

Charity Registration No. SC040839

Company Registration No. SC353967

GAIA EDUCATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

GAIA EDUCATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr JL Clausen Mr J T R Jackson Mr T Clarke Ms M Picavea Mr S Rankin
Charity number (Scotland)	SC040839
Company number	SC353967
Registered office	The Park Findhorn Forres Moray IV36 3TZ
Auditor	MacKenzie Kerr Limited Chartered Accountants and Statutory Auditor Redwood 19 Culduthel Road Inverness IV2 4AA
Bankers	Triodos Bank Nv Deanery Road Bristol BS1 5AS

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GAIA EDUCATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 JUNE 2021

The trustees present their annual report and financial statements for the year ended 30 June 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The charity's objects are to promote a holistic approach to education for sustainable development by developing curricula for sustainable community design.

Funding

The charity's core income-based activities are focused on online courses and to a lesser extent face to face course delivery.

COVID 19 Impact

During the 2020-2021 year Gaia Education suspended all face-to-face activities and directed all staff to work from home until the summer of 2021. During the current fiscal year all activities focused on e-learning, projects and product sales, with attention to the opportunities for face-to-face courses reinitiating as the pandemic subsides. However, some activities of project learning and academic collaboration with EU partners have continued as protocols and government permissions allowed. In addition, the online 'Panorama: Introduction to Sustainability Design' course has continued to be made available without charge for the duration of the pandemic in order to give people in lockdown an opportunity to explore design for sustainability while at home. And a number of webinars and masterclasses have been added to the educational offers online in order to continue to serve our global audiences.

COVID 19 Impact and Mitigation

Since mid fiscal year 2019-2020 the Covid 19 pandemic has had a profound impact on our way of life and has created uncertainty across the global community. Although this may impact on future face-to-face courses, Gaia Education saw a significant increase in enrolment in its online courses, which has generated increased income for the organisation. However, the organisation is still looking forward to the time when face-to-face courses and events can provide the main avenue of learning.

In response to the global Covid 19 pandemic, Gaia Education updated its risk register to highlight the impact on face-to-face training and how this is mitigated by delivery of more e-learning programmes.

The charity also maintained a COVID 19 Contingency plan to shift staff to work from home while maintaining the office space at the charity's Edinburgh address following strict protocols set by the Scottish government.

Face-to-face delivery of courses was postponed due to the COVID 19 pandemic, however, some sites chose to offer these courses via online participation and in some cases, where possible, even offered a blended form of the EDE, which were certified by Gaia Education after careful consideration of participants' safety.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Achievements and performance

Certified Programmes 2020-2021 Ecovillage Design Education (EDE)

The Certification Committee, consisting of seven regional experts managed by the Certification Coordinator, is responsible for maintaining a consistent standard for Gaia Education Ecovillage Design Education certified courses. Between 1 July 2020 and 30 June 2021, the Certification Committee has worked in three rounds of certifications: 31 August 2020, 31 December 2020 and 30 April 2021, and reviewed applications from 12 host sites. The income received from applications was £1,760.

From 1 July 2020 to 30 June 2021 Gaia Education certified the following courses:

Country Year Host Organisation Certification

- Korea - June to July 2021 - EDE GEN Korea
- France - May 2021 - EDE Cite Ecologique
- México - December 2020 - EDE Organi-k A. C. México
- Colombia - January to February 2021 - EDE CASA Latina
- Japan - April to September 2020 - EDE GEN Japan
- Canada - 2021 - O.U.R. Ecovillage
- Switzerland - January to February 2021 - EDE Schloss Glarisegg
- Ukraine - August 2020 - EDE GEN Ukraine
- Australia - September 2020 to March 2021 - EDE Genoa
- Brazil - September to December 2020 - EDE São Paulo
- Netherlands - July 2020 - Gaia Nederland
- Estonia - January to September 2020 - Gaia Academy GE and UN

Training of Trainers (ToT)

ToT offers students the competencies to facilitate transformative learning environments, to act in an interdisciplinary manner and to host multi-stakeholder conversations that enable collaborative action and collective decision-making processes. Most Training of Trainers courses were postponed indefinitely due to COVID-19 travel restrictions and health safety issues.

Sustainable Development Goals (SDG) Training of Multipliers (ToM)

Training of Multipliers was designed to build the capacity of facilitators to hold the vitally important conversations of how to implement the United Nations SDGs at the local and regional scale in ways that are carefully adapted to the biocultural uniqueness of each location. In February 2020 all face-to-face delivery of courses was suspended due to the COVID 19 pandemic. SDG training of Multipliers courses were postponed indefinitely due to travel restrictions and health safety issues. The organisation has made plans and started to explore creating an online SDG course. It is committed to developing SDG for Multipliers online courses as soon as capacity allows.

Convinced that the SDGs should not be separated from the global community who forged them, Gaia Education, in partnership with UNESCO GAP Secretariat, developed the SDG Flashcards educational tool which contains more than 200 questions introducing a whole-systems approach to implementing the Agenda 2030. In the financial year, 225 sets of SDG Flashcards, translated into French, Spanish, Portuguese, Arabic and Russian with the support of the Government of Japan, have been sold, generating an income of £3,853. The SDGs Multipliers Handbook was developed to support stakeholders to prepare and facilitate their own SDG Training of Multipliers using the Flashcards. Translated into French and Spanish with the support of UNESCO GAP, the black-and-white version was downloaded 360 times during the year while the colour version generated £507 in sales.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

E-Learning Programmes and Glocalisers Webinars

The English track of the Gaia Education Design for Sustainability (GEDS) online programme recorded 176 registrations for the four dimensions of the year-long course, representing a 17% increase in single dimension sales compared to previous years. The Portuguese GEDS programme recorded 117 new registrations across the four design dimensions, representing a 25% increase of the previous year registrations. Gaia Education in partnership with UNIFAL turned the Portuguese GEDS into a post-graduation course. 35 students registered for the post-grad option. Meanwhile, the Spanish track of GEDS, recorded 106 registrations for the 4 dimensions. The 15-hour Panorama course- Introduction to Designing for Sustainability- recorded more than 800 new registrations, providing an opportunity for potential students to be introduced to Gaia Education's e-learning programmes.

