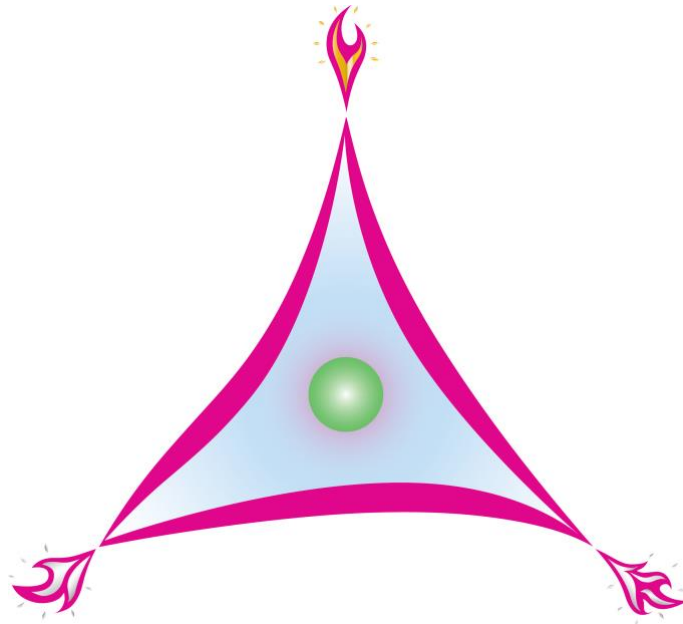


Feminenza



Stichting Feminenza Netherlands

2021

Annual Report

Table of content

| | |
|---|-----------|
| Foreword | 3 |
| Executive Board Summary | 4 |
| 1 New possibility through online meetings | 5 |
| 2. Organisation | 9 |
| 2.1 Donations, expenses, and reserves | 9 |
| 2.2 Oversight, fraud, and risk management | 10 |
| 2.3 Organisational developments | 11 |
| 3 Projections for 2022 and beyond | 11 |
| Appendix 1: Principles, Aims and Objectives | 12 |
| Appendix 2: Summary Financial Statement 2021 | 13 |
| Appendix 3: Administrative details | 15 |

Foreword

In this report the board looks back at the developments in and activities of Stichting Feminenza Nederland, and at the collaboration with other Feminenza chapters worldwide. The restrictive measures resulting from the ongoing global COVID-19 outbreak have significantly affected our plans for activities and projects in 2021. As was the case almost everywhere, Feminenza's attention shifted to keep its educational activities available online.

This year we said goodbye to Matthijs Vogel as treasurer. Over the past eight years, he has contributed greatly to building a secure financial policy and management system. We are grateful to him for his questions and considerations during our meetings, which have helped to keep our mission focused. We are welcoming Sandra Reurings as the new treasurer. She will bring many years of acquired expertise into this function.

We would like to thank all the volunteers of the Stichting for their commitment and ongoing enthusiasm to continue to deepen Feminenza's work and make it available to all women who are seeking more depth and development in their lives.

This report is a translation of the annual report that is included in the Dutch Financial Statements 2021 (*Title: 2021 Jaarrekening incl. samenstellingsverklaring*) and can be found on the website

https://www.feminenza.org/files/ugd/41eae0_2db7df8675ac44e48355a6b7b00168cd.pdf

Lieneke van der Linde,
Chair Stichting Feminenza Nederland

Executive Board Summary

Collaboration within local and international activities

In addition to meetings in the context of the (international) Transformative Leadership program, various workshops took place and workshop material was developed. Dutch volunteers took part in:

- * The international Forgiveness Development Course, the foundational year of a multiannual training program that will continue into 2022-2023
- * International zoom sessions examining the influence of habits/customs and values on the developments of a woman's life
- * Workshops in the field of 'Seven Expressions of Humanity' now being further developed together with participants from other countries
- * Developing practical advice to support people experiencing loss and going through a process of grief
- * International Women's Day which took place online this year

Strengthening Femenenza's network

Due to the efforts of several volunteers, Femenenza's network expanded in 2021, some contacts have existed for years, such as with the Leidse Sleutelvrouwen, a network of women and (women's) organizations in Leiden. Collaboration with other organizations continued with De Regenboog Groep in Amsterdam and Stichting Avrasya in The Hague in the context of an application for Erasmus+ funded programme.

