

BYBI 2022

MAGICAL, EVERYDAY
ENCOUNTERS WITH
THE BEES





HONEY IS AN
INVITATION ...

Flower ceremony with Buster Film Festival, 2022

Dear Friends and Partners,

Our time of social and environmental crisis delivers this generation great responsibility and what often feels like too little power to change.

We are all sensitive to how serious this crisis has become yet feel unable to act with an appropriate urgency.

But it is never too late to ask how we got here in the first place; to act differently in our patterns of work and consumption, to listen to animals and plants in our everyday, and to adopt a new language and a new structure that will help us find a better way of living together.

At Bybi we try to do this on a tiny scale in often-overlooked corners of our workplaces, homes and everyday relationships.

With bees, flowers, people and honey we want to set a stage for magical encounters with other species. It is your care and curiosity that has helped bring so many of these spaces to life in 2022. We know that the pleasure taken from them is not just for humans – but also for the insects and plants that share them.

If you have visited Bybi, you will have heard us talk about the new language we are applying to our organization: from sustainability to regeneration, from products to invitations, from consumers to co-creators.

These shifts are inspired by a growing global movement in art, research, philosophy and business. If you haven't visited Bybi and would like to know more about how we are nourishing the regenerative agenda, please come. It is from small moments of attention that we believe a collective movement can grow – that shows we can choose other ways of organizing ourselves.

We took some radical decisions in 2022 and the results were surprising. We are excited to share them with you and to see where these decisions take us in 2023.

Thank you for your support!

Bybi 2022

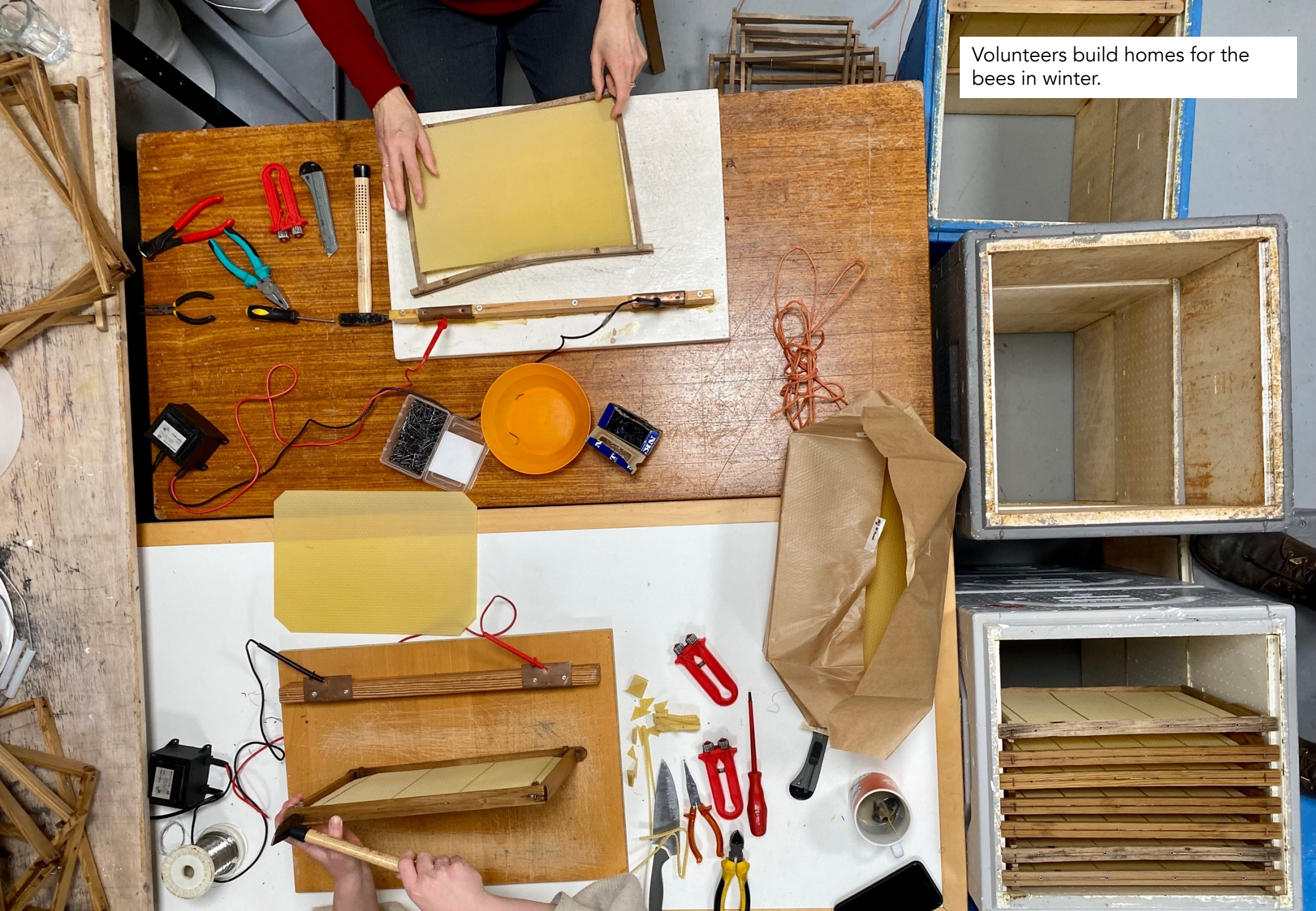
“RE-ENCHANTING THE CITY”

