



www.gaiaeducation.org



#### **Mission**

Gaia Education is an international NGO, supporting the co-creation of regenerative cultures by providing transformative educational programmes and project-based learning for individuals and organisations leading systemic change.

#### **Vision**

We are working towards a world of resilient, deeply connected, and bioregionally responsible communities and organisations, thriving through regenerative practices.

#### How we do it

Since we grew out of the Global Ecovillage Network 20 years ago, Gaia Education has played a key role in the movement for sustainable and regenerative education. Our work is based on the understanding that regeneration is an inherent pattern of life itself and that all our distant common ancestors, as well as many current indigenous peoples, understood life as a regenerative community of which we are members, not masters.

We provide transformative online and face-to-face courses, services, and project-based learning programmes across the globe, working with everyone from young people, schools, universities, and corporations to governmental bodies and international institutions.

Our founding team of international regenerative education experts created our ground-breaking 4D Whole Systems Design Framework, which forms the basis of our learning programmes and projects.

We have certified over 370 face-to-face and e-learning programmes, reaching 55 countries, 26,000 people and 147 nationalities, in every kind of setting imaginable. Our life-changing courses enjoy a 92% 'excellent/good' rating worldwide.

In 2022, we received the Luxembourg Peace Prize for Outstanding Peace Education.'

## What does 'Regeneration' mean?

'Our current economic system is degenerative and extractive; it steals the future.

A regeneratively designed systemheals the future.

Regeneration brings vitality and renewed growth to our communities and to our ecosystems.

It puts life and connection at the centre of every decision we make.'

The Regenerators, Australia







### Face-to-Face courses

#### **Ecovillage Design Education Programme (EDEs)**

Our flagship face-to-face programme, the EDE, is usually a 5-week immersive course that provides participants with the knowledge and skills to design a regenerative culture within their community or organisation.

We have supported and certified the delivery of over 370 EDE programmes worldwide, held by partners in settings ranging from rural villages to urban slums.

#### **Training of Trainers Programme (ToT)**

Our ToTs are designed to deepen our experience of teaching and facilitating a community of learners using participatory methods, critically important for the engagement of communities and a peaceful future.

#### **SDG Multiplier Workshops**

Learn how to design regenerative projects using the United Nations Sustainable Development Goals and Gaia Education's 4D Framework, with the help of our UNESCO-endorsed SDG Flashcards. You can take our cards and free manual to train colleagues and community. (more on p8)

#### Become a Gaia Education Certified Trainer!

Join our wonderful community of global trainers and receive support for launching your own EDEs, SDG multipliers, and youth programmes by completing: An EDE + a ToT + 1 dimension of our online GEDS programme (see p5)



Our **new MiniEDEs** are week-long programmes particularly adaptable to children and young people, for those who want a taster of Ecovillage Design Education and Gaia community.



"Feeling completely lost in the system and norms of life today, this course was simply a blessing, which came to me at the right time, at the right place. I had forgotten what it felt like to be a part of something meaningful, to feel a sense of belonging... This experience was the motivation I needed to reawaken my inner fire, reminding me of our old ways, our roots, and why we are here in the

Participant at Auroville EDE, India

first place."



Gaia Education provides a variety of e-learning courses, all exploring how we can co-create Regenerative Cultures together.

Here are some examples.

#### **GEDS**

Our 14-month flagship e-learning programme, Gaia Education's Design for Sustainability (GEDS), fosters the ecological imagination of students to support the redesign of the human presence on Earth from degenerative to regenerative trends, one local community and bioregion at a time. It is offered in English, Spanish and Portuguese, and you can sign up for one module or take the whole programme at once.

Graduates may apply to convert their certificate into an online MA or PhD with Ubiquity University or convert it into credits and a discount for an undergraduate programme at Goddard College in Vermont, USA.

#### **Shorter programmes**

We run an array of shorter programmes with our network partners, including:

#### **Principles and Practices of Deep**

**Transformation** - Based on Jeremy Lent's acclaimed books, the Web of Meaning and the Patterning Instinct, this course is a deep and accessible 10-week guided exploration of an alternative, life-affirming worldview based on the intersection of modern science and the world's great wisdom traditions. It provides an inspiring and practical vision of pathways that could lead to an ecological civilization.