In addition, since 2021 Femenenza has been represented in the G100 that aims to create an equal, progressive, and inclusive environment for women worldwide.

As activities were more online, brand awareness increased, and other organizations began to find Femenenza and recognized its mission and work:

- * Waldom Electronics EMEA B.V. who send a spontaneous donation on International Women's Day 2021. This was followed by a presentation to their staff.
- * the Professional Women's Network Netherlands approached Stichting Femenenza Netherlands with the offer to donate the profits from their recently published book 'Ready for Female Leadership'. Femenenza was invited to present the work at their booklaunch.

Both donations were accepted, and a wish was expressed to find a future opportunity to work together.

Strengthening capacity

In 2021, investments were made to strengthen the capacity of Femenenza representatives and the organization.

- * Following the Safeguarding Policy, Femenenza representatives were trained in the aspect of safeguarding
- * Mentoring the development of current projects, i.e. Forgiveness Development Course
- * Dutch facilitators participated in the updating of Femenenza's international programs, i.e. Managing Mental Trauma
- * The financial administration strengthened when we welcomed a new treasurer with a professional background in this field

1 New possibility through online meetings

Feminenza's work benefits from face-to-face meetings, in an ecology of safety and something new. A common thread that runs through the feedback of participants is that there is much appreciation for the space and the atmosphere of being able to reflect and to deal with important questions in the presence of others and to be able to give expression to their findings in one's own unique way. It strengthens inner qualities and promotes active 'inside out' decision-making. The fact that this could also be achieved in online meetings was a positive discovery. However, it also became clear that working online has its limitations as well.

The online meetings have opened opportunities that many women would not have had otherwise, such as:

- * The opportunity to work together with ladies from other Feminenza chapters. It offers a platform of inter-cultural collaboration, across borders, with other women working towards the same purpose: how to give a better response to a challenging time in which being more aware of one's stop situations in life did lead to greater resilience, newfound creativity and a clearer sense of strength and direction in the individual journey to better self-leadership. A clear example of this work is a group of ladies, the E-Wings who were and are pioneering several important inroads towards a better understanding of themselves and a greater intactness. Another example is a group working on the 'Seven Expressions of Humanity' in preparation for a series of workshops to be offered in 2022-2023.
- * From March 15 to 26, 2021, Feminenza attended the online meetings of the United Nations Commission on the Status of Women. The subject of this year's CSW65 was 'Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls.' These meetings have been particularly inspiring which is apparent from plans that have been forged for 2022-2023: participating with a larger delegation in the CSW66 in 2022, and actively contributing for example with a workshop or a presentation in years to come.

The International Transformative Leadership Program

The number of Dutch volunteers in this seven-year program increased from four to seven this year. Taking up the tasks of leadership offers a substantive learning trajectory and insight into what responsibilities are involved. All Dutch participants have undertaken one or more tasks in the conducting of activities such as Zoom master and/or safeguarding officer during online activities, a board position and some are contact persons for organizations as part of the international Erasmus+ programme.

The intended accreditation in the Netherlands to facilitate existing programs has been postponed again because meeting in person was not possible due to the COVID-19 measures. However, these future facilitators have contributed to updating the content of programs such as the Forgiveness Work and Trauma Healing and Community Resilience Development, with its specific focus on Secondary Traumatic Stress for the Erasmus+ programme. The Erasmus+ program offers many opportunities for 'on the job' training. Learning with and from each other is an important ingredient in the development of the

qualities and skills needed for (self)leadership.

'Forgiveness Development Course'

The goal of the multi-annual training programme is to become thoroughly familiar with the essence of forgiveness and to go through the development of the skills, key attitudes and inner qualities needed to be a safe steward of forgiveness work in a community. To become accredited, participants will take on a project in their community and are trained in the various steps of project design and implementation. The program will continue to run into 2022 and for those who carry out projects it will continue into 2023.

