



2024



Permaculture  
Australia

-  earthcare
-  peoplecare
-  fairshare

# Annual Report

[www.permacultureaustralia.org.au](http://www.permacultureaustralia.org.au)  
[hello@permacultureaustralia.org.au](mailto:hello@permacultureaustralia.org.au)

# Table of Contents



About Us and Acknowledgement of Country	03
Vision And Mission	04
Who we are - 2024	05
Chair Report	06
Secretary Report	07
Membership and Marketing Manager report	08
Permafund Report	09-12
VET team Report	13-15
Directors Report	16-21
Treasurers Report	22
Auditor's/Reviewer's Independence Declaration	23
Financial Report	24-28
Independent Auditors Review Report	29-30



# About Us

Permaculture International Limited (PIL), trading as Permaculture Australia, is a not for profit company limited by guarantee. It's governed by a voluntary board of directors who are democratically elected by our members. Additionally, PIL is a registered charity with deductible gift recipient (DGR) status.

PIL undertakes compliance reporting to the Australian Charities and Not-For-Profits Commission (ACNC) and the Australian Taxation Office.



ACN 003 386 258 ABN 13 196 056 495  
permacultureaustralia.org.au  
hello@permacultureaustralia.org.au



Permaculture Australia acknowledges the Traditional Custodians of the lands, waters, and skies across this continent. We honour the deep, regenerative knowledge of Aboriginal and Torres Strait Islander peoples, who have cared for Country through sustainable practices for tens of thousands of years.

We pay our respects to Elders past, present, and emerging, and recognise their wisdom in fostering thriving ecosystems, resilient communities, and a deep connection to the natural world—values that continue to inspire and guide permaculture today.

As we work towards a more sustainable and regenerative future, we commit to listening, learning, and walking alongside First Nations peoples in caring for Country.

# Our Vision

Our mission is to represent, educate, connect and empower the permaculture community. We're the national hub for people and organisations working on permaculture-informed responses to local and global threats to planetary boundaries, and their social consequences

## Permaculture Australia Ethics and Values

Permaculture Australia is committed to the ethics of permaculture:



Permaculture Australia Values:

Respect   Transparency   Accountability   Honesty   Integrity   Inclusivity   Diversity

# Our Mission

To represent, educate, connect and empower people & organisations, with permaculture-informed responses to local and global threats to planetary boundaries, and their social consequences.

WHAT DO WE DO?	WHAT DO WE CREATE?	WHO IS OUR AUDIENCE?	HOW DO WE MAKE A DIFFERENCE?
<p>We work to make permaculture more diverse, resilient, and accessible</p> <ul style="list-style-type: none"><li>• Support</li><li>• Promote</li><li>• Educate</li><li>• Fund</li><li>• Advocate</li><li>• Connect</li><li>• Administer</li><li>• Represent</li></ul>	<p>Resources and networks</p> <ul style="list-style-type: none"><li>• An informative, engaging, useful &amp; inspiring website</li><li>• Newsletters and media</li><li>• Resources for teachers and students</li><li>• Micro-grants</li><li>• In-person permaculture experiences</li><li>• Social &amp; professional permaculture networks</li><li>• Thoughtful position and policy papers</li></ul>	<p>Everyone interested in Permaculture</p> <ul style="list-style-type: none"><li>• People concerned about planetary futures</li><li>• Young people</li><li>• Activists looking for positive solutions</li><li>• Local/State/Federal government &amp; international bodies (ie. UN IPCC/FAO)</li><li>• Students &amp; Teachers</li><li>• Global South practitioners</li></ul>	<p>We help the philosophy and practice of permaculture continue to evolve</p> <ul style="list-style-type: none"><li>• Host and promote productive conversations</li><li>• Policy &amp; political advocacy</li><li>• Education</li><li>• On-the-ground projects &amp; events</li><li>• Funding/grants</li><li>• Disseminate ideas &amp; experience</li></ul>

[Our 2024-2026 Strategic Plan can be viewed here](#)

# Who we are - 2024

Permaculture Australia is managed by a Board of Directors elected by members at each AGM. In addition to permaculture qualifications, the Board of Directors bring extensive experience in project management, strategic planning and finance to ensure compliance.

The Board acts as a hub and accountability manager for the many volunteers who support the organisation in circles, sub-circles and teams.

Permaculture Australia uses a sociocratic organisational structure and meeting procedure to value and avoid wasting volunteers' valuable time and energy, and we have a Volunteer Agreement to ensure all volunteers are supported.

We also have a 'virtual office' with part-time staff.

## 2023-2024 Board of Directors



Chair - Greta Carroll



Secretary - Naomi Amber



Treasurer - Felix Leibelt



Linda Woodrow



Toad Dell



Lauren O'Reilly



Fernando Moreno

## Virtual Office Staff



Meg Mulcahy  
Membership and  
Marketing Manager



Jocelyn Edge  
Accountant



Jacqui Besgrove  
Growth, Sustainability and  
Development Manager

# Chair Report

As we reflect on another year of meaningful impact, it is with great pride that I present the highlights of our organization's work. This year has been one of growth, resilience, and dedication to our mission of supporting and representing permaculture in Australia. Together, we've made significant strides in putting into action the strategic plan starting with the formation of our circles that will help guide our projects and dreams into the future.

Our success would not be possible without the unwavering commitment of our staff, board members, volunteers, and general members. Everyone's passion and tireless efforts continue to drive our vision forward, ensuring that we are able to reach new milestones each year. As we look to the future, we are excited to continue building on the foundation we've established, exploring innovative solutions to address emerging challenges, and fostering even greater partnerships within the community.

We would like to take this opportunity to express my heartfelt gratitude to everyone who has been part of our journey. Your continued belief in permaculture and what we do is what empowers us to make a lasting impact. Together, we will continue to drive change and inspire hope for those who need it most.

