



Permaculture Association (Britain)

Report and financial statements

For the year ended 30th June 2020

Company number 5908919

Charity number 1116699 (England and Wales) and SC041695 (Scotland).

Registered office and operational address

Hollybush Conservation Centre, Broad Lane, Kirkstall, Leeds, LS5 3BP

Other names the charity is known by

Permaculture Association

Trustees

Trustees, who are also directors under company law, who served during the year were as follows:

Mr Les Moore	Chair	Appointed 09/11/2017
Ms Jo Barker	Secretary	Appointed 17/11/2018
Mr Graham Wood		Appointed 21/11/2015
Ms Gihan Soliman		Appointed 17/11/2018
Ms Scarlett Penn		Appointed 17/11/2018
Mr David Hewitt	Treasurer	Co-opted 16/12/2019
Dr Alexander James	(Chair)	Resigned 21/07/2020
Ms Sarah Ellis		Resigned 16/04/2020
Ms Amy Carmichael		Resigned 26/04/2020

Company Secretary Mr Andrew Goldring,

Key Management Personnel Mr Andrew Goldring, Chief Executive, Ms Celia Ashman, Operations Lead

Bankers

Unity Trust Bank, Nine Brindleyplace, Birmingham, B1 2HB

Ecology Building Society, 7 Belton Road, Silsden, Keighley, West Yorkshire, BD20 0EE

Cooperative Bank, PO Box 25, Skelmersdale WN8 6WT

Triodos Bank, Deanery Road, Bristol, BS1 5AS

MetroBank, One Southampton Row, London WC1B 5HA

Examiners

Third Sector Accountancy Ltd,
Holyoake House,
Hanover Street,
Manchester,
M60 0AS

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Summary

The trustees present their report and the examined financial statements for the year ended 30th June 2020. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on pages 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

The twelve months from July 2019 to June 2020 has been a period of intense work and challenge, with many achievements along the way. We started with the Chief Executive suffering a head injury and being out of action for months with post concussion syndrome, and ended with a global pandemic. We have coped with both challenges, and many others, exceedingly well, and this is a testament to the hard work, creativity, design thinking, good planning, kindness and team spirit of staff, volunteers, members and the Board of Trustees.

Over the year we launched and embedded our new ten year strategy, with all members, and attendees of the very well attended National Convergence in Oxford receiving summaries and invitations to get involved. The Convergence had a rich and varied programme of learning and many useful initiatives and local connections were started. It was a reminder of how highly skilled and pioneering our membership is, with every day of the schedule packed with reports from groundbreaking initiatives and the latest thinking on ecological design and sustainability practice.

The year also saw us completing a number of EU funded projects, including Mother Nature and Grow, which was a huge Horizon 2020 research project led by the University of Dundee. This meant a lot of work to complete deliverables and do final reporting as well as having to say goodbye to some highly valued staff members. Feedback from partners was highly complimentary, and shows how well our systems are working, as well as pointing to a team culture we can be proud of.

The plan for the year included developing our new Online Learning programme and bringing in a new approach to delivering the Diploma. Although slightly out of the reporting period, we can announce that both have been launched successfully. We recognise that this is a new departure, with training to this point being mainly delivered by members locally. However, in order to reach the many people that are not served by local provision, or who want to access learning in their own time, online learning supported at a national level is a useful step forward, and allows us to scale our offer to potentially many thousands of people. The intention is that this will create new work for member educators, as well as providing the Association with a regular income stream that can support our charitable work.

A global pandemic was one of the risks anticipated in our strategic development work, and whilst it did lead to furloughing two staff members, our already embedded online and flexible working practices, staff culture of mutual and dedicated membership, has meant that we have largely carried on with minimal impact. Indeed membership and interest have both grown significantly. The main downside was losing the in-person convergence and Scottish and Welsh gatherings.

The main lesson from Covid-19, is that the permaculture vision and approach is more relevant than ever. The public mood is shifting, with gardens and green spaces prioritised, a shift from meaningless work

based on consumerism, more action on climate change and biodiversity. Our skills and practices are now vital, and with the rapid onset of increased unemployment and poverty, the practical skills of food, energy conservation and green housekeeping are in high demand. We were delighted at the end of the year to be supported by two funders to help us develop the 'Permaculture Responds' work that will make our local projects and practical skills much more accessible to people that need them.

As usual, we have managed to do a lot in twelve months. Our thanks to all that have helped.

Objectives and activities

The trustees review the aims, objectives and activities of the charity each year as part of the Policy Governance process that was implemented in 2008. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it serves. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set. Our work is designed to cater for the needs of particular groups, and also to have the widest possible public benefit.

Purposes and aims

Our charitable objects as defined in our Memorandum and Articles of Association are:

- 1. (a)** to advance the education of the public in the theory and practice of permaculture, the conservation of the environment, and related subjects.
(b) to carry out research into permaculture and related subjects and to publish and disseminate the results of such research with or without charge.
- 2.** In the furtherance of these objects :
(a) to research and to collect, coordinate and disseminate information about permaculture;
(b) to produce, publish and develop, or cause to be produced, published and developed, information on permaculture, whether in printed, electronic, or other forms such as films and broadcasts, and whether gratuitous or for sale.
(c) to promote, manage or arrange courses, hands-on training, lectures, seminars, conferences, demonstrations, exhibitions, and other means and resources so as to provide and facilitate the education of the public in the theory and practice of permaculture;
- 3.** To seek and to exercise such powers as may be incidental and conducive to the objects of the Charity.

In addition, we have six aims that were reviewed and updated last year:

1. Make permaculture accessible
2. Accelerate learning about permaculture
3. Grow permaculture networks
4. Share and develop permaculture practice
5. Work with others to tackle key challenges
6. Build a smart, effective, socially responsible and sustainable organisation.

To achieve these objects and aims the Permaculture Association carries out work within three broad areas of activity: **Charitable Trading** - services delivered for a fee; **Grant Funded Projects** - work carried out with support from funders and donors; and **Member Led Activities** - where we support members to carry out projects and activities under the umbrella of the organisation. These three areas are underpinned and supported by our **Support Services** and **Governance work**.

We use a range of strategies to achieve our aims and objectives, ranging from business and project planning, adoption of new technology and social engagement approaches to the use of permaculture ethics, principles and design methods. Our broad approach is well described by the broad activities set for aim 6 above "to build a smart, effective, socially responsible and sustainable organisation":

1. Develop a regenerative culture and nurture leadership skills within every part of the organisation. Value contributions from members, staff and volunteers, and facilitate capacity building activities that enable everyone to support the development of the organisation and network.
2. Serve, value and engage members and beneficiaries through a strong focus on understanding their needs and the needs of the network.
3. Use smart feedback mechanisms and processes to ensure that strategy, planning and delivery are subject to ongoing improvement and innovation and are inclusive, participatory and adaptive.
4. Underpin financial stability through a mix of charitable trading, donations, fundraising, and good relationships within each area of work.