Last year, we opened our report with questions we wanted to explore in 2022. Rather than basing our report on targets hit or missed, it gave us an opportunity to speculate about **how** we wanted to develop. The year began with a hard covid hangover. But in January we re-formed and came through stronger than before. We can answer last year’s questions and ask new ones for next year.

Please help us to answer these questions. If you have suggestions or ideas write to us at bzzz@bybi.dk or share your thoughts [@bybi.dk](https://www.instagram.com/bybi.dk) on Social Media.



Volunteers build homes for the bees in winter.



ARE THE BEES AND BEEKEEPERS HAPPIER?

Like the city's human population, the bees had a rough winter. However, with care from Aref and his team, they had recovered in time for the summer harvest. We reduced the number of colonies again by about 10% and the number of colonies per site, from 6-8 five years ago, to just 2-3 today. Interestingly we gathered about 15% more honey than last year.

More bees=more honey is an equation we will re-evaluate. It is clearly more complex and an opportunity for both bees and beekeepers to define their own conditions, as well as taking into account the resources in a given area and the needs of other pollinating insects.

Aref's team has included volunteers from Ukraine, Morocco and Germany. In the summer, Aref's son Rudi joined us to help with the bees and the harvest. In the face of conflicts, economic headwinds and climate, we all feel it is important to that both the human and bee communities can work towards a path of security, connection and prosperity.

One question we have for next year, is if we should change the type of bee and beehive we work with. Beekeepers in Denmark breed bees that produce a lot of honey, but are prone to disease and parasites. How can we allow them to live healthier, independent lives and perhaps produce less honey?





Oleksandr (from Ukraine) shows Aref (from Syria) pictures of his summerhouse near Kharkiv).

WHAT HAVE WE LEARNED FROM THE BEES? HOW HAVE WE SHARED IT?

We continue to be delighted to learn about the bee's intelligence and the way humans respond when they meet bees on more equal terms. Bees have a language, ability to learn, to teach each other, to play and even memorize faces. One participant on our visits said: "I never thought how insulting it is to bees to call them workers, as if they are just following orders!" Perhaps this invites us to see human workers differently too?

In 2022 we have had collaborations with three international universities and four arts organisations. We have had management and business schools take an interest in our approach; and projects with five local schools. We relaunched our Sound Walk in English and Danish and had more than double the number of tours, events and activities from last year.

We distributed 25000 packets of seeds with a new mix for all pollinators and 2000 flower bulbs. We produced new written materials with less information, and an appeal to people's curiosity. Observe the bees and the flowers. How is it to be a bee? In our tours, events, projects and workshops we found better questions and a greater understanding start here.

In 2023 we will launch a new collaboration with Det Lille Teater, working with 15 schools across Copenhagen on a performance called "When my mother was a bee".





What do the bees tell us about work?



Creating "bee city" with children



What is the honey inviting us to do?

HAS THE HONEY BECOME MORE OF AN INVITATION?

In 2022 we took some big decisions. We turned down two major supermarket chains. We closed our webshop. We phased out our gin, spirits, beer and other products. We held a series of magical honey ceremonies at Bybi where people came with their own glasses to fill. We made events with partners who bought back the honey and gave it for free to their customers and partners. Against the logic of a normal business, we found that our revenues and profits from this part of the organization actually went up when we cut the costs of sales and production. Friends and neighbours were more engaged, helping to pack seeds, decorate glasses and plant for bees and other pollinators. We think the honey is worth more as an invitation than a product – is there a way to prove this?

One particularly good example was the harvest festival we conducted at Muji. Rather than sell the honey, we invited key customers to visit and take a glass for free in exchange for planting a flower. 250 people attended and 50 kg of honey was carried back into the city along with hundreds of insect friendly flower bulbs and seed packets.

Meanwhile the city's top chefs continued to take an interest. Our honey, wax and fermented honey was served at Noma, Barr, Lola and other top restaurants. Christmas honey hearts from Lagkaghuset carried a Bybi message about care for our urban nature along with a spoonful of Bybi honey.

