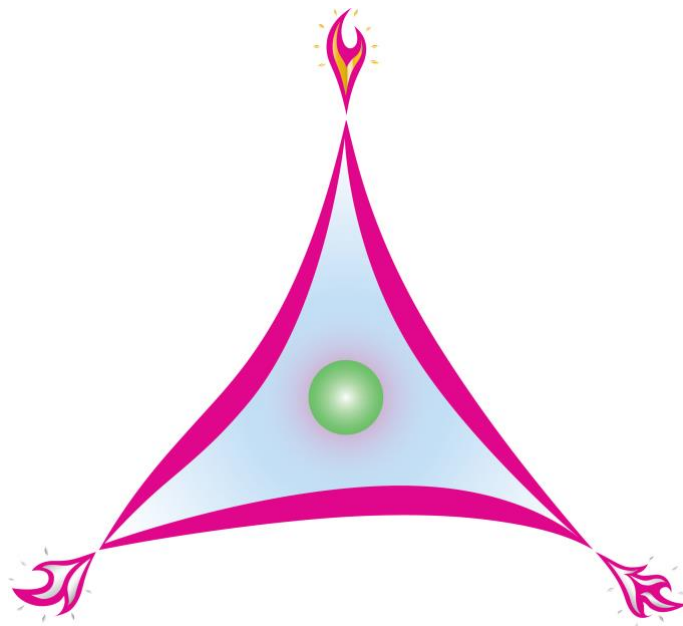


Feminenza



Stichting Feminenza Netherlands

2020

Annual Report

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Foreword

In 2020, the global COVID outbreak had important consequences for Feminenza's work. After March 2020 all 'live' meetings came to a halt and gave rise to a variety of national and international online workshops. It also gave an extra incentive to the development of educational material for online meetings and workshops, communication within the network as well as a greater visibility and public appearance on our Feminenza website and via Instagram, Facebook, and LinkedIn.

In this report the board looks back at the developments in and activities of the Stichting Feminenza Nederland, and at the collaboration with other Feminenza chapters worldwide.

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

The report is a translation of the board report that is included in the Dutch Financial Statements 2020 (*Title: 2020 Jaarrekening incl. samenstellingsverklaring*) and can be found on the website <https://www.feminenza.org/who-we-are/annual-reports/>

Lieneke van der Linde,
Chair Stichting Feminenza Nederland

1 From 'face-to-face' to online activities

The International Women's Day event on 8th of March was our last face-to-face engagement. New initiatives that came thereafter, all took place online. Consequently, the organisation obtained a zoom account to respond better to the wish to maintain the level of activities and needed communication, at least online.

International Women's Day

For the fourth year in a row Femeniza actively participated in the Women's Network Leiden, with a focus on co-organizing International Women's Day. On this one-day event women of all walks of life and ages met around a central theme for which key-note speakers were invited. Workshops were facilitated, and the day closed in a festive way.

This year the theme was *'Diversity and solidarity'*. Femeniza was invited to facilitate a workshop, which came under the title *'Humanity - What does it mean to be human?'* Leading questions were 'Why did you come and attend the process of International women's day?' 'And what do you need?' The sharing of responses amongst the 22 women caused a lot of recognition and a sense of belonging. In response to the question 'What do you wish for other women in the world?' every participant called out a quality that would enhance humanity. This process of expressing consciously what quality could contribute to a greater humanity, caused a spirit of solidarity amongst the women present, as well as with women in the world. The participants recognized the commonality of women's needs. They also reflected on the sense of being together and the strength that it offered.

Stichting Femeniza Nederland is a public benefit organization, founded in 2001. It is part of an international network of like-minded organizations in 15 countries. All are upholding Femeniza's principles and aims and working towards the outplay of the objectives. (See Appendix 1)

Our volunteers work together both locally and internationally.