During the year, Gaia Education conducted two online courses in partnership with UNITAR and Strathclyde University: Renewable Energies for Sustainable Development, which enrolled 7 new students in spring of 2020; and the free MOOC Local Water Solutions for Global Challenges which enrolled over 600 students in the spring 2021 courses.

In addition, 6 new free 'Glocalisers' Webinars and instagram lives on topics related to sustainable development and regenerative practices were offered in conjunction with upcoming online courses. The webinars have attracted over 1000 participants widening the interest of Gaia Education programmes across the globe.

Finally, The SDG Africa Programme builds capacity and supports stakeholders across Africa within the public and private sphere on regenerative and sustainable development concerns. In 2020-2021, the SDG-AP course contents were uploaded to the new Gaia Education learning platform and launched in April 2021 for free to African activists and community organisations throughout Africa and globally. It attracted 300 participants.

E-Learning Programmes 2019-2020 Revenue Dates Number of Participants

- English track - Gaia Education Design for Sustainability (GEDS) £73,419, All year, 176 participants.
- Portuguese track - (GEDS) £32,769, All year, 117 participants
- Spanish track - (GEDS) £17,887, All year, 49 participants
- Renewable Energies £4,590, Spring 2020, 7 participants
- Local Water Solutions £5,300, Spring 2021 Over 600 participants

Communications & Marketing

The Communications, Marketing & IT team has worked on improving our systems and website, making it easier to follow our sales and communicate effectively with our customers. We have increased our server capacity and adopted a new integrated IT service so we can allocate all the students in our new Simplero platform. Multiple sources of promotion of Gaia Education programmes were adopted, with social media reaching more than 5 million people through Facebook adverts (63 adverts in total) and targeted newsletters (7,000 newsletters on average per month). The newsletters alone have resulted in more than 60% of all conversions (social media with the other half in conversions), including course registrations and product orders, between 1 July 2020 and 30 June 2021.

NATIONAL AND INTERNATIONAL AFFILIATIONS AND ACTIVITIES

Ecosystem Restoration Camps

In 2019 Gaia Education signed a partnership agreement with the Netherlands-based Ecosystem Restoration Camps to offer a multi-moduled online course on Ecosystem Restoration Design. ERC provided content and a roster of well-known practitioners to deliver course materials, and Gaia Education provided the e-learning platform and marketing and administrative services for the pilot course which was launched in May 2020 with 141 participants. A second iteration was then started in April 2021 with 183 participants. At the end of the fiscal year the course had brought £129,568 in conversions.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

ECOLISE

During the financial year, Gaia Education ran a training program with a consortium of European organisations under the leadership of ECOLISE (The European Network for Community-led Initiatives on Climate Change and Sustainability) contributing to Blended Adult Learning for the Social-ecological Transition (BLAST) project. Funded by the Erasmus+ strategic partnerships for adult education programme, the overall aim of the project was the enhancement of transformative learning across Europe. The intellectual outputs include the production of a guide for creating geographically distributed, blended Communities of Practice with a common focus on transformative learning for socio-ecological transition; a competency framework to catalyse, scale and accelerate the transition; and a methodological toolkit for adult educators interested in learning about and utilising methods that support blended learning.

Gaia Education was also elected for the ECOLISE council, where Pedro Pedrosa, as a delegate for ECOLISE acts as treasurer of the partner organisation.

UN Global Communications

Gaia Education's association with the UN Global Communications is the result of many years of official collaboration with the United Nations. More specifically, GE has supported the advancement of the Agenda 2030 via multiple courses and the development of educational materials since its adoption.

Scotland's International Development Alliance - The Alliance

Gaia Education team members, Saskia Rodrigues and Jane Rasbash, participated in 3 trainings provided by The Alliance, the trainings relating to safeguarding and safeguarding policies and procedures.

Zambia Project

Through our ongoing work in Zambia with young farmers, we continued to contribute to the UN Sustainable Development Goals in particular with SDG 5- Gender Equality, SDG 15 Life on Land and SDG 13 Climate Action. During the fiscal year, Gaia Education made some of the content for this project available for all the visitors of the website, the set of PDFs called Zycala Facts Sheets, with instructions for several farming activities.

UN Global Communications, Civil Society Unit

Through our ongoing work in Sicily with young migrants, we continued to contribute to the UN-led Together Campaign that promotes respect, safety and dignity for refugees and migrants to counter the rise in xenophobia and discrimination.

UNESCO Global Action Programme (GAP) on Education for Sustainable Development (ESD) Gaia Education continued to be an active member of UNESCO GAP on ESD under GAP's Priority Action Area 5: Accelerating sustainable solutions at local level throughout 2019. The overall goal of the GAP is to generate and scale-up action on all levels and in all areas of education and learning to accelerate progress towards sustainable development. During the year, UNESCO-GAP and Gaia Education offered double certification to programmes taking place in Brazil, Estonia, Scotland, Portugal, Thailand, Austria and Australia. And conducted SDGs Training of Multipliers in six countries.

