



Feminenza International

Annual Report

2021

Reporting Year	2021	
Approval Date	24 th October 2022	
Approved by	Board of Trustees FI	



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About Feminenza

In 2000, some 400 women from all corners of the globe gathered in support of a shared mission: (*'the encouragement of women's futures, working towards a greater mutuality between the genders'*), principles, aims and one name 'Feminenza'.

Feminenza is now a network of charitable organisations in Denmark, France, Germany, Israel, Kenya, Netherlands, New Zealand, UK and USA; with growing representation in Australia, Brazil, Canada, the Czech Republic, Greece, Norway, the Palestinian Territories, Spain and Turkey. The network – and our projects worldwide – are resourced almost entirely by professionals, women and men.

We champion the long-term development of women, their understanding of themselves and their roles in leadership and society, as well as a progressive partnership with men, to help establish a more humane and peaceful world.

Thus far our work has focused on:

- The development of gender respect
- The provision of reflective tools for the vulnerable to understand and manage fear
- Forgiveness as a core feature in the act of living
- Trauma healing
- Bereavement, letting go of the past and handling loss
- Providing women with the tools to take charge of their lives
- The rescue, rehabilitation and education of young women/ girls escaping oppression
- Building transformative leadership.

Whilst we work directly with the public, our priority is to develop the capacity of in-country NGOs and to expand the channels by which the public may benefit.

Our principles and aims (see Appendix 1) reflect an ardent wish to help the human race evolve into a more equitable, just and caring society, recognising that the next generation and the future of the planet upon which we live, is in our hands; that working together with others and the other gender is a process of learning, both ways. We believe that the empowerment of women, the development of their inner strengths, intactness, values, beliefs and purposes, when adhered to, will make a true and sustainable difference in the healing and progression of this world.



Objects





Executive Summary

Following the emergence of the COVID global pandemic in January 2020, 2021 was another year of unique challenges, with the pandemic continuing to force a lockdown and severe restrictions on travel.

This also created a new opportunity – to invest all our efforts at the start of 2021 in redesigning and shifting the Erasmus+ Mobility THCRD project, which had been approved in September 2020, completely online. This allowed for a fully updated two year programme to be designed, focussing on Managing Secondary Traumatic Stress (STS), to run all the way through 2022, culminating in a face to face meeting in Greece in November 2022.

This was accepted by Erasmus. Throughout 2021 we ran the STS project for 87 participants, in 2 groups online, partnering with 21 organisations working in Croatia, Czech Republic, Denmark, France, Greece, Iraq, Israel, Italy, Jordan, the Netherlands, Romania, the UK and Yemen, with almost weekly webinars.

The updated 2-year STS project enabled us to create 3 new modules on Managing Mental Trauma (MMT), replacing the Understanding and Managing Fear module. It includes research into trauma and the brain, gender specific trauma and the role of values and qualities in building mental resilience.

The FDC (Forgiveness Development Course) was delivered throughout 2021, for 44 participants from Denmark, Germany, Iraq, Israel, Kenya, the Netherlands, Turkey, UK and USA. A Project and Evaluation basics Module was developed, and 27 prospective Level 2 participants were mentored to deliver a project in their community (from 2022-2024). A successful crowdfunding campaign paid for books for some of the participants from Iraq.

Extensive work was done to evaluate both projects: measuring the impact through use of DASS and HFS and ProQOI. The questionnaires were translated into participants' languages, including Arabic, Hebrew and Swahili. All the data was analysed, with the results to be published in 2022.

The Ruby Heart Bereavement Counselling Faculty created 5 International teams to continue research and develop practical counsels and workshops on Wills, Power of Attorney, Final Letter Writing, Administration, Disposal of Personal Assets and Grief. In December, the Faculty contributed to a 5-hour webinar about preparing for death, with over 800 participants worldwide.

A new psychology course for women to take better charge of their lives was created and piloted. A core team, with a background in counselling and psychology, ran a series of monthly international webinars with 30 Feminenza volunteers, to help women understand some of the less conscious influences they are affected by at different stages of life. The feedback was very positive, and it will be furthered in 2022.

The Safeguarding Strategy was further implemented to include training and safety checks for Feminenza representatives in Greece, Israel and Turkey. The Safeguarding procedures were updated to offer better guidance on webinars and more Feminenza volunteers were trained as safeguarding officers.

Work commenced to migrate our website onto a WIX platform, content updated in all languages. Our social media footprint was restructured to enable course participants to collaborate and share content. The THCRD STS diaries formed an important pillar of our online story made public.

A decision was made to secure a strategic education centre in Norfolk after a long search that encompassed almost all of the UK.