In 2021, the first year started online and was aimed at introducing seven different avenues into the process of forgiveness. Six Dutch volunteers participated in the monthly workshops of this international 'Forgiveness Development Course'. Two ladies from Feminenza Kenya also participated and Feminenza Netherlands administered the funds that supported their participation.

All participants indicated that the work has a great impact on their lives. Personal stories in the reflective sessions show that participants have come to see forgiveness as something that belongs in a developing human life and that the seven avenues into forgiveness are practical. All participants will decide in the course of 2022 whether to offer this programme themselves in their own countries.

Ruby Heart Bereavement Counselling Faculty

Internationally, practical counsels are being developed to support those who are experiencing bereavement and loss. Dutch volunteers are active in adapting the counsels to the Dutch situation, when needed, and preparing workshops on the subject.

Trauma Healing and Community Resilience Development

Feminenza International, Feminenza Netherlands and Feminenza Denmark are working together on this project with youth workers from 20 participating organizations in 12 countries across Europe and the Middle East. This programme is funded by Erasmus+¹). Feminenza International bears ultimate responsibility for the educational process and the follow-up of the partner contacts.

Ten Dutch Feminenza representatives are involved in different ways in the execution of this programme: from project management, liaising with different partners, developing and co-facilitating the online workshops, technical support of the zoom meetings and as safeguarding officer during the online meetings.

This year's program is tailored to 'Secondary Traumatic Stress'. Secondary trauma stress is a real risk for social workers and can develop often unrecognized. The main goal of this training program is to help youth workers increase their awareness and capacity for reflective self-care to prevent secondary trauma due to long-term stress.

In 2021 the program started with preparatory workshops online, in which participants were introduced to relevant content that prepares them for a 6-day on-site workshop, scheduled in 2022. From the Netherlands, De



¹ Erasmus+ is the programme of the European Union that supports through exchange, collaboration and lifelong learning, the educational, professional, and personal development of people in education, training, youth, and sport.



Regenboog Groep from Amsterdam and Avrasya from The Hague are participating. Both organisations offer social support respectively to young people in social poverty and women and girls with an immigrant background to promote their participation in society. Besides the intensive online meetings, participants are supported in the process of how to use the insights within their daily life and their work situation. That they make the insights very practical and thus increase their own resilience, is reflected in the article of two enthusiastic ladies of De Regenboog Groep, <https://www.deregenboog.org/nieuws/hoeblijfjeinbalans>

Network activities are expanding

Over the years the name awareness of Feminenza has increased in the Leiden area because Feminenza is part of the Vrouwennetwerk Leiden and surrounding area because of its involvement in organising International Women's Day and partaking in the program. This network consists of women's organizations from very diverse backgrounds, women's networks, women entrepreneurs, museums, Leiden University, and the municipality of Leiden². The network meetings and the brainstorm sessions for International Women's Day are seeding a greater interest in Feminenza's work and future participation in Femineza's international programmes.

Feminenza's mission and activities were recognized and acknowledged by two special donations in 2021.

- As part of International Women's Day, employees of Waldom Electronics EMEA B.V. raised money for a women's organization in the Netherlands. Through the internet they found Stichting Feminenza Netherlands, and because our goals and activities appealed to them, they made a generous donation. As a thank you for this donation we further introduced them to the work of Feminenza by a presentation to their staff. In the exchange following the presentation they indicated that they would like to continue supporting Feminenza in other ways.



- In the autumn, Feminenza was approached by the Professional Women's Network Netherlands, which published a book entitled 'Ready for Female Leadership', a collection of essays on female leadership, written by various authors. They too found Feminenza through the internet. The profits from the sale of the books will be donated to Stichting Feminenza Netherlands. In the exchange after Feminenza's introduction at their book launch, there was a clear rapport and a recognition of values. One of the authors summarized the exchange with the words 'Inspiration, Connection, Alignment in Purpose'.