This is always a work in progress, but much has been done over the last year in each of these areas. We measure success using a range of different indicators and proxies. These are presented quarterly via the Board Monitoring Report, which connects membership, financial, web, social media, project outputs and other data to our aims and outcomes.

Achievements and performance

The charity's main activities for 2019-20 and who the Permaculture Association worked with are described below. All activities are undertaken to further the Permaculture Association's charitable purposes for public benefit.

The following tables detail our areas of activity, achievements and performance over the last 12 months:

Charitable Trading

The Permaculture Association provides its services at a close to a cost of service price, with strategies to make them accessible to people on low incomes such as bursary tickets for events.

Membership helps us to increase education, disseminate research, support network development and engage members in the work of the charity. Membership rose to over 1600 for the first time ever due to a surge in members during the start of the lockdown period. As people spent more time at home and reflected on the need for local fresh food and self sufficiency we gained more enquiries and members. Increased interest in studying permaculture at home also increased our online visibility as a network. A new series of online calls and socials have helped to provide networking and support over the lockdown months, and provided a feedback loop to understand the needs and issues our members are tackling in the covid era. www.permaculture.org.uk/about/join

Educator membership is our first service designed to support a specific group of practitioners and has been building over the past two years to 90 international members. It aims to enhance the quality and reputation of permaculture education, supporting educators to be effective and offering much needed people care (and now fair shares through the online learning platform) to our educators. The monthly online gathering - a key benefit, is now running every two weeks to provide flexible and consistent support during lockdown - regularly sees educators co-facilitating, presenting on areas of professional development and receives consistent positive feedback on its value.

<https://www.permaculture.org.uk/education/join>

New **Online Learning** plans to both make permaculture education more accessible to more people, and also to provide a consistent passive revenue stream in times of uncertainty. In recent months we have hired a Course Content Creator, built a platform for permaculture courses and created our first online course - 'Design For Resilience: The foundations of permaculture'. Users have paid to test the course at reduced rates, committing to learning, whilst offering us invaluable feedback. The first tested course launched successfully in October, with both an affordable open access format and a popular Teacher Led blended course (with free bursary places focused on diversity), bringing in new memberships with each full price course place. Much work has gone into the management of the platform; drafting a 'commons' style agreement and supporting our educators to feel empowered to work together creating quality education online. There are plans to provide our course content to educators to use as their own.

Diploma in Applied Permaculture Design supports members to develop and deepen their design skills and apply them to real world projects. The Diploma Working Group has been undertaking a strategic review of the Diploma system over the past couple of years and its key recommendation was to redesign the Diploma financial system. The new system was launched in September 2020. In addition there are monthly online calls and a bi-monthly newsletter. There is a new Diploma website, also launched in September 2020 which is developing and will have a searchable library of designs. More developments are underway with a Foundation Diploma module leading to a modular Diploma offer.

<https://diploma.permaculture.org.uk/>

Events. The National Convergence in September 2019 was a great success with a high turnout and overwhelmingly positive responses from attendees. Financially it made a healthy profit. The joint AGM followed in Leeds, held alongside WWOOF-UK, with coverage from Sky TV for the annual tree planting! However, plans for 2020 had to be put to one side due to COVID-19 and this has put a serious dent in

work for this last year and going forward into the next reporting period. An Online Convergence for 2020 is deep in planning stages and looks set to be very well attended. Events help us to increase education, disseminate research, support network and local project development and engage members in work of charity. <https://events.permaculture.org.uk/>

Other charitable trading has included sales of certificates, the Teachers' Guide and the Children In Permaculture Manual. www.permaculture.org.uk/shop

Our charitable trading has performed well overall with income of £54,444 from memberships and affinity schemes and £93,976 from other education and event sales.

Grant Funded Projects

The **52 Climate Actions** project has developed a permaculture orientated online climate change solutions library. It is now complete and has had very positive reviews. We now seek support to develop the next phase and enable wider promotion and communication of this very timely tool for action on climate change. The focus of this second phase is on reaching new audiences, building an online community, producing a physical deck of 52 Climate Action cards, creating supporting teaching materials and adapting the actions for children and families. www.52climateactions.com

Children in Permaculture project has continued to promote, sell and monitor sales of the Children in Permaculture Manual, which has enabled us to explore different possibilities and expand our networks through engagement with key stakeholders and organisations (which has given us a mention in Scottish Government Guidelines and elsewhere). We continue to work with other key people including with Chris developing the 52Climate Actions for Children, developing training courses for educators/children, establishing Children in Permaculture UK and Scottish networks, creating/sending regular newsletters, organising the international conference (July 2019, covid cancelled the 2020 event), and following other potential leads for collaboration.

www.permaculture.org.uk/children and childreninpermaculture.com

Ethical Lifestyle Toolkit soon to be renamed Tools for the Future, is a collaboration between the Permaculture Association, IPEN and Ethical Consumer Research Association, funded by a successful crowdfunding campaign, which aims to provide personalised community action plans for its users. With an online toolkit and teacher / community led sessions to compliment it, the toolkit hopes to empower all users towards ethical consumerism and community action. A huge focus has been diversity and inclusion especially after lockdown and the effects of #BLM, with an equity working group now feeding into all areas of project development. The Permaculture Association education lead has led this equity work package.

BLAST, two year project, EU Erasmus funding. The purpose of the BLAST partnership is to enable educators, trainers, facilitators, mentors, researchers and community champions to deliver transformative learning opportunities for citizens, communities and professionals that engage as change-makers and game-changers in the social-ecological transition. The aim is to help them contribute more joyfully and continuously to just sustainability transitions while generating broader and more lasting impact in response to the Sustainable Development Goals, the Paris Climate Agreement, and broader humanistic agendas of systemic change and desirable futures. The Permaculture Association and IPEN are

contributing to all outputs, including on equity work and the Community of Practice guides and competency frameworks.

GROW Observatory, over three years, EU Horizon 2020, with University of Dundee lead partner. GROW supported citizen science and engagement with soil health. We have now completed this huge and ambitious project. We organised workshops, written literature reviews on regenerative practice, designed and delivered Massive Open Online Courses, supported strategic communications, shared findings through our knowledge base, and engaged our network in collecting soil data through the deployment of a network of sensors. Huge learning for the organisation. Project ended 31st October 2019, although reporting continued into 2020.