Our Priorities in 2021

Education

- Forgiveness Development. Significant update to the course, to make full use of online conferencing platforms and to improve access for community workers worldwide. Provide a continuing channel for aspiring Forgiveness practitioners.
- Trauma Healing and Community Resilience Development:
 - Expand the education team.
 - Overcome the impact of COVID lockdowns. Provide extensive support to youth workers in the UK, Europe and the Middle East. Part funded by the EU Erasmus+ programme, online courses provided to reduce the risk of compassion fatigue in 24 NGOs.
 - Fundamental redesign of the Understanding and Managing Fear module and Gender respect modules to enable more effective outcomes via online workshops.
- Core Fundamentals: course materials formed, with the pilot aimed at Femina members in 2022.
- Bereavement: continue development of curriculum to develop bereavement counsellors. Try-outs delivered through online workshops.
- Leadership development. More women enrolled. More taking on leadership within Femina International and also within Femina charities elsewhere in the world: to develop, organize, maintain and deliver Femina services for public benefit.

Facilities

A nationwide search conducted to locate a potential facility to serve as a strategic education centre in the UK:

- to enable us to assist more communities and charity partners
- to concentrate resources and improve effective utilization of our volunteer base.

Fundraising

- Research and develop strategies for core funding and capital funding to support growth as we come out of lockdown.
- Research alternative sources of project funding to replace Erasmus.
- Track funding opportunities and engagement of partners (e.g. EU, USAID, DFID, Irish AID, Dutch Aid, Danida, UN Women, UNDP, GIZ).



Communication and Networking

- Engage more CBOs and charities in the UK.
- Widen spectrum of channels used to communicate the impact of Feminenza's work.
 - Commence migration of the website to WIX platforms
 - Improve social media presence
 - Provide partners and potential partners access to more robust stakeholder communication channels
- Enable participants on our courses to share experiences and collaborate.

Governance

- Continued watch on GDPR compliance, and protection of intellectual property and copyright.



Education

Secondary Traumatic Stress support for youth workers in the UK, Europe and the Middle East

An EU Erasmus+ co funded project for 21 NGOs, 85 youth workers from Europe and the Middle East, to reduce Secondary Trauma Stress when working with vulnerable youth.



The project objectives are:

1. The establishment of continual reflective, self-assessment and self-monitoring
2. Grasp of the anatomy and drivers of fear, anxiety, trauma, worry and STS
3. Establishment of reflective self-care practices evidenced in fostering resilience and intactness
4. Inter- cultural collaboration, across borders, with youth workers handling similar challenges – improving awareness and connectedness

64% of those enrolled on the course reported a prior history of PTSD or secondary traumatic stress.

An international team of eighteen women and men redesigned the content to better assist youth workers, delivered the workshops, provided project management, communications, and supported participants through repeated COVID surges and lockdowns. The coursework, originally planned over 8 months was extended to span over two years. It provided tools in:

- Gender respect
- Managing mental trauma
- Seven pillars of forgiveness.

In each session participants actively contributed by telling their own stories and sharing examples from their work situation. At times participants were asked to help prepare a specific part of a workshop theme. Many practical tools were offered to start to apply in people's daily and professional life. Significant progress was made in seeing the relevance of Forgiveness to maintain and increase one's resilience.



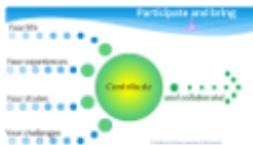
Participant value based, qualitative surveys reported that the course in 2021 led 97% to better understand themselves; 89% to grasp the challenges faced by others and themselves better; 63%, when faced with moments of bias or stop situations were able to use circuit breakers effectively; 81% were able, when stressed, to locate the mind-state of values and become increasingly intact.

'The knowledge helped me to think more and deep about myself and gave me more information about why I am acting in such way. I understood the motivation and resilience and what it does'

'Have used it at our seminar for my committee in SPOR, I found these circuit breakers helped lighten the atmosphere and gave us a fun time. This helped us not feel to tired due to all we had to do, and I think it helped

'I try to practice it daily, in small ways and I hope it will become even stronger and spread throughout all I do. I find it gives more meaning and satisfaction to my ordinary daily life'

Communication and social media



Secondary Traumatic Stress – Project Diary

- To assist the participants the STS project diary was posted on the Feminenza website, <https://www.feminenza.org/stsprojectdiary/> and propagated over social media channels by our partners in Greece, www.freedomgate.gr; Netherlands www.deregenboog.org; and Romania www.aradat.ro.

