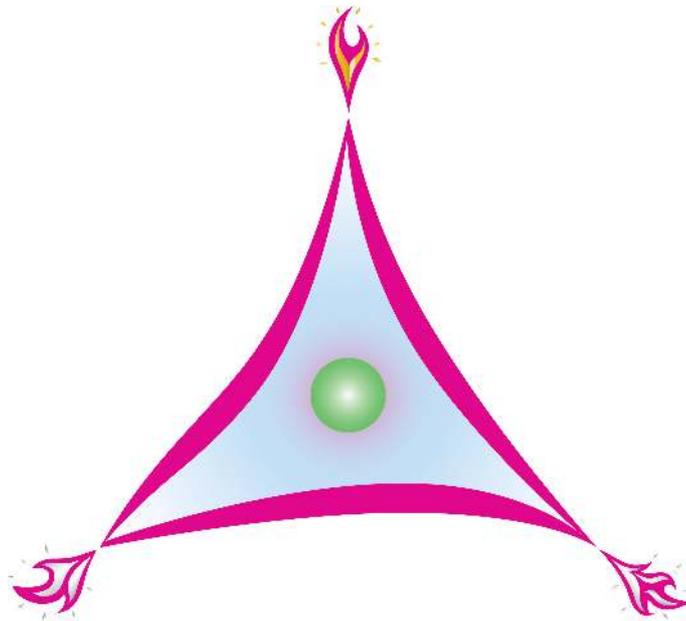


Feminenza



Stichting Feminenza

2017

Annual Report

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Foreword

It is a great pleasure to present the Annual Report of 2017 that gives an impression of the main activities of Stichting Feminenza and covers organisational and financial aspects.

In the report that now follows reference is made both to the IGE project and to Feminenza. The IGE project participants contribute to the development of content which is then fashioned into Feminenza workshops and training, mostly for the benefit of women and increasingly also for men.

Finally, we thank the contributors of the IGE project, who volunteer their time to develop Feminenza's projects and educational programmes and who consistently apply the new understandings, attitudes and ways in their own lives to open up the potential of the feminine gender in this time. They are thereby role models for others in whatever they do.

Lieneke van der Linde,
Chair Stichting Feminenza

1 What we do

Stichting Feminenza is a public benefit organization. It is part of the international Feminenza network, and forms a partnership with other Feminenza organizations in 16 countries.

Coming out of Feminenza's mission statement ¹ two important themes can be distinguished:

- To advance and support long-term inner development for women, a better understanding about the true nature of the feminine gender and their potential role in leadership and in society, whatever their background, creed or colour.
- To actively encourage a better understanding and mutuality between both genders.

Stichting Feminenza actively contributes to the Millennium goals of the UN, specifically MDG3 aiming at advancement of equality between the genders and the 'empowerment' of women, giving priority to strengthening the role of women in leadership. In addition, Stichting contributes to Resolution UNSCR 1325 (in this the UN argues for more involvement of women at all levels of decision making, both in conflict resolution and peace negotiations), and to the later resolutions 1820 (2008 – the UN declared its position against the use of sexual violence as a tool of war) and 2122 (in 2013 – the UN emphasized again the importance of 'empowerment' of women).

The above themes and the societal perspective express themselves in the worldwide and local programmes on Transformative Leadership, Understanding sand Managing Fear, Forgiveness and Reconciliation, Trauma Healing and Gender Respect.

¹ *In the encouragement of women's futures, working towards a greater mutuality between the genders*

2. Activities and Results

The activities of Stichting Feminenza are based in the vision that women have an important *'part to play in the future of our world, but to play that part, we need to know ourselves better. We need to find an inner strength, an inner connection, to the deepest parts of ourselves, and from that, a connection with the best of each other. We need to learn to understand ourselves, profoundly, to rewrite the centuries of ignorance, of suppression, of seeing ourselves as insignificant. We need to search for the courage, the morality, the belief that everything is possible...'*

(<http://www.feminenza.org/howeare/vision-and-mission/>)

From this vision strategic goals were developed, which form the frame for describing this chapter.