**Cultivating Regenerative Livelihoods** - It can be difficult to make ends meet, let alone find a job that allows us to meaningfully contribute to the multiple challenges of our time. This 12-week course will help you pause to reflect, connect with what's important to you, and go forth with tools and insights to make your regenerative livelihood a reality.

**Designing for Resilience** - This 16-week course will prepare you to work with your community towards a clear plan to prevent, respond to, and re-design systems around potential disruptions caused by climate change, as well as social, political or financial disruptions.

#### **4D Regenerative Design Literacy with Daniel**

**Wahl:** - Unlock the potential within Gaia Education's holistic approach to regenerative design. Daniel Wahl, a leading figure in the Regenerative Movement and author of Designing Regenerative Cultures, guides you through a 6-webinar series, delving into Gaia Education's revolutionary 4D design mandala, exploring the intricate interplay between sustainability pillars and regenerative design dimensions.

**SDG Training of Multipliers (ToM)** - an online, in-depth exploration of our SDG Flashcards and Multiplier workshops. It demonstrates how you can use these UNESCO-endorsed tools to lead communities and organisations in the design of projects for transitioning to regenerative cultures.

#### **Systems Thinking for Real World Change**

This nine-week course will help you to explore and apply 'systems thinking' concepts and tools to create the change we need in the world. Based on Frittof Capra, Donella Meadows and Theory U concepts and practices.





The Gaia Youth movement supports children and young people to actively engage with the complexity of global crises, lead the Worldview shift needed to cultivate more regenerative human cultures and receive the tools to co-create the future they want to see.

#### Gaia Youth Certified Programme

Gaia Education's partners around the World are running many varied, inspiring and fun youth Programmes based on our 4D framework.

Any youth programmes inspired by our free EDE or GaiaYES curricula and aligned with our values can use our 'Inspired By' logo.

Youth Programmes with Gaia-certified facilitators, covering our eligibility standards, are eligible for certification.

#### Gaia Schools.....

Gaia Schools is a groundbreaking programme supporting schools to integrate Gaia Education's award-winning 'Ecovillage Design Education' (EDE) Design for Sustainability, and 'GaiaYES' (Youth Education for Sustainability) curricula into their daily programmes.

The Gaia Schools approach supports children to remain connected to themselves, each other, and the natural world in a way that the current mainstream educational paradigm finds hugely challenging.

Gaia Schools use a 'Whole Systems Design' approach to their learning journey, ensuring that all four Social, Ecological, Economic, and Worldview/Cultural pillars nurtured in more regenerative communities are fully balanced and present in school life, presented in a 'Heads, Hearts, Hands methodology.

#### **Short Youth Courses and Resources**

Gaia Education and our partners offer week-long miniEDE programmes for children and young people, as well as SDG Multiplier workshops supporting schoolchildren and university students to incorporate the SDGs into their regenerative project designs. We continually produce new tools and resources to support young people to lead the way to a regenerative future!

**Gaia Jovem** in Brazil empowers young people from 12 to 18 years old with the competences and skills to re-design their presence in their communities, neighbourhoods, cities and the world!

The students coming from different backgrounds explore the role of youth in fighting poverty and driving regeneration. The young adults become practical, thoughtful, and capable change agents activating change in the world.

**Gaia Kool** in Estonia is a private primary school which was entirely built around Gaia Education's 4D curriculum after two parents attended an EDE programme! Since 2014 they have built up a thriving school and been the lead partner in developing our free GaiaYES school curriculum.











Gaia Education runs different projects with our inspirational partners all over the World. We have two main types of projects:

#### **Resource Development Projects (RDPs)**

RDPs are mostly funded by Erasmus+ and developed in with many partners around Europe. They run through Gaia Education's Brussels office.

Our many projects include:

Community Catalysts: A suite of projects developing resources for grassroots activists supporting their communities to speed up transition to regenerative cultures.

GaiaYES: A partnership which has developed a FREE holistic Education for Sustainable Development curriculum and handbook for use in secondary schools and in youth groups.

Youth Action for Nature and Wellbeing: A beautiful youth-led initiative developing a toolkit, guide and e-learning programme for young people to maintain their wellbeing and nature connection as they become active citizens in pursuit of regenerative cultures.

#### **Community Transition Projects (CTPs)**

CTPs are longer-term project-based learning programmes which support pioneering communities facing the devastating effects of ecosystem degradation, socio-economic breakdown and climate change.

