



# ANNUAL REPORT 2022

**STATUTORY SEAT:  
JOPPELAAN 77, 7215 AD JOPPE  
THE NETHERLANDS**

**CHAMBER OF COMMERCE NO. 68105800  
THE ANNUAL REPORT IS PUBLISHED IN ENGLISH**

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Note: ERC USA publishes its own annual report which may be found on their website.



# A note from John D. Liu

Founder and Co-Chair, Ecosystem Restoration  
Communities Advisory Council

Ecosystem Ambassador, Commonland Foundation

Dear Friends,



As the seasons change it is with wonder and awe that we close one chapter and begin another. It is with great hope and gratitude that we look back at what has been accomplished and look forward at what is still to be done.

We can feel the wind and the temperature heralding a new beginning. As rain gently falls on plants it slowly infiltrates the soil hydrating the seeds that open their cotyledons to the warm embrace of the sun. Out of sight the fungal mycelium is running through the soil, connecting the geologic and biologic to make minerals bioavailable to plants. While there are many different expressions, they all are connected in a co-evolved symbiotic whole. Contemplating the miracle unfolding before us we realize that everything is moving together in an infinite dance, a system, a network, Life. The movement of Ecosystem Restoration Communities (formerly known as Ecosystem Restoration Camps) is growing. In the past 5 years more and more people have joined together to physically restore ecological function on the planet. Communities around the world are proving that restoring the Earth and the human spirit are the natural aspirations of people in all cultures.

The joyous and serious work done by tens of thousands of people to spearhead this movement is proving that humanity can act to ensure the future of Life on Earth.

Theoretical and conceptual understanding is needed and helpful, but it is only when restoration physically takes place that we know that we are on the right track. The Ecosystem Restoration Communities movement has emerged to support living laboratories worldwide where the minds, hearts, and bodies of those who are dedicated to living in harmony with natural ecological functions. Our gratitude goes out to those living and working in Ecosystem Restoration Communities: you are the leaders of this movement and true heroes.

Increased knowledge, urgent need, growing awareness, and the UN Decade of Ecosystem Restoration are all helping to propel the momentum of the Ecosystem Restoration Communities to new heights. Communities are forming in challenging areas throughout the world with huge potential to manifest much needed change. Accomplishments have been made and yet there is much work to do and only a little time in which to do it. Yet the satisfaction we get in working together to ensure that future generations of life will have healthy, functional ecosystems to inhabit is a continuous motivation.

It is an honor and a joy to be on this path with all of you.

Sincerely,  
**John D. Liu**

# Foreword from the Supervisory Board

François De Keuleneer, Brussels  
Chairman Supervisory Board



On behalf of the Supervisory Board, I would like to welcome you to read our 2022 Annual Report.

While the movement continued to grow by welcoming new restoration initiatives/communities, the focus was placed on strengthening our organisation and its services to better support the ecological restoration on the ground. The team has achieved great milestones in 2022 of which I have selected a few:

- We have a new, fully functional and scalable website including a booking platform to ease the process of finding the right experience to get involved in restoration activities on the ground
- The infrastructure of our “Knowledge Exchange Platform” is up and running and it is gradually being rolled out in the movement, acting as a mycelium network between the earth restorers
- We have a strong Monitoring & Evaluation framework, helping communities to report the positive impact achieved on the ground

- Our human resource management plan has been improved, making sure the great humans behind this movement are working in a trustworthy, healthy and peaceful environment

Together with other achievements, the team has gratefully contributed in reaching most of the objectives set out in our three year strategy plan ending in 2023 and I would like to acknowledge the hard work and thank all the great contributors to the movement!

Reflecting together with our community and acknowledging that an important key to the success of restoration is the bottom-up approach, we have decided to change our name to “Ecosystem Restoration Communities” in order to be more inclusive and to better reflect the projects that are part of the movement.

As we enter in 2023, the need for ecosystem restoration is ever increasing and we believe that the Ecosystem Restoration Communities is instrumental in supporting the real work on the ground. The work lying ahead of us is immense and it is collaboratively that we have the highest chance of succeeding so if you not already part of it, please consider being part of the change you are willing to see happen!

Sincerely yours,  
**François De Keuleneer**

# WHO WE ARE

Ecosystem Restoration Camps (“ERC” - from March 2023 onwards Ecosystem Restoration Communities) are locations around the world for people to participate in the most urgent and great task of restoring our degraded natural systems and introducing regenerative uses for humanity to thrive. These camps form living laboratories where techniques are developed to effectively restore and rehabilitate ecosystems, introduce regenerative uses of ecosystems, and where people are educated on these techniques. ERC offers ordinary people the opportunity to discover personal efficacy in the face of climate change, biodiversity loss, drought, poverty and hunger crises. New and existing restoration projects can add the camp concept to their work to increase their impact, find support in the realisation of their goals and reach out to people around the world.





## OUR VISION

Our vision is aligned with those that partner with us to make ecosystem restoration happen. It reads: We envision a fully-functional, peaceful, abundant, biologically diverse Earth brought about through cooperative efforts for the ecological restoration of degraded lands.