2.1 Becoming a champion and advocate for human values, standards and principles that unify

In 2017 the focus of Stichting Feminenza was on creating ways to apply the developed work of the years before, aiming at providing a better human response to the future. In the Netherlands sixty two women are actively engaged in the "IGE project" in specific researches concerning the inner development and in designing educational material. They work together with volunteers from the International network in different dynamics and on a variety of themes and topics. Practically that meant:

Regular open sessions and workshops

In various parts of the country (a.o. Rijnsaterwoude, Zeeland, Alteveer, Leiden) groups of participants of the IGE project met regularly to exchange ideas, to develop projects and to continue research into the areas pertaining to their interest. Some of the themes that have been researched are to do with the grooming of the female, woman, lady life within, self-leadership, moral order, the function of the emotions, becoming aware of the consequences of what one wants, thinks and does. All in the endeavour to become a



champion of human standards, values and principles. The various research areas all carry the intention to further develop the unique content and understandings that Feminenza offers; some of it is finding its way in a pilot programme actively exploring a curriculum for personal development for the feminine gender. Other subject areas may in the future develop into specific workshops.

In July a three-day retreat took place in the Amberij (Drenthe) to intensify the study and inner connection to the '4 Lives' and their inner dialogue through meditation, theatre and dialogue. The main focus was to deepen the discovery journey in oneself about the nature, character and style of the different lives within. Time was spent in theaterising the expressions and characteristics of



these lives, which allowed a greater intimacy, freedom and confidence. Ways were found to improve the inner dialogue in oneself, causing a greater harmony and intactness. Participants acknowledge great benefit from this process allowing their daily life to be strengthened.

For some years now an important area of research has been and is into the value and significance of the natural stages and major transitions in the lives of women (*Feminenza Aim 3*). The research into the *menopause* and the time around the midlife-crisis continued in the way of a weekly dialogue in the team, continuously seeking to update and strengthen the core aspects of the lady development in one's own life. In the meantime they keep an open mind to find ways to offer the work in a new and inclusive way for other women (more in paragraph 2.2).

Bereavement Counselling

This project (*Ruby Heart*) provides counselling to people that are facing loss, bereavement and trauma. They continue to work together in regular calls to deepen the core understandings inherent in important transitions in life and build the necessary neutral mind set to counsel others. In June a small international gathering was hosted in the Netherlands, and some of the ladies participating in this project attended an international gathering in Germany.

Support groups were formed around individuals and families who cope with chronic illnesses or terminally ill family members, assisting and offering support in various ways and according to need. Some are active volunteers in bereavement counselling in hospices.

2.2 Providing an enhanced learning ecology and programmes that promote throughout inner development pathways for the feminine gender in different stages of life.

Building an inner growth and development journey for women

As part of the Transformative Leadership programme an international group of ladies engages in initial study, research and inner work to contribute to designing an inner growth and development journey for women. They work in regular sessions as well as



during their international training (three times a year), as part of their 7-year commitment. An important element is finding many different educational tools that allow for experiential learning through all the senses: from *Mind-Body work*, *Theatre and Meditation*, which allows

to experience in different ways what they have learnt and apply it in a practical way. Once certain subjects are worked, modules are being written ready for piloting with women of the public.

At the same time this international team is trained in qualities and skills needed for representing the works of *Feminenza* now and in the future. Five ladies of the Netherlands are participating in this team.



An inner growth and development journey for women - the outplay

In 2017 an average of 13 ladies – beginners and not so beginners - continued to work steadily into this curriculum to apply the content of the inner growth and development journey. Once a fortnight sessions were conducted in the South of Holland and in the West. Every 6th week a collective all day meeting took place, which proved to be very fruitful and inspiring for ladies attending. It proved to be a good learning ecology for those just being introduced to the core concepts of the development journey. It is also an excellent training ground for the facilitators in training (*Feminenza Aim 2 and 3*).



The first module of this new programme was piloted with a group of ladies in Leiden, under the title '*Zelf in Zicht*' ('*Self in View*'). From February till May ladies came together once a week. Many different interactive methods were used to get to know oneself better and to really develop an insight in the experiences, feelings, desires and wishes of the different inner lives in the feminine gender. One of the results is that ladies have become more aware about what they find important, about what they want; they reflected that it is helping them to make better decisions about their lives.

'Offering space to the inner strength of the lady'- workshop

In the context of International Women's Day a living room gathering took place on March 11 as part of a 10-days activity program for women, organized by the 8 March Committee in Delft. Fundamental to this subject is the understanding that each life is a developing life and that menopause is an important changeover time where priorities in life may change. The focus of the afternoon was the lady life, her features, and her ways and means. Through the process the ladies present could begin to connect to the lady vector in their life from where they could feel the neutral and more considering part in themselves. Ladies mentioned making inner decisions and a sense of well being away from the daily stresses, valuing the deepening that happens in *Feminenza* activities.