The **Mother Nature Project**, was funded by Erasmus+. A European partnership looked at how permaculture and similar approaches can support and nurture mothers and enable them to adopt a more sustainable lifestyle as they go through the transforming process of becoming a mother. The project has produced a guidebook, a beautiful set of cards and peer-to-peer training formats. Completed February 2020, with follow up projects planned. <https://mothernatureproject.org/>

The **Permaculture CoLab** has worked over the last three years with funds from an anonymous donor to support the emergence of a 'coherent and effective local to global permaculture network'. This has primarily taken the form of developing an online space where people can work together around a common vision, mission and aims. The project has been very challenging - in a positive sense. We have conducted sociocracy training and developed a series of initiatives. For a network so focussed on local land based activities, the CoLab is a leap forwards and much work still needs to be done to help people to engage with it and contribute to the projects. We are taking an enterprising approach too, to make it viable over the longer term. www.perma.earth

ScotLAND project has been supporting Scottish permaculture projects to engage the public, and disadvantaged groups in particular and was supported by the Robertson Trust. This year the Pebble Trust also supported the work and we were able to host a Permaculture Design Course on the Orkneys. The Pebble Trust have agreed to continue funding and we will be supporting a cohort of learners from the Highlands and Islands using the new online learning platform and networking support. <https://scotland.permaculture.org.uk/land/about-scotland>

The **Youth in Permaculture Project**, funded by Erasmus+, has been working to support the development of a youth led permaculture network and programme of action. A number of smaller grants have combined to enable young people to gather and work together from across Europe. Good work, but more consistent resources are needed so that we can support young people to take their interests forward, and build momentum.

Member Led Activities

Diploma Working Group. Provides a forum for tutors, apprentices and staff, guiding the Association's Diploma strategy. Over the past year, the DWG has spent a significant amount of time implementing the key recommendations from their two year review of the Diploma system in readiness for the launch of the new system in September 2020.

Education Working Group. Supports member led work on education and guides the Association's education strategy and work plan. This year the EWG have reviewed: the PDC curriculum, especially in light of teaching online; the complaints process; and accessibility issues. They built curriculums for the Introduction to Permaculture and Training of Teachers (ToT) courses and began working on multiple other curriculum projects to widen the reach of permaculture. Planning is in place for an online educators meeting. Work has begun with the DWG to provide a post PDC, modular short course to support people progressing towards the diploma, under the new system.

<https://www.permaculture.org.uk/education/education-working-group>

LAND project and LAND Advisory Group. The LAND - or 'Learning And Network Demonstration' is about making permaculture accessible to people across the country via demonstration and learning centres. We worked during the year to secure funds and in June were delighted to secure support from SHED. This will allow us to update our online map and database, increase publicity about LAND Centres, increase accessibility and support some in-person events in the new year.

<https://www.permaculture.org.uk/people-projects-places/land/map>

Paramaethu Cymru is the Permaculture Association's strategic network in Wales. This year's plans were badly affected by Covid, with the annual gathering being called off. Lots of good work connecting local networks and initiatives is taking place and online networking events are now being held with a great response from members.

<https://wales.permaculture.org.uk/>

Permaculture Scotland. This is the Permaculture Association's strategic network in Scotland, and its work is generally financed through an annual gathering which was held last year at the Rubha Phoil permaculture project on the Isle of Skye. Sadly we had to cancel this year's event. A dedicated working group helps to run the website and oversee project activities, such as the ScotLAND project above. Online networking events are now being trialled by the group. Pursuing all Association aims.

<https://scotland.permaculture.org.uk/>

Support Services

Behind the scenes, a small and effective team of part time staff support all of this work with a practical can-do attitude and plenty of good humour. Over the last year we have: conducted a wide range of communications tasks for grant funded projects and charitable trading activities - E-bulletins, leaflets, posters, newsletters; developed and maintained ten websites - Knowledge base, Research Digest, Scotland, Wales, International, Research, IPC-UK, Blog, 52 Climate Actions and main site, collectively reaching an estimated 200,000 people; posted leaflets, packs and books across the world; coped with extensive building renovations; further refined our systems, processes and online working systems; and relocated all of this to a home-working context due to Covid. Most of this work goes unseen and often unappreciated, so a huge thanks to all the staff and volunteers that have contributed to the support services work!

Allocation of grants

The Permaculture Association supports a range of UK and international member led projects, including Marda Permaculture Farm in Palestine, Sector 39 (for work in East Africa) and a small crowdfunder to

support Yongo Wycliffe's work. This amounted to £11,048 over the year. See note 8 in the accounts. Criteria for accepting and supporting member projects are well established (since 1993) and proposals are reviewed by the Board of Trustees.

Volunteers

Volunteers make an enormous contribution to the Permaculture Association's work. We could not achieve as much as we do without them. Volunteers work in four main areas: working groups; ambassadors; event support; and office support.

Working group volunteers include:

- Board of Trustees - 6 people ~ 0.2 FTE
- Scotland - 6-7 regular people, plus website ~ 0.2 FTE
- Wales - 5-6 regular people, plus website ~ 0.2 FTE
- Education - 7-8 regular people ~ 0.4 FTE
- Diploma - 10-12 regular people ~ 1.5 FTE
- Permaculture CoLab project - 12 + regular contributors ~ 1.0 FTE
- Approximately 3.5 full time equivalents

Event support includes site crew, workshop leaders, suppliers of free materials and structures, cafe and bar crews, musicians and stewards, plus participant contributions. Pre-lockdown events had great volunteer support, at approx. 1.5 FTE over the year as a whole.

Office support includes regular volunteers that help with image libraries, database entries, materials production, and general administration. Approx. 0.2 FTE.

A conservative estimate of volunteer support is in the region of 5.2 full time equivalents.

Whilst it is hard to single out any particular set of volunteers, a special mention does need to be made for the extraordinary contributions from the Diploma Working Group. Their detailed and comprehensive work this year has been above and beyond what could normally be expected of volunteers. A heartfelt thanks to you all!

How performance is measured

A variety of measures are used to understand whether our work is on track within each area. Common to all are financial measures - primarily monitoring planned versus actual expenditure, plus the use of online surveys, monitoring of progress towards key milestones using gantt charts, event and workshop feedback, web analytics, monitoring numbers of apprentices, members, tutors, sales, visitors, et cetera. Data is assembled by staff for review at the quarterly planning day on the Board Monitoring Report spreadsheet, synthesised by the Chief Executive and made available as a summary report (with full details available) each quarter to the Board. Monitoring data is linked to aims.