## OUR MISSION

To work together to restore ecological functionality (natural infiltration and retention of available rainfall and moisture, fertile organic soils and returning complete vegetative cover of trees and grasses) to designated areas;

To create “Research, Training and Innovation Centres for Ecological Restoration” to engage people in inquiry into ecological restoration;

To train people in existing techniques and for the innovation of new techniques for restoring degraded lands in perpetuity.

## OUR VALUES

Restoring the Earth positively impacts both livelihoods and communities. To ensure that our contribution to humanity is ethically sound, we have embraced a set of core values that guide the work of the Foundation. These core values are reflected in our Code of Conduct and Manifesto. We are a global movement of humble, passionate individuals driven to act to reverse humanity’s negative impacts on the land that sustains life on Earth.

# Annual Report

2022

This report does not cover the work of all the restoration initiatives that form the movement. In this report we are proud to share with you the results of the work of the Ecosystem Restoration Foundation (“ERF”) in 2022. ERF is set up to support the global Ecosystem Restoration Communities movement.

The role of ERF is:

- To process applications from restoration projects around the world to join the movement based on a minimal set of criteria, to ensure the movement is built up of restoration initiatives with capacity to carry on the work needed and a willingness to contribute to the success of the entire movement;
- To facilitate community building among the ERCs around the world, that provide mutual support, exchange of insights and knowledge, and to allow these ERCs to tap into global resources;
- To facilitate the exchange of knowledge between ERCs themselves and with the Advisory Council, so that practitioners in the restoration initiatives can learn and resolve issues using the community as a powerful resource;



- To support the restoration initiatives in reaching a global audience through storytelling and events. Stories of hope emanating from the ERC movements inspire people worldwide, increases the number of people willing to join in this “Great Work of Our Time” and increasing the base of support;
- To help the ERCs find funding and become fundraising champions;
- To facilitate the matching of volunteers to ERCs so that these projects have the necessary labour and support to do their work;
- To support the development of educational content so that the number of people who understand restoration and regenerative practices grows;
- To support the measurement of impact at project-level using a Monitoring and Evaluation Framework developed by ERF that uses Citizen Science techniques to measure impact and results of interventions. Enabling local communities and farmers to measure their own effectiveness and impact further increases understanding of ecological systems, and strengthens the sense of ownership and purpose.

In this report we will share our successes and challenges compared to our plans at the beginning of 2022. We end the report with a full financial account.







# Contextual developments in 2022

The end of 2022 saw the end of the Covid pandemic. During most of 2022, the Covid pandemic was still hampering the camps in organising group-experiences, and travel was also still very difficult. When travel restrictions were lifted, travel was hampered by the fact that airlines and airports were unable to handle the crowds. It is too early to see if Covid has had a lasting impact on people's willingness to travel. The end of the Covid pandemic has enabled the camps to start group experiences again. We do note there is a hesitancy for international volunteers to join them. We will have to see if the particular audience to participate in Ecosystem Restoration experiences internationally has a reduced willingness to travel.

2022 also saw the emergence of another crisis. The war in Ukraine has shocked the world. Next to the horrific scenes emerging from this nation, we also saw significant shifts again in global trade, extremely high inflation, and more concern by people around the world about their financial future. We are noticing this in our donor-community. In 2022 - mostly owing to reported financial fears - we lost about half of our individual donors. And finally, on the specific theme of Ecosystem Restoration, 2022 marked the second year of the United Nations Decade on Ecosystem Restoration. Where up to 2021 few were directly focused on Ecosystem Restoration, now almost everyone is.



The large global nature conservation NGOs have joined in the work. And although that is fantastic, it does impact us. For example, it has now become more difficult to attract donors' attention in this increased competitive environment. The need for ecosystem restoration has grown. The impacts of climate change through fires, droughts or extreme wet weather events is rapidly getting worse.

Yet, we must note that ERC is the one and only movement that is fully focused on everyday people that live on the land that is degraded. We empower, enable and work only with those that are embedded locally, and that have formulated their vision for their region from their own perspective. We know that only when local communities

and farmers undertake restoration, fully inspired by their own vision for what their region shall look like, and supported by experts who provide them the tools to plan, monitor and evaluate those plans, and tell their story to the rest of the world, will we make restoration last!



As big finance announcements make international headlines, activists and researchers are questioning long-held assumptions and shedding light on failed projects that created limited (or zero) benefits for biodiversity and carbon storage. A small number even harmed fragile ecosystems like grasslands through ill-advised tree-planting campaigns.

One common theme lies behind most of those failures: Local communities — and the marginalised groups within them — were not leading the projects and received few, if any, of the rewards. **Local communities must be at the center of ecosystem restoration.** Restoration planners and practitioners need to understand them as more than “workers” or “beneficiaries.” They are powerful agents of change equipped with valuable local knowledge and capacities. Successful projects combine the local knowledge with high-quality quantitative and qualitative data and methods that can help people plan, restore and monitor.

World Resources Institute - 20 January, 2022



WORLD  
RESOURCES  
INSTITUTE



# The workplan in 2022

At the onset of 2022, the Supervisory Board of ERF approved the following workplan. The workplan was revised mid 2022 to reflect lessons learnt over the first 6 months of operation. Below, please find in bullet form each of the priorities of the team subdivided in Organisational Management, Camp Support, Knowledge Exchange, Monitoring and Evaluation, Education, Communications, and Fundraising. The 2022 workplan was part of the 2020-2023 strategy cycle where the overarching goal was to build up the organisation.

