

Charity registration number SC040839

Company registration number SC353967

**GAIA EDUCATION**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2025**

## GAIA EDUCATION

### LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Ms Anna Kivasna	
	Ms Margot Morgan	
	Mr William Pace	
	Ms Hajar Tazi	(Appointed 3 July 2024)
	Mr Matteo Giusti	(Appointed 4 July 2024)
<b>Senior management</b>	Sally Bogale	Co-Chief Executive Officer
	Pedro Pedrosa	Co-Chief Executive Officer
<b>Country of incorporation</b>	United Kingdom (Scotland)	SC353967
<b>Charity registration</b>	Scotland	SC040839
<b>Registered office</b>	567 West Whins The Park Findhorn Forres Morayshire IV36 3SH	
<b>Independent examiner</b>	Mark Sanderson Bsc(Hons), CA MacKenzie Kerr Limited Chartered Accountants Redwood 19 Culduthel Road Inverness IV2 4AA	
<b>Bankers</b>	Triodos Bank Deanery Road Bristol BS1 5AS	
	Barclays Bank plc 1 Churchill Place London E14 5HP	

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# GAIA EDUCATION

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# GAIA EDUCATION

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 30 JUNE 2025

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The trustees, who are also the directors of the charitable company for the purposes of company law, present their annual report and financial statements for the year ended 30 June 2025.

The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

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).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report for medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 is not required.

### 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 comes from grants and other income based activities, including fee paying and grant funded online and face to face courses, sustainable education products, platform development, and grant funded project based learning programmes.

### Achievements and performance

#### Gaia Education-Certified Programmes 2024-2025

##### *Ecovillage Design Education (EDE):*

Ecovillage Design Education programmes, often referred to as 'EDEs', provide participants of all ages with the knowledge and practical skills to design a society of resilient, deeply connected, and bioregionally responsible communities thriving through regenerative practices.

Using Gaia Education's Ecovillage Design Education curriculum, partners around the world host their own EDEs run by Gaia Education-certified facilitators. They pay Gaia Education to certify their programmes, verifying that they reach our quality standards.

Gaia Education's Certification Team, consisting of two regional experts and managed by the Certification Manager, is responsible for maintaining a consistent standard for certified courses.

From 1 July 2024 to 30 June 2025, Gaia Education certified the following courses by these Host Organisations (course dates do not reflect date of certifications, which all happened during 2024/5 year):

- **EDE Schloss Glarisegg 2026:** 08 Jan - 14 Feb 2026 (Re-certification)
- **EDE Gaia PR (Brazil):** 11 Jul - 23 Nov 2025 (Re-certification)
- **EDE Crete:** 28 Sept - 02 Nov 2025 (Certification)
- **EDE Damanhur 2025:** 23 Aug - 20 Sept 2025 (Re-certification)
- **EDE Bali 2025:** 3 - 28 Nov 2025 (Re-certification)
- **EDE Ciclo Gaia ViVA 2025:** 25 Mar - 06 July 2025 (Re-certification)
- **SHE EDE Colombia 2025:** 31 Oct - 29 Nov 2025 (Re-certification)

The income received from certification applications was £1,540.

## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### *MiniEDEs:*

Since, for many people, it is not possible to manage a 4-week immersive EDE, Gaia Education created a new 1-week MiniEDE in 2022-3, providing a taster experience of the full EDE, maintaining its core values and following the 4D mandala.

Mini-EDEs are particularly suited to young people, and can be held as intensive youth camps or weekly school clubs.

Gaia Education certified 2 miniEDEs during this financial year (course dates do not reflect date of certifications):

- miniEDE Peru 29th April - 3 May 2025
- Eastern Mennonite University, USA: 29 May - 6 June 2025

#### *Gaia Youth and Gaia Schools:*

Gaia Education certifies schools and youth groups that adapt the Ecovillage Design Education programme to the specifications of our schools and youth programmes' criteria. This is supported by the GaiaYES curriculum for secondary schools, developed in our Erasmus+ GaiaYES programme, 2020-22.

In 2024-5, no youth programmes were certified.

3 schools were certified as Gaia Schools:

- Johannes Kepler School, Ecuador.
- Hjallastefnan School, Iceland,
- Poshayi Primary School, Zimbabwe, (ReSCOPE member).