Understanding and Managing Fear programme

The focus of the Understanding and Managing Fear team was on developing existing contacts in Leiden and The Hague. One of the activities was a presentation held for both women who experience(d) domestic violence and for professionals who work with this target group. This particular *Feminenza* programme offers an effective intervention for people who have gone through traumatic experiences.

The first network meeting (held in 2016) for a possible new project with refugees resulted in a project proposal. Other priorities at the side of the applicant caused the implementation of the project to be postponed till later.

Several meetings took place with organisation Kariboe Bibi in The Hague to set up a project together for next year. Kariboe Bibi was established in 2007 and originated out of the Migrant Church. The project is initiated by an organization called *Stichting voor Stad en Kerk* (STEK). STEK stands for city and church and is aimed to strengthen African women. The aim of this organization is to encourage people to connect to each other, to protect and strengthen each other and to inspire. The meetings between Kariboe Bibi and Feminenza have resulted in a project proposal to offer workshops to two different groups: one for the Femmes Puissantes and one for the Jeunes Femmes Puissantes (18+). The project proposal is now part of the 2018 budget of STEK.

More context: A majority of African women have come as refugees to the Hague, have set up their new life but have not dealt with trauma's from the past and therefore are by large not able to participate fully in Dutch society. The *Femmes Puissantes* project aims to break the vicious circle of being a victim, to be able to deal with unresolved trauma's from the past and to that strengthens their self steering capacity in shaping their futures. Being born in the Netherlands the young girls find themselves being in conflict with themselves and their parents with living in the Netherlands and needing to uphold their cultural heritage. The focus of *Jeunes Femmes Puissantes* project is on self leadership.

Forgiveness Practitioner Training

In August 21 people from Czech Republic, Denmark, Germany, Ireland, Israel, Kenya, the Netherlands, United Kingdom and USA participated in 'Feminenza Training for Forgiveness Practitioners' from 22nd till 30th August 2017 in Corrymeela in Northern Ireland. Amongst them were five volunteers from the Netherlands. Some of them joined the training for their own internal work; some will be reaching out to people who need this work and continue the journey of becoming an accredited practitioner by finding a project in their own community. The process caused initiatives to prepare the content of the workshop in Dutch so that it can reach people in the Netherlands. Interesting conversations with professionals and private persons were sparked that may find an expression in projects to reach out for those seeking this process.

2.3 Supporting Feminenza's International Programmes

Stichting Feminenza is actively working together with Feminenza International by providing expertise, human resources and financial support to the implementation of Feminenza's International Programme e.g. *Understanding and Managing Fear*.

5-day Trauma Healing Workshop for members of the Council of Elders and the Peace Committee in Kenya, June 2017

The team delivering the 5-day Trauma Healing workshop consisted of a facilitator of Feminenza International, a facilitator of Stichting Feminenza and a trainee facilitator of Feminenza Kenya.

In June 2017, Feminenza Kenya was invited by the Nakuru County Peace Building Consortium (NCPBC) to facilitate a 5-day Trauma Healing Workshop for members of the Council of Elders and Peace Committee representing the 5 most vulnerable sub-counties

of Nakuru. For these sub-counties an increased risk for conflict and violence had been established in view of the elections, which were to take place on 8th August and on 26 October 2017. The NCPBC is part of the *Jamii Thabiti Programme funded by Coffey*. Femenenza's intervention was part of the NCPBC project titled 'Enhancing relations and collaboration of the local actors for peace and security'.



Examining a fear

Participants represented all tribes and included religious leaders from both Muslim and Christian faiths. They were specifically chosen by the NCPBC to be a positive influence into their communities in the run up to the elections and to contribute to peace and safety. From feedback after the elections the intervention of the whole project and Femenenza's contribution had been successful and the influence of the participants into their communities was recognised and significant. For example people are now working together who never did so before. After the Trauma Healing workshop the Elders (participants) began to organise meetings in their communities with a very different message to their communities, free from hidden agendas and filled with understandings of the cycle of revenge and the cycle of forgiveness and the importance of adopting forgiveness as a process in their communities. A Ministry of Health representative who spoke with some of the Elders was impressed with the impact of the workshop and wants to understand more about it. She called it 'Community mental health'. The final report about the consultancy, entitled '*Femenenza's 5-day Trauma Counselling/Healing Workshop for Coffey's Jamii Thabiti Programme 26-30 June 2017*' is published on the Femenenza website.