Where will this approach take us next? How can we re-connect the honey with the moments in the human calendar, when we have an opportunity to care for other species in the city? Perhaps the arrival of the swifts in May, or the departure of the geese in October.





Meet the honey at Bybi



Fill your own glass



Honey sets with flowers and the Bybi Sound Walk



Muji Honey Ceremony

HAVE OUR PARTNERSHIPS BECOME MORE REGENERATIVE?

In 2022 we welcomed Pension Danmark to the community. DIS and FHO re-joined. We experimented with new event formats at Radiometer, who sponsored our activities with schools and children, L'Oreal, who joined us for an employee away day and held a honey ceremony at a Christmas Party. We conducted new workshops with employees at IKEA and Rockfon and helped Bella Center inspire clients in regenerative practices. But we still have more to do. How can we improve our communication with other partners, so initiatives and collaborations emerge more easily?



Rockfon employees plant bulbs in November 2021



March 2022. Hello, flowers!



Tivoli honey on the way



Rudi gives ice-cream at Ørestad summer party



Bella bees



Catching swarms at 3F



HAVE WE IMPROVED THE FINANCIAL STABILITY OF THE ORGANIZATION?

In January 2022 we took a decision to reform the organisation with a new model. We had to say goodbye to some good colleagues, but we were also able to look at everything we learned in 12 years of operation. In 2022 have made a profit and had zero public or private funding.

Developing a robust organisation without traditional products feels risky (We work with 'invitations' now!), but also incredibly interesting. For the time being it is working. We are experimenting with self-management structures inspired by (among others) Frederic Laloux. Financial resources are flowing in a new way. How far can we take this model?



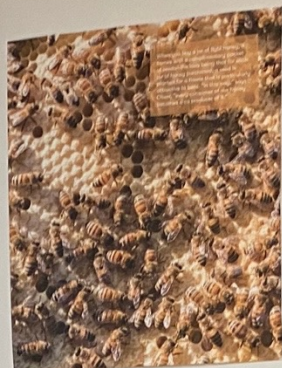
Natural, local materials for packaging.
Gathered from our neighbour tree at
Sundholm.

HAVE WE IMPROVED THE DIVERSITY AND ENGAGEMENT OF OUR SOCIAL COMMUNITY? HAVE WE USED IT BETTER?

Bybi has enjoyed the support of 25 staff and volunteers from 12 countries. The spread of ages has been from 6 to 60 and with different backgrounds and experiences. Offsite, we worked with CAB in Sydhavnen, who's bee project won a major honey award, and who's service users helped create our new materials and flower packets.

In 2022 the business scenography of whiteboards, post-its and plastic files were put in storage. We don't miss them. We meet and work around a kitchen table in our headquarters and have begun to hold more workshops and events for each other in the space. Next year, we want to make a new kitchen, to introduce more seminars and talks creative workshops around cooking, writing and talking together.





Tuesday volunteer team

WHAT VOICES HAVE WE OVERLOOKED?

In 2022, this question led us to establish a year-long project with Metropolis, Copenhagen International Theatre. We participated in the "Talking Landscapes" project, visiting municipalities all over the country to guide conversations about the future of both cultural and natural landscapes.

Our conversations with local people imagined what plants, animals and other objects might feel about, for example, the development of Refshæløen or the re-wilding of local parks.

The methodology gave us a new way of communicating our activities and involving overlooked voices. It is important to do this so that we help to open new spaces for other pollinator species like wild bees.

We think the conversation format in the project can help other organisations, schools and projects become more sustainable. In 2023 we want to deliver more of these conversations to partners in the city.



The Parliament of Things



The scene for a conversation about bees, flowers and people.

HONEY GATHERED IN 2022

Partner	Bee Colonies	Honey Collected
3F	3	116
Bella Center	3	87
Botanisk Have	7	381
Dansk Industri	2	32
DIS	3	168
FHO	2	62
FX	3	71
HOFOR, Valby	3	144
Ikea Gladsaxe	2	64
Kongelund	3	155
Københavns Rådhus	2	32
L'Oreal	5	178
Lederne	5	152,2
Magneten, Frederiksberg	4	175
Muji, Illum	2	76
Niels Bohr Institute	7	512
Pension Danmark	2	101
Radiometer	4	184
Rockfon	4	171
Sundholm	4	201,2
Tivoli	3	104
Valby Vigerslevs alle	6	418,2
Velux	4	221
Blend and other partners		1217
Total:	83	5022,6

THANK YOU TO OUR PARTNERS!



AMAGER VEST
LOKALUDVALG



FREDERIKSBERG
KOMMUNE



PensionDanmark

RADIOMETER 

Lederne
- en verden til forskel



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