Thank you for your ongoing support, and we look forward to the continued success and growth of our organization in the year ahead.



# Secretary Report

This year, we bid farewell to Charlie and Alex, and warmly welcomed Fernando and Lauren to the team. Meg continues in her paid role, providing essential support to our ongoing operations.

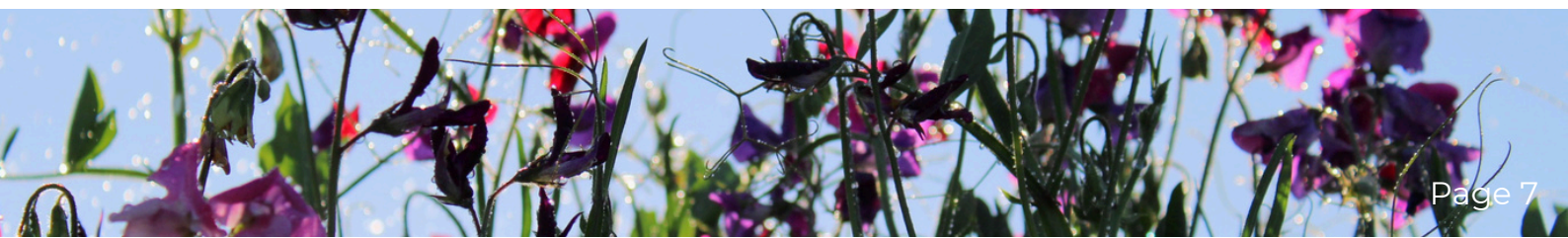
We held our regular monthly meetings, which included a mix of online sessions and an in-person meeting at Linda's house in August. These gatherings provided an opportunity to deepen our practice in sociocracy, ensuring that our decision-making processes remain inclusive, effective, and aligned with our values.

Over the course of the year, we focused on several key areas for growth and development. These included exploring strategies to enhance our website and media presence, boosting member engagement and numbers, and the crucial task of further establishing circles to advance our strategic plan. We also discussed the need to foster greater inclusivity on the board and to simplify and clarify our financial systems. A priority was creating transparent decision-making processes for future funding, as well as continuing our support for permaculture initiatives within the community.

As a result of these discussions, we took a number of important actions. We engaged with website developers and hired a part-time business manager to streamline our operations. Research into offering insurance as a potential member benefit was initiated. A circle establishment package was created, and we launched a VET circle as a pilot, followed by a reflection on the process. In terms of our financial systems, we made the decision to begin the process of changing banks and introduced a money decision tree to improve transparency and accountability. Our commitment to permaculture continued with ongoing support for Permafund and active participation in the APC.

Throughout the year, we have remained focused on meeting all legal and regulatory requirements for governance and operations. A significant amount of time has been spent reviewing and updating our policies and documentation to ensure compliance with ASIC guidelines and to strengthen our approach to risk management.

While membership numbers have experienced a decline, we remain fully committed to advancing our strategic plan and continuing to build and nurture our community. Thank you to everyone for your ongoing support and involvement.



# Membership and Marketing Manager's Report

This year, I've worked closely with the PA Board to support their roles and help shape future plans, while streamlining systems to improve efficiency.

Keeping our branding and messaging clear and engaging has been a big focus, ensuring we stay connected to our values and mission and build on the Strategic Plan.

Making membership more valuable has been a top priority, there has been a few website tweaks and adjustments, with a new Directory and Events platform that we will be able to bring into the future and make the PA website a valuable source of information.

Growing community and operations has been another key focus. We've created more volunteer opportunities, in focused Circles, while also streamlining systems to make things easier to access.

My role is really about building community, making sure PA runs well, and creating real engagement. I'm focusing more on community engagement and connections, helping keep PA's operations running smoothly, bringing more value to members and strengthening partnerships, and supporting the Board and the Governance and Compliance of PA. With all this in mind, I will have a new title change from Membership & Marketing Manager to Community & Operations Manager—which better reflects everything this role has grown into! This new title just feels like a better fit for all the work happening behind the scenes!

Looking ahead, we're planning to keep enhancing membership benefits and engagement, finding new and exciting ways to spread the permaculture love, working on fundraising and grant-seeking to support key projects, and helping bring APC 2025 to life while supporting other permaculture events. With all the hard work from our team, Board, and amazing members, PA is in an awesome place to keep growing in 2025.

Thanks for being part of this journey and for all the support—can't wait to see where we go from here!

Meg Mulcahy



# Permafund Report

2024 was a year of intense activity for Permafund.

The Permafund team of experienced PA volunteers meet online once a month via Zoom and work in sub-groups on projects between meetings. Team members are spread across Australasia from Western Australia to New Zealand and Queensland to Victoria.

The Permadund circle members in 2024 are (alphabetical).

Boyd Attewell (NSW), Chris Carroll (Qld), John Champagne (NSW) (Chair), Miles Durand (WA) Louise Learmont (NSW), Felix Liebelt (NSW) (PA director & Treasurer), John McKenzie (Vic), Ronni Martin (Qld), Emma Nelson (ACT) and Jed Walker (NZ).

The principal aims and purpose of the Permafund are:

- To help preserve, restore and enhance the natural environment and habitat through permaculture education and the application of permaculture design principles, strategies & ethics.
- To support community development projects in Australia and overseas.
- To support the wide distribution of permaculture education to benefit communities around the nation and globally.