Our many projects have included:

Senegal: Our A-rated, DFID-funded project in Senegal, 2017, supported female farmers to transform barren land into abundant fields of crops to consume and sell.

Zambia: Our 2018-22 Scottish Government-funded project with WWF Zambia and the Young Emerging Farmers Initiative supported Zambian young farmers to lead conservation campaigns & a provincial transition to regenerative livelihoods, including the production of exportable honey.

Bangladesh: Our 2013-17 project with Bangladesh Association for Sustainable Development supported women farmers in Southern Bangladesh to lead their communities to climate change-adapted settlements, regenerative farming, and ethical trade. We are currently seeking funding for a project extension!



"I used to often suffer the effects of heavy rains on my house and this was worrying as I often never knew if my house would survive the risk of being destroyed. Thankfully, I was able to venture into serious agriculture farming. I made profits from the sale of my organic produce that were often in demand, such as red onion and cabbage. Today my family and I live in a very conducive home with better infrastructure without fears of one day being homeless due to impacts of climate change".

'Brian', ZYCALA project member



Gaia Education has worked with over 110 partners, intergovernmental agencies, academic institutions, ethical businesses and the United Nations in the creation of policy guidance and tools for the implementation of major international sustainability conventions.

We were an active member of UNESCO's ground-breaking Global Action Programme (GAP) on Education for Sustainable Development and a Chapter Lead in Sustainable Development Goal (SDG) 4 for the UK's National SDGs Plan.



#### SDG Training for Multipliers

Out of this work, in partnership with UNESCO, Gaia Education has developed our SDG Flashcards and Training for Multipliers. Available in 5 official UN languages, the training is designed to build the capacity of facilitators to hold the vitally important conversations on how to implement the 17 SDGs at the local and regional scale, in ways that are carefully adapted to the biocultural uniqueness of each location. We offer training packages to schools, universities, companies and communities, or you can buy the cards and download our free manual.







#### **UNITAR e-learning programmes** ---

We are a partner of UNITAR in conducting specialised e-learning trainings:

**Local Water Solutions for Global Challenges**, in partnership with the University of Strathclyde and Scottish Government, is a FREE course offering the opportunity to learn about the challenges and solutions associated with managing this precious resource and includes innovative technologies for increased water resilience.



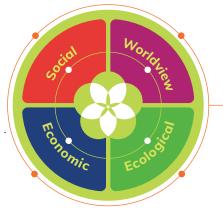
#### **African University SDG MOOCs** —

Gaia Education, the Centre for Education for Sustainable Development Africa (CESDA), the SDG Center for Africa, and several other pioneering institutions are co-developing a 12-week free MOOC for African University students - ACIiMaTISE - to train them on the SDGs and climate change mitigation/ adaptation priorities for the continent, with support for taking targeted local action in their area. We have secured some matched funding but still need support to raise the rest of the £280,000 needed.









Our inspiring Global Community reminds us every day that the shift to regenerative cultures is HAPPENING. So far, there are three main groupings:

#### **The Glocalisers**

Globally-connected, forward-thinking individuals acting as grassroots Community Catalysts - accelerating their community's transition to a regenerative culture.

#### **The Pioneers**

Climate-affected communities urgently adapting to changing environments, social breakdown, and loss of productive soil, and becoming pioneers of community-led regenerative practices.

#### **The Changemakers**

Organisations seeking to lead the global transition to regenerative cultures by incorporating regenerative practices into their internal culture and anchoring this shift within their zone of influence.

#### 4D Framework

Gaia Education's Whole Systems 4D Framework lies at the heart of our courses and programmes.

Its holistic approach supports participants to design regenerative cultures whilst deepening their understanding of the social, ecological, economic, and 'worldview' shifts needed for systemic change.

The Worldview dimension is particularly important, as it supports us to connect more deeply with ourselves, each other, and our beautiful natural world so that our project designs are created from a more regenerative inner understanding.

The framework draws from the expertise of some of the world's most successful eco-communities, transition projects, indigenous communities, and regenerative design practitioners.





## Online and In-Person courses

Gaia Education works with over 200 expert partners in 55 countries to support individuals and communities to design ways to thrive regeneratively. Our in-person Ecovillage Design Education and our online Design for Regeneration programme have led many participants to set up their own communities, smallholdings and projects all over the world.

Here are just two examples!