## Organisational management priorities

Improved and extended due diligence of camps and grants given

100%

Review of the policies in place: Health and Safety, Anti Fraud and Corruption, Liability, Hub-policy, Ambassador/Representation, ANBI, VAT, GDPR, Code of Conduct

100%

Development of a new land rights policy

100%

Improved grant management (for received grants and delivered grants)

100%

Improved organisational management: clear team structure, CRM in place, clear decision making procedures, proper financial management

100%

Partnership development with relevant organisations around the world.

Ongoing

Improved human resource management at the Foundation: Salary & Competency Structure, Training & Coaching, Holiday Regime, Sickness leave scheme, pension-scheme, safe working environment (confidence councillor & complaints mechanism)

100%



## Camp support goals

Building a strong network – review criteria and application/ onboarding processes

100%

Have a strong grant-management process in place (for received grants and given grants)

100%

Set up a responsive feedback process with camps

70%

## Knowledge exchange goals

Develop facilitation techniques and appropriate platforms for knowledge exchange between ERCs and Advisory Council

100%

Develop workflows for innovations and knowledge emanating from the ERC/Advisory Council interaction for public dissemination

70%

Prepare to launch the ecosystemrestoration.zendesk.com Knowledge Exchange Platform to the public by 2023

100%

## Education goals

Develop educational content with and at, at least, 15 camps

100%

Develop a Road Map Training for initiatives aspiring to join the ERC movement (currently in the final stages)

30%

Redesign the ERD course

100%



## Monitoring & evaluation goals

Strengthen partnership with Restor by helping to validate monitoring techniques at camps:

100%

- a. Ensure all camps can join Restor easily and be included under ERC umbrella
- b. Test out M&E technologies on the ground in East African camps (sponsored project)

Design in-person M&E training program for camps (outcomes, tools, logistics & funding; concept note with fundraising team)

100%

Implement the in-person M&E training at 4 camps, three on the African continent

100%

Offer (remote) liaising support to 5 camps working with academic/research institutions to do M&E

50%

Support camps/volunteers doing M&E with data collection and reporting

100%

Launch a web app survey to gather restoration 'metadata' from camps (aligning with UN Decade, SER, WRIs Aurora App, Restor)

100%

Develop a project to create a database to store M&E data from camps

50%

Continue supervising student interns contributing to the ERC M&E programme (in September potential Organic Agriculture Masters project from Wageningen)

100%

(Re)write M&E strategy based on new strategy proposed in June 2022

80%

Process camps' latest M&E datasets

100%



## Communications goals

Help establish our reputation as effective, knowledgeable, and important to the general public

Ongoing

Grow our supporters by 50% in 2022 (baseline is around 1,124 as at September 2021)

Supporter base dropped by 50%

Help attract customers to the camp-experiences and educational offerings. We want to make sure the camps earn €70,000 in 2022 for camp experiences and try to fill the educational courses.

100%

## Fundraising goals

€950,000 raised to be spent in 2022

721,000 raised

Foundation and camps raising funds in partnership

100%

New fundraising channels established (Institutional, HNWI, Tree-schemes, Crowdfunding channels)

75%

Camps empowered to submit regional and international proposals by forming strong consortiums

75%

# The movement in 2022

The ERC movement grew from 48 initiatives at the end of 2021 to 56 at the end of 2022. No camps left the movement and 8 joined. Our intent was not to grow as fast as in the previous years, so that we could focus on strengthening the community that exists. The mighty movement is gaining momentum, particularly in Africa:



## Situnga Kitale in Kenya

is active near Saiwa Swamp National Park, on land which has suffered many disturbances due to deforestation and unsustainable farming coupled with excessive use of artificial fertilisers. In response to this, Situngu's projects are focusing on the reforestation of the Kapolet Forest, which contains 5 important watersheds for the community and wildlife.



## Koromi River in Kenya

(pictured here) lies on 500 acres of land in the hinterland of Malindi. The land has been heavily degraded by massive deforestation and ruminant overgrazing. This initiative is tackling restoration of the ecosystem by introducing sustainable agroforestry.

Koromi River's goal is to be a lighthouse in their community, showing that sustainable agroforestry models in this part of the world are not only valuable for restoring ecosystems but can create more regenerative sustainable livelihoods too.



## At Pachamama in South Africa

the team is regenerating and reforesting 9 hectares of land in the scenic Garden Route area, with more planned for the future! This initiative is taking place on the edge of the largest native forest in the country which has been heavily degraded by deforestation, industrial-scale monoculture forestry plantations, and wildfires which have resulted in major biodiversity loss. This native forest is also home to the last remaining forest-dwelling Knysna Elephant!



The movement also achieved massive greening across Brazil, Australia and Italy in 2022:



Over just a few months **ReForest Now in northern New South Wales, Australia**, planted thousands of trees to restore subtropical rainforest. In November 2022 they reached a rather impressive milestone of 400,000 trees planted in the region, and they have no plans of stopping anytime soon!