The team's annual tasks include

- Supporting the Board to meet PA's strategic goals as a registered Charity and endorsed Environmental Organisation
- Fund management including monthly and annual reporting.
- DGR donations management and fundraising
- Providing PA's Media & Marketing Manager with website & newsletter items
- Launching and administering grant rounds
- Assessing grant applications and liaising with the applicants requesting funding
- Receiving and responding to feedback and making improvements where necessary
- Networking with national and international permaculture organisations

2024 Highlights:

- Regular tithes, generous 'one off' donations and a bequest were gratefully received from Permafund supporters
- Open Garden tours in Southern NSW raised funds through ticketed entry
- Class 3 at St Peters Anglican School in Broulee (South Coast NSW) raised \$300 for Permafund by selling pumpkins they grew in their Permaculture Garden.
- 20 micro grants were successfully distributed, the most in any 12-month period since 2012,
- Reports received from 2023 and 2024 grant recipients have been converted into stories posted on the PA website and shared via PA's Facebook pages & socials
- Meeting its principal aims, Permafund was able to assist communities follow the agreed guidelines of protection and rehabilitation of damaged landscapes.

# Permafund Report

In 2024 a large number of applications for funding were received from organisations in Australia, Africa and Asia. Over several months, the Permafund team undertook its careful assessment process. These are the 20 applicants selected to receive seed funding of up to AU\$2,000. They are listed in alphabetical order.

1. In Malawi, the **Chinansungwi Relief Hand Organisation (CHIREHO)** aims to assist marginalised communities who are facing environmental degradation in Kapeni, Blantyre through delivering regenerative agriculture training to help foster sustainable livelihoods.
2. **Farm Sahel Inc.** Manga, Burkina Faso To train smallholder women farmers on climate-smart agricultural practices to assist them develop a profitable citrus orchard.
3. **Farming and Health Education (FHE)**. Kakuma Refugee Camp, Kenya. To create a model agricultural site to educate and empower refugee farmers on sustainable farming methods
4. **Faulu Productions**. Kakuma Refugee Camp, Kenya To offer refugees training in composting, water conservation and soil improvement resources to create and maintain food gardens.
5. **Fraternity Kivutian**. South Kivu, Democratic Republic of Congo. To encourage the use of permaculture practices to restore degraded landscapes and plant native and food producing trees.
6. **Hope for Rural Women- HORUWO**. Kasese District, Uganda To train women farmers as Permaculture Community Knowledge Transfer Workers. (PCKTWs) to promote permaculture principles and practices in the local community.
7. In the Lake Victoria region of Kenya, **Kajulu Hills Eco Villages** to help women farmers to adapt to changing environmental conditions by distributing indigenous seeds to elderly women and widows. The initiative aims to encourage the cultivation of diverse climate-resistant crops to counter the loss of plant varieties, support ecosystem resilience and mitigate the impact of climate change.
8. **Kitgum Permaculture Practitioners Association**. Kitgum, Uganda, A project to create kitchen gardens for the benefit of grandmothers in the community plus to offer training in planting windbreaks and fruit trees in food forests.
9. **Matungu Community Development Charity (MCDC)**. Mumias, Kenya.  
For education on soil biota and earthworms and the uses of vermicompost to enhance soil structure and water retention for increased fertility for healthy food production.



# Permafund Report

10. The **Mkulima Sasa Regenerative Agriculture** community-based organisation in Kenya to support its aim to continue the establishment and expansion of their current demonstration projects plus to set up a rainwater harvesting system. Also to provide follow-up syntropic agro-forestry training for the community and in schools.

11. **Mlatho Farms and Agri-learning Hub**. Central District, Malawi. To provide youth training programs, which not only teach the principles of permaculture but also provide hands-on experience in implementing these practices. Their goal is to instil a deep understanding of regenerative agriculture methods that prioritise environmental stewardship, biodiversity conservation, and resilience in the face of changing climates.

12. **Nanhkudwe Community Based Organisation (NCBO)**. Mwanza District, Malawi. The proposed project will: i) strengthen cross-sectoral partnerships; ii) enhance market incentives for Climate-Resilient, Regenerative Agriculture (CRRRA; iii) provide training and support for farmers; and iv) implement robust monitoring and knowledge-sharing initiatives to support learning and adaptive implementation of CRRRA. This project is aimed at having 4,000 beneficiaries.

13. **Organic Technology Extension and Promotion of Initiative Centre (OTEPIC)**. Kenya Provide training which enhances the beekeeping skills and knowledge. Also to provide guidelines to the local communities against threats to beekeeping like deforestation, varroa mite and other serious bee diseases.

14. **Plethora Social Initiative**. Nakivale Refugee settlement, Uganda. This project aims to provide permaculture training to refugees, equipping them with the knowledge and skills to establish sustainable livelihoods, enhance food security, and foster community resilience. By empowering refugees to cultivate their own food, regenerate soil, and create self-reliant ecosystems, they seek to alleviate poverty, mitigate environmental degradation, and promote social integration.

15. **Rainbow Region Community Farms Inc** (Lismore Community Garden), Lismore. Post-flood re-establishment of an Australian Bush Food Garden. Creating a native bush food garden in the Northern Rivers to promote and share learning about Indigenous/permaculture informed and climate resilient design.

16. **The Regenerative Holistic Resource Centre** in Kenya aims to provide farmers not only with beekeeping training but also beehive starter packs to help them get established.



# Permafund Report

17. **Up with Community.** Zanzibar, Tanzania. Up with Community will train 1000 youth on mangrove tree planting and start two permaculture clubs in Cheju secondary and primary schools. The project will address a cause of mangrove destruction by the community, through cutting and burning the trees for sale as charcoal and instead will help them to develop permaculture activities for sustainable sources of income.

18. In Tamil Nadu, India, the **Women's Organisation for Rural Development (WORD)** project provides farmers in several villages training in permaculture methods and techniques to improve production of food grains, pulses and oil seeds, increase soil fertility and add to food security.