² This includes a.o. Stichting Arab Women 'Narcis', Iraqi women of Stichting Ashtar, Afghan women of Stichting Keihan, the Surinamese community, artist association Ars Aemula Naturae, Stichting Moio, Leiden City of Science 2022, Museum Boerhave and Museum De Lakenhal, the Soroptomists and Amnesty International.

There is talk of an international Feminenza centre

The realization of the first international Feminenza centre, to be purchased by Feminenza International, is coming closer. The aim is to create an educational facility which promotes Feminenza's core objectives. This first international Feminenza centre will bring together volunteers from all chapters. The public can participate in various programs and other educational activities.

The board has declared its intention to use the project reserve Feminenza International towards the operational readiness of the building once Feminenza International has purchased it.

2. Organisation

As a learning and developing organization we continue to meet good governance and quality standards serving public benefit and education.

2.1 Donations, expenses, and reserves

The main source of revenue of Stichting Feminenza consists of donations from a solid core of participants and donors. Part of the income also comes from financial contributions from the international network towards the development and implementation of Feminenza's international programmes. Despite the changing situation due to the COVID measures, donations have remained stable and in line with the budget.

In 2021 the Foundation received € 34.328 in the form of donations, funding, and revenue from publications. Stichting Feminenza Netherlands received a specific donation of € 935 from Waldom Electronics EMEA B.V. A large part of it benefits the course material of the two Kenyan ladies participating in the 'Forgiveness Development Course'.

In 2021 the foundation spent less money than budgeted because again this year it was not possible to meet participants in person. Also, a lot of training took place online as was the case for the Dutch volunteers being in the Transformative Leadership training programme. As a result, this year 58% of the revenue was spent on activities related to our objectives, 2% was spent on other costs and 40% was added to the reserves.

Of all expenditure for both national and international projects, 96% was spent on the objectives of Feminenza.

The remaining expenditures were operating costs such as office expenses, costs for accountancy and administration.

As per 31 December 2021 the capital of the foundation amounted to € 70.359.

For the activities organised by Feminenza International, the project reserve had been set to € 30.000. The intended follow-up meetings with NGOs in Kosovo and Gaza for 2021-2022 did not go ahead due to all travel restrictions and they will not take place in 2022 either. This is also why the scheduled faculty meeting with the Faculty Managing Mental Trauma and the Faculty of Forgiveness did not take place in 2021. Expenditures for Kenya have been charged to the project reserve. The project reserve Feminenza International remained unchanged (€ 30.000). As proposed, this reserve will be used to make a future Feminenza Centre in England operational for educational usage.

In addition, €1.860 is available for future activities of the Ruby Heart Bereavement Counselling Project.

Finally, the designated reserve of € 4.436 for the Forgiveness training and accreditation of two Kenyan ladies will be maintained.

The board decided to keep € 8.500 as a reserve to ensure continuity for one year of all operational and educational commitments of Feminenza Netherlands, in case of a substantial decrease in donations.

The general reserve is increased with € 13.178 up to an amount of € 25.599.

For a summary of the financial statement, you are referred to Appendix 2 (page 11-12).

2.2 Oversight, fraud, and risk management

The board is responsible for the safe and proper conditions under which Feminenza activities take place and for guaranteeing the copyright agreements concerning Feminenza works. Annually the activity plan is evaluated and updated, in line with the multi-year strategic plan and with what is most current. Both the multi-year strategic plan and activity plan are under review.

(https://www.feminenza.org/_files/ugd/41eae0_40c9f545afc446c8b0a51a2da8403de0.pdf)

The well-organized accounting, including a ‘four-eyes-policy’ on payment approval, ensures solid financial management. Each quarter, the full board and staff review the budgetary developments, activities and plans of the organisation as part of the control cycle.

As in previous years Novens Accountants Sassenheim compiled the Financial Statement for 2021 in compliance with Dutch law, including the Dutch Standard 4410, ‘Samenstellingsopdrachten’ (compilation engagements). The approved *2021 Financial Statements* can be found on Feminenza’s website under the title *2021 Jaarrekening (incl. samenstellingsverklaring)*.