As an example, for Aim 1: 'Make permaculture accessible, Activity 1: 'Provide popular communications and media about permaculture, using accessible and appropriate language that broadens our outreach and increases our audience.'

Measures include, with summary data for each quarter (these are actual figures for last quarter):

- # Website hits + analytics: page views: 188,637
- # Website users: 130,122

Each has a note on any actions required by staff. A traffic light system indicates if the work is performing above expectations, on track, or has issues to resolve. Exceptions are highlighted to the board. It is a comprehensive system that enables us to keep track of a range of activity delivered by staff, members and partner organisations.

Fundraising. This year we completed the Grow project and the first phase of 52 Climate Actions. Despite significant efforts to secure additional new funds, we have had limited success and will need to draw some projects to a close. Despite this, the CoLab has been refunded which is brilliant and modest funds have been secured for 52 Climate Actions. The Pebble Trust will be helping us with work in the Highlands and Islands of Scotland and SHED and the Network for Social Change are helping with funds for Permaculture Responds, enabling us to bring our LAND network up to date and make permaculture accessible to many new people. A new EU Erasmus Community Climate Coaches has just been agreed and will be taken forward as part of 52 Climate Actions work.

Significant factors affecting the charity in 2019-2020. Clearly this has been a challenging year, with financial concerns earlier in 2019 leading us to prepare for reduced grant income by reducing overheads and increasing earned income. We managed to overcome that hurdle, securing modest funds and increasing income from memberships, only to find that we were in the midst of a global pandemic. All of our events have been cancelled with significant reductions in income, but membership has increased further and work in previous years to 'go-online' as an organisation have paid dividends. Whilst the future remains hugely uncertain with the recession yet to fully bite, Brexit still to play out fully, and the length of the pandemic unclear, we feel confident that we can continue to develop and progress the work of the Permaculture Association.

Beneficiaries

The Permaculture Association serves the public, it's members and the wider international permaculture community. Specific projects are able to engage specific groups, for example the Scottish LAND network has been able to engage disadvantaged communities in Scotland. We can never serve everyone, but over the range of our activities we seek to ensure that a great diversity of people can be included and we are working hard to ensure that our work is more accessible (our number one priority). A group has formed more recently to explore accessibility more deeply and help us increase the engagement of BAME and other communities in our work.

Financial review

Introduction

The Statement of Financial Activities presents an encouraging picture, with a surplus on charitable trading (unrestricted) activities of £19,553, significantly higher than in the prior year. Three factors, in particular, contributed to the improved performance:

1. Website activity and other publicity across our networks prompted additional membership subscriptions.
2. A review of the Diploma scheme generated more pace overall. Some members took the opportunity to convert their initial deposits to donations, improving income; and
3. There were efficiency savings on the administration of grant-funded projects.

Better performance was achieved despite the negative impact of Covid-19 in the last quarter of the financial year. We were aided by already having on-line working, including video conferencing. That experience should also help during any post Covid economic downturn.

Project activities are an important part of the Association's activities, carrying out practical work and research, and helping to spread the permaculture message. They are termed restricted in the sense that the funding is for specific purposes.

Projects do not fit neatly into accounting periods. Grant receipts and project costs are booked when they arise, often in different financial years. This makes for more volatility in annual results but over longer periods the differences will even out.

2019-20 was a year when in total the 'deficit' on restricted activities due to timing differences was £71,607. Three projects largely explain this:

1. GROW, which received its final grant income of £48k and incurred expenditure of £189k to complete the project with a nil balance carried forward.
2. Capacity+, a new project which received grant income of £49k and incurred initial expenditure of £8k with the balance of £41k carried forward, and
3. SHED, also new with a grant of £30k carried forward into 2020-21.

The combined net deficit for unrestricted and restricted activities was £52,074. The consequential reduction in reserves still left the Association with reserves of £185,099, of which £67,535 (36%) was unrestricted.

The increase in unrestricted funds from the prior year's £48,002 (a 41% increase), together with financial resilience since the initial covid-19 lockdown, supports the Trustees' opinion that the Association remains a going concern.

Significant Events

There were no significant financial events, with the year mostly focussed on delivering projects using grant income received in previous years. Covid-19 meant we had to cancel our in-person events, but we were able to swiftly adopt an online format for these events, minimising the financial impact.

Funding Sources

These are detailed in notes 12 and 18 of the accounts.

Principal Risks & Uncertainties

The principal financial risk to the organisation is the uncertain funding environment in which we operate. The main steps to mitigate this are: maintaining a diverse stream of funding (earned income, donations, grants, etc); and ensuring that grant funded work only adds to the core in planned, sustainable ways. This means that our core costs are always close to our core funding.

Reserves

At the end of the period the charity held total funds of £185,099. These break down as:
Unrestricted £67,535 Restricted £117,564.

The reserves policy of the association is to aim for 6 months running costs, assessed as half the core budget. Reserves are held to ensure the continuation of the Association in the event of a significant reduction in funding. This is calculated on the core budget, rather than the whole budget as there are many activities that would be undertaken by volunteer time alone, but at a slower pace, or would only take place with grant funding. Unrestricted funds now exceed the target 6 month running costs figure (approximately £50,000).

Plans for the future

The Permaculture Association will continue to deliver the aims as set out above, through its three core areas of activity - **Charitable Trading**, **Grant Funded Projects**, and **Member Led Activities** - assisted by **Support Services** and guided by our Board of Trustees. We are now into the second year of our ten year strategic plan, and continue to refine this as we go. Over the next year we are working to:

Charitable Trading: grow our membership and online networking offering; deliver the Foundations in Permaculture course and new Diploma service and develop new courses with our Educator Members; develop our online events from an annual event into a more regular offering.

Grant Funded Projects: continue to deliver the Permaculture CoLab, 52 Climate Actions, BLAST, Community Climate Coaches and LAND network 'Permaculture Responds' projects. Secure additional funds to: support local projects (LAND +); enhance our knowledge and skills in impact evaluation; and to make our work more accessible to BAME communities.

Member Led Activities: ensure members know how we can support them, and seek opportunities to encourage members to take the lead on a range of new areas; further develop practical support, guidance and online working platforms to enable member participation. In particular use the learning from the BLAST project to support new Communities of Practice to form.

Support Services: reviewing our existing structure to find ways to optimise staff / volunteer co-working; increasing engagement of black and minority ethnic groups; review activities to ensure they are more accessible to people with a range of needs, including providing guidance to member projects and educators. Seek external support to simplify some areas of our operations and further enhance our systems and professional skills.