19. **Yuruwan Ltd** applied for funding to establish Growing on Country, an online course for anyone, of any age, in any field (from permaculture, regenerative agriculture, syntropics, horticulture, nursery work, to backyard pottering), who wants to be a better ally when growing, gardening, or engaging with Indigenous plants, people and communities on unceded Aboriginal land.

20. **Youth Empowerment for Development Initiative (YEDI)**. Zambia. This project is aimed at training young farmers based in rural communities in climate-smart agriculture for them to improve land, become more resilient and produce food sustainably. As well as the training, they will set up a demonstration plot.

The ethics of earth care, people care, and fair share form the foundation for permaculture design and are also found in most traditional societies. Through Permafund and the Permaculture International Gift Fund, the community is demonstrating these ethics by financially supporting the fund and therefore assisting permaculture projects in Australia and overseas.

In 2024, fundraisers such as Open Gardens and community events to support Permafund's grant program have been a wonderful help and are very much appreciated, Permafund Chair John Champagne has observed, "We receive many more applications than we have funds available for, which demonstrates the global need that Permaculture-inspired projects constantly face. Coming together to raise funds for Permafund offers us all an opportunity to assist those in greatest need and manifest our third ethic of fair share."

Permaculture Australia's Permafund would like to thank all of the organisations that submitted applications to the 2024 grant round and the many supporters who raise funds, make donations and regularly tithe to support the Permafund grants program. News of the launch of the 2025 grant round and the outcomes will appear on the Permaculture Australia website.

For more information and to collaborate on a fundraising project for Permafund, please contact

E: [permafund@permacultureaustralia.org.au](mailto:permafund@permacultureaustralia.org.au)

# Vocational Education and Training (VET) Circle Report

## Introduction

The year 2024 marked a significant period of growth and development for the Vocational Education and Training (VET) circle within Permaculture Australia. With a dedicated team of professionals and educators representing almost every state across Australia, we have made substantial progress in creating a framework for the delivery of Permaculture qualifications and ensuring that these qualifications meet the highest standards of quality, compliance, and accessibility. This report outlines our achievements over the past year and provides an overview of our goals and aspirations for 2025.

## What We Did in 2024

### 1. Formation of the VET Committee

In 2024, we successfully established the VET circle, a group dedicated to shaping the future of Vocational Education and Training in Permaculture. The establishment of circle processes through this has paved the way for the establishment of additional circles within Permaculture Australia. Its establishment has also allowed for better focus and expansion of our VET offerings.

### 2. Statewide Representation

Our committee is composed of members from almost every state in Australia, ensuring a broad range of perspectives and expertise. This diverse representation enables us to work collaboratively and consider regional needs and challenges when developing VET initiatives.

### 3. Successful Meetings

Over the course of the year, we held four highly successful meetings. These meetings were pivotal in driving our initiatives forward, fostering collaboration among committee members, and identifying key priorities for the future of VET in Permaculture.

### 4. Development of an Implementation Plan

We began the process of developing an implementation plan for Permaculture's VET pathway. This document outlines the steps needed to grow the availability and quality of Permaculture training programs across Australia, including strategies for engaging with stakeholders and ensuring compliance with national training standards.

### 5. Representation on the Skills Insight Council

As part of our ongoing efforts to engage with the broader vocational education community, we have secured representation on the Skills Insight Council. This engagement provides us with valuable insight into national skills needs, policy directions, and emerging trends, helping to inform our work and ensure our training offerings are aligned with industry demands.



# Vocational Education and Training (VET) Circle Report

## Goals for 2025

As we look to the future, we are excited to build on the progress we've made and focus on expanding awareness, increasing access, and ensuring the ongoing development of Permaculture qualifications. Our overall strategic direction over the next three years is:



### 2025

a year of market awareness to create interest and demand, a year of capacity building of people, materials and systems, a year of partnership development, and the provision of whatever support is possible to existing programs (eg WA) - they will be success stories for the future



### 2026

a year of rollout into schools and opportunistic CERT III and above with selected RTOs, a year of real collaboration and partnerships



### 2027

and beyond is viewed as a period of growth, continuous improvement and capability management maturity, with our backend having been progressively tested under live pressure and market feedback flowing, we will move into ongoing adaptation and growth

## Our key goals for 2025 include:

- **Increase Awareness of Permaculture Qualifications**

We aim to significantly increase awareness of the opportunities for obtaining qualifications in Permaculture. This includes educating potential students, industry stakeholders, government agencies, and relevant organisations about the value and impact of these qualifications. By increasing awareness, we hope to attract more students to Permaculture programs and help them understand the job opportunities that these qualifications can lead to.

- **A number of active Partners** with active projects with common goals – quality-based not quantity-based. Specifically, a partnership approach with Skills Insight.

- **Development of Training and Assessment Strategy**

Create compliant Training and Assessment Strategy (TAS) documents for selected permaculture qualifications that are audit-ready and adhere to national training standards, that can be used to promote uptake by RTOs and provide a revenue stream to Permaculture Australia through licensing to RTOs.

- **Creation of RPL Kit for Diploma Permaculture**

Develop a Recognition of Prior Learning (RPL) kit for the Diploma of Permaculture. This kit ensures that individuals with relevant experience in Permaculture can receive formal recognition of their skills and qualifications.



# Vocational Education and Training (VET) Circle Report

## Key goals cont.

- **Web-Based Delivery and Assessment Kit**

In alignment with modern educational practices, a web-based training delivery pack for selected qualifications. A mature capability to sustain currency of materials.

- **Successful Delivery of Permaculture qualifications, focussed initially on schools**

0.5% of RTOs in each state supporting PC in Schools (CERT I or CERT II) (circa 20 RTOs in total nationally) with each RTO having a minimum of 3 schools being supported and a Net Promoter Score (NPS) score of 8. A mature capability to manage onboarding and through life management of the above.