**Sinal do Vale in Brazil** (pictured here) is restoring degraded land in the Atlantic Forest of Brazil that was once coffee plantations and cattle pastures. Sinal do Vale has been able to plant more than 41,000 native trees on these steep slopes, thanks to grants from One Tree Planted facilitated by ERC, and other partners. While some seedlings were grown in Sinal's own tree nursery, most were purchased from a local, women-led network of native tree nurseries that seek to promote flora and fauna in this highly threatened biodiversity hotspot.



**At Rocciaviva in Matera, Italy**, the team went on a mission in November 2022 to get native, endemic Mediterranean forest species and fruit trees in the ground and planted 4,000 trees in two months.

2022

in numbers



20.728

participants in the  
work of camps  
(16.670 in 2021)



2.775.541

plants and trees planted  
(1.807.198 in 2021)



8.970

hectares under restoration  
(8.102 in 2021)



3.1m

hectares planned  
to be restored

# The work of ERF in 2022



In 2022, the Foundation further implemented its 2020-2023 strategy. The main aim of this phase in our long term strategy was to build the systems that can support the movement, and make sure the Foundation itself reached a higher level of professionalism. In 2022, the focus was on realising the IT systems necessary, build a framework of human-resource policies, strengthen the team, and develop the services the movement needs.

The pages that follow describe what each team has achieved and what we could improve upon in 2022.



**22**

**new articles posted  
to the ERC KE  
platform**

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**8**

**topics for Q&As  
opened**

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**30**

**conversations  
started**

## Knowledge exchange

Despite technical challenges with the software we were graciously donated by Zendesk, we have made progress with the Knowledge Exchange Platform. In partnership with Gaia University, we have increased the number of curated articles on the platform, and have investigated and trialled methods of knowledge exchange and collaboration on the platform. Opening of the Knowledge Exchange ("KE") Platform to the public is on schedule for early 2023.

The MED/MENA group met bi-weekly via Zoom and a new Americas group with similar intentions was formed.

Experiments in using our KE Platform as a Learning Management System are underway ready to receive the Road Map Training alongside an ERC Design Lab providing ERCs with ongoing design support from KE staff and Advisory Council members.

You can visit the KE Platform through [ecosystemrestoration.zendesk.com](https://ecosystemrestoration.zendesk.com)

## Education

In 2022, we created a new online course, together with Elaine Ingham's Soil Food Web School, called Introduction to Ecosystem Restoration, designed to teach everyday people about the foundations and basics of ecology and ecosystem restoration. 232 people bought the bundle that contained the course, and 132 are currently working through it, with the option for the other 100 to take the course at a later stage.

We supported lots of restoration communities in their educational endeavours, such as ERC Siolta Chroi with the creation of a training on setting up a food hub for their community, and visiting similar projects in the Netherlands to share best practice. We supported Virsoleil, Altiplano and Embercombe with curriculum development and facilitation for their respective courses that took place at their sites, where attendees learned about ecosystem restoration, rewilding, regenerative agriculture and regenerative human cultures.

We ran our Ecosystem Restoration Design Course for the fourth time, together with Gaia Education, this time self-





**OVER  
250**  
students who  
bought the  
**Introduction to  
Ecosystem  
Restoration course**

---

**8**  
courses delivered

**2**  
online courses

**6**  
in person courses  
at ERCs

paced, which turned out to be less popular than a course with fixed start and end dates. Our sense is that online courses are a lot less popular than they were during lockdown when the course launched, as people want to spend more time learning and being together in real life, rather than being online. There are also far more learning offerings about ecosystem restoration in existence now than there were in 2020. We are taking this paradigm shift into consideration and are now exploring more in person elements to the learning journeys that we help to create.

We are also in the process of creating a Roadmap Training, for projects applying to become ERCs about how to create and run a successful restoration community, covering 12 core topics, such as how to run a business, how to fundraise, how to find a site to restore, how to collect data, and more.


Our educational endeavours are having a real impact. Since we began creating them in 2020, our online courses have trained 495 people to become ecosystem restoration designers and practitioners through our Ecosystem Restoration Design course alone.



Natasha attended the Autumn Rewilding Camp at Embercombe in 2022, because she was looking for ways to learn about how to rewild degraded ecosystems.



Since attending the course, she has created her own rewilding charity called Pocket Wilding that will work with local authorities and companies to rewild pockets of urban and peri-urban land. She has also signed on to Embercombe's Rewilding Training in 2023 to further her knowledge in this area and help Pocket Wilding thrive.

A woman wearing a red beanie and a black jacket is standing in a field, reaching up to pick a red fruit from a tree. The tree is covered in many red fruits. The background shows a grassy field and a line of trees under an overcast sky.

Lucy took the ERD course in 2021. Studying the ERD course and then attending two of Embercombe's Rewilding Camps in 2021 and 2022 gave her a complex overview and foundation of both the scale of our challenges and some exciting and generative solutions in diverse contexts. What she learned from ERC has informed and enhanced the majority of her actions since and continued ("re"-) education since that time. She was enculturated to be socially responsible, and born with an idealistically pragmatic and positive mindset, which her experiences over the past decade have seriously challenged. ERC gave her tools and frameworks to restore her hope and inspiration, to express her ideals via restorative and permacultural practices, and to integrate these generatively into her valuable, formative multicultural, urban, human, creative and community experiences. She is now searching for some land to start her own ecosystem restoration project.