Evaluation

The evaluation process, which is embedded in the project, offered **tools to monitor self-care and personal resilience.**

Three surveys were sent to every participant, to set a baseline to measure the intended outcomes of the project:

- 1) Depression, and Anxiety & Stress Scale (DASS-21)
- 2) The Heartland Forgiveness Survey (HFS),
- 3) Professional Quality of Life (ProQOL) survey.

An initial survey had already identified that 64% of the participants had a prior history of direct primary trauma or secondary traumatic stress.



Full project results will be shared in our 2022 report, but to give a first impression of our findings:

The DASS-21 survey gives an indication of issues having a significant effect on a person's mental health at present.

Results of the DASS-21 in **March 2021** showed the percentage of our participants who measured significantly above the 'normal' levels in the general population, as follows:

March 2021	Depression	Anxiety	Stress
General Population	22%	22%	22%
Participants	43%	39%	46%

The DASS-21 survey in **June / July 2021**, showed that these figures had gone down:

June/July 2021	Depression	Anxiety	Stress
General Population	22%	22%	22%
Participants	23%	34%	29%

The midyear assessment report to Erasmus, covering project activities and budget and finance was received well, stating that: *"Overall, this Interim Report demonstrates a very solid project is being planned"*.

Challenges

COVID-19, lack of mobility, lockdowns, continued to generate distress, anxiety, fear and paranoia, disrupting the personal and professional lives of participating youth workers. In Croatia there was an earthquake which impacted the teams there. Mortality and morbidity took its toll. Participants struggled to keep up with their professional workload under these pressures and found it difficult to sustain their diary commitments. To assist we put on additional online sessions, with accompanied recordings to help all participants catch up; it was important that, for those attending, we provided a safe space. Liaison officers were assigned to maintain continuing contact, understand and help us, where possible to take account of each individual's challenges. The task proved to be intense.

To overcome limitations in face to face access, our team completely redesigned the coursework and collaborative experience to enable those participating to have fuller support online; with additional assistance given to enable participants to apply and maintain the learnings in their professional and private lives.

Owing to the spread of COVID Delta, then Omicron, and the consequential impact of participant availability, the final scheduled face-to-face retreat was postponed three times and slipped back to November 2022.

With the drop in COVID risks, the project is now more stable. It is expected to complete in early 2023.



Forgiveness Development

41 Participants from 13 countries (Australia, Canada, Denmark, Germany, Greece, Iraq, Israel, Kenya, New Zealand, Spain, Turkey, UK, USA) signed up for the FDC Course, Level 1 (inner development) with the option of continuing with Level 2 (developing a community project towards becoming a licensed Forgiveness Practitioner). Some participants, notably from Kenya and Kurdistan (Northern Iraq), work for established NGOs with highly traumatized groups, including ISIS genocide survivors. Some of these NGOs may be willing to support them in their project.



13 online workshops took place between 31st January – 19th December. The content of the workshops introduced participants to the multi-faceted process of forgiveness, through the 7 Pillars of Forgiveness, the inner challenges involved in this inner development journey, and the causative benefits, working with real issues, stories, examples. 3 workshops focused on project design, development and evaluation. The Level 1 course will be completed in early 2022.

26 participants signed up to Level 2 and have had individual sessions, on their community project design with their assigned Femina mentor.

Some feedback from participants after the level 1 FDC:

"Today I focus more on the future and have left past wounds to heal. I hold my values closer to heart and mind."

"Forgiveness has enabled me to develop a positive response and I am able to resolve an unforgiven situation i.e areas affected by conflict."

"It has been an eye opener to me and I have been able to find peace in myself. The work of forgiveness process helped me to understand the importance of letting go of the past, I made a strong decision to refuse to be a slave of hatred and anger. I took a step of making myself a better person by embracing love and freedom."



Forgiveness



What happened?

Who do I hold accountable?

What future from here?

Understanding

Remedy

Enhancement

Continuance

Freedom

Warmth

Hope



Bereavement Counselling

The research team, formed in 2020, consists of volunteers from 13 countries. It has continued the research and development of a curriculum, with these aims:

- i) To assist those who experience bereavement and loss
- i) Create an education plan for bereavement counsellors

86 subjects were identified as important territories for the curriculum.

In 2021, the following topics were drafted, as counsels, under the title of 'Getting One's Affairs in Order':

- o Wills
- o Power of Attorney
- o Personal Effects
- o Final Letter Writing
- o Administration

Work is also underway on these counsels:

- o Means and Ways Support
- o Promises
- o Ceremonies

The Counsel on Final Letter Writing was peer reviewed by over 40 Feminenza members from 15 countries, early in 2021.