- **A mature capability to vet, onboard, sustain and provision a teaching workforce**

Contextualisation of Cert IV TAE for Permaculture Teachers and support for teachers with resources, forums, and professional development.

## Conclusion

The VET Committee has made impressive strides in 2024, creating a strong foundation for the future of Permaculture education in Australia. We are committed to ensuring that Permaculture qualifications are widely recognised and accessible, enabling individuals to gain valuable skills that will support the growth of a sustainable, resilient, and thriving permaculture sector.

As we move into 2025, we look forward to building on our successes and further expanding the reach and impact of Permaculture education across Australia.

We would like to extend our gratitude to the members of the VET Committee for their ongoing commitment and dedication, as well as to our partners, stakeholders, and supporters who have contributed to our work in 2024.



# Directors Report

The Directors present their report on the results of the company for the financial year ended 31st December 2024 and the state of affairs of the company to the date of this report.

## Projects and Performance

The major focus for the Directors this year has been the development, launching, and review of a Strategic Plan to guide the organisation over the period 2024 to 2026. Concurrently, the transfer of the regulation of environmentally focussed Deductible Gift Recipients from the Register of Environmental Organisations (REO) to the Australian Taxation Office (ATO) and the Australian Charities and Not-for-profits Commission (ACNC) has provided an opportunity to review Permaculture Australia's processes for budgeting, and raising and allocating income to implement the Strategic Plan objectives.

This in turn provided an opportunity to remodel and streamline the budget process to allow the Strategic Plan's Circles to have clarity about resource allocation and to develop an Income Allocation Policy and Decision Tree to guide decisions about where to focus income-raising efforts and how to allocate fixed and liquid resources.

After gathering strategic information and stakeholder views in the second half of the last calendar year, including at the 2023 Australian Permaculture Convergence, the Board spent the first few months of 2024 consolidating it all into a Strategic Plan based around the sociocratic governance structure established in 2023. Board members engaged in three all-day workshops, by Zoom, in the early part of 2024 to craft this mountain of information into clear and achievable goal and objectives that could be enthusiastically embraced by our volunteers.

A VET education circle was launched, and provided an opportunity to test and document processes for anchoring Circle establishment including finding volunteers with the skills and expertise matched to the Circle domain, inducting members, and setting up meeting and communication channels. This should make it much easier to establish remaining Circles.



# Directors Report

Then, in early September, Board member Linda Woodrow hosted the Board at her home for two days to review the Strategic Plan. The review covered where we were up to in implementing it, any lessons learned or amendments needed, and the specific actions required to carry it forward. The meeting was intense and productive, and resulted in the Strategic Plan Review published in late September.

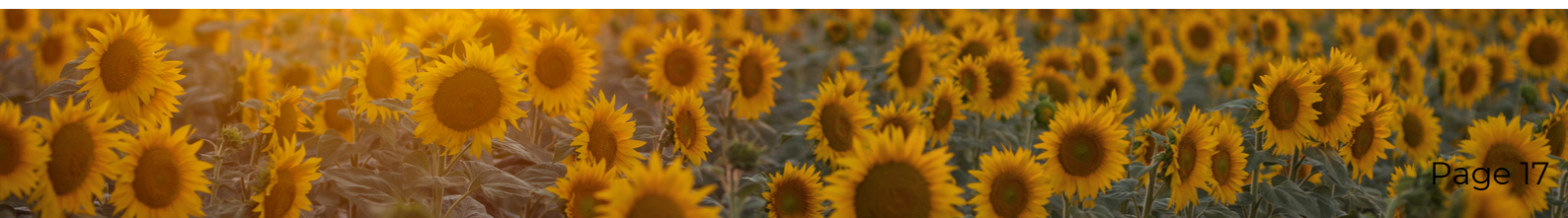
The skills, expertise, energy and passion of our volunteers is the unique and outstanding resource of Permaculture Australia. But to respect this work and achieve its full potential, it needs to be matched with well targeted staff, technology, communication, training, dispute resolution and financial resources. Development and implementation of the Volunteer Agreement was a major project in the first half of the year, then designing processes to both attract and allocate sufficient resources to match volunteer effort has been a major project for the second half of the year.

The changeover to ATO regulation required a review of our processes for attracting and managing donations to ensure they aligned with the new regulations. This necessitated review of our Memorandum and Articles of Association to remove references to the abolished Register of Environmental Organisations, and write in processes for efficient, respectful, responsible, fair and transparent management of donations. This provided an incentive for a design process to look at the flowforms of income and expenditure including but not confined to donations.

This body of work included looking at how to structure a lean, part-time, contract team of paid employees and development of position descriptions and contracts for them. It also included review of our banking, grant application, and financial management tools.

Our website is one of our most important resources, and a significant amount of work has been needed to keep it rolling. It is in need of a rebuild to keep pace with technology and incorporate all the extra functionality required by the Strategic Plan, and this will be a major project for the next Board term.

And finally, we are looking forward with great anticipation to the Australian Permaculture Convergence in Kangaroo Valley in October this year and are proud to be supporting it.



# Directors Report

## Directors during the Reporting Period (1 Jan 2024 - 31 Dec 2024)

Toad Lucas Dell: Board Member (in office, joined 23rd April 2022)

Charles Jones: Board Member (joined 28th May 2023, resigned 27 April 2024)

Graham King: Treasurer (joined 28th May 2023, resigned 18 July 2023)

Greta Carroll: Chairperson (in office, joined 28th May 2023, granted leave of absence 12 June 2024)

Linda Woodrow: Board Member (in office, joined 28th May 2023)

Naomi Amber: Secretary (in office, joined 28th May 2023)

Jesus Aguilar Hernandez: Board Member (joined 28th May 2023, granted leave of absence 22 November 2023, resigned 27 April 2024 )

Felix Leibelt: Treasurer (in office, joined 27th July 2023)

Lauren O'Reilly (in office, joined 27 April 2024)

Fernando Rodriguez (in office, joined 27 April 2024)

## Meetings of Directors

During the reporting period, 11 meetings of directors were held.

