positions. I still don't know how we will be able to manage it in a satisfactory way, but we should work on the very basics, such as an appropriate crop rotation, good soil structure, and reduction of the weed seed bank.

Production at Dysterjordet is run according to organic guidelines and we are certified through Debio. We were re-certified organic on the 9th of October 2023.

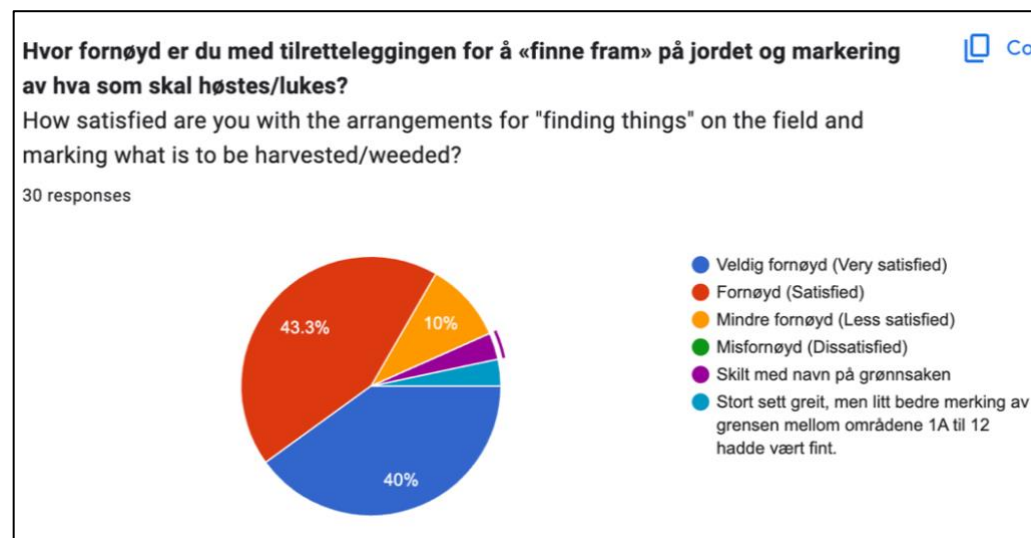
5. The member survey

30 responses were collected from the member survey in 2023. The overall feedback was positive, and we received good suggestions regarding crops, dugnads, and harvesting. Below are some highlights from the survey results.

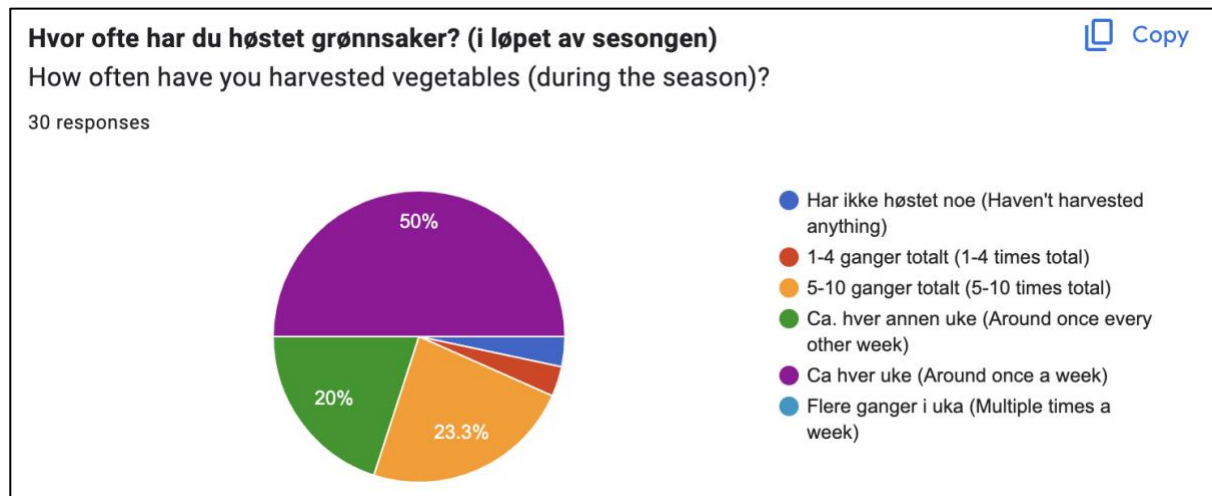
All respondents were either very satisfied (80%) or satisfied (20%). The results were similar for other questions regarding satisfaction with aspects of our operation such as communication and organization, the use of Spond, and harvest messages.