The following trainings were conducted with Gaia Schools partners:

- 1x in-person Regenerative Education Teacher Training, Iceland, created and facilitated by our Gaia Schools Coordinator and 2 Gaia Schools teachers from Hjallastefnan school, Iceland, and Johannes Kepler School, Ecuador: September 4 to 7, 2024

Other activities with Gaia Schools partners included:

- Co-developing vision, mission, logo, and membership processes, for the Gaia Schools group
- Fundraising activities
- Webinar: 'How can we bring regenerative education, environmental awareness, and ecovillage design into our schools?' (May 2025).
- Gaia Schools workshop entitled '**Shaping the Future: Applying Regenerative Practices in Schools (Gaia Schools)**' held at the European Ecovillage Gathering, August 2024.
- Presentations for other networks including UNESCO-UNFCCC Webinar Series and Ecoversities network.

#### *Certified Trainers:*

Gaia Education graduates can become certified trainers and run certified EDEs and miniEDEs, once they have completed an EDE, a ToT (Training of Trainers programme) and one dimension from our online Design for Sustainability programme.

In the 2024-5 period, 5 trainers were certified:

1. Cornelia Fey
2. Bruce Horowitz
3. Olga Talantopoulou
4. Martha Patty Rangel
5. Ainoa Soler
6. Ellen Rocher.

## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### Gaia Education-Run Face-to-face Courses:

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

ToTs offer 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.

In the Year of 2024 - 2025, the following ToTs took place:

- ToT Damanhur, Italy (30 Sept - 05 Oct 2024): 6 Participants, Income £4,040 GBP
- ToT Gaia Ashram, Thailand (02-15 September 2024): 21 Participants, Certified Programme
- ToT São Paulo, Brazil (19 - 22 June 2025) 18 participants. Total Revenue = £4,607.33.

##### *Sustainable Development Goals (SDG) Training of Multipliers (ToM):*

In partnership with UNESCO GAP Secretariat, Gaia Education developed the SDG Multipliers Handbook and SDG Flashcards to build the capacity of facilitators to hold vitally important conversations on how to implement the UN's Sustainable Development Goals at the local and regional scale in ways that are carefully adapted to the biocultural uniqueness of each location.

The SDG Flashcards kit helps communities, schools, universities, NGOs, or businesses to design projects implementing the SDGs, and provides support for becoming a trainer or 'multiplier' of SDG awareness and implementation skills in these places.

Translated into several languages with the support of UNESCO and the Japanese government, the free black-and-white version of the Handbook was downloaded 18 times during 2023-4.

In this financial year, 37 sets of SDG Flashcards were sold, 24 in English, 7 in Portuguese, 5 in German, 1 in French, generating an income of GBP 1,310.

The overhaul of the SDG Multipliers Programme and webpages was completed, with many additional (free) tools added, including for schools and universities. In particular, a free online Introductory Online Course on how to run our SDG Multiplier workshops was developed for those who buy our toolkit.

A new Community of Practice formed around our SDG blog series totals 8k+ followers and 1800+ subscribers, with 160 joining a free SDGs webinar in January 2025.

#### E-Learning Programmes, webinars, and free tools:

Gaia Education produced 20 online programmes with 438 participants within the financial year, providing an income of £180,085. These included our own courses and partnerships with leading voices in our networks:

- GEDS Worldview Dimension (Spanish): 12 August 2024
- GEDS Design Studio (English): 12 August 2024
- Ecos Ecological Dimension (Portuguese): 05 August 2024
- Ecosystem Restoration Design (ERD) Module 4: 17 August 2024
- Design for Resilience with Silvia Di Blasio and Della Duncan: 21 September 2024
- Principles and Practices for Deep Transformation with Jeremy Lent: 28 Sept. 2024
- GEDS Social Dimension (English): 07 October 2024
- GEDS Worldview Dimension (Portuguese): 07 October 2024
- ERD Module 5: 17 October 2024
- GEDS Economic Dimension (Spanish): 21 October 2024
- 4D Regenerative Design with Daniel Wahl: 03 November 2024
- Systems Thinking with Felicia Chavez: 02 December 2024
- GEDS Ecological Dimension (English): 13 January 2025
- GEDS Design Studio (Spanish): January 2025
- GEDS Design Studio (Portuguese): 13 January 2025
- GEDS Worldview Dimension (English): 24 March 2025
- Principles and Practices of Deep Transformation: 07 April 2025
- Bioregioning in Practice with the Bioregional Learning Alliance: 07 April 2025
- What if Women Designed the City? with Dr. May East: 12 May 2025
- GEDS Economic Dimension (English): 26 May 2025
- GEDS Social Dimension (Portuguese): 26 May 2025

## **GAIA EDUCATION**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025**

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Of the above programmes, 2 were new for 2024/5: 'Bioregioning in Practice', and 'What if Women Designed the City'?