Record of Meetings		
Board Meetings to AGM April 2024	Board Meetings since AGM April 2024	Special Strategic Planning Meetings
25 January	7 May	10 Feb
20 February	12 June	3 March
26 March	3 July	17 March
2 April	7 August	31 August
	9 October	1 September
	12 November	
	10 December	

# Directors Report

## Director Attendance

Attendances of each director at Board meetings were as follows:

	Directors Meetings		All Day Strategic Planning Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Charlie Mgee	4	4	2	2
Alex Aguilar	4	0	2	0
Toad Dell	11	7	5	5
Naomi Amber	11	6	5	3
Greta Carroll	11	5	5	3
Linda Woodrow	11	11	5	5
Lauren O'Reilly	7	7	2	2
Felix Leibelt	11	8	5	5
Fernando Moreno	7	3	2	0



# Directors Report

## Registered Charity

The company is a registered charity with the Australian Charities and Not-For-Profits Commission (ACNC) and is classified as a small charity under the ACNC guidelines. All persons on the Board of Directors, as members of PA's governing body, are named as ACNC responsible persons. Information about the company including our adherence with compliance reporting requirements is on public record at <https://www.acnc.gov.au/>

The Board of Directors continues to review and improve its obligations in regards to the ACNC governance standards (a set of high-level principles). Compliance with these Governance Standards is a condition of registration as a charity:

- Standard 1: Purposes and not-for-profit nature
- Standard 2: Accountability to members
- Standard 3: Compliance with Australian laws
- Standard 4: Suitability of Responsible People
- Standard 5: Duties of Responsible People
- Standard 6: Maintaining and enhancing public trust and confidence in the Australian not-for-profit sector

## Australian Tax Office and Register of Environmental Organisations

As of 1 January 2024, the REO no longer exists. PA's registration was transferred to the administration of the Australian Tax Office (ATO) and the responsible persons for the registered body are standing Board Members. Under the new rules, a Gift Fund is required to be maintained for acceptance of tax-deductible and other gifts, however, this requires a change to be made to the Permaculture International Pty Ltd Constitution. Transition rules, however, allowed for the existing Public Fund to be used as a Gift Fund in the interim. The intention is that the Permaculture International Gift Fund be established as soon as the necessary amendments have been made to remove references to the Register of Environmental Organisations from the Constitution.

Confirmation of Permaculture Australia's status may be viewed at:

<https://www.acnc.gov.au/charity/charities/715dea82-39af-e811-a963-000d3ad244fd/people>



# Directors Report

## Company Details and Certification

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$50 each toward meeting any outstanding obligations of the entity. On 31 December 2024, the total amount that members of the company are liable to contribute if the company is wound up is \$14,700 (based on 294 members as of 31/12/24)

## Significant Changes

No significant changes were made to PIL in the last operational year, other than, as referenced above, the transfer of the registering body for Deductible Gift Recipient status from the Register of Environmental Organisations to the Australian Taxation Office.

## Operating Results

The net profit after providing for income tax and after extraordinary expenses was \$53,986.51 YTD for 2024. This is compared to a Loss of \$9,676.94 in December 2023.

## Dividends

In accordance with the Memorandum of Association, no amounts may be paid or transferred directly or indirectly by way of dividend, bonus or otherwise out of the surplus of the company to the members of the company.

## Directors' Benefits

During or since the financial year, no Director of the company has received or become entitled to receive a benefit because of a contract that –

- a. the Director; or
- b. a firm of which the Director is a member, or
- c. an entity in which the Director has a substantial financial interest; has made with the company, an entity controlled by the company or a related body corporate, other than:
  - i. a benefit included in the aggregate amount of emoluments received of due and receivable
  - ii. the fixed salary of an employee of the company, controlled entity or related body, Indemnifying Officer or Auditor.

Signed on behalf of the Board on the 5th March 2025 by:



Name of Director  
Linda Woodrow  
Director



Name of Director  
Felix Leibelt  
Treasurer

# Treasurer's Report

## **Building a Stronger Future Together**

2024 has been a year of transformation and impact for Permaculture International Ltd. Our financial position has strengthened significantly, allowing us to expand our reach, support vital permaculture projects, and lay the foundation for a thriving future.

Thanks to the generosity of our donors and the dedication of our team, we turned a previous loss into a surplus of over \$53,000, positioning us to fund more life-changing initiatives in the years ahead.

## **PermaFund – Funding Change Where It's Needed Most**

PermaFund continues to be a powerful force for good, ensuring that permaculture solutions reach communities in need.

- This year we raised over \$105,000 through fundraising efforts.
- We delivered two rounds of grants, supporting projects that regenerate landscapes, empower communities, and enhance food security.
- These funds have gone towards grassroots initiatives worldwide, fostering resilience, sustainability, and long-term ecological regeneration.

Every dollar donated translates into real-world impact—whether it's restoring degraded land, training future permaculturists, or building food sovereignty for vulnerable communities.

## **Strengthening Our Foundations for Growth**

To ensure we continue this trajectory, we are making key changes:

**A New Ethical Banking Partner** – We are transitioning to Bank Australia, aligning our financial practices with our values. This move strengthens our financial security while ensuring our banking supports environmental and social good.