However, it is worth noting again in 2023, that there was less satisfaction when it comes to the arrangement for “finding things”: on the field and marking what is to be harvested/ weeded.



This is also related to another finding we want to highlight – which is that slightly less than half of the respondents did not make ‘full use’ of their share.



Overall, the main reasons for being a member at Dysterjordet were summarized as 1) organic vegetables, 2) getting hands in the soil, and 3) meeting others. These sentiments match the events which respondents rated the highest, which include the spring round (vårronna) and the potato harvest. We see and feel the importance of larger events where members gather on the field and complete big tasks together. This has inspired a small shift in the dugnad plan for the 2024 season (see the business plan; section 6 – separate document).

6. Organizing the work

In 2023, employees worked the following hours: Victoria – 297,75 hours, Håkon - 40,75 hours, Vegard – 604,5 hours, Bonnie - 77 hours, and Magnus – 41 hours.

Dugnad

In 2023, we continued with drop-in style dugnads twice a week.

Regularly scheduled dugnads were easier for gardener Vegard, who had a corresponding work-schedule on the field each Tuesday evening between 17 and 20 and Saturday morning between 10 and 13. Due to the frequency of dugnads, it was decided not to publish events for dugnads in Spond. While we saw high levels of participation throughout the season, we also see that the offer of drop-in style dugnads resulted in less structure and fewer built-in opportunities for education. This we also tackle in 2024 😊



Photos: Picking up garbage and busy at work on the field – Victoria Thomas

Working Groups

In 2023, there were some active working groups. The thistle group continued the work of removing thistles from the field. One kid's harvest was organized by Katrin and Lutgart, and Solveig hosted an open herb-group day sharing the history of the herb spiral. Thank you to all who led a working group and to those who participated.

7. Social responsibility

In accordance with our constitution, Dysterjordet andelslandbruk gives 1% of the annual revenue back to the wider community in Ås. This season, the board decided to use this amount to cover the shares for 2 Ukrainian refugees. We provided one adult vegetable share to Halyna and one senior vegetable share to Anna, for a total of 4,450 nok.

In addition, the Ås sanitetsforening provided shares for 8 Ukrainian refugees at Dysterjordet in 2023. It was the initiative of Halyna who joined Dysterjordet in 2022, which inspired this collaboration, and the Ås sanitetsforening's board who kindly decided to use their funds to support Ukrainian refugees in Ås. Many of those who joined us in 2023 worked with agriculture or kept gardens at their homes in Ukraine. We experienced many interesting conversations while we worked alongside one another at dugnads and shared meals in the social area. Thank you to Ås sanitetsforening and to the members from Ukraine who have added to our community in countless ways this season!



Photo: Halyna with the pointed cabbage – Victoria Thomas

8. Activities

Member-led courses

In 2023, members Minna, Mark, and Solveig contributed to our community by holding courses and sharing their knowledge and passion with small groups of members.

Minna held sourdough courses again in 2023. For each of the two courses, she sent participants home with a jar of sourdough starter from her own starter, named Dolly.



Solveig organized an open herb-group day to share the history of the herb spiral in the social area. Solveig started the herb-spiral project in 2016 and has learned over the years as she has expanded and maintained the spiral. Thanks to those who joined for giving the herb-spiral sign a fresh coat of paint and a new design. It looks great!

In November, Mark held a small course in food preservation techniques. Members prepped brussel sprouts and green kale for blanching and freezing. He brought along his vacuum sealer and participants went home with some veggies to freeze. We hope to expand this course in 2024! Stay tuned.