26 individuals signed up for the Full GEDS programme in English and 67 in Portuguese (including 32 UNIFAL participants - see academic partnerships section) meaning they took all four modules (Ecological, Social, Economic, Worldview) plus the Design School programme.

Gaia Education began a partnership with Ubiquity University in March 2023, whereby graduates of GEDS proficient in English can convert their certificate into a Masters degree or PhD by writing a dissertation and completing other requirements supported by the Ubiquity faculty. Two individuals signed up for a PhD and one individual for a Masters programme in the 2024/5 financial year.

Free online educational tools developed:

- 1x free online Introductory Online Course on how to run our SDG Multiplier workshops for those who buy our toolkit but also available freely to others
- 1x free online course introducing Jeremy Lent's Deep Transformation programme,
- 1x free online course introducing Systems Thinking
- 1x Teach-in Design for Resilience online free programme (set of webinars with leaders in the field), as a kick-off for the Design for Resilience online programme
- 7x free webinars with topics including Doughnut Economics, Ecovillage Design and Community Living, Reimagining Success, and our SDG programme, Gaia Schools, and Permaculture Design.
- Total registrations: 3,414.

#### **Marketing and Communications**

With the support of a digital marketing consultant, we improved the tracking of our campaigns/communication activities, making much more informed decisions and strategies based on data and accurate lessons learned. This is reflected in the number of sessions on our website. Since January 2024 they increased 23,97% from direct sources, 14,21% from organic search, and approx. 17,10% from email and social media. We also grew more relevant in search engine appearances by a factor of seven, with an average increase in search engine position of 2 to 3 positions for a keyword.

Gaia Education conducted a 2024/5 market analysis of our current network of followers in an in-depth survey with more than 400 responses. Through this we established that there are 7 types of personas reflecting our range of followers, and used this data to better tailor our communication message and strategy focussing on the needs of participants.

Our presence on social media finished as follows:

- LinkedIn: Total 8,047 (>1500 Followers)
- Instagram: Total 10,700 (> 9415 Followers)
- Facebook: Total 28,000 (≈)
- Gaia Education closed our X (formerly Twitter) account.

## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### National And International Affiliations And Activities

##### *European Network for Community-Led Initiatives on Climate Change and Sustainability:*

ECOLISE, the European network for community-led initiatives on climate change and sustainability, engages in, supports, and facilitates accelerated learning and collaboration among community-led initiatives, their networks and partners, in order to catalyse systemic transformation within and across society. Gaia Education is a founding member and this year continued to contribute to their campaigns, eg. 'Time for Collective Action Manifestor' for local, community-led action for sustainability and the need for a stronger European Green Deal.

##### *The Conscious Food Systems Alliance (CoFSA):*

CoFSA is a movement of food, agriculture, and consciousness practitioners, convened by the United Nations Development Programme, and united around a common goal: to support people from across food and agriculture systems to cultivate the inner capacities that activate systemic change and regeneration. Gaia Education is a member and contributed to various activities throughout the year, such as their Case Studies collection.

##### *Scotland International Development Alliance (SIDA):*

SIDA is a membership body in Scotland working towards a more globally aware Scotland and towards reduced global inequalities through joined up action on poverty, injustice, climate and environmental threats. Gaia Education is a member, and this year contributed to their Global Citizenship work, as part of their advisory board for the development of a new Global Citizenship Community Course.

##### *United Nations Headquarters (UNHQ):*

As part of the United Nations High Commission programme, Gaia Education is a member of the United Nations Spiritual Caucus based at UNHQ in New York, exploring ways of using inner focus to serve the highest potential of the UN, and the affiliated SDG Thought Leaders Circle to 'support, promote and address a transformational agenda, building from the spirit and intention of the United Nations Sustainable Development Goals'. Our representatives contribute to campaigns and hold events to these purposes.