Give a Girl a Chance

The Give a Girl a Chance programme of Femenenza is dedicated to the rescue, rehabilitation, education and mentoring of refugees and girls and young women escaping early forced marriage and female genital mutilation. Its purpose is to help women and girls searching for a better platform and better tools by which to proceed in life – such as following an education in order to earn their own living – as funding permits.



In August 2017 a young refugee woman from the Democratic Republic of Congo completed her vocational study on Integrated Community Development. She received her Bachelor Degrees at the Daystar University in Nairobi, Kenya. Femenenza organisations in the United Kingdom, Kenya and the Netherlands, raised funds and together with generous contributions from sponsors across the world enabled her to follow and complete her studies.

2.4 Expanding our network

In 2017 Stichting Femenenza decided to make an extra effort to expand her network activities by actively connecting with national and international women's networks. To give some examples:

- ~ We participated in the 'Women Economic Forum EU 2017' in The Hague. Apart from networking with many different interesting people and organisations, a presentation was given on Trauma Healing workshops in Kenya.
- ~ Next to this we participated in the Peace Table forum of 'International Mediation Beyond Borders' in the Peace Palace The Hague in October. There was a strong wish in one of the Femenenza ladies who is also a very active Mediator Beyond Borders to bring the subject of forgiveness inside the mediation process. She brought the CEO of IMBB in contact with the CEO of Femenenza. As a result the CEO of Femenenza was invited to do a webinar about Forgiveness to the network of International Mediators.
- ~ As from 2017 one of Stichting Femenenza's volunteers is actively participating in the Women's Network Leiden, an organisation that seeks to bring together women's expertise and women's organisations. She was invited to take part in the team that was to organise International Women's day on 11th March 2018 in Leiden. The Women's Network Leiden is the main partner of the municipality of Leiden in organizing International Women's day.

An Annual *Newsletter* is being issued, which aims to share with a wider audience what has been happening with Femenenza's work in the world and the impact it is having on people's lives. Two volunteers in the Netherlands play a central part in the editing and designing of the newsletter that is being distributed digitally to various Femenenza chapters worldwide as well as to subscribers. About 600 people are being reached.

3. Organisation

3.1 Donations, expenses and reserves

The main source of revenue of Stichting Feminenza consists of donations from a solid core of participants and donors. Additional revenue is generated from workshops and programmes locally and internationally. Our revenue is mainly used for the development and implementation of local projects as well as international projects.

This year Stichting Feminenza has received an amount of 5000 US dollars from the AT&T Cares programme as a fund. The organization AT&T annually awards an amount to one of its employees because of volunteering work for a good cause in the public domain. One of Stichting Feminenza's staff members received this recognition for her investment in various Feminenza projects and international programmes. The amount is allocated to Stichting Feminenza. The funds will support two Feminenza trainee counsellors from Kenya in their accreditation process to become licensed facilitators of Feminenza's Trauma Healing workshops in their communities. This process will start in 2018. The training itself will take place in 2019.

The 5-day Trauma Healing Workshop in Kenya upon request of the Nakuru County Peace Building Consortium (NCPBC) was sponsored by Coffey through the Jamii Thabiti programme and by Feminenza (June 2017). The Jamii Thabiti Programme is a Coffey-led DFID (Department For International Funding) UK-funded programme that aims to increase security and safety for men, women and children in Kenya by increasing the capacity of key institutions to prevent and respond to violence. Feminenza found the intervention of Trauma Healing so important that it invested part of its project funds into it.

In the past year 83.64 % of the revenue has been directly used for achieving the aims. From all expenditures (costs) 94.63 % was used towards fulfilling the aims of Feminenza. This also concerns international projects for which Stichting Feminenza manages the funds. Other expenditures were operating cost such as office expenses, costs for accountancy and administration. In 2017 the general reserve was € 17.996 and a project reserve of € 4.417 was allocated to the accreditation process of two Feminenza trainee counsellors from Kenya.

3.2 Organisational development

Stichting Feminenza is a public benefit charity, founded in 2000 and is a legal operating entity registered under Dutch law. Since 2010 Stichting Feminenza has an ANBI status. Stichting Feminenza's board consist of 3 directors and is additionally supported by staff members who lead projects and the financial administration.