Governance: continue to review policy, monitor organisational performance, and develop the next phase of our strategic development work. Make use of the new skills being brought in by the next wave of trustees.

Structure, governance and management

Recruitment, appointment and induction of new trustees is managed by the Board's Nominations Committee. Board Members are required to be members of the Charity. Prospective board members are identified and invited to attend board meetings prior to the election process in order to meet current trustees, find out about the roles, responsibilities and approach that we take to governance. Information is given about the general roles and responsibilities and training is offered to those that require it. Prospective trustees are then recommended (or not) by the Board during the election process, which includes online proxy voting. Details of election processes are detailed in full within the Memorandum and Articles of Association. Training requirements are assessed annually and support is available for trustees to attend local training courses. All members are invited to find out about and apply to become Board members via the newsletter and e-bulletin.

The Board uses the 'Policy Governance' approach. This details four key policies that are reviewed annually: 1. Aims; 2. Board self-management; 3. Board-executive relations; and 4. Executive limitations. Policy Governance is forward facing and strategic, and provides a rigorous approach to the task of governance. In addition to reviewing the policies, Board members also undertake a series of Major and Minor discussion topics (for Board self-education), receive regular reports from the executive (that provide information detailed in policy 3), and undertake stakeholder consultation.

The Board delegates day-to-day responsibility to the Chief Executive, who seeks to deliver the charity's aims described in policy 1, within the limitations as set out in policy 4. The Chief Executive manages staff through a series of quarterly planning days, supervision sessions and weekly stand up meetings. The emphasis is on staff self-management, open reporting, and flexible team working using an 'agile development' approach. Staff work within one or more teams that deliver within the areas of work set out above. Each team has a leader who keeps track of progress.

Working groups are supported by a staff member, who ensures that they work within the limitations and towards the aims of the organisation.

Strategy, business plans and budgets are prepared by the Chief Executive in consultation with staff, volunteers, working groups, members and other stakeholders, and then given to the board for

consideration and approval. With a clear focus on specifying the four policies, and being well informed via discussion topics, progress reports and stakeholder engagement, the board are able to balance strategic direction with effective delegation.

The organisation is a charitable company limited by guarantee, incorporated on 17th August 2006 and registered as a charity on 8th November 2006 (having first established as an unincorporated charity in 1986). The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 30th June 2019 was 1450 (2018: 1393). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity. All trustees give their time voluntarily and receive no benefits from the charity. Expenses reclaimed from the charity are set out in note 11 to the accounts.

The Permaculture Association has no subsidiaries, with Permaculture Scotland and other working groups, working as integral parts of the organisation. Paramaethu Cymru is an integral part of the organisation, and now has special status as an official Branch. The Permaculture Association is a founding member of both the European Permaculture Network and Ecolise (European network of permaculture, ecovillage and transition networks). We work informally with many other charities and organisations through our funded work, at events and for occasional workshops and seminars.

Remuneration policy for key management personnel

Pay for all staff is in the range of £18,450 (junior) - £26,650 (senior) pro-rata. CEO remuneration is not currently considered to reflect the post's responsibility and the Board seeks to move towards greater remuneration as soon as funds allow. Pay rates are set within the annual budget setting process and includes a participatory all-staff pay review.

Policy Review and Risk management

The Permaculture Association maintains a risk register which was updated as part of our strategic review. The Operations Lead has reviewed existing policies and procedures. Trustees are satisfied that adequate systems and procedures are currently in place to enable the Association to work safely and effectively, within the law and following good practices.

Statement of responsibilities of the trustees

The trustees (who are also directors of Permaculture Association (Britain) for the purposes of company law) are responsible for preparing the trustees' annual 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 charitable group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period.

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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on _____ and signed on their behalf by

Les Moore
Chair

Report to the members and trustees of Permaculture Association (Britain)

I report on the accounts of the charity for the year ended 30 June 2020 set out on pages 19 to 40.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011. The charity trustees consider that the audit requirements of Regulation 10(1) (a) to (c) of the Charities Accounts (Scotland) Regulations 2006 and section 144 of the Charities Act 2011 do not apply. The charity is preparing accrued accounts and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- examine the accounts under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and section 145 of the Charities Act 2011
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011
- 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 (the 2006 Accounts Regulations) and the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks 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 accounts.

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 2005 Act, Regulation 4 of the 2006 Accounts Regulations (as amended) and section 130 of the Charities Act 2011
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations (as amended) and the requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 of the Charities Act 2011have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Patrick Morrello ACA
Third Sector Accountancy Limited
Holyoake House
Hanover Street
Manchester
M60 0AS

Permaculture Association (Britain)
Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 30 June 2020

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>Total funds 2019 £</i>
Income from:							
Donations and legacies	3	77,904	21,559	99,463	87,868	5,369	93,237
Charitable activities	4	100,554	172,056	272,610	64,397	193,753	258,150
Investments	5	1,043	-	1,043	1,339	-	1,339
Total income		179,501	193,615	373,116	153,604	199,122	352,726
Expenditure on:							
Charitable activities:	6	154,118	271,072	425,190	147,617	309,108	456,725
Total expenditure		154,118	271,072	425,190	147,617	309,108	456,725
Net income/(expenditure) for the year	9	25,383	(77,457)	(52,074)	5,987	(109,986)	(103,999)
Transfer between funds		(5,850)	5,850	-	(459)	459	-
Net movement in funds for the year		19,533	(71,607)	(52,074)	5,528	(109,527)	(103,999)
Reconciliation of funds							
Total funds brought forward		48,002	189,171	237,173	42,474	298,698	341,172
Total funds carried forward		67,535	117,564	185,099	48,002	189,171	237,173

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

Permaculture Association (Britain)
Company number 5908919

Balance sheet as at 30 June 2020

	Note	2020	2019
		£	£
Fixed assets			
Tangible assets	14	-	-
Intangible assets	15	8,518	-
Total fixed assets		8,518	-
Current assets			
Stock		1,244	1,437
Debtors	16	3,261	10,824
Cash at bank and in hand		283,681	376,415
Total current assets		288,186	388,676
Liabilities			
Creditors: amounts falling due in less than one year	17	(111,605)	(151,503)
Net current assets		176,581	237,173
Net assets		185,099	237,173
The funds of the charity:			
Restricted income funds	19	117,564	189,171
Unrestricted income funds	20	67,535	48,002
Total charity funds		185,099	237,173

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 22 to 40 form part of these accounts.