UNITAR - United Nations Institute of Training and Research

A dedicated training arm of the United Nations system. Gaia Education partners with UNITAR and the University of Strathclyde to deliver online courses on Local Water Solutions for Global Problems, supported by the Scottish Government (more than 600 students from over 80 countries during this year) and Renewable Energy for Sustainable Development (7 students from 6 countries).

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Academic Partnerships

Sustainable Management of Cultural Landscapes (SUMCULA)

The objective of the EU funded Strategic Partnership led by the University of Gothenburg, Sweden, is the development of courses and didactic resources on Sustainable Management of Cultural Landscapes, Regional Development and Cultural Heritage to be conducted at a Masters level. Members of the partnership cover a wide range of competences. They include University of Pecs, Hungary; University of Pannonia, Hungary; Lake Balaton Development Coordination Agency, Hungary; European Ecocycles Society; University of Palermo, Italy; Ecole des Metiers de l'Environnement, France; Mendel University, Czech Republic; Slovak Agricultural University, Slovakia; University College of Tourism and Ecology, Poland; Universitat Rovira i Virgili, Spain; University of Applied Sciences, Germany and Gaia Education, Scotland. Partners are required to submit case studies related to cultural landscape management to the scientific journal Ecocycles. Gaia Education has submitted 4 case studies thus far in the form of academic papers.

University for International Cooperation (UCI)

For 25 years UCI, at the epicenter of regenerative development in Costa Rica, has been igniting the ecological imagination and ethical entrepreneurial spirit of thousands of Costa Rican and Latin American learners from conservation rangers to women's associations. Gaia Education and UCI launched the Gaia Education Design for Sustainability course in Spanish for a Latin American audience in October 2018 and continue to partner in offering GE's 4D curriculum online.

Tallinn University

Gaia Education and Tallinn University continue to explore collaboration opportunities and in the fiscal year of this report submitted a proposal for EU Funding to develop pedagogical materials for teaching the SDGs to high school students.

UNIFAL

UNIFAL is a Brazilian University, with which Gaia Education started, in 2020, a new partnership whereby GEDS Portuguese participants can complete the Gaia Education Design for Sustainability online programme. After careful evaluation from the University, these students can be awarded with a formal Postgraduate degree. In the first year of this partnership 35 students registered. Some were excluded due to *numerous clauses* regulations.

EUROPEAN-BASED PROJECTS

During the fiscal year Gaia Education was accepted into 3 new EU Erasmus + K2 Action projects, and successfully finished and closed up the Community Catalysts for Regenerative Development projects. At the End of the fiscal year Gaia Education had 5 EU Erasmus + K2 Actions projects.

PROJECT-BASED LEARNING (PBL) ACTIVITIES

Over the 2020-2021 fiscal year, Gaia Education has competently advanced the activities of international development projects using its whole-system design tool as a framework for its PBLs.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Zambian Youth for Conservation, Agriculture and Livelihood Action (ZYCALA)

Gaia Education, WWF Zambia and the Young Emerging Farmers Initiative (YEFI) launched, on 1st October 2017, a three-year project in the districts of Chitambo, Serenje and Mkushi in Central Province, Zambia, funded by the Scottish Government. The project has built the capacity of 420 local youth leaders to become active and effective change agents in youth-led campaigning on social and environmental issues, sustainable income generation and food security actions. The youth change agents have reached out to 150,000 youths to raise awareness of the need for innovative social and natural systems management through multiplier actions on ecosystems regeneration and advocacy campaigns.

The empowered young farmers have also been trained to work with local households to increase food security through the diversification and increased production of nutritional farm produce and through the set up of seven community enterprises. Through these activities, a generation of young farmers has been empowered with a whole systems ecological design approach in conservation agriculture which includes organic demonstration gardens, poultry and, in particular, beekeeping.

In Year 3, the project conducted 75 separate learning events and engaged 1,739 participants in total (52% women) across the 3 districts of Serenje, Chitambo and Mkushi. The project is

Wild honey has been collected and consumed across the region since pre-colonial times. Due to cultural and social factors, beekeeping in Zambia has traditionally been a predominantly male occupation but in the ZYCALA project, by working side by side, young women and men are joining efforts and learning the skills needed to monitor and manage the 174 occupied beehives the group has built.

As consumer demand for locally-sourced organic foods - including honey - increases in Zambia, so the ability of ZYCALA members to influence the producers and regenerative food growing practices of their districts has grown over the last two years. And the financial results have been promising. Utilising their developing collective decision-making skills, youth groups are generating income to buy seeds for the next season or increase their animal stocks. Many are saving for their studies.

Financial review

The results for the year are presented on page 15 - 31.

During the year, the charity made a deficit of £64,363 (2020 a surplus of £86,273) and at the year end the charity had restricted funds of £27,340 (2020 - £50,011) and unrestricted funds of £285,539 (2020 - £327,231).

Income has decreased during the year to £523,992 (2020 - £545,371). Included within this is income in respect of restricted grants, totalling £135,697 (2020 - £138,673). These are funding specific project work undertaken during the year, as detailed in the statement of funds note on page 27. In addition, the charity's principal funder, Gaia Trust, decreased its grant to £116,745 (2020 - £234,410). This is recorded within unrestricted income.