## Monitoring and evaluation and impact

We harnessed the feedback from our pilot M&E program in 2021 and improved the ERC frameworks and toolkits. We established a partnership with Wageningen University for monitoring restoration at ERCs, and actively linked local partners with student interns. We started supplying ERCs with monitoring equipment, and we have solidified our partnership with Restor by collaborating on a global research together with ERCs in East Africa.

We contributed to the development of the [Restoration Project Information Sharing Framework](#) alongside the Society for Ecological Restoration, UN Decade Monitoring Taskforce and others. The parameters for the data warehousing have been established in line with the ERC frameworks as well as international standards (e.g. SER's Standards, UN Decade indicators, and Preferred by Nature). However, we are still exploring potential opportunities and synergies for the actual development of an open-source database.



**2022**

**M&E outcome**

ERC Elk Run in Colorado, USA  
(part of the Drylands Agroecology Research  
Center) measured an average increases of:

**520%**

in soil organic matter in their restoration sites

**205%**

in insect decomposer populations (relative to control  
sites)

**1100%**

in insect predator populations in the same system

Their average tree survival rate is

**79%**



# 21

**ERCs conducting  
M&E on site  
(7 in 2021)**

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# 11

**ERCs using the ERC  
frameworks as a  
reference for data  
collection and  
reporting**

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# 2

**online training  
sessions given**

# + 3

**in camp trainings  
given at ERCs about  
about monitoring  
ecosystem  
restoration**

Of the 21 ERCs that have collected baseline data four of these have already repeated some of their measurements in order to assess the effects of their work on ecosystems and people.

Despite our guidance for ERCs to monitor a selection of key impact indicators from the ERC frameworks, we are learning that it is best to funnel down even further on these indicators. Nevertheless, at least 10 more ERCs have plans to collect data in 2023. Five are currently preparing a baseline assessment, and five others are gathering data again as ecosystem restoration takes shape on the ground.



## Communications

The stories of the ERCs around the world provide inspiration, hope and - when told well - will persuade others to follow the path the ERCs are on. The Foundation provides a vital piece of support to the mission of the ERC movement through storytelling.

Our following on social media continued to increase, but we took the decision to discontinue posting to our Facebook page to focus more on other existing as well as new social media channels, following a year of very poor performance of posts on Facebook, linked to Meta's algorithms and low performing ads and post boosting. The Ecosystem Restoration Camps Community Facebook group remains active. Instagram is our best performing platform (in terms of reach and engagement). Instagram is our best performing platform (in terms of reach and engagement). Our LinkedIn following has grown by 190%. Twitter remains a secondary platform for us.

The ERC movement also received attention through regular media and events. BBC Earth has included several camps in their Facebook feature called #OurGreenPlanet. ERC held a workshop in Portugal for the Boom Festival. We were visually present at the first "Atlantis Concert for Earth" in the Azores.



**2**

**global magazine  
features**

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**2**

**symposiums hosted**

---

**9**

**Fireside Chats**

---

**1,773**

**average post event  
views on YouTube**

---

**10**

**blogs published**

Newsletters were published monthly for supporters and subscribers and four crowdfunding campaigns were run through email and social media.

To save on costs, we regularly sanitise the newsletter subscriber list, deleting all contacts that have not opened the newsletter in 1.5 years.

We secured a GoogleAds grant for non-profits (€120K p/a) to promote courses, restoration experiences and direct donations to the movement. This has already driven a significant amount of new traffic to our website.

Finally the team worked with 8Trust to develop a bespoke integration between Donorbox and HubSpot that has supported our donor retention campaign, as we're able to automate messages to supporters where donations have failed, and can now also automate thanking of donors on donation anniversaries, and encourage renewals of annual donations.

# Reaching our audience



**84.000**

Total visits



**5.002**

Subscribers



**281.692**

Total official page reach



**27.922**

Community page  
followers



**93.341**

Reach (+64%)  
with 12.636  
followers (+ 1.904)



**3.006**

Followers (+1.416)



**16.568**

Impressions with 2.520  
followers (+195)



**€238.260**

**raised directly for  
camps**

---

**€120.000**

**p/a grant received  
from Google to use  
their Google Ads  
platform to reach  
interested audiences**

---

**€725.940**

**raised for the  
Ecosystem  
Restoration  
Foundation to  
enable its work**

## Fundraising

In 2022, we provided camps with relevant fundraising opportunities and contacts and successfully functioned as a catalyser and multiplier of their restoration efforts.

We want to thank all of our donors that make our work possible: Mustard Seed Trust, Crazy Edgar Foundation, Resurrexit, Zendesk, and Global Giving. DEME, Le Slibard, NatureLab, Organico Realfoods, and Delinat have donated to the ERC in 2022 as corporate entities.

8Trust donated their work for us in the development of the bespoke link between our donation platform and CRM. 8Trust is also currently supporting us in designing our new website, which will include a booking platform for camp experiences. Finally Zendesk is graciously donating their software for the Knowledge Exchange Platform.

We also received support from the Erasmus+ program of the European Union.

Finally, we would like to thank Restor for supporting our M&E program, and Plant for the Planet and Gone West for their support in providing our camps with seedlings to reforest their degraded landscapes.