Approved by the trustees on _____ and signed on their behalf by:

Les Moore (Chair)

David Hewitt (Treasurer)

Permaculture Association (Britain)

Statement of Cash Flows
for the year ending 30 June 2020

	Note	2020 £	2019 £
Cash provided by/(used in) operating activities	23	(85,259)	(98,597)
<hr/>			
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		1,043	1,339
Purchase of intangible fixed assets		(8,518)	-
<hr/>			
Cash provided by/(used in) investing activities		(7,475)	1,339
<hr/>			
Increase/(decrease) in cash and cash equivalents in the year		(92,734)	(97,258)
Cash and cash equivalents at the beginning of the year		376,415	473,673
<hr/>			
Cash and cash equivalents at the end of the year		283,681	376,415
<hr/> <hr/>			

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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) issued in October 2019 - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Permaculture Association (Britain) meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £ sterling.

b Judgments and estimates

The trustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

d Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

e Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

g Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

h Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

i Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes all costs undertaken to further the purposes of the charity and their associated support costs.

Notes to the accounts for the year ended 30 June 2020 (continued)

j Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction. Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

k Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 7.

l Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

m Intangible fixed assets

Intangible fixed assets are capitalised software costs for the online learning platform. Depreciation will be provided on a straight line basis over a three year period once the asset is brought into use.

n Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost.

o Stock

Stock is included at the lower of cost or net realisable value. In general, cost is determined on a first in, first out basis. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving, and defective stocks. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

p Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

q Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the accounts for the year ended 30 June 2020 (continued)

r Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

s Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

t Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 7.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and in Scotland, and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

3 Income from donations and legacies

	Unrestricted £	Restricted £	Total 2020 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2019</i> £
Donations	12,855	21,559	34,414	39,706	5,369	45,075
Affinity schemes	2,241	-	2,241	3,086	-	3,086
Membership	52,203	-	52,203	45,076	-	45,076
Donations in kind	10,605	-	10,605	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	77,904	21,559	99,463	87,868	5,369	93,237
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Every year the association depends upon thousands of hours of volunteer time. Accounting standards do not permit us to assign a value to this in our accounts.

4 Income from charitable activities

	Unrestricted £	Restricted £	Total 2020 £	<i>Unrestricted</i> £	<i>Restricted</i> £	<i>Total 2019</i> £
<i>Charitable trading</i>						
Grants	1,604	-	1,604	-	-	-
Shop income and sales	13,506	-	13,506	12,026	-	12,026
Registration and tutorials	33,945	-	33,945	12,337	-	12,337
Events	41,742	-	41,742	29,219	-	29,219
Consultancy	1,148	-	1,148	1,286	-	1,286
Administration charges	2,031	-	2,031	1,133	-	1,133
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	93,976	-	93,976	56,001	-	56,001

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

Grant funded projects						
Grants	72	146,624	146,696	-	193,753	193,753
Events	120	-	120	(420)	-	(420)
Consultancy	-	-	-	570	-	570
	192	146,624	146,816	150	193,753	193,903
Member-led projects						
Grants	-	25,432	25,432	-	-	-
Shop income and sales	1,385	-	1,385	74	-	74
Events	4,781	-	4,781	8,845	-	8,845
Consultancy	542	-	542	-	-	-
Administration charges	(322)	-	(322)	(673)	-	(673)
	6,386	25,432	31,818	8,246	-	8,246
Total income from charitable activities	100,554	172,056	272,610	64,397	193,753	258,150
5	Investment income					
	Unrestricted £	Restricted £	Total 2020 £	Unrestricted £	Restricted £	Total 2019 £
Income from bank deposits	1,043	-	1,043	1,339	-	1,339

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

6 Analysis of expenditure on charitable activities

	Charitable trading £	Grant-funded projects £	Member-led projects £	Total 2020 £	Charitable trading £	Grant-funded projects £	Member-led projects £	Total 2019 £
Staff costs	59,742	107,828	22,964	190,534	50,543	185,154	14,656	250,353
Capitalisation: staff costs	(8,518)	-	-	(8,518)	-	-	-	-
Activities	26,691	61,228	2,712	90,631	22,281	40,211	7,379	69,871
Premises	-	-	-	-	750	1,983	300	3,033
Administration	14,624	8,745	642	24,011	8,128	14,004	388	22,520
Travel and subsistence	1,944	21,950	1,197	25,091	3,180	11,611	1,323	16,114
Grants	-	2,500	8,548	11,048	-	-	8,588	8,588
Legal and professional	-	2,100	-	2,100	-	-	21	21
Support costs (see note 7)	26,721	51,438	10,271	88,431	16,512	60,488	4,788	81,788
Governance costs (see note 7)	585	1,054	224	1,862	896	3,281	260	4,437
	121,789	256,843	46,558	425,190	102,290	316,732	37,703	456,725
Restricted expenditure	1,643	243,802	25,627	271,072	1,357	289,521	18,230	309,108
Unrestricted expenditure	120,146	13,041	20,931	154,118	100,933	27,211	19,473	147,617
	121,789	256,843	46,558	425,190	102,290	316,732	37,703	456,725

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

7 Analysis of governance and support costs

	Basis of apportionment	Support £	Governance £	Total 2020 £	Support £	Governance £	Total 2019 £
Staff costs	Staff costs	58,361	-	58,361	44,988	-	44,988
Events	Staff costs	53	-	53	1,097	-	1,097
Premises Costs	Staff costs	8,622	-	8,622	8,248	-	8,248
Admin	Staff costs	17,283	-	17,283	20,435	-	20,435
Travel and subsistence	Staff costs	496	-	496	1,564	-	1,564
Exchange loss	Actual	3,208	-	3,208	4,918	-	4,918
Legal and professional	Staff costs	408	-	408	538	-	538
Audit fees	Staff costs	-	-	-	-	4,020	4,020
Independent Examiner	Staff costs	-	1,440	1,440	-	-	-
Board Costs	Staff costs	-	422	422	-	417	417
		88,431	1,862	90,293	81,788	4,437	86,225
Allocated as follows:							
Charitable trading		26,721	585	27,306	16,512	896	17,408
Grant funded projects		51,438	1,054	52,492	60,488	3,281	63,769
Member led projects		10,271	224	10,495	4,788	260	5,048
		88,430	1,863	90,293	81,788	4,437	86,225

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

8 Grants made to institutions

Name of institution	Purpose	2020 £	2019 £
Wycliffe Yonga	Assistance after the Kenyan floods	402	-
Sector 39	Educational support, curriculum development, training, facilitation and enterprise in permaculture.	8,500	-
IPC Argentina International	Towards the international convergence	-	5,886
Permaculture Education Network	Development of IPEN	-	2,000
Marda Permaculture	Palestinian Permaculture project	2,146	232
Empowerment Works	A non-profit program of training and support for farming communities around the world	-	470
Permezone	to design sustainable food systems and build eco-social resilience	-	-
		<u>11,048</u>	<u>8,588</u>