A second team was formed in mid 2021 to assist the project, with volunteers from over 11 countries, including doctors, nurses, care givers and teachers. They, in turn, researched the following counsels.

- o Anger
- o Resignation
- o Inevitability

Bereavement Counselling objectives for 2022

Continue in both groupings to research and develop the curriculum based on the identified subjects.

- Drafted counsels on all topics
- Workshops and podcasts developed for the public on:
 - o Loneliness Counsel
 - o Grief Counsel
 - o Regret Counsel
 - o Getting One's Affairs in Order (includes Wills, Personal Effects and Power of Attorney)



Leadership development for Feminenza chapters

In August 2021, participants from this project took up significant roles in the functional leadership of this charity, as well as sister charities worldwide, as examples:

1. *The delivery of the Erasmus+ Youth Mobility – THCRD – STS project:* designing and delivering workshops; providing liaison for participants and partners; designing and conducting evaluations; safeguarding.
2. *The delivery of the Forgiveness Development Course:* to 41 participants from 13 countries.
3. *Project Management*
4. *Commission on the Status of Women 65 (CSW).* Leading participation in the Commission of the Status of Women (CSW) 65 which took place from 15 - 26 March 2021, facilitated by the fact that 3 Feminenza organisations have Special Consultative status with ECOSOC, the Economic Social department of the UN. The priority theme this year 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'*.



We met thousands of committed young women around the world and developed ways to contribute further to the well being of women, through future CSW events.

5. *Communications:* They have together transformed our online and social media presence, delivering improved social media visibility, the infrastructure for an improved web portal and training to deliver podcasts.
6. *Taking up more leading roles in Feminenza chapters:*
 - a. Two were appointed to the FI Board to lead fundraising and partnership development campaigns.
 - b. Others now play an active role in other Feminenza chapters (Denmark, Netherlands, Germany, Israel and North America) either as Board members, as trustees or staff members.
7. *Continuing to developing Safeguarding surveillance worldwide.*



Website

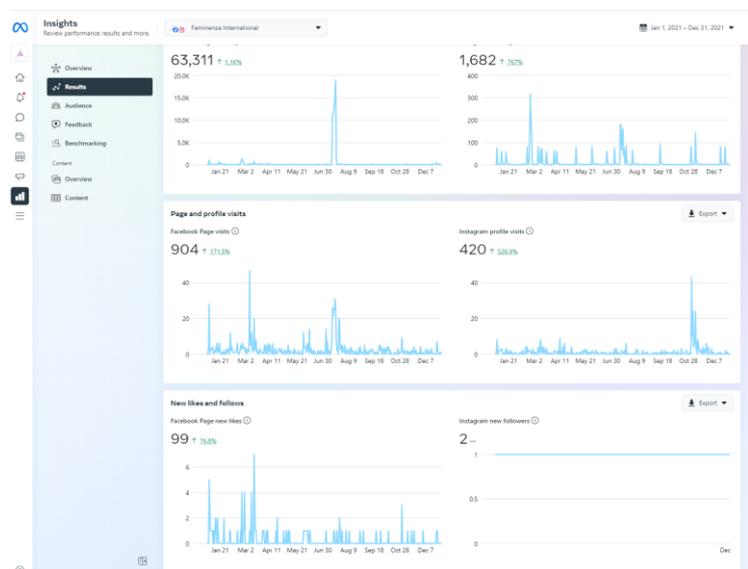
Feminenza.org: New articles in support of the Erasmus project (STS Diaries) on the subjects of Managing Mental Trauma and Forgiveness were posted on the website in 2021. With the site evaluation complete in 2020, a more stable and feature-rich website platform has been acquired and all existing content has been ported to a test site. Additional content, a new design, and an official site launch are planned for 2022.

Social Media & Marketing

The STS (Secondary Traumatic Stress) project diaries blog has increased visibility and followers each month on Facebook, LinkedIn, Twitter, and Instagram. Traffic to the Feminenza.org website in 2021 increased by 77.33%. 80.98% of the visitors are new users with an increase of 42.79% in page views.

On social media, the number of followers and likes has increased as well. We are showing an increased Facebook page reach by 1700% over 2021, with a 224% increase in Facebook page visits and 526.9% in Instagram visits. New likes and followers have increased by 130.2%

On LinkedIn – from the 4th quarter of 2021 trending into 2022 –based on currently available data, new followers have increased by 25% from Last year.



The posts help the participants share the content and therefore disseminate the learning gained in the sessions and in their life.



Fundraising

A crowdfunding campaign was conducted to raise funds for the recommended books and films for participants to the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course who had difficulty in purchasing them. An amount of £1671.17 and 32 people supported this initiative. It allowed funding of important learning materials for participants from Iraq.