# ORGANISATIONAL DEVELOPMENT

The directors worked with a consultant to develop Human Resource policies, initiate a pension-scheme, and a sickness-leave scheme for its employees. We also committed to extend these rights to our freelance staff. At the end of 2022, the Foundation employed two directors (1,78 fte - combined gross salary, including pensions €138.055,96) and either directly or through a freelance role the Foundation employed another 5,4 fte (7 persons). The partnership with Gaia University gave us access to 2 persons (1 fte in total). One team member (0.89fte) left the team, this person was ad interim replaced by a consultant for 0.61 fte over 3 months. One fte (full time equivalent) is 36 hours. Working alongside the directors is a Camp Coordination/Fundraising team, a Knowledge Exchange, Impact & Education team, and a Communications team.







# Supervisory board in 2022



Chair

**François De  
Keuleneer**



**Jane Nakhanu  
Wegesa Fraser**



**Paloma Caro**



**Loucky Spit**



**Rhamis Kent**



**Reem N Bsaiso**



**Nanno Kleiterp**



## Advisory council in 2022

**John D. Liu (Co-Chair)**  
**Chris Gates (Co-Chair)**

Alan Watson Featherstone  
Albert Bates  
Amory Lovins  
Andre Leu  
Andrew Langford  
Bela Hatvany  
Ben Falk  
Brock Dolman  
Chandrashekhara Biradar  
Charling Tao  
Daniel Wahl  
Elaine Ingham  
Helmy Abouleish  
John Button

John Todd  
Joseph M. Sandri  
Leo Horn  
Leo Van der Vlist  
Li An Phoa  
Li Rui  
Liora Adler  
Maddy Harland  
Mark Cohen  
Mark Shepard  
Martien Lankester  
May East  
Michael "Skeeter" Pilarski  
Misha Teasdale  
Patrick Worms  
Rob Wheeler  
Ronnie Cummins

Sonne Copijn  
Tim Harland  
Tom Duncan  
Vandana Shiva  
Walter Jehne  
Warren Brush  
Willem Ferwerda  
Wouter van Eck

# Financial overview

of 2022

Total income in 2022

**€725.940**

(2021: €511.615)

Over 41% growth

The Foundation received funds from three primary sources: online payments (donations monthly/annual donations), (larger) direct donations (corporate sponsorship), and grants (institutional donations).

**€106.752**  
(2021: €137.956)

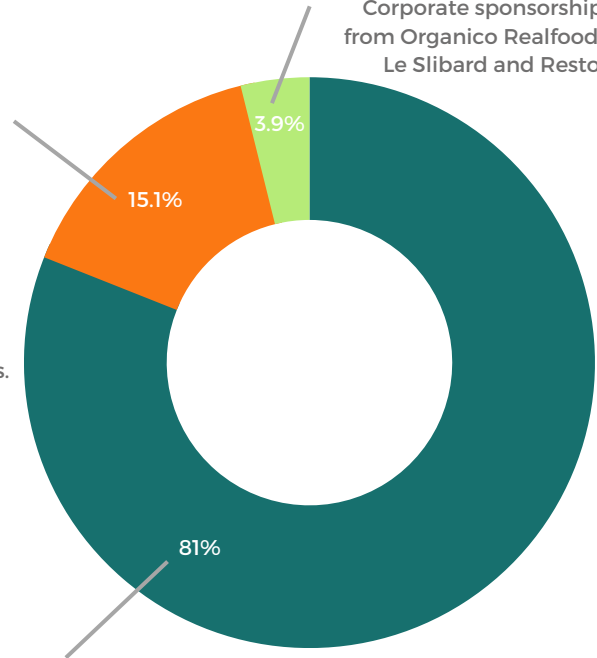
**Supporters and online donations:** Website donations, Founding Friends campaign, individual fundraising in lieu of birthday gifts. Donors are cancelling their donation plans due to growing financial and geopolitical uncertainties. We strongly believe the number of supporters needs to grow as public support for the work we are doing greatly proves our legitimacy.

**€572.631**  
(2021: €305.720)

**Grants from charitable institutions:** Major grant givers are Mustardseed Trust and Fred Foundation. Other large institutional donors prefer to remain anonymous. For legal and tax purposes that information is available from the Foundation upon request.