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2020 £	2019 £
Exchange differences	3,209	4,918
Auditor's remuneration - audit fees	-	2,250
Auditor's remuneration - accountancy fees	-	900
Independent examiner's fee	1,200	-
	<u>1,200</u>	<u>-</u>

10 Staff costs

Staff costs during the year were as follows:	2020 £	2019 £
Wages and salaries	153,513	190,299
Social security costs	2,800	3,794
Pension costs	2,717	1,330
Termination payments	4,954	-
Freelance staff costs	83,326	101,391
	<u>247,310</u>	<u>296,814</u>
Allocated as follows:		
Charitable activities	188,949	250,353
Support costs	58,361	46,461
	<u>247,310</u>	<u>296,814</u>

Notes to the accounts for the year ended 30 June 2020 (continued)

No employees has employee benefits in excess of £60,000 (2019: Nil).

The average number of staff employed during the period was 17 (2019: 16).

The key management personnel of the charity comprise the trustees, the Chief Executive, and the Chief Operating Officer. The total employee benefits of the key management personnel of the charity were £23,004 (2019: £21,813).

11 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2019: Nil).

Three members of the management committee received travel and subsistence expenses during the year of £422 (2019: two received £411).

Aggregate donations from related parties were £Nil (2019: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

The wife of the Chief Executive runs a catering business which was paid £11,113 (2019: £4,219) on normal commercial terms.

Apart from the above no trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2019: nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2020 £	2019 £
British Council	-	44,135
Erasmus +	-	127,791
Coronavirus Job Retention Scheme	1,604	-
	<u>1,604</u>	<u>171,926</u>

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

Notes to the accounts for the year ended 30 June 2020 (continued)

14 Fixed assets: tangible assets

	Equipment £
Cost	
At 1 July 2019	1,940
	<hr/>
At 30 June 2020	1,940
	<hr/> <hr/>
Depreciation	
At 1 July 2019	1,940
	<hr/>
At 30 June 2020	1,940
	<hr/> <hr/>
Net book value	
At 30 June 2020	-
	<hr/> <hr/>
<i>At 30 June 2019</i>	-
	<hr/> <hr/>

15 Fixed assets: intangible assets

	On-line learning platform £
Cost	
At 1 July 2019	-
Additions	8,518
	<hr/>
At 30 June 2020	8,518
	<hr/> <hr/>
Net book value	
At 30 June 2020	8,518
	<hr/> <hr/>
<i>At 30 June 2019</i>	-
	<hr/> <hr/>

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

16 Debtors

	2020 £	2019 £
Trade debtors	357	2,982
Prepayments	866	2,869
Payroll taxes	-	1,473
Gift aid receivable	2,038	3,500
	<hr/>	<hr/>
	3,261	10,824
	<hr/> <hr/>	<hr/> <hr/>

17 Creditors: amounts falling due within one year

	2020 £	2019 £
Other creditors and accruals	10,839	26,206
Deferred income	100,766	125,297
	<hr/>	<hr/>
	111,605	151,503
	<hr/> <hr/>	<hr/> <hr/>

18 Deferred income

	2020 £	2019 £
Event tickets sold in advance	-	4,959
Diploma fees sold in advance	100,766	120,338
	<hr/>	<hr/>
	100,766	125,297
	<hr/> <hr/>	<hr/> <hr/>

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

19 Analysis of movements in restricted funds

Current period

	Balance at 1 July 2019 £	Income £	Expenditure £	Transfers £	Balance at 30 June 2020 £
Events					
Donation	1,643	-	(1,643)	-	-
Grant funded projects					
Children in					
Permaculture	37	120	(5,862)	5,705	-
BLAST	-	2,852	(3,632)	-	(780)
Capacity+	-	49,400	(8,152)	-	41,248
Ecolise	1,721	-	(1,866)	145	-
Permaculture CoLab	9,028	-	(9,028)	-	-
GROW	140,856	48,266	(189,122)	-	-
52 Climate Actions	5,574	12,000	(8,856)	-	8,718
Joseph Rowntree					
Charitable Trust	1,015	-	(1,015)	-	-
Mother Nature	8,615	-	(10,835)	-	(2,220)
Permaculture Responds	-	4,987	(4)	-	4,983
Scotland	-				
Robertson	2,608	-	(2,608)	-	-
Pebble	1,416	5,000	(1,416)	-	5,000
Seedbed	202	-	(194)	-	8
SHED	-	30,000	(216)	-	29,784
Wales					
Awards for All	996	-	(996)	-	-
	172,068	152,625	(243,802)	5,850	86,741
Member-led projects					
Digital Circle	2,000	1,202	736	-	3,938
IPEN	10,994	1,050	(4,733)	-	7,311
IPC Scholarship	338	157	-	-	495
PFP	1,216	-	(201)	-	1,015
IPES	380	-	-	-	380
Marda	532	1,729	(1,749)	-	512
Re-Alliance	-	24,382	(11,180)	-	13,202
Sector 39	-	12,470	(8,500)	-	3,970
	15,460	40,990	(25,627)	-	30,823
Total	189,171	193,615	(271,072)	5,850	117,564

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

Comparative period

	Balance at 1 July 2018 £	Income £	Expenditure £	Transfers £	Balance at 30 June 2019 £
Events					
Donation	-	3,000	(1,357)	-	1,643
Grant funded projects					
Children in					
Permaculture	6,095	44,135	(50,915)	722	37
Ecolise	-	2,104	(383)	-	1,721
Permaculture CoLab	33,375	-	(24,592)	245	9,028
GROW	139,810	127,790	(126,744)	-	140,856
52 Climate Actions	42,658	-	(37,084)	-	5,574
Joseph Rowntree					
Charitable Trust	22,396	-	(19,976)	(1,405)	1,015
Mother Nature	4,118	9,224	(4,727)	-	8,615
Scotland					
Robertson	251	5,500	(3,468)	325	2,608
Pebble	-	5,000	(3,584)	-	1,416
Seedbed	2,847	-	(2,645)	-	202
Thriving Communities	8,560	-	(8,968)	408	-
Wales					
Awards for All	2,422	-	(1,426)	-	996
Postcode Lottery	5,009	-	(5,009)	-	-
	267,541	193,753	(289,521)	295	172,068
Member-led projects					
Digital Circle	-	2,000	-	-	2,000
IPEN	27,491	-	(16,497)	-	10,994
IPC Scholarship	-	174	-	164	338
PFP	2,712	5	(1,501)	-	1,216
IPES	380	-	-	-	380
Marda	574	190	(232)	-	532
	31,157	2,369	(18,230)	164	15,460
Total	298,698	199,122	(309,108)	459	189,171