Photos: Members at a sourdough course with Minna, the newly painted herb-spiral sign, and a member preparing brussel sprouts – Victoria

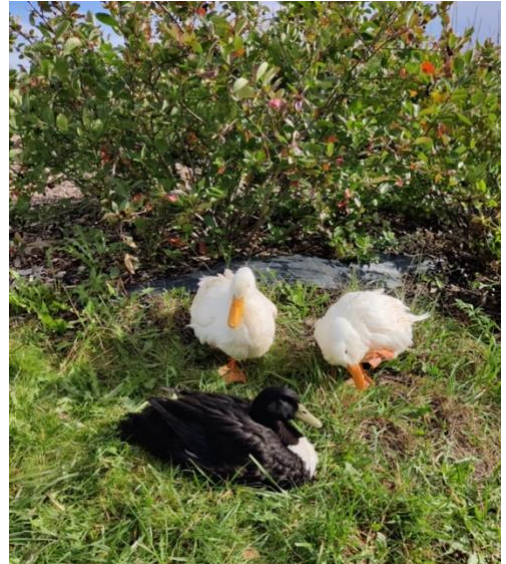


The open organic farm day

Our open organic farm day was held on the 23rd of September. Our volunteers arrived early in the morning and helped to set out tables, set up the tent, hang signs, and decorate.

Vegard offered tours of the field for to visitors, and member Marion and her family prepared a delicious cabbage soup as part of a historical food preparation demo. We also got to meet three of their ducks, who enjoyed the sunshine and veggie scraps in the social area.

The pizza oven was busy with cooks and tasters and locally produced scented candles were sold at a mini-market. Participants enjoyed a pumpkin quiz and Bonnie lead a seed-saving tour. Thank you to everyone who helped us with a wonderful day!



Photos: From the open organic farm day – Victoria Thomas



Potato Harvest

Potatoes are one of those crops which are best collectively harvested. With the help of almost 50 members throughout half a day, we harvested and packed the potatoes on the field. Farmer Vegard used the tractor (kindly lent for the day by Dyster gård) to loosen the soil, as helpers scurried away to avoid being hit by the soil before returning to get their hands in the earth and dig for as many potatoes as they could find.

Another lovely day on the field!

Photo: Members sorting potatoes – Victoria



Garlic and Compost Theory, Grilling and Quiz by the Bonfire!



On 18th November, Victoria and Vegard organized a special half-day Saturday event on the field. It was minus 7 degrees Celsius, but we had a bonfire and most of us had warm clothes. As the ground was already frozen, we did not plant garlic - but thankfully Vegard had already planted a few beds of garlic before, so fret not, garlic-lovers of Dysterjordet, we will have plenty next spring, in fact more than we did this year.

We did learn a lot about garlic, like the importance of crop rotation, before member Gunnar gave a lesson on compost theory.



We spent most of the day clearing the fields and collecting the remaining greens for compost. It led to a big harvest of kale and brussels sprouts, some of which was shared with the wider community through BUA, a student cooperative on campus and FoodSharing, a student initiative to redistribute food from retail stores and reduce food waste.

We ended the day grilling pinnebrød and other snacks around the campfire, and had a quiz in small teams to test if we remembered what we learnt about garlic and compost.

Photo: Members hearing from Gunnar - Sammie

It was yet another wholesome day at the farm filled with learning, time on the field and sharing knowledge, food and company. We look forward to having more sessions like this in the next season!

9. Economy 2023

Below are accounts for 2023 - to be adopted by the annual meeting.

Auditor for accounts is shareholder, Jan Vermaat.

[the auditor's report comes at the annual meeting]

RESULTATREGNSKAP	Budsjett 2023	Regnskap 2023	Kommentar
INNETEKTER			
Årskontingent	398 250	393 633	Income from membership fees
Årskontingent sensommerandeler	0	0	These are included above
Årskontingent arbeidsandeler	15 000	15 000	
Donasjoner til andeler	0	0	
Areal & produksjonstilskudd	24 000	23 549	Grant from landbruksdirektoratet
			Purchased potato and onion seed in bulk and split payment with
Andre inntekter	0	19 513	other farms
Donasjoner til drift	0	295	From Vipps (open organic farm day)
Renteinntekter	300	295	Interest from the bank
Tilskudd, sponsormidler	0	0	
Skoleandeler	0	0	
Nedskriving gjeld/ annet inntekter	0	0	
Sum inntekter	437 550	452 285	