2021 represented a significant year of change in our approach to fund raising. Prior to this point we could rely upon repeated grants from the EU's Erasmus programme; however Brexit brought that to an end. Scotland elected not fill the consequential gap for youth worker development; England did the same; Wales elected to establish Taith (still under development); Northern Ireland commitments to youth development funding continue, at the point of writing this report, to remain unclear. Youth workers in England and Wales typically operate in an environment with extreme constraints, with communities with rapidly rising communication challenges; within teams with high staff turnover and little continuous professional development. The loss of Erasmus+ mobility will mean that upwards of 400 youth workers a year may not have access to the funding or support to receive the training and mentoring they need to forestall the risks of PTSD and Secondary Traumatic Stress.

Prior to 2021 we had relied entirely on a large body of reliable professional volunteers (90 from the UK, some 500 globally). Whilst this had, hitherto, kept our operating costs down, the constraints placed by volunteers working part time meant that we were not fully equipped or staffed to enable the resource base to be fully developed and deployed.

We have spent much of 2021 researching, identifying potential trust funds, equity houses and grant providers that may respond to this challenge and consider covering some of the project funds and working capital needed to address these needs. Three threads became central to our work in 2021:

- To extend access to more charities, NGOs, CBOs, businesses that would benefit from our counselling, training, mentoring.
- To reduce our dependency on third party provided (often expensive) venues; to establish our own education centre and with it to improve our operating cost-per-participant. An intensive campaign was executed through our global membership to secure the capital needed.
- To establish the public recognition needed to attract enough core funding to be able to fully organise and operate efficiently across the UK and, at the same time, support sister charities across the globe.

The UK Fundraising Plan for 2022-24 has been formed. It focuses on three channels:

- **Community campaigns** to support the expenses of the organisations with which we work. Since 2006 our GiveAGirlAChance campaigns have raised capital annually to assist with the rescue, rehabilitation and education girls and women escaping abuse, violence, female genital mutilation and conflict trauma in Africa and the Middle East; to equip orphanages; to support community cohesion. In 2022 our resources will be reassigned to raise one time capital to support the development of the education centre.
- **International humanitarian or human development assignments**, significant since 2004 and commissioned by EC, USAID, UK FCO, SIDA, DANIDA, NORaid, UN WOMEN, UNDP or the US State



Department) have periodically boosted income by £50-100K in a given financial year. One such project, EC funded – which still serves the UK- is due to complete in early 2023. We shall intensify efforts to establish a reliable stream of work and thus funding, to make use of our entire network of Feminenza charities.

- **Campaigns to cover our own one-time capital needs.** In 2019-2021 Feminenza members worldwide successfully secured the funds needed to make an offer on the property in Norfolk. For 2022, fully aware of Britain's high inflation and negative growth, depressed outcomes for fund raising efforts, we have set a conservative target for capital funds raised: £12,500. We need to learn how best to approach capital grant providers.



Initiative to establish a strategic education centre

An important priority area in 2021 was:

- Find and purchase a property that can function as a central Feminenza Education Centre.
- Create a fundraising plan for renovations and enhancements of the Centre.
- Establish a draft business plan for activities that can take place there.

The business case for our own centre

Demand within the UK for our services has risen sharply. Aware of this rapid rise and during a careful study (2016-2019) of the constraints in utilisation, output and efficiency, it became clear that rising costs in workshop venues, and a shortage of affordable venues in the UK to deliver both residential and non-residential workshops, which generally span 5-7 days, had, since 2008, become our most significant challenge and constraint in improving efficiency and outputs. We have had to look to places such as Holland, Denmark, Germany, Greece and Kenya to host our events.

Having a centre located in England would put us in a better position to respond to the increasing prevalence of mental distress and trauma in youth, and the increasing burden of responding to the needs of refugees and disadvantaged communities in the UK. In 2021, we began looking at the option to purchase, contract for, or lease a part, or whole, of a facility, with the aim of establishing the first Feminenza Educational Training Facility in the UK. Our intention was to find a suitable location where we would be able to host various in-person workshops and training programmes to respond to our education load and to provide a space for the Charity's head office.

Finding and purchasing a property; funding the repairs and renovations

The criteria we set out for our search included the need for a property that is financially viable given the Charity's current and projected resources, has good transport links and includes meeting rooms, overnight accommodations, kitchen and dining facilities, office space and an outdoor space suitable for work of an inner contemplative nature.

Research was also undertaken into grants available to charities in the UK which could help to develop properties with the aim of improving energy efficiency and sustainability.