##### *UNESCO Greening Education Partnership (GEP):*

The GEP is a global initiative that takes a whole-of-system approach to support countries to tackle the climate crisis by harnessing the critical role of education. It brings together governments and other stakeholders, including inter-governmental organizations, civil society, youth, academia, and the private sector onto a collaborative platform to deliver strong, coordinated and comprehensive action. We contribute to webinars and attend events.

##### *United Nations Framework Convention on Climate Change (UNFCCC):*

The UNFCCC is the United Nations entity tasked with supporting the global response to the threat of climate change. It hosts annual Conferences of the Parties (COPs) for which Gaia Education has continued NGO observer status and regularly sends delegates to attend. Some years we host exhibits and events.

#### Academic Partnerships

##### *Ubiquity University*

Ubiquity offers transformational higher education for people ready to make a positive contribution towards solving current global challenges. They believe that the fundamental nature of these challenges requires the development of our inner qualities and competencies in tandem with academics. Gaia Education's partnership with Ubiquity University was developed in March 2023, whereby graduates of GEDS proficient in English could convert their certificate into a Masters degree or PhD by writing a dissertation and completing other requirements supported by the Ubiquity faculty

##### *UNIFAL*

Since 2020, Gaia Education has been partnering with UNIFAL, the Federal University of Alfenas in Brazil, so that its students can convert the Gaia Education Design for Sustainability and Regeneration (GEDS) year-long online programme into a lato sensu post-graduate programme, giving them the title, 'Specialist in Education for Sustainability'. In this financial year, 32 students registered for the programme.



## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### **Financial review**

The results for the year are presented on page 10.

During the year, the charity made a deficit of £10,961 (2024 - £112,458) and at the year-end the charity had restricted funds of £1,137 (2024 - £1,137) and unrestricted funds of £65,693 (2024 - £76,654).

Income has increased during the year to £282,114 (2024 - £231,833).

Expenditure decreased slightly to £293,075 from £344,291 in the previous year.

#### *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 co-CEOs 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 any lasting impact from the COVID pandemic.

#### *Reserves policy*

The Trustees have set a policy to aim to hold unrestricted reserves to cover approximately 3 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 2025, the total reserves of the charity were £66,830 (2024 - £77,791); of which £1,137 (2024 - £1,137) are restricted funds which can only be used for the purposes they were given, leaving £65,693 (2024 - £76,654) of unrestricted funds.

The purpose of holding this level of unrestricted funds is to ensure the stability of the mission, programmes, 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.

#### *Major risks*

In fiscal year 2024-2025 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.

## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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

**Brexit uncertainty:** since the UK left the European Union, UK-based charities, including Gaia Education, have been left 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, and they can no longer access many EU-sourced grants. We have mitigated this risk by opening a sister organisation in Belgium, Gaia Europe, to keep important youth programmes and network partnerships going, and hope that from 2025 onwards certain grants, such as Horizon Europe, will become open to UK partners once more.

**Failure to diversify programmes and income** in the wake of the closure of our major funder, Gaia Trust, in 2023. Over the last few years it has been important for Gaia Education to quickly diversify our income streams moving forward, after 13 years of large dependence on this funder. If Gaia Education does not continue to diversify its income through other funding streams and the expansion and extension of activities, the organisation will need to downsize its operations or find other solutions to carry out its mission.

Gaia Education is focusing on increasing its income by increasing the sales of increasingly numbered and diverse online and face-to-face products and programmes, as well as seeking several different grant sources, with the aim of becoming self-sufficient. With the Horizon Europe fund becoming accessible to UK organisations again in 2025, this will be a significant target of our proposals.

#### **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.

The IT coordinator has put a privacy policy in place to protect data, password-protects Gaia Education's accounts, performs a daily Cloud backup and a monthly database back-up, internally backs up the back-up every six months, changes passwords annually, and has created a disaster recovery plan. 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. Gaia Education holds its data on a secure database system, Simplero.

#### **Plans for future periods**

Over the next fiscal year, Gaia Education will continue to manage and further develop its e-learning and face-to-face programmes in Portuguese, Spanish, and English to serve its global community, and to pursue further funding for its projects and core activities through fundraising activities in the UK and internationally.