Femeniza Netherlands active in international online workshops

One of the main objectives for the volunteer trainees of the Transformative Leadership Programme, along with ensuring future leadership for Femeniza, is to develop and test various educational modules. One of the projects was a pilot series of seven workshops about 'Sensitivities'. This was developed and facilitated by four trainees of Femeniza Netherlands. The work offered a structured approach towards updating one's automatic reactions, assisting a person to consciously change their responses to things they might

normally be reactive to. Key is that they newly consider what is fitting in the now. Participants mentioned that the process they individually went through helped them to take steps forward, and deal with things that, until then, had stopped them. The shared exploring and reflective nature of the process was liberating and strengthening for each person, as it was honest and pertinent to their own life. (See text box)

Series on 'Sensitivities'

We all have sensitivities – things that we pay attention to, things that cause (automatic) reactions. Some of those help us on in life and some can take away from where we want to go and how we want to be.

Much of our first reactions in life are automated. On the one hand this is useful since more energy and attention can then be given to what is new. On the other hand, our automatic reactions are mostly printed when we are young and are often there-after not updated.

As one develops in life it can become clear that what you have been sensitive to is no longer valid or helpful and that it needs new instructions to the automatic parts of us, with new accompanying reasoning. Adjusting our reactions on the go (when one notices something isn't as one wants it to be) can be a 'hit-and-miss' process and so a more structured approach was designed to assist a person to print their sensitivities in a self-determined, fitting way.

It is a very effective process that takes 3 to 6 months to complete. Recommended is to periodically revisit this process as the development journey of one's life unfolds, and different needs present themselves.

In 2020 monthly online 'Meet Femenenza' workshops were held, through which a wider public could get to know Femenenza's works. Through these public presentations which were being announced on the Femenenza website, Facebook, Instagram and LinkedIn, women from the Netherlands began to join other international workshops online, one of them being a series of eight webinars on Forgiveness.

By and large, in 2020, a growing group of ladies participated in various international processes. It shows again and again how important it is that women, in addition to the hustle and bustle of everyday life, give themselves time and create the space to reflect on what they find important, to what they want in life and how to shape this. Doing this together strengthens and fortifies.

As the worldwide COVID outbreak prevented the possibility to set up larger projects with face-to-face engagements, it was not possible to accredit more volunteers as facilitators of specific programs. This remains an intention for the near future when it becomes possible again to do projects with women onsite.

Current programmes

- Understanding and Managing Fear
- Forgiveness and Reconciliation
- Trauma Healing and Community Resilience Development

Expansion of Feminenza's network

In preparation of a grant application of the training programme 'Trauma Healing and Community Resilience Development' (THCRD) by Feminenza International for funding from Erasmus+, contacts have been made with various organisations in the Netherlands. These



organisations were selected because they work with young people with a focus on information, advice and support in their development and self-reliance. A collaboration has been established with two organisations in the THCRD programme as referred to below: the Regenbooggroep in Amsterdam and Stichting Avrasya in The Hague. 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.

The Erasmus+ funding was awarded in 2020, and the collaboration between various partners and Feminenza is being developed further. The main objective of this training programme is to help youth workers increase their awareness and reflective self-care capacity to prevent secondary traumatic stress resulting from working with vulnerable and traumatized youth daily. The 21 partner organisations and 88 youth workers from Europe and the Middle East each in turn provide support to people who, for different reasons, are vulnerable. This can be the result of domestic violence, growing up in poverty, child abuse, migration from conflict areas, etc. For a more extensive description of the project and the groups the partner organisations work with, go to the website <https://www.feminenza.org/stsproject/>

Three Feminenza organisations, Feminenza International, Feminenza Nederland and Feminenza Denmark, work together on the realization of this project. Feminenza International bears ultimate responsibility for the educational process and the follow-up of the partner contacts. Various volunteers of Feminenza Nederland are active in offering their expertise and time into this international Erasmus+ project: project management, maintaining contact with various partner organisations as liaisons, co-creating the online workshops, (co-)facilitating the online workshops, technical support during Zoom meetings and as safeguarding officers.