The COVID lockdowns oddly helped. Properties had come on the market linked to failed hotel/apartments, holiday complexes, etc, at a lower than average market price; the vendors were seeking a rapid cash settlement. A search spanning England and Wales and Southern Scotland, led to forty-four properties being given a detailed on site review. With each site, we modelled its impact on operating expenses, accessibility, travel time and costs, resource utilisation potential, etc. Two properties were initially financially viable. Structural and specialist surveys were commissioned.



- One property, in Norfolk, passed the extended environmental, legal and municipal checks. An offer was made and accepted. The purchase will be finalised in May 2022, with a financial plan in place to complete its fit out and secure certification by the end of 2022, with a five-year plan of repairs and update as recommended by the surveyor and specialists. The plan will take into account our annual core incomes and public fundraising performance between 2019 and 2022. The models confirmed we could afford the purchase whilst operating at present output levels, as long as our previous core annual income commitments were maintained and the fundraising outcomes from previous years could be repeated. The purchase of the property was agreed, at board level, on the basis that we raised output levels year on year and addressed key risks. The capital for the purchase, the cost of fit out and the cost for renovation will be covered, in 2022, by funds from three sources: The principal sum of £1.5 million from member capital pledges, our reserves and zero interest loans which will entail £6Kpa payback at zero interest.
- £30K of remaining reserves will contribute to the fit-out and the initial year of repairs and update.





Building standards, competencies and visibility

Safeguarding

In 2021, the FI Safeguarding Panel liaised with the Safeguarding leads across Chapters to ensure compliance: ensuring Femina representatives are up to date with Police Checks, a Statement of Commitment, Code of Conduct and training. This year, our facilitators in Turkey, Israel, Greece were assisted in acquiring safeguarding police checks for the first time.

Implementation of the Safeguarding Policy in our chapter in New Zealand was still in progress by end of 2021. (Police Checks were delayed due to lockdown).

Safeguarding training was provided, on-line, for all Femina Representatives and Safeguarding officers.

Throughout 2021, we focused on continual learning and updating of Safeguarding procedures for our workshops, which were predominantly on Zoom due to the Covid pandemic. We expanded the pool of Safeguarding Officers to ensure two Safeguarding Officers were on duty for each workshop, with a Break Out Room available in the event that a participant wished to speak with a Safeguarding Officer.

One minor incident and one major incident was reported, managed and dealt with according to policy requirements. An outcome was that our Safeguarding Announcement, delivered at the beginning of all workshops, was reviewed and updated against the content of each workshop.

Data Protection:

With the majority of work still happening online, the focus this year was for the DPO to work alongside project teams (Erasmus, Forgiveness Development Course) to ensure processes were in place for recordings of calls, participant records and the use of media for communication and marketing. The DPO provided advice and training to the educators and wider team throughout the year in accordance with Femina Data Protection Strategy and answered queries that course participants had about our processes. To facilitate these projects, the DPO also conducted third-party supplier risk reviews for the use of a new survey tool called Qualtrics which was selected after review as it allowed for surveys (which included sensitive personal data) to be collected anonymously and also for Click Up which was used for project management. Copyright policy and Intellectual Property right drafted. Copyrights ensured for film clips used in the Forgiveness work.

GDPR Policy was further implemented in relation to use of Zoom: with new consent forms and use of new tools to help tag photos /videos and use of Qualtrics to gather survey information compliant with GDPR.

With the progression of the Tasaru Girls Project, the DPO worked closely with the team to design processes and contractual agreements that would best protect the children's personal data ready for when the course launches in 2022.

Lastly, further steps have been taken towards maturing our processes in accordance with UK-GDPR (General Data Protection Regulation) and amended Data Protection Act 2018. This includes the creation of a media database and research on tools to track consent for media (photos, workshop recordings, quotes etc) which we aim to implement in 2022.



Copyright & Intellectual Property

The Copyright Custodian appointed by the board last year, has continued to work with the Erasmus + and Forgiveness Development Course to advise on content which can be shared during the online workshops and in accompanying workbooks/communications. As part of this, the copyright custodian has standardised the process of collecting approval from third parties whose work we seek to explore in our workshops by creating a log of works used in our sessions and tracking when consent was provided and any associated conditions. In addition, the copyright custodian has contracted over 25 distributors, authors and actors to request their permission/licence to share their works with Feminenza. Many have provided their approvals at discounted rates or free of charge in support of Feminenza's charitable work.

Building capacity in computer skills

During the year, another 10 Feminenza representatives were trained to acquire the necessary skills to host small and/or large-scale online meetings over Zoom. The greater team of Hosts provided support in both the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course meetings that took place exclusively over Zoom.