#### **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 J L Clausen	(Resigned 3 July 2024)
Ms Anna Kovasna	
Ms Margot Morgan	
Mr William Pace	
Ms Zahara Chetty	(Appointed 3 July 2024 and resigned 6 May 2025)
Ms Hajar Tazi	(Appointed 3 July 2024)
Mr Matteo Giusti	(Appointed 4 July 2024)

## GAIA EDUCATION

### TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### **Organisational structure and decision-making policies**

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 by the end of this period consisted of the Co-CEOs, the E-learning Coordinator, and the Communications and Marketing Manager.

#### **Trustee induction and training**

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**

None

#### **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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 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.

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



Mr William Pace  
**Trustee**

20 March 2026

## GAIA EDUCATION

### INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GAIA EDUCATION

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I report on the financial statements of the charity for the year ended 30 June 2025, which are set out on pages 10 to 23.

#### **Respective responsibilities of trustees and examiner**

The charity trustees (who are also the directors of Gaia Education for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1)(a)-(c) of the Charities Accounts (Scotland) Regulations 2006 does not apply.

It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and to state whether particular matters have come to my attention.

#### **Basis of independent examiner's statement**

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the financial statements.

#### **Independent examiner's statement**

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 44(1)(a) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 4 of the Charities Accounts (Scotland) Regulations 2006, and
- to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the Charities Accounts (Scotland) Regulations 2006

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



**Mark Sanderson Bsc(Hons), CA**

MacKenzie Kerr Limited  
Chartered Accountants  
Redwood  
19 Culduthel Road  
Inverness  
IV2 4AA  
23 March 2026

# GAIA EDUCATION

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
<b>Income and endowments from:</b>							
Donations and legacies	2	81,985	-	81,985	53,115	-	53,115
Charitable activities	3	194,605	-	194,605	165,881	4,857	170,738
Other trading activities	4	147	-	147	300	-	300
Investments	5	1,300	-	1,300	1,914	-	1,914
Other income	6	4,077	-	4,077	5,766	-	5,766
<b>Total income</b>		282,114	-	282,114	226,976	4,857	231,833
<b>Expenditure on:</b>							
Charitable activities	7	293,075	-	293,075	339,400	4,891	344,291
<b>Total expenditure</b>		293,075	-	293,075	339,400	4,891	344,291
<b>Net expenditure</b>		(10,961)	-	(10,961)	(112,424)	(34)	(112,458)
Transfers between funds		-	-	-	9,756	(9,756)	-
<b>Net movement in funds</b>	9	(10,961)	-	(10,961)	(102,668)	(9,790)	(112,458)
<b>Reconciliation of funds:</b>							
Fund balances at 1 July 2024		76,654	1,137	77,791	179,322	10,927	190,249
<b>Fund balances at 30 June 2025</b>		65,693	1,137	66,830	76,654	1,137	77,791

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# GAIA EDUCATION

## BALANCE SHEET

AS AT 30 JUNE 2025

	Notes	2025 £	£	2024 £	£
<b>Current assets</b>					
Debtors	13	11,763		18,391	
Cash at bank and in hand		121,635		71,192	
		<u>133,398</u>		<u>89,583</u>	
<b>Creditors: amounts falling due within one year</b>	14	(66,568)		(11,792)	
<b>Net current assets</b>			<u>66,830</u>		<u>77,791</u>
<b>The funds of the charity</b>					
Restricted income funds	17		1,137		1,137
Unrestricted funds	18		65,693		76,654
			<u>66,830</u>		<u>77,791</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 June 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 20 March 2026



Mr William Pace  
**Trustee**

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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### 1 Accounting policies

#### Charity information

Gaia Education is a private company limited by guarantee incorporated in Scotland. The registered office is 567 West Whins, The Park, Findhorn, Forres, Morayshire, IV36 3SH.

#### 1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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. 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 or grantors 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.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 30 JUNE 2025**

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**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
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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 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.