Expenditure increased to £588,355 from £459,098 in the previous year, which is mainly attributable to costs of charitable activities increasing to £588,355 from £459,098.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Going Concern

The financial statements have been prepared on a going concern basis after consideration of the future prospects of the charitable company, its long term financial forecasts, expected income from its funders and non-contract services and available financial reserves to support its activities.

The organisation's trustees have a going concern policy for the organisation, which they monitor and give regular input for four times per year during the quarterly Board meetings, as well as by maintaining a close contact with the CEO throughout the year to check on progress, give advice and assess tasks and decisions taken by the Board.

At Board meetings the Trustees receive updated reports on financial activities and staff relations. Reports are provided from every area of activities and deliverables are summarized with the opportunity to ask questions, comment and make suggestions for future actions. During Board meetings and at any other time the Trustees often review budget issues and forecasts and request or approve adjustments as needed.

The Board has updated its forecasts based on changes to service delivery, and is satisfied that the charitable company has adequate resources to manage the impact of the ongoing COVID pandemic.

Reserves policy

The Trustees have set a policy to aim to hold unrestricted reserves to cover approximately 6 months operational expenditures, which provides a level of financial security and allows time to react to circumstances. This level of reserves has been achieved at the year end.

As of 30 June 2021, the total reserves of the charity were £312,879 (2020 - £377,242); of which £27,340 (2020 - £50,011) are restricted funds which can only be used for the purposes they were given, leaving £285,539 (2020 - £327,231) of unrestricted funds.

The purpose of holding this level of unrestricted funds is to ensure the stability of the mission, programs, employment, and ongoing operations of the organisation in the event of a sudden increase in expenses, one-time unbudgeted expenses or an unanticipated loss in funding.

Fundraising

The Trustees reviewed the future plans for the organisation and the specific financial risks associated with managing the organisation to determine the level of free reserves the charity should aim to hold. The Trustees considered the risks around future funding and the need to diversify income streams. The CEO is also making all efforts possible to diversify funding to the charity through new activities and strategies.

A Fundraising group was set up and provided professional training in fundraising practices and use of search engines for funding opportunities. At the end of the fiscal year no significant resources were obtained through this effort. Gaia Education is in discussion with the search engine provider to resolve this issue, which is caused by a lack of UK funds available in from the US based Foundations targeted by the engine.

Risk assessment

In fiscal year 2020-2021 the Trustees assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks. These risks are assessed through a Risk Register, a document reviewed annually as part of a programme of maintaining and enhancing standards of good governance.

The trustees have assessed the key risks impacting the charitable company as:

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Brexit uncertainty - regarding the decision to leave the Economic Union leaves UK based charities, including Gaia Education, in a position of vulnerability. With a lot of its income coming from overseas, the organisation could be affected by negative currency exchange rate movements. The organisation plans to mitigate the risk by opening and managing an office registered in Belgium that will give it access to European resources.

Failure to diversify - and consolidate the income stream in good time for withdrawal of our major funder. For 13 years Gaia Education's main income stream has originated from Gaia Trust in Denmark. It is anticipated this funding stream will end in 2023. If Gaia Education does not diversify its income through other funding streams and the expansion and extension of activities the organisation may need to downsize its operations or find other solutions to carry out its mission.

Computer systems damaged or loss of data - Due to a cyber-attack or virus, or destruction of property through physical damage such as a fire or flood, computer systems and the data held on these could be damaged or lost. This could have reputational implications for the organisation but also cause distress for the individuals whose personal data may have been lost. Gaia Education mitigates this risk by diversifying and duplicating its record keeping of key documents and by adhering to a strict data protection policy.

COVID 19 - In the second half of the 2019-2020 fiscal year the UK entered a period of lockdown to mitigate the spread of the COVID 19 disease. Government precautions continued throughout 20-20-2021 and there continued to be great uncertainty as to the duration and time for returning to normal. This can have a negative impact on the future economy of the organisation if people lose income and the ability to purchase online courses. In addition, all face-to-face courses had to be cancelled or postponed, impacting the organisation's income for the remainder of the year.

The Trustees further mitigate these risks by:

Brexit - The Board is considering opening an additional office in Belgium. The COO and a board member worked on filing papers to register Gaia Education Europe in Brussels.

Income - The Trustees has decided to mitigate the risk by diversifying its income through different avenues. Firstly, it is presenting its case to other funders and Trusts and applying for both core funding or ring-fenced funding for specific projects. Secondly, it is increasing its income by increasing the sales of its products and programmes with the aim of becoming self-sufficient. It also decided to diversify grants and trading income. Establish relationships with new grant providers and hiring a Fundraiser for targeting US Foundations.

Computer systems - The IT coordinator mitigates the risk by putting a privacy policy in place to protect data, password protect its accounts, perform a daily Cloud backup and a monthly database back-up, internally back-up the back-up every six months, change passwords annually, create a disaster recovery plan, and backup of a backup twice a year. Ensuring the data that we hold is stored securely, we have changed our server provider to a UK based company 'Ecohosting' which follows generally accepted standards to store and protect personal data. We hold our data on a secure database system, Simplero.

During the fiscal year, we were targeted and suffered a malware attack. For 5 days our eLearning platform was shut down for recovery. There was no breach of data, and the main website kept running properly without any disturbances.