**€27.437**  
(2021: 67.433)

**Direct donations:**  
Corporate sponsorships from Organico Realfoods, Le Slibard and Restor.



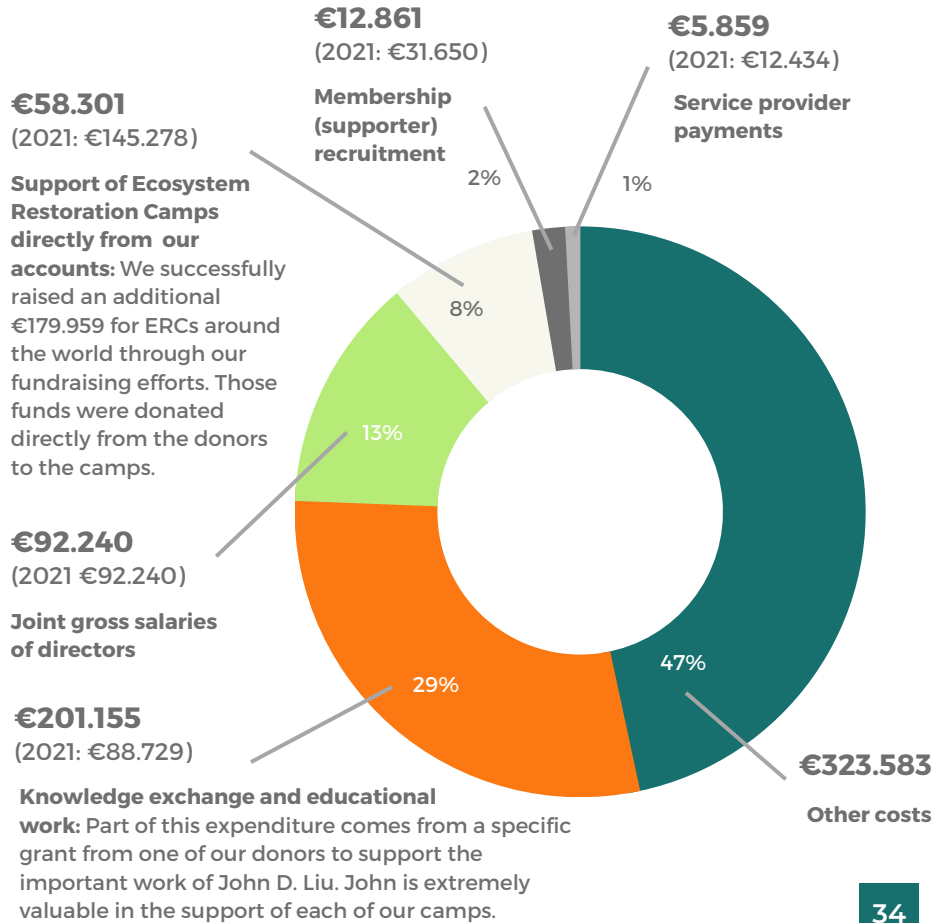
**Total expenditure in 2022 on activities at the foundation**

**€693,999**

(2021: € 498.636)

The ERC staff constantly strives to keep overheads as low as possible. We do not rent an office, and work either as volunteers or with minimal compensation. The majority of our meetings are conducted online to avoid travel costs as well as the associated CO2 emissions. Our income exceeded the expenses by €31.941 (2021: Surplus of €12.979). This money was earmarked for the continuity reserve.

*Specified figures can be found in our financial statement on the website, of which a summary is included in the financial report in this document.*





# Outlook for 2023

What can you expect in 2023? The most important change will be our name. After many consultations with the Advisory Council and camps in our movement, we have come to the conclusion that the name Ecosystem Restoration Communities better fits what the movement really is about – local communities and farmers restoring degraded land and introducing regenerative practices.

You will also see the launch of a new website that is fully focused on the movement. Visitors can donate to the movement as a whole (through the foundations) or select a restoration initiative they wish to contribute to directly. The new website also contains a booking platform for people to book their experiences at the ERCs. The platform also functions as a search engine to find volunteer positions or internships at the ERCs.

For restoration initiatives that wish to join the ERC movement, we have simplified our application process, and will launch support materials that will help restoration initiatives meet the criteria of ERC. This should enable further growth of the movement.

Finally in 2023, we will launch a new donation platform for people to directly contribute to restoration at the projects.

Financially, our future is not certain yet. The war in Ukraine, inflation, and the impact of the COVID pandemic is making it more difficult to find the funds for our work. We have seen a significant drop in individual donations in 2022. Most of our departing donors cite decreased financial security. The team is working hard to make sure that funding gaps are filled, and find the resources to support the vital work of these camps.

A man in a blue shirt and grey pants is walking on a grassy hillside, carrying a large red plastic basket filled with green plants. The background shows a vast landscape with rolling hills and mountains under a blue sky with light clouds.

# Financial statements for 2022

2022 was a good year financially for the Foundation. The financial support allowed us to realise the services the movement needs, such as knowledge exchange, fundraising, education, storytelling, and finding necessary volunteers.

We have realised our goals in setting up a Foundation that is aligned with the legal requirements and principles for sound management of a charity in the field of financial management. Our human resource policies are aligned with the standards set in The Netherlands.

We fell short in our goal to raise €1 million goal to support the camps movement. We were able to secure one quarter of that funding.

We are confident we are well underway in completing the strategy for 2021-2023, and are already defining the strategy for 2024-2026.

Notes of the profit and loss account follow.

<b>Benefits</b>	<b>2022 €</b>	<b>2021 €</b>
Institutional donations	572.631	305.719
Individual donation	106.752	137.956
Corporate sponsorships	27.437	67.433
Products & services	19.120	506
	<b>725.940</b>	<b>511.615</b>
<b>Delivered project</b>	<b>2021 €</b>	<b>2021 €</b>
<b>Delivered project</b>	<b>365.579</b>	<b>283.139</b>
Direct financial support to camps (note that €179.595 raised for camps through our fundraising went to directly to the camps)	58.301	145.278
Knowledge exchange and education	201.155	88.729

Support to camps	110.252	50.256
Exchange differences	-4.374	-1.124
Payment differences	245	-
	<b>357.579</b>	<b>283.139</b>
<b>Other staff costs</b>	<b>2022 €</b>	<b>2021 €</b>
Directors	96.240	92.240
Gross salary fundraising	46.448	25.200
Social charges	46.449	23.511
Change vacation pay and days	15.131	9.395
	<b>204.268</b>	<b>150.346</b>