The personal data held by the organization are annually assessed for compliance with the GDPR policy. There are no privacy violations to report.

As part of risk management, screening for new Feminenza representatives continues to be conducted. All inquiries concerning safety have been processed with Justis. Certificates of Conduct (VOG) have been issued for all.

Since 2020 the safeguarding team serves as a principal point of contact for every Feminenza representative and volunteer in the organisation when confronted with cross-bordered behaviour. In 2021 there have been no safeguarding issues.

A special safeguarding policy outlines the agreements regarding safety (a.o. VOG for all Feminenza representatives). In 2021 there were two interactive training sessions online. To be continued in the future should further demand arises.

2.3 Organisational developments

In general, capacity in many areas has been reinforced, a.o.

- * Future leadership
- * Professionalisation of the financial administration
- * Safeguarding, by way of training Feminenza's representatives, and communication of the Safeguarding Policy with all volunteers
- * Expertise in project management
- * External contacts
- * Developing educational material of existing programmes for online usage

3 Projections for 2022 and beyond

Projections for 2022 are envisaged in Stichting Feminenza Netherlands' Action Plan 2022 and are in line with the revised multi-year Strategic plan 2022-2026:

- * Presenting Stichting Feminenza Netherlands as an educational organisation
- * Increasing greater awareness of Feminenza's work and the existing range of offerings
- * Expanding network activities and collaboration with various partners in the Netherlands as well as abroad
- * Collaboration with international Feminenza partners focussing on deepening/actualizing existing programmes and on developing new programmes. To achieve this, meetings over a longer period and in person are needed, preferably on one location
- * Increased responsibility for the continuance of Feminenza by the group of ladies participating in the multiannual programme 'Transformative Leadership'
- * Six volunteers from Feminenza Netherlands and two ladies from Kenya participating in a six-day workshop of the international 'Forgiveness Development Course', on site in July-August 2022
- * Supporting the start-up of an accreditation process of facilitators in 'Forgiveness' and 'Managing Mental Trauma'
- * Contributing to the co-facilitation and evaluation of the Erasmus+ 'Trauma Healing and Community Resilience Development' programme, with a focus on Secondary Traumatic Stress for youth workers, both online and the on-site training is currently scheduled for autumn 2022
- * A funding proposal for a next Erasmus+ project
- * A workshop on International Women's Day 2022 is scheduled
- * Participating in the project 'Orange the World' in Leiden, with activities in November 2022
- * A worked out offer of activities in the Netherlands

As always, when new initiatives and plans arise during the year, they will be given the space and time needed. When health measures allow, face-to-face meetings will start again as they provide the better ecology in which learning can take place.

Appendix 1: Principles, Aims and Objectives

Feminenza's Principles

1. Feminenza believes that the existence of the two genders implies a partnership to something better. Their union is designed to create something that is a step forward for humanity.
2. There is a need for remedy and rebalance, not as a reaction against the past, but for the sake of the future, in which there is much yet to be understood about both genders.
3. We believe there is a call for the feminine gender to learn and grow to meet what is needed now, to be open to the future, and to play its part in the next step of evolution and update of both genders.
4. We uphold values that respect the uniqueness and sanctity of all life and the diversity and nature of cultures.
5. As world citizens, all part of one human race, we are committed to finding and establishing the unifying perceptions and values that bridge the differences between all peoples.

The Aims of Feminenza

1. To promote new understanding between the genders, and to establish an association based on respect and honour in the exchange that occurs between the natures of the masculine and feminine genders, coming from deeper insight, and wisdoms, promoting the best in each.
2. To help restore the dignity and unique purpose of the feminine gender in these current times, by sharing existing and new knowledge towards promoting a better understanding of the true nature and potential of the feminine gender.
3. To help women and girls searching for a better platform and better tools by which to proceed in life as and when possible, in any way or in any part of the world as membership and funding permits, by providing assistance in terms of support, education, and sisterhood.
4. To promote an international web of strength, humanity, support, and unity among women, and between women and men in these current times.
5. To assist human development, by furthering these understandings through the global work and outplay of Feminenza.