Appendix 1: Feminenza unison principles and aims

The Principles

1. 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.

Our Aims

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.



Appendix 2: Administrative details

Name of the Charity: Feminenza International

Charity Registration number: 1170535

Address of registered office: c/o Latimers, Como House, Como Road, Malvern, WR14 2TH, United Kingdom.

Trustees on the date this report was approved

1. Mary Noble
2. Panagiota Aposkiti
3. Edith Borst
4. Monique Weber
5. Tyson Merriam
6. Rebecca Cotton
7. Lynn Davies

Any CEO or senior management personnel to whom the charity trustees delegate day-to-day management of the charity on the date the report was approved:

CEO: Mary Noble (UK)

Finance: Treasurer – Tyson Merriam (Canada)

Bookkeeping – Elizabeth Halford and Elena de la Luna (UK)

Charity Secretary: Edith Borst (Netherlands)

Chief Information Officer: Panagiota Aposkiti (Greece)

Chief Fundraising Officer: Monique Weber (Netherlands)

Partnership and Community Good: Rebecca Cotton (UK)

Grants and Community Fundraising: Lynn Davies (UK)

Education:

- Understanding and Managing Fear - Desmond O'Sullivan and Sandra Maguire (Ireland)
- Forgiveness: Dorthe Madsen (DK), Sara Sander (DK), Eileen McGowan (USA)

Communications: Lara Javalyn (Canada) and Liliane Oks (Israel).

Data Protection Officer: Johanna Morrison (UK)

Safeguarding Officer: Sandra Maguire (Ireland)

Names and addresses of any other relevant organisations providing banking services or professional advice to the charity, including its solicitors, auditors and investment advisors:

Bank: Barclays Business Direct Support Central, Gadbrook Park, Northwich, Cheshire CW9 7RB, UK.

Accountants: Latimers, Como House, Como Road, Malvern, WR14 2TH, United Kingdom.

Exemptions from disclosure

Not applicable

Funds held as custodian trustee on behalf of others

No funds held on behalf of others.



Appendix 3: Structure, governance and management

Feminenza International is a Charitable Incorporated Organization (CIO), with a foundation model. It is the legal founding body for Feminenza worldwide and has a duty to ensure that all formally established Chapters (USA, Netherlands, Germany, Denmark, France, Israel, Kenya, New Zealand) are operating at low risk, in compliance with the Affiliation Agreement, and are delivering a measurable public benefit.

The Affiliation Agreement requires all chapters to adopt a standard reporting framework. Quarterly Activity and Financial Reports are therefore standardized worldwide and thus enable each chapter to benefit from external peer review. Annual reports are studied by Feminenza International prior to being published and, as one would expect, risks and project challenges are discussed. Therefore Feminenza International performs substantial reviews every quarter on the state of the entire network.

- a) An *internal review* of Feminenza International's finances (income and expenditure against budget), activities (progress against the planned strategy) and required policy decisions.
- b) An *affiliates review* with all Feminenza chapters worldwide which is standardized to span (i) progress on their rolling three-year strategic plans (ii) progress on their current annual plan and budget.

Policies for the network are mainly led through development by Feminenza International, then presented to chapters for review over a period of 3-6 months before being refined and adopted on a global basis.

Feminenza International's trustees are also its sole members. Eleven staffers handle general operational matters. Both the trustees and staffers are volunteers, selected on the basis of experience, grasp of our mission and their attitude and motivation to see the works of Feminenza into the world.

Proposals to significant international donors, eg USAID, UN WOMEN, SIDA, CIDA, DFID, Erasmus+ etc., are, in the main, prepared by Feminenza International. Most projects are designed on a collaborative basis, with other Feminenza chapters and local NGOs playing a significant role in-country.



Appendix 4: The Financial Review 2021

Introduction

In 2022, our financial records (of 2021) went through an Independent Examination as the Charity's income exceeded the 25,000-sterling mark. The Charity's records were prepared by the Treasurer and then reviewed in detail by the Board. The Independent Examiner was given full access to our online accounting system and during the review received all the requested documents. The process was straightforward but highlighted the need for thorough and detailed information being readily available for all the Charity's transactions, which we have maintained to a good standard. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

Our expenditures for the year 2021 were in the following areas:

Gender Respect and Counseling which includes Ruby Heart Bereavement Counseling, Understanding & Managing Fear and Trauma Healing