COVID 19 - The trustees decided to mitigate the risk by asking all staff to work from home and observe all protocols from national and local government health agencies. Since most staff already work from home at great distance the risk is relatively low for the organisation's office and activities. However, if a staff member should become infected, a contingency plan is in place for other staff to take over the infected staff's duties. Staff have also implemented a plan to limit office visits to once per week, one staff member only at a time. In addition, the Trustees approved offering the Panorama Introduction course free of charge in order to support people staying and working from home. The Board also approved two weeks' sick pay for any staff infected by the disease, and approved a contingency plan to deal with any disruptions in operations by staff contracting the disease. Courses are also being run online where possible.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Plans for future periods

For fiscal year 2020-2021 Gaia Education experienced a shift in leadership as the previous CEO was repositioned as Chief International Officer and the Board hired an Interim CEO while searching for a permanent replacement. Over the fiscal year, Gaia Education continued to manage and further develop its e-learning programmes in Portuguese, Spanish and English to serve a global community and pursue further funding for its Project-Based Learning programmes through international development initiatives.

Plans are in place to develop and re-launch the following programmes and products for fiscal year 2021-2022:

- GEDS Online Certificate - our flagship 10-month course covering the 4Dimension curriculum and culminating in a design project delivered in small work teams;
- Ecosystem Restoration Design - in collaboration with Ecosystem Restoration Camps;
- SDG Africa Programme - exploring partnerships with African Universities;
- Renewable Energies for Sustainable Development - in partnership with Strathclyde University and UNITAR;
- Local Water Solutions for Global Problems - a free MOOC in partnership with UNITAR and the University of Strathclyde;
- New online programmes with partners and certified trainers.

Given that the COVID-19 pandemic is still a real health threat, the organisation is focusing future plans on more online activities while pursuing opportunities for face-to-face trainings when the safety levels allow it. In addition, the staff have been instructed to continue to work from home and only visit the office as needed.

Structure, governance and management

The charity is a company limited by guarantee, which was incorporated on 23 January 2009. The company gained charitable status on 16 September 2009 and commenced operating on 9 December 2009. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr JL Clausen

Mr J T R Jackson

Mr T Clarke

Ms M Picavea

Mr S Rankin

New Trustees are invited and encouraged to familiarise themselves with and to seek information about the workings of the charity and its objectives from existing Trustees, staff and volunteers. They receive a copy of the three most recent accounts and attend a board meeting as observers. The training needs of Trustees are identified and responded to as they arise.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Pay policy for senior staff

The Board of Trustees is responsible for defining Pay Policy and deciding on the salaries of the Chief Executive and other staff salaries.

Related party relationships

During the year £116,744 (2019 - £234,410) was received from Gaia Trust. J T Ross Jackson is the chairman of the Gaia Trust and a director of Gaia Education.

GAIA EDUCATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

Gaia Education is governed by the Board of Directors, who are also the charity trustees. Day-to-day management is delegated to the Chief Executive and Management Team. Working groups are used where applicable and chaired by one of the Management Team members.

The management team during this period consisted of the E-learning Coordinator, Communications & People Care, IT Coordinator, Head of Marketing and Head of Branding.

Statement of trustees' responsibilities

The trustees, who are also the directors of Gaia Education for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

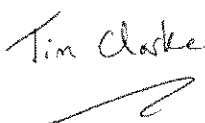
In accordance with the company's articles, a resolution proposing that MacKenzie Kerr Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

Mr T Clarke
Trustee



Date:29/03/2022.....

GAIA EDUCATION

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF GAIA EDUCATION

Opinion

We have audited the financial statements of Gaia Education (the 'charity') for the year ended 30 June 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

GAIA EDUCATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF GAIA EDUCATION

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

GAIA EDUCATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF GAIA EDUCATION

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the company by discussions with directors and updating our understanding of the sector in which the company operates.

Laws and regulations of direct significance in the context of the company include The Companies Act 2006, and UK Tax legislation. (See Below)

Audit response to risks identified:

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the company's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the company's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the Responsible Individual (RI) drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the RI's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

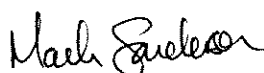
There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

GAIA EDUCATION

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body, and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mark D Sanderson BSc CA (Senior Statutory Auditor)
for and on behalf of MacKenzie Kerr Limited

29 March 2022

Chartered Accountants
Statutory Auditor

Redwood
19 Culduthel Road
Inverness
IV2 4AA

GAIA EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 JUNE 2021

		Unrestricted General funds	Restricted funds	Total	Unrestricted General funds	Restricted funds	Total
	Notes	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
<u>Income and endowments from:</u>							
Donations and legacies	3	117,270	135,697	252,967	244,548	138,673	383,221
Charitable activities	4	266,475	-	266,475	161,250	-	161,250
Other trading activities	5	1,468	-	1,468	-	-	-
Investments	6	467	-	467	900	-	900
Other income	7	2,615	-	2,615	-	-	-
Total income		388,295	135,697	523,992	406,698	138,673	545,371
<u>Expenditure on:</u>							
Raising funds	8	-	-	-	11,993	-	11,993
Charitable activities	9	429,987	158,368	588,355	338,827	108,278	447,105
Total resources expended		429,987	158,368	588,355	350,820	108,278	459,098
Net (expenditure)/income for the year/							
Net movement in funds		(41,692)	(22,671)	(64,363)	55,878	30,395	86,273
Fund balances at 1 July 2020		327,231	50,011	377,242	271,353	19,616	290,969
Fund balances at 30 June 2021		285,539	27,340	312,879	327,231	50,011	377,242

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

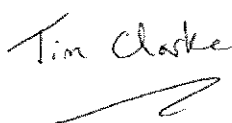
GAIA EDUCATION

BALANCE SHEET

AS AT 30 JUNE 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	14		984		1,871
Current assets					
Debtors	15	36,113		9,255	
Cash at bank and in hand		337,171		437,457	
		<u>373,284</u>		<u>446,712</u>	
Creditors: amounts falling due within one year	16	<u>(61,389)</u>		<u>(71,341)</u>	
Net current assets			311,895		375,371
Total assets less current liabilities			<u>312,879</u>		<u>377,242</u>
Income funds					
Restricted funds	17		27,340		50,011
Unrestricted funds			285,539		327,231
			<u>312,879</u>		<u>377,242</u>

The financial statements were approved by the Trustees on ..28/03/2022.....