RESULTATREGNSKAP	Budsjett 2023	Regnskap 2023	Kommentar
Arbeidskostnader gartner	-162 500,00	-113 110	Vegard - 604,5 hrs and Håkon - 40,75 hrs @250 kr/hr
Arbeidskostnader medhjelper	-20 000,00	-17 677	Bonnie - 77 hrs and Magnus - 41 hrs @200 kr/hr
Arbeidskostnader daglig leder	-75 000,00	-51 793	Victoria - 297,5 hrs @ 250 kr/hr
Skattetrekk	0,00	-81 497	Tax withholding is not calculated separately in the budget due to variations in tax cards per employee and monthly payments
Sum lønn	-257 500,00	-264 077	
Arbeidsgiveravgift 14,1 %	-36 308	-33 372	
Feriepenger 12 %	-30 900	-31 419	
Forsikring	-5 500,00	-5 457	
Sum arbeidskostnader	-330 208	-334 325	The employee costs were underestimated based on an error in the original spreadsheet - it has been corrected now
Frø, småplanter, gjødsel mv.	-55 000	-89 091	19 513 kr as income is included above (70 388 kr)
Materialer, redskaper mv.	-18 000	-7 412	
Avskrivninger		-27 030	Depreciation was missing from the budget in 2023
Leie av traktor, redskaper, fører	0	0	
Jordleie	-17 520	-17 520	
Annet	-1 000	-140	Facebook advertisements and public transportation for moving equipment
Programvare	-11 000	-10 270	
Kjøregodtgjørelse	-1 500	0	
Annen godtgjørelse	-5 000	-4 356	Home office payments and workclothing for Vegard per contracts
Kontigenter	-5 500	-4 305	Norsk landbruksrådgiving, Debio
Sosiale tiltak	-4 376	-4 450	1 adult and 1 senior share
Kommunalt vann	0	0	
Kunnskap og sosialt	-7 000	-6 670	Rental of kinnsåsen, pizza oven ingredients, 3 webinars for Vegard
Gebyrer mv.	-800	-716	Bank fees
Tap på fordring	0	0	
Manglende feriepenge fra året før	0	0	
Tilskuddsmidler	0	0	
Sum kostnader	-456 903	-506 285	
RESULTAT	-19 353	-54 000	This is lower than expected, partly because depreciation was not included in the budget and employee costs were calculated with an error.

RESULTATREGNSKAP	Regnskap 2023	Kommentar
BALANSE	Regnskap 2022	
Anleggsmidler	11 620	
Fordringer	0	
Bankinnskudd driftskonto	193 146	
Bankinnskudd skattetrekkkonto	9 186	
Bankinnskudd avsatte feriepenger	33 882	
Sum eiendeler	247 834	Total assests
Egenkapital	244 804	
Årets innmeldingsavgift	9 900	
Årsresultat	-54 000	
Sum egenkapital	200 704	
Kortsiktig gjeld	0	
Skyldig skattetrekk	9 186	
Skyldig feriepenger	33 882	
Sum egenkapital og gjeld	243 773	Sum of equity and debt
INVESTERINGSBUDSJETT	Regnskap 2023	
Likvide midler 1.1.	204 025	
Andelsinnskudd (ny egenkapital)	9 900	
Donasjoner til investeringer	0	
Investeringer	0	
Resultat før avskrivninger	-26 970	
Likvide midler 31.12.	186 955	The investment pot

Til årsmøtet i Dysterjordet andelslandbruk SA

Valgt revisors beretning for året 2023: Uttalelse om årsregnskapet

Jeg har revidert årsregnskapet for Dysterjordet Andelslandbruk basert på bokføring i excel, med tilhørende elektroniske bilag og kontoutskrifter fra banken. Daglig leder Victoria Thomas har bistått meg og svar på alle mine orienterende spørsmål.

Gjennom min revisjon har jeg ikke oppdaget vesentlige feil eller mangler. Victoria informerte meg at to digitale bilag, de med kode 9.2 og 9.3 for to innkjøp gjort i september, hadde gått tapt. Beløpene er ikke særlig høy og passer i innkjøpsbildet så jeg vurderer det som en ikke vesentlig glipp.

Årsregnskapet for regnskapsåret 2023 viser et underskudd på kr 54.000,-

Jeg mener at det fremlagte årsregnskapet for 2023 gir et riktig bilde av den økonomiske situasjonen, og kan fastsettes som årsregnskap for 2023 av Dysterjordets andelslandbruk.

Sted: Ås Dato: 12. januar 2024



Navn: Jan Vermaat

Thank you everyone for a lovely 2023 season and we look forward to 2024!

The annual report was written by Victoria Thomas, Vegard Brandt Slevigen, Sammie Ng Yan Ping, Katrin Zimmer, and Lutgart Lenaerts. Photos from Victoria Thomas and Sammie Ng Yan Ping. Thanks a million!