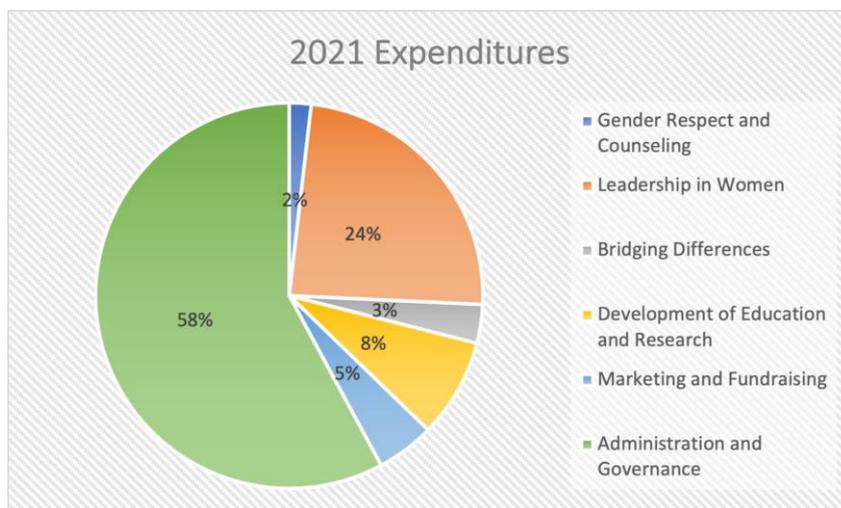
Leadership in Women

Bridging Differences which includes Forgiveness & Reconciliation

Development of Education and Research

Fundraising and Marketing

Administration & Governance





According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2022 is £7,800.00. This reserve is maintained in order to cover fluctuations in income as well as any possible risks to the organization. We also have a restricted reserve of £4,000.00 which will be used to further the development of our Bereavement Counselling Programme and a restricted reserve of £24,264 which will be used for the Erasmus+ THCRD programme. £2,573 in donations was also received for an Educational Facility and £1,671 was received from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Feminenza International

Financial Activities
January - December 2021

	TOTAL
Income	
Amazon Royalties	134.87
Gifts and Donations Income	
Gift Aid donations	8,027.50
Unrestricted	25,598.89
Total Gifts and Donations Income	33,626.39
Grants	24,264.79
HMRC Charities Gift Aid	1,831.68
Sales of Product Income	1,482.07
Services	1,390.63
Total Income	£62,730.43
TOTAL	£62,730.43
Expenditures	
Accounting Software	578.37
Bank charges	28.17
Dues and Subscriptions	35.00
Insurance Expense	248.15
Miscellaneous Expense	10.00
Office Supplies	963.00
PayPal Fees	126.97
Postage and Delivery	847.20
Professional Fees	6,105.17
Public relations	181.09
Marketing	450.79
Total Public relations	631.88
Research materials	172.94
Safeguarding	48.00
Software	784.01
Technical Equipment	1,723.66
Telephone & Internet	1,924.45
Travel and Meetings	
Accommodation	388.00
Subsistence	1,234.23
Transportation	1,064.39
Total Travel and Meetings	2,686.62
Web Hosting / Domains	272.66
Workshop materials	21.38
Total Expenditures	£17,207.63
NET OPERATING INCOME	£45,522.80
Other Expenditures	
Exchange Gain or Loss	-3.86
Total Other Expenditures	£ -3.86
NET OTHER INCOME	£3.86
NET INCOME/(EXPENDITURE)	£45,526.66



Feminenza International

Balance Sheet
As of December 31, 2021

	TOTAL
Fixed Asset	
Tangible assets	
Machinery and equipment	3,577.13
Total Tangible assets	£3,577.13
Total Fixed Asset	£3,577.13
Cash at bank and in hand	
Barclays Bank Account	44,627.37
FI EURO ACCOUNT	28,027.38
FI Ltd. account	0.00
PayPal	11,291.97
Petty Cash	0.00
Petty Cash EURO	0.00
Transferwise Euro account	3,083.18
Transferwise GBP Account	0.00
Total Cash at bank and in hand	£87,029.90
Current Assets	
Prepaid Expenses	0.00
Undeposited Funds	0.00
Total Current Assets	£0.00
NET CURRENT ASSETS	£87,029.90
Creditors: amounts falling due within one year	
Current Liabilities	
VAT Liability	0.00
Total Current Liabilities	£0.00
Total Creditors: amounts falling due within one year	£0.00
NET CURRENT ASSETS (LIABILITIES)	£87,029.90
TOTAL ASSETS LESS CURRENT LIABILITIES	£90,607.03
TOTAL NET ASSETS (LIABILITIES)	£90,607.03
Charity funds	
Restricted Funds	32,508.95
Unrestricted Net Assets	12,571.45
Surplus/(Deficit)	45,526.66
Total Charity funds	£90,607.06