Mr T Clarke
Trustee

Company Registration No. SC353967

GAIA EDUCATION

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(100,753)		169,169
Investing activities					
Purchase of tangible fixed assets		-		(1,169)	
Investment income received		467		900	
Net cash generated from/(used in) investing activities			467		(269)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(100,286)		168,900
Cash and cash equivalents at beginning of year			437,457		268,557
Cash and cash equivalents at end of year			337,171		437,457

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1 Accounting policies

Charity information

Gaia Education is a private company limited by guarantee incorporated in Scotland. The registered office is The Park, Findhorn, Forres, Moray, IV36 3TZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

1 Accounting policies (Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Office equipment	3 years straight line
------------------	-----------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

The cost of minor items, being those costing less than £500, are not capitalised.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

1 Accounting policies (Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Donations and gifts	525	-	525	138	-	138
Grants receivable for core activities	116,745	135,697	252,442	244,410	138,673	383,083
	<u>117,270</u>	<u>135,697</u>	<u>252,967</u>	<u>244,548</u>	<u>138,673</u>	<u>383,221</u>
Grants receivable for core activities						
Gaia Trust	116,745	-	116,745	234,410	-	234,410
Scottish Government - Zambia project	-	97,261	97,261	-	107,484	107,484
Scottish Government - Water project	-	5,300	5,300	-	10,100	10,100
EU Estonia project	-	17,249	17,249	-	-	-
Community Catalysts	-	9,826	9,826	-	6,335	6,335
BLAST	-	4,412	4,412	-	2,782	2,782
Other	-	1,649	1,649	10,000	11,972	21,972
	<u>116,745</u>	<u>135,697</u>	<u>252,442</u>	<u>244,410</u>	<u>138,673</u>	<u>383,083</u>

4 Charitable activities

	E-learning courses 2021 £	Face to face courses 2021 £	Sustainable Development Goals 2021 £	Total 2021 £	E-learning courses 2020 £
Course fees	258,154	248	-	258,402	161,250
Certification income	1,840	-	-	1,840	-
Materials	-	-	6,233	6,233	-
	<u>259,994</u>	<u>248</u>	<u>6,233</u>	<u>266,475</u>	<u>161,250</u>

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2021

5 Other trading activities

	Unrestricted funds	Total
	2021	2020
	£	£
Miscellaneous sales	75	-
Ecovillages	520	-
Other fundraising income	873	-
	<u>1,468</u>	<u>-</u>
Other trading activities	<u>1,468</u>	<u>-</u>

6 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	467	900
	<u>467</u>	<u>900</u>

7 Other income

	Unrestricted funds	Total
	2021	2020
	£	£
User definable other income heading 1	2,615	-
	<u>2,615</u>	<u>-</u>

8 Raising funds

	Total	Unrestricted funds
	2021	2020
	£	£
<u>Fundraising and publicity</u>		
Development costs	-	11,993
	<u>-</u>	<u>11,993</u>

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

9 Charitable activities

	E-learning courses 2021 £	Face to face courses 2021 £	Projects 2021 £	Sustainable Development Grants £	Total 2021 £	E-learning courses 2020 £	Projects 2020 £	Total 2020 £
Course costs	105,322	-	-	-	105,322	124,353	-	124,353
Project costs	-	-	4,639	-	4,639	-	8,210	8,210
Other direct costs	-	-	-	1,682	1,682	31,738	-	31,738
Travel costs	-	-	-	-	-	5,985	-	5,985
	<u>105,322</u>	<u>-</u>	<u>4,639</u>	<u>1,682</u>	<u>111,643</u>	<u>162,076</u>	<u>8,210</u>	<u>170,286</u>
Grant funding of activities (see note 10)	129,504	-	-	-	129,504	45,436	-	45,436
Share of support costs (see note 11)	312,550	297	17,844	7,492	338,183	214,915	-	214,915
Share of governance costs (see note 11)	8,806	8	-	211	9,025	16,468	-	16,468
	<u>556,182</u>	<u>305</u>	<u>22,483</u>	<u>9,385</u>	<u>588,355</u>	<u>438,895</u>	<u>8,210</u>	<u>447,105</u>
Analysis by fund								
Unrestricted funds	426,678	305	919	2,085	429,987	330,617	8,210	338,827
Restricted funds	129,504	-	21,564	7,300	158,368	108,278	-	108,278
	<u>556,182</u>	<u>305</u>	<u>22,483</u>	<u>9,385</u>	<u>588,355</u>	<u>438,895</u>	<u>8,210</u>	<u>447,105</u>

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

10 Grants payable

	E-learning courses 2021 £	E-learning courses 2020 £
Grants to institutions:		
WWF Zambia	129,504	45,436