**A Sustainable Future for APC** – The Australian Permaculture Convergence 2025 is secured, with initial deposits paid. This event will be a landmark gathering, bringing together the brightest minds in permaculture to collaborate, trade, learn, and inspire.

## **Looking Ahead – Let's Grow Together**

Our financial growth is not just about numbers—it's about impact. We are in a position to expand our support for communities, empower new leaders, and fund more regenerative projects than ever before.

But to do this, we need your help.

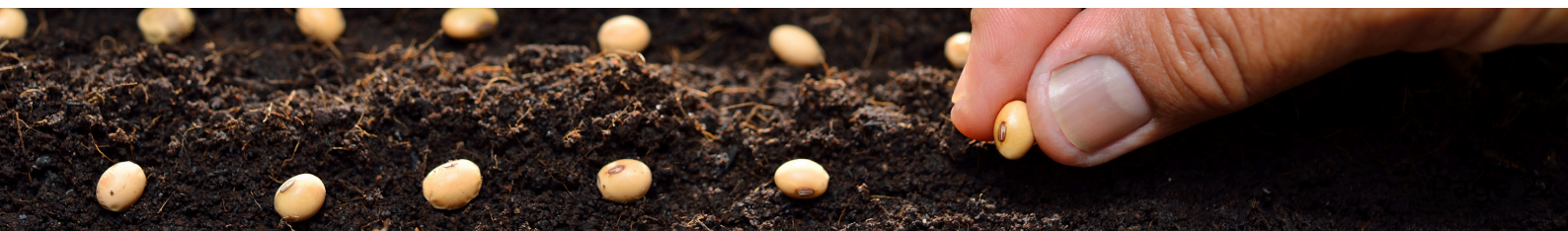
- Every donation helps us fund more grants, train more people, and regenerate more landscapes.
- Every member strengthens our community and amplifies our voice.
- Every action brings us closer to a more sustainable and just world.

Let's continue to grow this movement together—2025 is set to be our biggest year yet!

Yours sincerely



Felix Leibelt, Treasurer



PERMACULTURE INTERNATIONAL LIMITED ABN 13 196 056 495  
AUDITOR'S/REVIEWER'S INDEPENDENCE DECLARATION UNDER S 60  
OF THE AUSTRALIAN CHARITIES AND NOT FOR PROFITS  
COMMISSION ACT 2012

TO THE DIRECTORS OF PERMACULTURE INTERNATIONAL LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 31<sup>st</sup> December, 2024 there have been no contraventions of:

- I. The auditor independence requirements as set out in the Australian Charities and Not for profits Commission Act 2012 in relation to the annual review, and
- II. Any applicable code of professional conduct in relation to the review.

CONNECT NATIONAL AUDIT

CONNECT NATIONAL AUDIT PTY LTD  
Authorised Auditor Company Number 521888  
Chartered Accountants

  
\_\_\_\_\_  
Anthony Ager  
Audit Principal  
Registered Company Auditor  
Chartered Accountant

Dated this 4 March 2025

# Finance Report

## Profit and Loss

Permaculture International Ltd. trading as Permaculture Australia As at 31.12.2024

## Profit and Loss

### PERMACULTURE INTERNATIONAL LTD

For the year ended 31 December 2024

	2024	2023
<b>Trading Income</b>		
Bequests received	20,000.00	-
Commissions	171.55	-
Donations received	15,804.48	17,369.79
Foundations and Trusts	70,000.00	19,000.00
Interest received	396.31	418.55
Membership Associate	-	75.00
Memberships - all categories	15,375.00	17,565.00
Merchandise sales	34.84	292.45
Permaculture Ed program	-	412.68
Sales PI Journal	-	101.07
<b>Total Trading Income</b>	<b>121,782.18</b>	<b>55,234.54</b>
<b>Gross Profit</b>		
	<b>121,782.18</b>	<b>55,234.54</b>
<b>Operating Expenses</b>		
Accounts software	579.24	1,120.94
Admin - Membership	18,797.50	21,310.00
Admin - Website	1,290.00	2,960.70
Administration Costs	-	263.74
Advertising [61625]	-	242.00
Auditors remuneration	2,090.00	1,279.50
Bank charges	690.18	374.00
Bookkeeping	3,367.32	2,472.20
Events - APC seed	-	10,714.00
Filing Fees	98.00	-
Freight & postage	6.50	203.45
Grants paid from Permafund	38,254.85	18,000.00
Merchandise cost	-	495.43
Paypal fee	299.15	383.07
Subscriptions	2,322.93	2,250.00
Training/APT Costs	-	2,842.45
<b>Total Operating Expenses</b>	<b>67,795.67</b>	<b>64,911.48</b>
<b>Net Profit</b>	<b>53,986.51</b>	<b>(9,676.94)</b>

# Finance Report

## Balance Sheet

Permaculture International Ltd. trading as Permaculture Australia As at 31.12.2024

## Balance Sheet

PERMACULTURE INTERNATIONAL LTD

As at 31 December 2024

	31 DEC 2024	31 DEC 2023
<b>Assets</b>		
<b>Bank</b>		
BOM PA Chq 440 889 510	13,473.89	31,396.06
BOM PA Savings 414 151 378	30,149.58	29,753.27
BOM PF Chq 450 021 204	84,455.73	17,708.75
Paypal	1,160.00	1,202.69
WISE Account	130.98	-
<b>Total Bank</b>	<b>129,370.18</b>	<b>80,060.77</b>
<b>Current Assets</b>		
Accounts Receivable Other	-	4,443.60
<b>Total Current Assets</b>	<b>-</b>	<b>4,443.60</b>
<b>Non-current Assets</b>		
Deposits Paid	4,008.00	-
<b>Total Non-current Assets</b>	<b>4,008.00</b>	<b>-</b>
<b>Total Assets</b>	<b>133,378.18</b>	<b>84,504.37</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accruals	-	2,120.00
Trade Creditors	1,620.00	169.10
Trade Creditors Other	-	4,443.60
<b>Total Current Liabilities</b>	<b>1,620.00</b>	<b>6,732.70</b>
<b>Total Liabilities</b>	<b>1,620.00</b>	<b>6,732.70</b>
<b>Net Assets</b>	<b>131,758.18</b>	<b>77,771.67</b>
<b>Equity</b>		
Current Year Earnings	53,986.51	(9,676.94)
Retained Profit	77,771.67	87,448.61
<b>Total Equity</b>	<b>131,758.18</b>	<b>77,771.67</b>