Feminenza's Objectives

1. Advancement of education for the public benefit, in particular by research and by providing educational tools and mentoring, in the fields of
 - a. transformative leadership
 - b. the prevention of armed conflict, ethnic and gender oppression
 - c. fear management and forgiveness
 - d. gender respect
2. Promoting human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by all or any of the following means:
 - a. Relieving need among the victims of human rights abuse
 - b. Promoting respect for human rights by individuals and corporations
 - c. Promoting popular support for human rights
3. Relief of mental, physical and emotional distress of persons suffering from sickness or trauma as a result of conflict, bereavement or loss, or for those facing their own death, by the provision of counselling and support.

Appendix 2: Summary Financial Statement 2021

CONSOLIDATED BALANCE SHEET AS PER 31 DECEMBER 2021

| | | 31-12-21 | 31-12-20 |
|--------------------|---|-----------------|-----------------|
| | | € | € |
| ASSETS | | | |
| | Current Assets | | |
| 1 | Tax (VAT) | 19 | 162 |
| 2 | Accounts Receivable | 237 | 812 |
| | | 256 | 974 |
| | Liquid Assets | 89.643 | 60.304 |
| | Total Assets | 89.899 | 61.278 |
| LIABILITIES | | | |
| 3 | Project Reserve | 4.436 | 4.073 |
| | Ruby Heart Project Reserve | 1.860 | 1.695 |
| | Project Reserve Feminenza International | 30.000 | 30.000 |
| | Continuity Reserve | 8.500 | 8.500 |
| | General Reserve | 25.599 | 12.421 |
| 4 | Accounts Payable | 19.504 | 4.589 |
| | Total Liabilities | 89.899 | 61.278 |

STATEMENT OF INCOME & EXPENDITURE 2021

| | Actual 2021 | Budgeted 2021 | Actual 2020 |
|--|----------------|------------------|----------------|
| | € | € | € |
| REVENUE | | | |
| 6 Funding and Fundraising (corporations) | - | | - |
| Funding and Fundraising (private donations) | 34.328 | 33.259 | 36.091 |
| TOTAL REVENUE | 34.328 | 33.259 | 36.091 |
| EXPENDITURE | | | |
| 7 Expenditure on Objectives: | | | |
| <u>Feminenza Netherlands</u> | 1.262 | 2.185 | 572 |
| IGE Project | 4.692 | 4.256 | 4.445 |
| Inner Growth & Development Journey for Women | 142 | 209 | 122 |
| <u>Feminenza International</u> | 587 | 702 | 345 |
| Development of New Programmes | 8.609 | 8.640 | 5.846 |
| Ladies Leadership Intention | 1.117 | 891 | 820 |
| Forgiveness Projects | 628 | 3.277 | 49 |
| Give a Girl a Chance | 349 | 79 | 635 |
| Managing Mental Trauma | 150 | 19.079 | - |
| Project Kenya | 2.219 | 2.064 | - |
| | 19.755 | 41.382 | 12.834 |
| 8 Fundraising Costs | - | - | - |
| 9 General and Administration Expenses | 412 | 162 | 1.369 |
| TOTAL EXPENDITURE | 20.167 | 41.544 | 14.203 |
| OPERATING BALANCE | 14.161 | -8.285 | 21.888 |
| 10 Interest & bank costs | -455 | -450 | -400 |
| | 13.706 | -8.735 | 21.488 |

Appendix 3: Administrative details

Board members:

Lieneke van der Linde
Sandra Reurings
Vera de Wit

Chair: Lieneke van der Linde

Finance: Treasurer – Sandra Reurings
Financial Administrator – Nieneke Elsenaar

Secretary: Vera de Wit

Contact details

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ANBI

Stichting Feminenza Nederland is a registered public benefit foundation

Chamber of Commerce number -28090267

Fiscal Number - 810273081

Website: <https://www.feminenza.org/netherlands>

Accountant

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