11 Support costs

	Support costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Staff costs	119,334	-	119,334	143,020	-	143,020
Depreciation	887	-	887	422	-	422
Operating lease charges	5,922	-	5,922	-	-	-
Travel costs	2,599	-	2,599	6,174	-	6,174
Promotion and marketing	8,144	-	8,144	-	-	-
Insurance	378	-	378	-	-	-
Telecommunications	-	-	-	(794)	-	(794)
Postage and stationery	1,810	-	1,810	16,029	-	16,029
Sundry expenses	9,669	-	9,669	240	-	240
Management fees	177,706	-	177,706	-	-	-
Office administration costs	2,814	-	2,814	29,223	-	29,223
Other support costs	460	-	460	13,085	-	13,085
Bank charges	8,460	-	8,460	7,516	-	7,516
Audit fees	-	6,156	6,156	-	5,200	5,200
Legal and professional	-	2,364	2,364	-	-	-
Other governance costs	-	505	505	-	11,268	11,268
	<u>338,183</u>	<u>9,025</u>	<u>347,208</u>	<u>214,915</u>	<u>16,468</u>	<u>231,383</u>
Analysed between Charitable activities	<u>338,183</u>	<u>9,025</u>	<u>347,208</u>	<u>214,915</u>	<u>16,468</u>	<u>231,383</u>

Governance costs includes payments to the auditors of £5,200 (2020- £4,950) for audit fees.

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but 2 of them were reimbursed a total of £1,957 travelling expenses (2020- 2 were reimbursed £627).

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

13 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
All employees	4	4
Employment costs	2021 £	2020 £
Wages and salaries	110,908	129,909
Social security costs	6,804	10,983
Other pension costs	1,622	2,128
	119,334	143,020

The key management personnel of the charity are considered to be:

- Chief Executive Officer;
- Chief International Officer;
- Head of Branding;
- Head of Marketing;
- Chief Operating Officer; and
- Chief Financial Officer.

No other individuals are considered to have authority or responsibility for planning, directing and controlling the activities of the charity.

Total fees and remuneration paid by the charity in respect of key management personnel was £210,996 (2020 - £209,391). Certain key management personnel provide their services on a consultancy basis.

Expenses amounting to £853 (2020 - £9,896) were paid during the year by the charity to key management personnel. This included the reimbursement of expenditure incurred by key management personnel on behalf of the charity.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2021 Number	2020 Number
£80,001 - £90,000	-	1

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

14 Tangible fixed assets

	Office equipment £
Cost	
At 1 July 2020	4,655
At 30 June 2021	4,655
Depreciation and impairment	
At 1 July 2020	2,784
Depreciation charged in the year	887
At 30 June 2021	3,671
Carrying amount	
At 30 June 2021	984
At 30 June 2020	1,871

15 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	35,752	398
Prepayments and accrued income	361	8,857
	<u>36,113</u>	<u>9,255</u>

16 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	(211)	3,616
Other creditors	496	10,788
Accruals and deferred income	61,104	56,937
	<u>61,389</u>	<u>71,341</u>

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 July 2019 £	Movement in funds		Balance at 1 July 2020 £	Movement in funds		Balance at 30 June 2021 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £	
ERASMUS+ Sustainable Management of Cultural Landscape - (SUMCULA)	8,448	6,000	(13,514)	934	-	(1,474)	(540)
Zambia Project- Scottish Government	-	107,484	(62,078)	45,406	97,260	(129,504)	13,162
Community Catalysts	2,157	6,335	(8,492)	-	271	(271)	-
Glocaliser	4,246	5,166	(9,412)	-	-	-	-
Water Project - Scottish Government	-	10,100	(8,100)	2,000	5,300	(7,300)	-
BLAST	-	2,782	(2,249)	533	4,412	(4,945)	-
Sicilia Integra Project	4,765	806	(4,433)	1,138	(1)	-	1,137
Community Catalysts for Transformative Economies (CCTE)	-	-	-	-	9,826	(7,281)	2,545
Youth Action for Nature & Wellbeing (UNESCO ECO)	-	-	-	-	460	(460)	-
Youth in Transition - Environmental Sustainability & Civic Engagement (YINT)	-	-	-	-	920	(920)	-
Gaia YES! - Youth Education for Sustainability (Estonia)	-	-	-	-	17,249	(6,213)	11,036
	19,616	138,673	(108,278)	50,011	135,697	(158,368)	27,340

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

17 Restricted funds (Continued)

Erasmus+ Sustainable Management of Cultural Landscape (SUMCULA):

This fund relates to grant funding received from ERASMUS+ in order to work on the development of courses and didactic resources on sustainable management of cultural landscapes, regional development and cultural heritage to be conducted at a Master's level. 13 partners will collaborate to develop curriculum, lead workshops and create software around this topic.

Zambia Project - Scottish Government:

This fund relates to grant funding received from the Scottish Government. These grants are to enable the charity to build the 420 local Zambian Youth Leaders to lead 3 Central Province districts to more sustainable food and livelihood security and conservation action.

Community Catalysts:

Funded by the EU, the project builds community-led tools for catalysing regenerative development of rural areas of Europe.

Glocaliser:

Funded by the EU, the project builds community-led tools for catalysing regenerative development of rural areas of Europe.

Water project - Scottish Government:

Free online programme to build capacity of water related professionals on local water solutions for global challenges. Funded by the Scottish Government.

BLAST:

This project is designed to enable adult educators to provide need-based educational opportunities to citizens, communities and professionals that engage as changemakers in the socio-ecological transition. By supporting adult education to improve their competences in delivering blended transformative learning for civic engagement, it aims to bring about massive personal and community-led change over time. Professionals will be trained through training-of-trainers events, going on to train multipliers who will in turn reach thousands of beneficiaries through offline and online activities.