# Finance Report Statement of Cash Flows

Permaculture International Ltd. trading as Permaculture Australia As at 31.12.2024

## Statement of Cash Flows

PERMACULTURE INTERNATIONAL LTD

For the year ended 31 December 2024

	2024	2023
<b>Operating Activities</b>		
Receipts from customers	121,782.18	57,269.54
Payments to suppliers and employees	(66,344.77)	(69,741.88)
<b>Net Cash Flows from Operating Activities</b>	<b>55,437.41</b>	<b>(12,472.34)</b>
<b>Investing Activities</b>		
Other cash items from investing activities	435.60	(4,443.60)
<b>Net Cash Flows from Investing Activities</b>	<b>435.60</b>	<b>(4,443.60)</b>
<b>Financing Activities</b>		
Other cash items from financing activities	(6,563.60)	6,150.92
<b>Net Cash Flows from Financing Activities</b>	<b>(6,563.60)</b>	<b>6,150.92</b>
<b>Net Cash Flows</b>	<b>49,309.41</b>	<b>(10,765.02)</b>
<b>Cash and Cash Equivalents</b>		
Cash and cash equivalents at beginning of period	80,060.77	90,825.79
Net change in cash for period	49,309.41	(10,765.02)
Cash and cash equivalents at end of period	129,370.18	80,060.77

# Notes to the Financial Statements

The financial statements cover Permaculture International Ltd as an individual entity that is incorporated and domiciled in Australia. Permaculture International is a company limited by guarantee.

The financial statements were authorised on the 5th March 2025

## **Note 1. Summary of Material Accounting Policies**

The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users who are dependent on it. These financial statements are therefore special purpose financial statements that have been prepared to meet the requirements of the Corporations Act 2001.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Corporations Act 2001 and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

The financial statements except for the cash flow information, have been prepared on an accruals basis and based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

## **Note 2. Goods and Services Tax**

The company is not registered for GST. Therefore expenses, assets and liabilities are recognised inclusive of GST.

## **Note 3. Income Tax**

The company has been granted an exemption from income tax under the Income Tax Assessment Act.

## **Note 4. Events Occurring After the Balance Sheet Date**

There have been no events that have occurred after the balance sheet date that require adjustment or disclosure in the financial statements.

## **Note 5. Key Management Personnel Compensation**

No Director of the company, past or present has received any compensation during the financial year, or during the previous financial year except as stated below.

## **Note 6. Entity Details**

The registered office and principal place of business of the company is: 74 Cecil St, Nimbin NSW 2480

# Notes to the Financial Statements

## Note 7. Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$50 each towards meeting any outstanding obligation of the entity. On 31 December 2024, the total amount that members of the company are liable to contribute if the company is wound up is \$14,700 (based on 294 members as of 31/12/24)

## Directors' Declaration

In accordance with a resolution of Permaculture International Limited, the directors declare that:

1. The financial statements and notes, as set out on pages 25 to 27, are in accordance with the Corporations Act 2001 and;
  - a. Comply with Accounting Standards applicable to the company, and
  - b. Give a true and fair view of the financial position of the company as at 31 December 2024 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Name of Director  
Linda Woodrow  
Director



Name of Director  
Felix Leibelt  
Treasurer

Date 5th March 2025

**INDEPENDENT AUDITORS REVIEW REPORT**  
**To the members of Permaculture International Limited**



**Report on the Financial Report**

We have reviewed the accompanying financial report of Permaculture International Limited, which comprises the statement of financial position as at the 31<sup>st</sup> December, 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

**Directors' Responsibility for the Financial Report**

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

Our responsibility is to express a conclusion on the financial report based on our review. We conducted our review in accordance with Auditing Standards on Review Engagement ASRE 2415: Review of a Financial Report – Company Limited by Guarantee, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the financial report is not in accordance with the Corporations Act 2001 or the Australian Charities and Not-for-profits Commission Act 2012 including:

- i. giving a true and fair view of the company's financial position as at 31<sup>st</sup> December, 2024 and its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Act 2012.

ASRE 2415 requires that we comply with the ethical requirements relevant to the review of the financial report.

A review of a financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly we do not express an audit opinion.

**Independence**

In conducting our review, we have complied with the independence requirements of the Australian charities and Not-for-profits Commission Act 2012. We confirm that the independence declaration required by the Australian Charities and Not-for-profits Commission Act 2012, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this review report.

Conclusion

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the financial report of the company is not in accordance with the Australian Charities and Not-for-profits Commission Act 2012 including:

- i. giving a true and fair view of the company's financial position as at 31<sup>st</sup> December, 2024 and its performance for the year ended on that date; and
- ii. complying with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Regulation 2022.

CONNECT NATIONAL AUDIT

CONNECT NATIONAL AUDIT PTY LTD  
Authorised Audit Company Number 521888  
Chartered Accountants

Dated this 6th day of March 2025

  
\_\_\_\_\_  
Anthony Ager  
Audit Principal  
Registered Company Auditor  
Chartered Accountant

Dated this 6th day of March 2025