#### **Gaia Ashram, Thailand**

Om Sunisa, an EDE graduate and facilitator at Wongsanit Ashram in Thailand, has set up Gaia Ashram in Thailand, as a place where people can live holistically, practice, and realise the interconnectedness of all living and non-living beings, whilst running a permaculture farm and learning centre. She holds regular EDEs, and other Gaia Education trainings as well as Deep Ecology and yoga programmes.



Sara and Kieran set up Alfheim regenerative farm 3 years ago, and their beautiful steading now grows over 30 different vegetables, fruits and berries, welcoming WWOOFers and quests to learn about their work.





## Gaia Education's Reach and Impact 20

## **Community Transition** Projects:

In our Community Transition Projects in bioregions facing frontline crises of Climate Change and ecosystem degradation, our Whole Systems Design framework, local trainers and expert partners have supported pioneering farmers to design greater resilience for their homesteads and livelihoods in face of extreme weather conditions. In restoring their ecosystems and introducing permaculture and agro-ecological approaches to their work, they have increased income and nutritional levels at a vital time of transition.

## Eg. With Gaia Education's local trainers, 4D framework and participatory design approaches:

In Bangladesh, the Bangladesh Association for Sustainable Development supported, 2,000 villagers (75% female) in coastal communities facing floods, typhoons and soil salination to adapt their homesteads, adopt regenerative agriculture techniques, transform salinized soil into rich, productive land and, increase household income by 23%.

In Senegal, REDES Senegal, in a project given an 'A' grade by DfID, supported 1,866 farmers (80% female) in the Podor region, facing desertification due to agro-industrial farming techniques and climate change, to restore their land into flourishing, abundant fields using agro-ecological techniques. Their food production increased by 93%.

In Zambia in 2018-22, WWF Zambia and the Young Emerging Farmers Initiative supported 500 young farmers to lead a multimedia conservation campaign reaching 500,000 youth, and to lead 2,100 households to adopt more sustainable agricultural, livelihood and natural resource management practices. They increased participating households' income by 40% as well as their food and nutrition security, principally via beekeeping. They also saved 3500 hectares from being deforested by charcoal production and produced high-quality honey which they are now attempting to export.









From its creation in 2005 up until July 2023, Gaia Education relied primarily on the generous financial support of the Gaia Trust in Denmark. In its last 3 years of funding, it provided £120,000 per year.

With notice of the closure of the Trust, we have been working hard to render Gaia Education as self-sustaining as possible. In the last two years, this has involved investing our reserves in programme development; increasing the efficiency and volume of our income-generating online and in-person courses; opening an EU-registered presence in Brussels to continue receiving EU funding (transferring many staff members to EU-funded projects); and, currently, reducing the size of the team in line with our income trajectory.

We have been largely successful in 'repairing the plane whilst in flight', reducing our overall staff costs by 40% and generating an estimated £230,000 in income from our programmes and projects in the 2023-4 financial year. Our efforts have been hugely helped by two new Erasmus plus projects and an exciting new four-year Horizon Europe project for our Gaia Education EU entity.

We are excited at the dynamic pace at which our programmes are growing, and keen to pursue the following objectives and outcomes for the coming financial year:

#### **Objectives**

#### **Outcomes**

- 1) Support more individuals, organisations and communities to use the knowledge, skills and inspiration gained from Gaia Education's resources and programmes to lead transitions to regenerative practices
- **1a)** More high quality resources and programmes are available to a wider range of individuals, organisations and communities seeking to lead their communities towards regenerative practices
- **1b)** Increased no. and demographic of people benefitting from GE resources/progs each year
- 2) Multiply the impact of our Community of Practice on the ground via more effective networking, promotional partnerships, certifications, and collective projects
- **2a)** Multiplied impact and reach of regenerative education projects, resources, courses, via partnerships
- **2b)** Increased capacity, reach, and impact of Gaia Schools and Youth networks as they support young people to retain/adopt regenerative practices
- **2c)** Face-to-face Courses Certification Programme has increased the capacity, reach and impact of partner organisations'/certified trainers' work
- 3) Contribute to the increased influence of, and support for, regenerative education at local, regional, national and international policy-making levels via collaborative advocacy work
- **3a)** GE has actively contributed to the production of campaigns, resources, events increasing influence of and support for regenerative education

But to achieve all we aim for, we need support.



In spite of reducing Gaia Education UK's overall staff costs by 40% for the financial year of July 2024-June 2025, as things stand we will still be working at a deficit of £50,000 for the basic management and development of our different programmes.