**1.8 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.

***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.



# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 1 Accounting policies (Continued)

#### **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.

### 1.9 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.

### 1.10 Retirement benefits

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

### 2 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	16,536	11,304
Grants	65,449	41,811
	<u>81,985</u>	<u>53,115</u>
<b>Grants</b>		
Gaia Trust	15,449	4,116
Gaia Education Europe	-	20,000
Hygeia Foundation	-	15,695
Cullerne House Ltd	-	2,000
Other	50,000	-
	<u>65,449</u>	<u>41,811</u>

## GAIA EDUCATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2025

#### 3 Income from charitable activities

	E-learning courses	Face to face courses	Sustainable development goals	Total	E-learning courses	Face to face courses	Project income	Sustainable development goals	Total
	2025 £	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £	2024 £	2024 £
Course fees	182,432	9,312	-	191,744	137,095	22,771	-	-	159,866
Certification income	1,541	-	-	1,541	3,741	-	-	-	3,741
Materials	-	-	1,320	1,320	-	-	-	2,274	2,274
Charitable grants	-	-	-	-	-	-	4,857	-	4,857
	<u>183,973</u>	<u>9,312</u>	<u>1,320</u>	<u>194,605</u>	<u>140,836</u>	<u>22,771</u>	<u>4,857</u>	<u>2,274</u>	<u>170,738</u>
<b>Analysis by fund</b>									
Unrestricted funds	183,973	9,312	1,320	197,466	140,836	22,771	-	2,274	165,881
Restricted funds	-	-	-	-	-	-	4,857	-	4,857
	<u>183,973</u>	<u>9,312</u>	<u>1,320</u>	<u>197,466</u>	<u>140,836</u>	<u>22,771</u>	<u>4,857</u>	<u>2,274</u>	<u>170,738</u>

## GAIA EDUCATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### 4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Ecovillages	52	40
Other fundraising income	95	260
	<u>147</u>	<u>300</u>

#### 5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,300	1,914
	<u>1,300</u>	<u>1,914</u>

#### 6 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	4,077	5,766
	<u>4,077</u>	<u>5,766</u>

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 7 Expenditure on charitable activities

	E-learning courses	Face to face courses	Core charitable activities	Project income	Sustainable development goals	Total
	2025 £	2025 £	2025 £	2025 £	2025 £	2025 £
<b>Direct costs</b>						
Course costs	117,234	7,564	17,100	-	-	141,898
Project costs	-	-	-	166	-	166
Other direct costs	1,800	-	-	-	879	2,679
Hygeia grant costs	8,040	-	-	-	-	8,040
	<u>127,074</u>	<u>7,564</u>	<u>17,100</u>	<u>166</u>	<u>879</u>	<u>152,783</u>
<b>Share of support and governance costs (see note 8)</b>						
Support	129,208	6,525	-	-	925	136,658
Governance	3,436	173	-	-	25	3,634
	<u>259,718</u>	<u>14,262</u>	<u>17,100</u>	<u>166</u>	<u>1,829</u>	<u>293,075</u>
<b>Analysis by fund</b>						
Unrestricted funds	<u>259,718</u>	<u>14,262</u>	<u>17,100</u>	<u>166</u>	<u>1,829</u>	<u>293,075</u>
	<u>259,718</u>	<u>14,262</u>	<u>17,100</u>	<u>166</u>	<u>1,829</u>	<u>293,075</u>

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 7 Expenditure on charitable activities (Continued)

Previous year:	E-learning courses	Face to face courses	Core charitable activities	Project income	Sustainable development goals	Total
	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£
<b>Direct costs</b>						
Course costs	62,838	11,997	-	-	-	74,835
Project costs	-	-	-	7,702	-	7,702
Other direct costs	115	-	-	-	(1,277)	(1,162)
Hygeia grant costs	4,800	-	-	-	-	4,800
Development costs	26,034	-	34,183	14,800	89	75,106
Sundry expenses	-	-	-	-	91	91
	<u>93,787</u>	<u>11,997</u>	<u>34,183</u>	<u>22,502</u>	<u>(1,097)</u>	<u>161,372</u>
<b>Share of support and governance costs (see note 8)</b>						
Support	134,376	21,727	-	20,865	2,170	179,138
Governance	2,836	459	-	440	46	3,781
	<u>230,999</u>	<u>34,183</u>	<u>34,183</u>	<u>43,807</u>	<u>1,119</u>	<u>344,291</u>
<b>Analysis by fund</b>						
Unrestricted funds	230,999	34,183	34,183	36,386	3,649	339,400
Restricted funds	-	-	-	7,421	(2,530)	4,891
	<u>230,999</u>	<u>34,183</u>	<u>34,183</u>	<u>43,807</u>	<u>1,119</u>	<u>344,291</u>