The core contributors

In the Netherlands 68 ladies support the works of Feminenza financially by donations. They are also engaged in specific research in areas such as menopause and other stages and transitions in life, diplomacy, the seven expressions of humanity, and support for those who are facing loss, bereavement, and trauma. The ongoing work is 'inside out', meaning that ladies come from their own life, experience, and development journey, and thus provide invaluable support and input for the development of Feminenza's programmes and mission.

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 2020 the Foundation received € 36.091 in the form of donations, funding, and revenue from publications. Stichting Feminenza received a specific donation of € 572 in total, for the purpose of purchasing and sending webcams to the Tasaru Rescue Centre in Narok, Kenya. These webcams have now reached their destination, making it possible for the girls to follow Feminenza's workshops online. The project is part of Feminenza's Give a Girl a Chance project.



The webcams are received by the girls and Principal at the Tasaru Rescue Centre.

In 2020 the foundation spent less money than budgeted because it was no longer possible to meet participants in person since mid-March. 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 only 36% of the revenue was spent on activities related to our objectives, 4% was spent on other costs and 60% was added to the reserves.

Of all expenditure for both national and international projects, 88% 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 2020 the capital of the foundation amounted to € 56.689.

For the activities organised by Feminenza International, the project reserve has been increased to € 30.000. Part of these funds are intended for follow-up meetings already planned with NGOs in Kosovo and Gaza in 2021-2022, investigating whether these

organisations can benefit from the THCRD programme. A faculty meeting with the Faculty Understanding and Managing Fear and the Faculty of Forgiveness is also planned for 2021-2022, to take place in Germany.

In addition, €1.695 is available for future activities of the Ruby Heart Bereavement Counseling Project.

Finally, the designated reserve of € 4.073 for the Forgiveness training and accreditation of 2 Kenyan ladies will be maintained.

The board decided to keep € 6.500 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 € 8.476 up to an amount of € 12.421.

For a summary of the financial statement, you are referred to Appendix 2 (page 12-13).

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 policy and with what is most current. (<https://www.feminenza.org/wp-content/uploads/2019/02/Beleidsplan-Stichting-Feminenza-2018-2022.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 the Accountancy Firm Batenburg in Sassenheim compiled the Financial Statement for 2020 in compliance with Dutch law, including the Dutch Standard 4410, 'Samenstellingsopdrachten' (compilation engagements). The approved *2020 Financial Statements* can be found on Feminenza's website under the title *2020 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 Feminenza representatives has been conducted. All inquiries concerning safety have been processed with Justis. Certificates of Conduct (VOG) have been issued for all.

2.3 Organisational developments

The legislation for Safeguarding and Privacy have tightened and gained a greater cruciality. The very fact that Stichting Feminenza Nederland serves a public benefit implies a duty and a responsibility to safeguard participants and Feminenza's volunteers. In 2020, the

established Safeguarding Team has started to act as the primary point of contact for every Feminenza representative and every volunteer in the event of transgressive behaviour. A policy is set out with principles, arrangements (i.e., a certificate of conduct/VOG), and agreements for all volunteers to adhere to the principle of keeping all processes and people safe. Further training is being prepared.

In 2020, two new members joined our staff: a new financial administrator and a safeguarding panel representative. Both strengthen the keeping safe of our operating processes inside Feminenza.

Feminenza Netherland supported Feminenza Greece by providing advice, and by monitoring developments and finances. There is a relatively small and at the same time active group of volunteers in Greece providing activities online. This group has started the research to obtain a legal status in Greece. The board advised the team in matters of organisational responsibility, accountability, privacy, and safeguarding procedures.

3 Projections for 2021 and beyond

Projections for 2021 are set in Stichting Feminenza Netherlands' Action Plan 2021 and are in line with the multi-year plan 2018-2022. The aim is to achieve a greater awareness of Feminenza's work through network activities and increased collaboration with various partners, in the Netherlands as well as abroad. Meanwhile, a group of volunteers is preparing an offer of online activities in the Netherlands.

In the context of the 7-year commitment to the programme 'Transformative Leadership' the trainees will expand the existing range of modules and new content will be made available in workshops, with more focus on online availability. As part of their future leadership role the ladies are taking more responsibility for the continuance of Feminenza. Part of this is becoming an accredited facilitator for specific international programs.