As our primary ask, we seek £50,000 to fill that deficit. (See Annex 1 at the back for the full draft budget 2024/5, depicting that deficit)

As our **BIG ask**, in order to develop our suite of online and in-person programmes, our resource development projects and our community transition projects to the extent that our wonderful and dedicated staff team envision, we would need a further £250,000 - broken down in Annex 2 at the back.

As the world catches up with the concept of Regeneration, though often misunderstanding its radical nature, Gaia Eduacation's authentic regenerative work is more vital than ever - and we and our partners have been honing our approach for 20 years.

Aware that the global financial system is in danger of collapse and the effects of climate change and ecosystem destruction might soon wreak havoc on depleted communities and ecosystems all over the world, we need £250,000 in support to continue spreading as far as possible the idea that communities can take charge of their own transitions to resilient and regenerative futures, and that there are plenty of models and ideas available for adaptation.

Above all, we hope to show more and more people that, rather than a painful and frightening future, if we act now we may still have time to reconnect to the regenerative way of being on the planet that humans were designed for, and which the rest of the natural world so desperately needs us to reclaim.

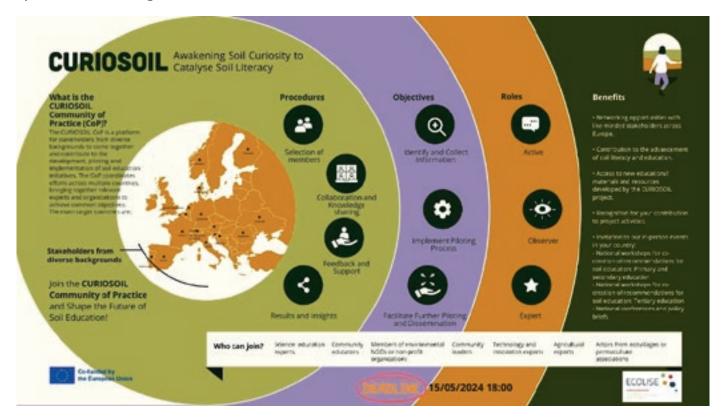




In face of Brexit, Gaia Education has set up a new Gaia Education Europe entity in Brussels, in order to continue receiving EU funding for our many resource development and community transition projects and partnerships. We are delighted to continue supporting community-led initiatives across the continent. Here is the biggest project we are currently running:

#### **CURIOSOIL:**

Launched in February 2024, CURIOSOIL (Awakening Soil Curiosity to Catalyse Soil Literacy) is a four-year, EU co-funded project focused on enhancing soil education. With 12 partners and led by Universidade de Aveiro, the project addresses the critical need for a better understanding of soil amid increasing human pressures on this essential resource. Using hands-on Soil Experiences, CURIOSOIL aims to deepen public comprehension of soil dynamics, establishing a connection between individuals and soil.



By collaboratively developing educational products, curriculum standards, and teacher training programmes, **CURIOSOIL** increases the appreciation of soil value and aligns with the EU Mission "A Soil Deal for Europe." This initiative cultivates soil literacy, engages citizens, and promotes sustainable soil practices.

The project aims to integrate soil health into EU school curricula by 2030, fostering awareness, knowledge, and behavioural changes for a resilient and climate-smart future.

To keep up-to-date on our progress, and to join in our Community of Practice, sign up to our newsletter at https://curiosoil.eu/

Here follows Gaia Education's draft budget for 2024/5, depicting the deficit.

	Budget 2024-25
• E-Learning Courses	
Cultivating Regenerative Livelihoods income	9,844
Ecosystem Restoration Design	
EDE Certificate income	4,429
ENG GEDS income	
Intermediate Resilience income	
Intermediate Systemic Org income	
Intermediate Veljko income	
Masterclass Donations	
Port. VGEDS income	
Principles and Practices of Deep Transformation income	
Short Courses income	
Spanish GEDS Webinar income	
Total E-Learning Courses	
Face to Face	
ToM	1 304
ToT	•
Total Face to Face	
Other Grant Income	
Corporate donations	
Total Other Grant Income	
Other Income —	
Bank Interest	
Ecovillages around the World	
Other donations	
Sale of Books	
Total Other Income —	
SDG Income —	
SDG flashcards	1 400
	·
Total SDG Income ————————————————————————————————————	1,499
	188,415
E-Learning Direct Costs	
Total Less Cost of Sales	88,207
Gross Profit	100,207