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

Name of restricted fund	Description, nature and purposes of the fund
Children in Permaculture BLAST	EU funding towards a wide range of education services for children The BLAST partnership will enable trainers, facilitators and community champions to deliver transformative learning opportunities for citizens, communities and professionals that engage as change-makers in the social-ecological transition.
Capacity+	Capacity+ is a three year funded project to boost the capacity of the Permaculture CoLab, an online space working to enhance the cohesion and effectiveness of local to global permaculture networks.
Ecolise	Network of networks supporting and coordinating community led sustainability initiatives across Europe, including Transition, Permaculture, Ecovillages and other organisations active in this work
Permaculture CoLab	Funding for this project from anonymous donor
GROW	European citizen observatory to grow soil, grow food, and grow science
Information for Action on Climate Change - 52 Climate Actions	The information on action for climate change project: building a website of simple, practical solutions to climate change that anyone anywhere can use to transform homes, communities and landscapes.
Joseph Rowntree Charitable trust	Project cost to support permaculture ambassador programme
Mother Nature	Partnership project to equip professionals with adult learning tools and permaculture skills to support and empower mothers in developing, recognising and validating skills acquired through the experience of becoming mothers. Funded by Erasmus Plus.
Permaculture Responds	new work to provide support for local groups and projects in the face of Covid-19 and the unfolding economic recession.
Scotland	
Robertson	A network of sites that demonstrate permaculture in Scotland enabling public engagement with Scottish permaculture
Pebble Trust	
Seedbed	To support the ScotLAND project
SHED	To make the permaculture network of projects, educators and practitioners and its embedded learning and practice more accessible, and support new people to engage, learn and adopt its practices and behaviours.
Thriving Communities	Awards for All funding for a project to understand how communities are using permaculture to tackle disadvantage.
Wales	
Awards for All	
Postcode Lottery	For the Connect project - regional networks, events and training support.

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

Digital Circle	For work towards digital services for the permaculture community
IPEN	For development of International Permaculture Education Network, case studies, website.
IPC Scholarship	Towards costs and bursaries for the 14th International Permaculture Convergence in Argentina
PFP	Development of partnerships, outreach and education for a People's Food Policy.
IPES	The Instituto de Permacultura de El Salvador has been supported by the Permaculture Association since 2006 and we continue to enable members to support them with donations.
Marda	Marda is a Palestinian permaculture farm and we continue to enable members to support them with donations.
Re-Alliance	Bringing together field practitioners, policy makers, educators, community leaders and humanitarian and development workers. Sharing skills and experiences to grow the influence and impact of regenerative development in the humanitarian field.
Sector 39	Educational support, curriculum development, training, facilitation and enterprise in permaculture. Works with schools, refugee agencies, individuals and communities using permaculture to transform the ethos of an entire school or community

20 Analysis of movement in unrestricted funds

	As at 1 July 2019 £	Income £	Expenditure £	Transfers £	As at 30 June 2020 £
General fund	24,461	176,504	(150,041)	(5,850)	45,074
Designated funds					
Contingency Funds	18,077	-	-	-	18,077
Permaculture Scotland	3,026	2,997	(3,081)	-	2,942
Paramaethu Cymru	2,438	-	(996)	-	1,442
	23,541	2,997	(4,077)	-	22,461
	48,002	179,501	(154,118)	(5,850)	67,535

Permaculture Association (Britain)

Notes to the accounts for the year ended 30 June 2020 (continued)

Comparative period

	<i>As at 1 July 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers £</i>	<i>As at 30 June 2019 £</i>
<i>General fund</i>	<u>6,411</u>	<u>146,329</u>	<u>(133,773)</u>	<u>5,494</u>	<u>24,461</u>
Designated funds					
<i>Held on behalf of</i>					
<i>International</i>	6,043	-	(5,885)	(158)	-
<i>Contingency Funds</i>	18,077	-	-	-	18,077
<i>Permaculture Scotland</i>	9,326	4,993	(4,621)	(6,672)	3,026
<i>Paramaethu Cymru</i>	<u>2,617</u>	<u>2,282</u>	<u>(3,338)</u>	<u>877</u>	<u>2,438</u>
<i>Total designated funds</i>	<u>36,063</u>	<u>7,275</u>	<u>(13,844)</u>	<u>(5,953)</u>	<u>23,541</u>
<i>Total unrestricted funds</i>	<u>42,474</u>	<u>153,604</u>	<u>(147,617)</u>	<u>(459)</u>	<u>48,002</u>

Name of

unrestricted fund

General fund
Contingency Funds
Cuba Income Held
Permaculture Scotland
Paramaethu Cymru

Description, nature and purposes of the fund

General unrestricted funds held by the charity
A designated fund for potential close down costs
Money held on behalf of Cuban PA
Scottish working group
Welsh working group

21 Analysis of net assets between funds

	<i>General fund £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2020 £</i>
<i>Net current assets/(liabilities)</i>	<u>36,556</u>	<u>22,461</u>	<u>117,564</u>	<u>176,581</u>
<i>Total</i>	<u>45,074</u>	<u>22,461</u>	<u>117,564</u>	<u>185,099</u>

Comparative period

	<i>General fund £</i>	<i>Designated funds £</i>	<i>Restricted funds £</i>	<i>Total 2019 £</i>
<i>Net current assets/(liabilities)</i>	<u>24,461</u>	<u>23,541</u>	<u>189,171</u>	<u>237,173</u>
<i>Total</i>	<u>24,461</u>	<u>23,541</u>	<u>189,171</u>	<u>237,173</u>

Notes to the accounts for the year ended 30 June 2020 (continued)

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for

	Property		Equipment	
	2020	2019	2020	2019
	£	£	£	£
Less than one year	4,936	4,936	-	-
One to five years	-	-	-	-
Over five years	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
Less than one year	4,936	4,936	-	-
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2020	2019
	£	£
Net income/(expenditure) for the year	(52,074)	(103,999)
Adjustments for:		
Dividends, interest and rents from investments	(1,043)	(1,339)
Decrease/(increase) in stock	193	(802)
Decrease/(increase) in debtors	7,563	(6,248)
Increase/(decrease) in creditors	(39,898)	13,791
	<hr/>	<hr/>
Net cash provided by/(used in) operating activities	<hr/> <hr/> (85,259)	<hr/> <hr/> (98,597)