Six volunteers from Feminenza Netherlands and two ladies from Kenya, will participate in an international 'Forgiveness Development Course' in 2021 (The ladies from Kenya are mentioned here as funding for them is managed by the Feminenza organisation in the Netherlands). The Dutch participants will initially follow online sessions and if they want to carry out a project in the Netherlands, participate in a 9-day 'face-to-face' workshop in 2022. The programme is aimed to increase the number of accredited facilitators for the work of forgiveness from which the work in the Netherlands will benefit.

Other volunteers of Feminenza Netherlands will continue to contribute to developing the interactive education modules and will be co-facilitating the Erasmus Plus 'Trauma Healing and Community Resilience Development' programme for youth workers of the 21 partner organisations in Europe and the Middle East (Erasmus+). The online sessions in 2021 will develop a platform which will allow a deepening exchange during the 6-day face-to-face gathering planned in March 2022 (COVID-19 allowing).

The Safeguarding Panel has designed a training programme for every Feminenza representative (board, financial administration, supervisors of Feminenza activities) for the spring of 2021 so that safety procedures and the code of conduct can be applied properly.

As always, when new initiatives and plans arise during the year, they will be given the space and time needed. As soon as the COVID-19 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 2020

CONSOLIDATED BALANCE SHEET AS PER 31 DECEMBER 2020

		31-12-20	31-12-19
		€	€
ASSETS			
Current Assets			
1	Tax (VAT)	162	680
2	Accounts Receivable	812	2.090
		974	2.770
	Liquid Assets	60.304	38.503
	Total Assets	61.278	41.273
LIABILITIES			
3	Project Reserve	4.073	4.136
	Ruby Heart project Reserve	1.695	1.120
	Project Reserve FI	30.000	17.500
	Continuity Reserve	8.500	8.500
	General Reserve	12.421	3.945
4	Accounts Payable	4.589	6.072
	Total Liabilities	61.278	41.273

STATEMENT OF INCOME & EXPENDITURE 2019

	Actual 2020	Budgeted 2020	Actual 2019
	€	€	€
REVENUE			
6 Funding and Fundraising (corporations)	-		-
Funding and Fundraising (private donations)	36.091	36.104	46.986
TOTAL REVENUE	36.091	36.104	46.986
EXPENDITURE			
7 Expenditure on Objectives:			
<u>Feminenza Netherlands</u>	572	544	2.612
IGE Project	4.445	3.950	4.633
Inner Growth & Development Journey for Women	122	2.210	80
<u>Feminenza International</u>	345	9.550	5.380
Gender Respect	-	2.000	-
Ladies Leadership Intending	820	1.425	16.466
Development of New Programmes	5.846	9.500	6.126
Forgiveness Projects	49	4.540	61
Give a Girl a Chance	635	60	-
Education: Understanding and Managing Fear	-	8.000	33.351
Project Kenya	-	1.000	21
Project Turkey	-	-	81
		21	35
	12.834	40.779	68.811
8 Fundraising Costs	-	-	-
9 General and Administration Expenses	1.369	1.621	992
TOTAL EXPENDITURE	14.203	42.400	69.803
OPERATING BALANCE	21.888	-6.295	-22.817
10 Interest & bank costs	-400	-450	-271
	21.488	-6.745	-23.088

Appendix 3: Administrative details

Board members:

Lieneke van der Linde
Matthijs Vogel
Vera de Wit

Chair: Lieneke van der Linde

Finance: Treasurer – Matthijs Vogel
Financial Administrators – Sandra Reurings and Nieneke Elsenaar

Secretary: Vera de Wit

Contact details

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ANBI

Stichting Femienza Nederland is a registered public benefit foundation

Chamber of Commerce number -28090267

Fiscal Number - 810273081

Website: www.femienza.org/nl

Accountant: Accountantskantoor Batenburg, Hoofdstraat 123, 2171BA Sassenheim,
Nederland