continuation	Budget 2024-25
Overheads costs	
Accounting	3 500
Bank Charges	
Insurance	
Office Rent	
Total Overheads costs	13,807
Promotion & Marketing	
Marketing	5,000
Total Promotion & Marketing	5,000
• Staff Costs	
Bookkeeper	2,400
CEO	45,000
CEO Employer NI	
Employer pension	
Communications and Marketing Manager	
E-learning Coordinator No2	
Marketing & Communications Coordinator PT Coordinator	
Course Development	•
SP and PT Marketing officer	
Total Staff Costs	
	149,711
Net Loss	(49,504)

## Breakdown of Gaia Education's BIG ASK

Gaia Education's priority actions with £250,000 (these costs include 25% core costs per line):

Activity Stream	Budget	Objective
Marketing and Communications	£19,500	Increase Marketing and Communication team's working hours.
	£12,500	Increasing budget for paid advertisements and video promotions.
Online Courses	£12,600	Increase the online programmes team from 2 to 3 part-time people, to give more space for programme updates and revisions, the creation of new courses and partnerships, and development of our accreditation partnerships with universities and other institutions.
	£6,250	Update Gaia Education's flagship, year-long, online programme, Design for Sustainability, both in content and format terms.
In-person Courses and Certifications	£19,500	Expand our in-person programmes (ToT, EDE, miniEDE) across the globe, and support more of our partners and certified trainers to run programmes certified by Gaia Education.
Gaia Schools Programme	£51,500	Build up our network of Gaia Schools (22 so far), improve our certification system, and provide cross-pollination, exchange, and resource-sharing opportunities. Develop our Gaia Schools International pedagogy and curriculum, with the aim of setting up a fully accredited international schools system.
Gaia Youth Programme	£37,500	Launch the online Gaia Youth Journey for 15-24 year-olds: Inspired by over ten years of the Youth EDE Brazil, this innovative 6-month education programme is based on self-directed learning and community-building for climate action. It includes podcasts on the four dimensions of regeneration; masterclasses with international trainers; weekly meetings; sharing spaces; collective tutorship for the design and implementation of groups projects; and the Gaia Youth Game to motivate young people take action in their bioregions.
SDG Programme	£13,000	Launch Gaia Education's online and in-person SDG Multipliers and Project Design workshops (with UNESCO-endorsed flashcards) with schools, universities, corporations and public offices across the globe.

#### Breakdown of Gaia Education's **BIG ASK** (...continuation)

Activity Stream	Budget	Objective
Project & Partnership Development	£19,500	Develop and fundraise for more projects to support community transitions to regenerative lifestyles and livelihoods, and to create more resource to support the work of our amazing grassroots networks.
Curriculum Development	£7,250	Update Gaia Education's award-winning Ecovillage Design Education curriculum, created 20 years ago. Maintain our celebrated 4-dimensional Whole Systems Design framework, but update pedagogy, curriculum and methodology.
	£6,000	Develop a new Regenerative Design for Cities Curriculum, focusing on the regeneration of urban areas and all the technologies from different dimensions that would be necessary for this. Create a certification programme for partners, as well as running our own in-house programmes.
Membership hub development	£16,750	Develop a monetised membership section on our online platform with an extensive library of educational materials and downloadable handouts, an area for consulting/mentoring on regenerative projects, a network of offers for Gaians products/services, various masterclasses and small self-paced courses, etc.
20th Anniversary Celebration (Summer 2025)	£28,150	Develop our 20th Birthday celebration project - a Living Library of advice and memories from pioneering leaders of our networks; prepare our joint celebration with the Global Ecovillage Network (30 years old) in Summer 2025, and bring our international team together for the event.
Total:	£250,000	



# Thank you so much for your interest in Gaia Education!

If you would like to find out more about our courses, resources, products and networks, you can go to www.gaiaeducation.org or visit our office at Ecovillage Findhorn in Moray Scotland!

If you would like to support our work, please contact our Co-CEOs: Sally Bogale at sally.bogale@gaiaeducation.org
Pedro Pedrosa at pedro.pedrosa@gaiaeducation.org

Please help us to fulfil our vision of a world of resilient, deeply connected, and bioregionally responsible communities thriving through regenerative practices!

With Warmest Wishes from