Sicilia Integra Project:

The charity received income from Lush for chocolate products sold solely to support the Herbal Youthful Chocolate Project which aims to build the capacity of displaced young women refugees in Sicily. The project combines the wild herbs of the Iblei territory with the traditional art of chocolate making in the city of Modica with a view to creating opportunities for young women to specialise in organic herbal chocolate making.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

17 Restricted funds (Continued)

Community Catalysts for Transformative Economies (CCTE)

For many years, the economy and the environment have been regarded as separate spheres. Success has equated to unending growth and measurements of prosperity have been solely based on GDP. By continuing on this isolated path, we fail to understand the full picture: omitting critical information about the environmental and social dimensions, which the economy not only impacts but also relies upon. Experts are clear that in reframing how we view the economy, we must take into account and prioritise its interdependence with the world around us.

In reality, there would be no economy without natural resources, often referred to by economists as 'natural capital'. Healthy ecosystems provide us with the vital services and bio-productivity needed for life to thrive. They are intrinsic to all life, and are therefore also the basis of wealth.

Community Catalysts for Transformative Economies seeks to develop methodologies and tools to support small scale enterprises operating in both urban and rural settings, to design regenerative economic responses embedded in vital ecosystems.

The project will research, contribute and prototype emerging transformative economic theory and practice that is bio-regionally manifested and nested in global trends. Developing practical tools and a course curriculum, the project will engage rural and urban multi-stakeholders and enhance their knowledge of alternative economic practices.

In doing so, the project aims to catalyse social entrepreneurs and other local actors in support of a transformative economy, ultimately ensuring the long term environmental, social and economic sustainability of their economic activities.

Youth Action for Nature & Wellbeing (UNESCO.ECO)

Within the context of the climate crisis and the coronavirus pandemic, it is now more important than ever to collectively respond to the need to restore the environment, engage in society as active citizens, and strengthen our mental resilience. Young people have a strong commitment to protecting the environment, while also having a greater need for social connection and a lower tolerance to uncertainty than other age groups.

This project aims to innovate new ways of working with young people that combine transformative learning, action competence and nature-based strategies for positive mental health. Through design thinking and co-creation with youth participants, youth workers and trainers, the project will support young people to improve their well-being and enhance their leadership skills and competence to take action for sustainable development. By building their resilience to uncertainty, young people will be better equipped to respond to global crises and connect to their communities in the face of a challenging future.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

17 Restricted funds (Continued)

Youth in Transition - Environmental Sustainability & Civic Engagement (YINT)

The aim of Youth in Transition is to make a valuable contribution to creating a resilient, low-carbon society in Europe, by raising awareness of climate-friendly lifestyle choices among young people and mobilising a community of young people from socially diverse backgrounds to be empowered to act.

Building upon the expertise of the project partners in methodologies for Education for Sustainable Development, the project focuses on developing innovative blended and online learning opportunities for youth. Approaches will be based around creativity and the arts, allowing for new and engaging ways to mobilise.

In order to reach a broader range of young people and on a larger scale, all educational materials will be made to be digitally accessible and optimised for mobile phone use. In prioritising a mobile format, the project sets out to ensure an impact on 'hard to reach groups', including young migrants, refugees and excluded youth.

Gaia YES! - Youth Education for Sustainability (Estonia)

With accelerating climate change and fast decreasing biodiversity, our planet is facing a convergence of multiple crises. The next generation must be given the opportunity to gain the tools to become both resilient and innovative in the face of these issues. Education has a crucial role to play here, in preparing young people for these challenges now and into the future.

An education for sustainable development approach can foster change, encouraging students to adopt multiple worldviews and to design solutions. This type of education is, however, rarely reflected within school curricula, meaning young people lack the chance to develop this holistic vision.

To meet this need, five organisations across Europe with expertise in education for sustainable development and the wider education sphere came together and initiated this project. By holistically integrating existing international knowledge, skills and approaches for sustainable development into the education systems of different countries, the project aims to provide the resources and space for young learners to develop the awareness, values and behaviours needed to take active roles in their own contexts.

GAIA EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

18 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 30 June 2021 are represented by:						
Tangible assets	984	-	984	1,871	-	1,871
Current assets/(liabilities)	284,555	27,340	311,895	325,360	50,011	375,371
	<u>285,539</u>	<u>27,340</u>	<u>312,879</u>	<u>327,231</u>	<u>50,011</u>	<u>377,242</u>

19 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Gaia Trust, a charity in which the trustee, J T Ross Jackson is the chairman provided a grant of £116,745 (2020 - £234,410) to Gaia Education during the year.

20 Cash generated from operations	2021 £	2020 £
(Deficit)/surplus for the year	(64,363)	86,273
Adjustments for:		
Investment income recognised in statement of financial activities	(467)	(900)
(Gain)/loss on disposal of tangible fixed assets	-	178
Depreciation and impairment of tangible fixed assets	887	244
Movements in working capital:		
(Increase)/decrease in debtors	(26,858)	22,698
(Decrease)/increase in creditors	(9,952)	60,676
Cash (absorbed by)/generated from operations	<u>(100,753)</u>	<u>169,169</u>

21 Analysis of changes in net funds

The charity had no debt during the year.

22 Non-audit services provided by auditor

In common with many businesses of our size and nature we use our auditor to assist with the preparation of the financial statements.