<b>Social security and pension costs</b>	<b>2022 €</b>	<b>2021 €</b>
Social charges	31.357	23.511
Pension costs	10.104	-
	<b>41.461</b>	<b>23.511</b>
<b>Other staff costs</b>	<b>2022 €</b>	<b>2021 €</b>
Sickness insurance	6.197	-
Other personnel cost	312	-
	<b>6.509</b>	-
<b>Depreciations of intangible, tangible fixed assets and investment property</b>	<b>2022 €</b>	<b>2021 €</b>
Depreciations of tangible fixed assets	484	187

Depreciation of fixed tangible assets	2022 €	2021 €
Inventory	270	187
Book profit inventory	214	-
	<b>484</b>	<b>187</b>
Overhead costs	2022 €	2021 €
Cost of fundraising	48.821	33.136
Office costs	1.723	1.578
Overheads	19.294	17.816
	<b>69.838</b>	<b>52.530</b>

<b>Cost of fundraising</b>	<b>2022 €</b>	<b>2021 €</b>
Advertising costs	12.861	31.650
Travelling and subsistence costs	34.236	1.486
Representation costs	795	-
Fundraising	580	-
Promotional gifts	349	-
	<b>48.821</b>	<b>33.136</b>
<b>Office costs</b>	<b>2022 €</b>	<b>2021 €</b>
Office equipment	443	814
Administration costs	925	764
Administrative penalties	355	-
	<b>1.723</b>	<b>1.578</b>

<b>Overheads</b>	<b>2022 €</b>	<b>2021 €</b>
IT Costs	1.664	10.698
Accountant costs	5.033	3.526
Business insurance	3.073	2.490
Consultancy costs	7.893	699
Contributions and subscriptions	1.629	404
Other general costs	2	-1
	<b>19.294</b>	<b>17.816</b>
<b>Interest and similar expenses</b>	<b>2022 €</b>	<b>2021 €</b>
Other interest income and similar income	3	-
Interest and similar expenses	-5.862	-12.434
	<b>-5.859</b>	<b>-12.434</b>

Other interest income and similar income	2022 €	2021 €
Received bank interest	3	-
Interest and similar expenses	2022 €	2021 €
Bank charges and commission	953	6.743
Transaction costs STRIPE	2.705	3.096
Transaction costs Paypal	977	1.083
Transaction costs Mollie	649	839
Transaction costs Donorbox	570	593
Transaction costs TransferWise	8	80
	<b>5.862</b>	<b>-12.434</b>

# Our partners

in 2022



UNITED NATIONS DECADE ON  
**ECOSYSTEM  
RESTORATION**  
2021-2030



PERMACULTURE  
RESEARCH  
INSTITUTE



REGENERATION  
INTERNATIONAL



WORLD  
RESOURCES  
INSTITUTE



zendesk



GLOBAL  
ECOVILLAGE  
NETWORK

KISS  
- the -  
GROUND

RESTOR





# Camps in the movement in 2022

## Africa

Sekem Wahat, Egypt  
Habiba Community, Egypt  
People's Coast, Gambia  
Koromi River, Kenya  
Mombasa Mangroves, Kenya  
Nguge Hills, Kenya  
Sitatunga Kitale, Kenya  
Wasini Lookout, Kenya  
Khalifah, Morocco  
Greenpop, South Africa  
Pachamama, South Africa  
Reedsdale Regeneration, South Africa  
Tlholego Ecovillage, South Africa  
Mainsprings, Tanzania  
Tanganyika, Tanzania  
Human Nature, Uganda

## Australasia & Asia

Arcoora, Australia  
Reforest Now, Australia  
Regenerate WA, Australia  
Khetee, India  
Doku, Malaysia  
Uthai Forest, Thailand  
Regenesis Project, The Philippines

## Central America

Contour Lines, Guatemala  
Corcovado Foundation, Costa Rica  
Earth Connections, Mexico  
Rancho Cacachilas, Mexico  
Via Organica, Mexico

## Europe & UK

Pachaland, Belgium  
Embercombe, England  
Siolta Chroi, Ireland  
Rocciaviva, Italy  
Virsoleil, France  
Mama Adama, Portugal  
Altiplano, Spain  
Humble Habitat, Sweden  
King's Garden, The Netherlands  
Functional Forests, Turkey

## North America

Appalachian Renewal, USA  
Beloved Emergence, USA  
Birdhouse, USA  
Camp Fire Restoration Project, USA  
Coyote, USA  
Elk Run Farm , USA  
Hotlum, USA  
Kitigay, Canada  
Olceri, USA  
The Land, Earth Program, USA  
Watershed Forest Farm, USA

## South America

Chocaya & Chacapaya, Bolivia  
Desperto - Regenerative Cultures  
Center, Brazil  
Farm of the Future, Brazil  
Sinal Do Vale, Brazil  
Mundo Nuevo, Colombia  
Pachakuti, Peru







**Connect with us**

**hello@erc.earth**

**[www.ecosystemrestorationcommunities.org](http://www.ecosystemrestorationcommunities.org)**