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	50,138	71,167
Rent	2,705	3,171
Travel	495	1,139
Promotion and marketing	19,034	8,900
Insurance	304	654
Postage and stationery	567	1,295
Sundry expenses	482	861
Management costs	49,623	84,671
Office administration costs	7,779	1,970
Bank charges	5,531	5,310
Governance costs	3,634	3,781
	<u>140,292</u>	<u>182,919</u>
<b>Analysed between:</b>		
E-learning courses	132,644	137,212
Face to face courses	6,698	22,186
Project income	-	21,305
Sustainable development goals	950	2,216
	<u>140,292</u>	<u>182,919</u>

### 9 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	3,600	3,768
Operating lease charges	2,705	3,171
	<u>6,305</u>	<u>6,939</u>

### 10 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year.

### 11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
All employees	<u>3</u>	<u>3</u>

## GAIA EDUCATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

#### 11 Employees (Continued)

Employment costs	2025 £	2024 £
Wages and salaries	45,083	63,908
Social security costs	4,077	5,793
Other pension costs	978	1,466
	<u>50,138</u>	<u>71,167</u>

There were no employees whose annual remuneration was more than £60,000.

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>45,247</u>	<u>35,395</u>

The key management personnel of the charity are considered to be the Chief Executive Officer, the Chief International Officer, the Chief Operating Officer, and the Chief Financial Officer. Certain key management personnel provide their services on a consultancy basis.

Expenses amounting to £495 (2024 - £931) 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.

#### 12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

#### 13 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	11,233	8,366
Other debtors	530	10,025
	<u>11,763</u>	<u>18,391</u>

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 14 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Deferred income	15	430	-
Trade creditors		9,420	1,658
Other creditors		3,213	271
Accruals		53,505	9,863
		<u>66,568</u>	<u>11,792</u>

### 15 Deferred income

	2025 £	2024 £
Other deferred income	<u>430</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	<u>430</u>	<u>-</u>
Movements in the year:		
Deferred income at 1 July 2024	-	-
Resources deferred in the year	<u>430</u>	<u>-</u>
Deferred income at 30 June 2025	<u>430</u>	<u>-</u>

### 16 Retirement benefit schemes

	2025 £	2024 £
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	<u>978</u>	<u>1,466</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.



## GAIA EDUCATION

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 30 JUNE 2025

#### 17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 July 2024	Incoming resources	Resources expended	Transfers	At 30 June 2025
	£	£	£	£	£
Sicilia Integra Project	1,137	-	-	-	1,137
	<u>1,137</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,137</u>
<b>Previous year:</b>	<b>At 1 July 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 30 June 2024</b>
	£	£	£	£	£
Sicilia Integra Project	1,137	-	-	-	1,137
Youth Action for Nature & Wellbeing (UNESCO ECO)	9,790	4,857	(4,891)	(9,756)	-
	<u>10,927</u>	<u>4,857</u>	<u>(4,891)</u>	<u>(9,756)</u>	<u>1,137</u>

##### 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.

##### 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.

#### 18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2024	Incoming resources	Resources expended	Transfers	At 30 June 2025
	£	£	£	£	£
General funds	76,654	282,114	(293,075)	-	65,693
	<u>76,654</u>	<u>282,114</u>	<u>(293,075)</u>	<u>-</u>	<u>65,693</u>

# GAIA EDUCATION

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

### 18 Unrestricted funds (Continued)

Previous year:	At 1 July 2023	Incoming resources	Resources expended	Transfers	At 30 June 2024
	£	£	£	£	£
General funds	179,322	226,976	(339,400)	9,756	76,654
	<u>179,322</u>	<u>226,976</u>	<u>(339,400)</u>	<u>9,756</u>	<u>76,654</u>

### 19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	2025	2025	2025
	£	£	£
<b>At 30 June 2025:</b>			
Current assets/(liabilities)	65,693	1,137	66,830
	<u>65,693</u>	<u>1,137</u>	<u>66,830</u>
	<u>65,693</u>	<u>1,137</u>	<u>66,830</u>
	Unrestricted funds	Restricted funds	Total
	2024	2024	2024
	£	£	£
<b>At 30 June 2024:</b>			
Current assets/(liabilities)	76,654	1,137	77,791
	<u>76,654</u>	<u>1,137</u>	<u>77,791</u>
	<u>76,654</u>	<u>1,137</u>	<u>77,791</u>

### 20 Operating lease commitments

### 21 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).