Stichting Feminenza is affiliated with Feminenza International, which is the Founding Body of all Feminenza chapters worldwide, mandating common core constitutional duties to the chapters worldwide.

The operational alignment with Feminenza International was updated in 2016 with the effectuation of an Affiliation Agreement. It defines our respective responsibilities and duties towards achieving Feminenza's mission and objectives, as well as areas of compliance, references, required policies and procedures. In 2017 a review and extension of the general bylaws was completed.

3.3 Oversight, fraud and risk management

The board of Stichting Feminenza is responsible for the safe and proper conditions under which Feminenza activities take place and for the fact that the work of Feminenza is safeguarded and is clearly represented. Annually the activity plan is evaluated and a new version is established, all in line with the multi-annual Strategic Plan and includes new initiatives. Together they form the framework for implementation.

Following the budgetary cycle the board sets the budget. The accounting structure ensures proper financial supervision. Each quarter the treasurer reviews the financial reporting with the full board and staff. Quarterly reporting on the financial administration of the Dutch and international activities to Feminenza International is delivered. The standard operational procedures for project applications and the reporting on finance and progress by the various projects proceed according to the agreements made previously. Good surveillance and monitoring of progress is ensured in this way. When needed, the external accountant is consulted.

In September Feminenza Turkey requested our support and administrative cover for a project in the absence of a legal body in Turkey. This project follows now the same procedures as all projects and activities in the Netherlands.

Stichting Feminenza strives to have sufficient general reserves to enable future projects and training and to cover any unforeseen expenses.

As in previous years an accountancy firm in Oegstgeest (Netherlands) compiled the Financial Statement for 2017 in compliance with Dutch law, including the Dutch Standard 4410, 'Samenstellingsopdrachten' (compilation engagements). The accountant's agreement to the financial statement is to be found in the Appendix.

3.4 Summary Financial Statement 2017

CONSOLIDATED BALANCE SHEET AS PER 31 DECEMBER 2017		
	<u>31-12-17</u>	<u>31-12-16</u>
	€	€
ASSETS		
Current Assets		
1 Tax (VAT)	816	1.201
2 Accounts Receivable	3.427	9.525
	<u>4.243</u>	<u>10.726</u>
Liquid Assets	<u>23.358</u>	<u>10.384</u>
Total Assets	<u>27.601</u>	<u>21.110</u>
LIABILITIES		
3 Project Reserve	4.417	
General Reserve	17.996	17.048
4 Accounts Payable	5.188	4.062
Total Liabilities	<u>27.601</u>	<u>21.110</u>

STATEMENT OF INCOME & EXPENDITURE 2016

	Actual 2017	Budgeted 2017	Actual 2016
	€	€	€
REVENUE			
6 Funding and Fundraising (corporations)	16.401		21.831
Funding and Fundraising (private donations)	29.775	31.941	22.676
TOTAL REVENUE	46.176	31.941	44.507
EXPENDITURE			
7 Expenditure on Objectives:			
Feminenza Netherlands	1.640	1.353	226
IGE Project	5.927	3.060	5.051
Understanding and Managing Fear	408	165	2.084
Inner Growth & Development Journey for Women	4.334	6.335	1.333
Feminenza International	11.687	8.449	4.160
Gender Respect	52	0	0
Ladies Leadership Intending	1.473	530	2.631
Forgiveness Projects	6.636	1.400	13.119
Counselling (UMF, Ruby Heart)	589	0	137
Give a Girl a Chance	607	0	1.258
Development of New Programmes	5.182	7.000	6.432
Project Kenya	86	0	147
	38.621	28.292	36.578
8 Fundraising Costs	0	0	18
9 General and Administration Expenses	2.190	2.356	1.828
TOTAL EXPENDITURE	40.811	30.648	38.424
OPERATING BALANCE	5.365	1.293	6.083
10 Interest	0	25	45
	5.365	1.318	6.128
Allocation of the Results			
General Reserve	5.365	1.318	6.128
Project Reserves	0	0	0
	5.365	1.318	6.128

CASH FLOW JANUARY – DECEMBER 2017

	€
Cash flow from operating activities	
Net income	5.365
Adjustments to reconcile Net Income to net cash provided by operations:	
~ Accounts receivable	6.483
~ Accounts payable	1.126
Net Cash provided by Operating Activities	12.974
Net Change in Cash	12.974
Cash at the beginning of period	10.384
Net Change in Cash	12.974
Cash at the end of the period	23.358

4. Plans for 2018

Plans for 2018 are captured in Stichting Feminenza's activity plan 2018-2020. They are aimed at greater awareness of Feminenza's work through network activities and improved website presence, and increased cooperation with various partners. The *Understanding and Managing Fear and Forgiveness* programme will play a major part in this.

In April 2019 another training for *Forgiveness Practitioners* will take place in De Bult, Steenwijk, The Netherlands creating more opportunity for more Forgiveness Practitioners to be certified. The two earlier mentioned trainee practitioners from Kenya will be part of this training and preparations for the training will start in the autumn of 2018.

In the context of the development of *An inner growth and development journey for women* more modules will be written and piloted to a group of women that have shown an interest in this journey. These activities take place under mentoring. Principles of PR, governance and managing a project or educational activity, are being developed with the support of the board.

Stichting Feminenza will take part in the outplay of International Women's Day in the Town Hall of Leiden on March 11th 2018.

Also the implications of the General Data Protection Regulations will result in a privacy policy by May 25 2018, the policy currently being drafted. Following the change of the objectives of Feminenza a general update of the constitution will take place.

Stichting Feminenza is organized in such a way that the Board and project leaders will be able to respond to new opportunities should they arise beyond what is anticipated at the moment.

Appendix - Confirmation of the independant accountant to the financial statement 2017

Zirkzee

accountants en belastingadviseurs

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Stichting Feminenza Nederland
Koperwieklaan 63
2251 NS Voorschoten

Oegstgeest, 6 maart 2018

onderdeel van de Zirkzee-groep

Geacht bestuur,

Hierbij bieden wij u het rapport aan inzake de jaarstukken over 2017 van Stichting Feminenza Nederland te Voorschoten.

SAMENSTELLINGSVERKLARING VAN DE ACCOUNTANT

De jaarrekening van Stichting Feminenza Nederland te Noordwijkerhout is door ons samengesteld op basis van de van u gekregen informatie. De jaarrekening bestaat uit de balans per 31 december 2017 en de staat van baten en lasten over 2017, met de daarbij horende toelichting. In deze toelichting is onder andere een overzicht van de gehanteerde grondslagen voor financiële verslaggeving opgenomen.

Deze samenstellingsopdracht is door ons uitgevoerd volgens Nederlands recht, waaronder de voor accountants geldende Standaard 4410, 'Samenstellingsopdrachten'. Op grond van deze standaard wordt van ons verwacht dat wij u ondersteunen bij het opstellen en presenteren van de jaarrekening in overeenstemming met de Richtlijn voor de jaarverslaggeving C2 voor kleine fondswervende organisaties. Wij hebben daarbij onze deskundigheid op het gebied van administratieve verwerking en financiële verslaggeving toegepast.

Bij een samenstellingsopdracht bent u er verantwoordelijk voor dat de informatie klopt en dat u ons alle relevante informatie aanlevert. Wij hebben onze werkzaamheden, in overeenstemming met de daarvoor geldende regelgeving, dan ook uitgevoerd vanuit de veronderstelling dat u aan deze verantwoordelijkheid heeft voldaan. Als slotstuk van onze werkzaamheden zijn wij door het lezen van de jaarrekening globaal nagegaan dat het beeld van de jaarrekening overeenkwam met onze kennis van Stichting Feminenza Nederland. Wij hebben geen controle- of beoordelingswerkzaamheden uitgevoerd die ons in staat stellen om een oordeel te geven of een conclusie te trekken met betrekking tot de getrouwheid van de jaarrekening.

Bij het uitvoeren van deze opdracht hebben wij ons gehouden aan de voor ons geldende relevante ethische voorschriften in de Verordening Gedrags- en Beroepsregels Accountants (VGBA). U en andere gebruikers van deze jaarrekening mogen er dan ook vanuit gaan dat wij de opdracht professioneel, vakbekwaam en zorgvuldig, integer en objectief hebben uitgevoerd en dat wij vertrouwelijk omgaan met de door u verstrekte gegevens.

Wij vertrouwen erop hiermee aan uw opdracht te hebben voldaan. Tot het geven van nadere toelichting zijn wij gaarne bereid.

Oegstgeest, 6 maart 2018
Zirkzee accountants en belastingadviseurs

was getekend

R. Wassing RA

Colophon

Contact details

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ANBI

Stichting Feminenza is a registered public benefit foundation

Chamber of Commerce number -28090267

Fiscal Number - 810273081

Website: www.feminenza.org/nl