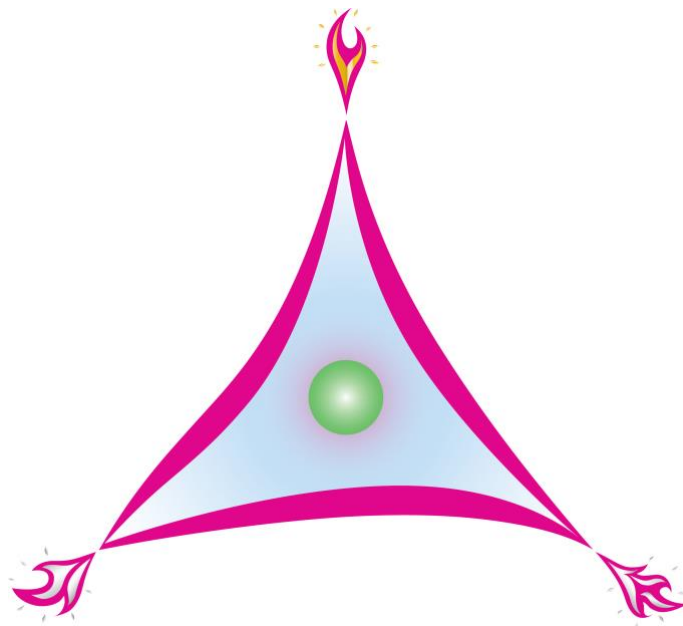


# *Feminenza*



*Stichting Feminenza Netherlands*

*2022*

*Annual Report*

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## Foreword

In this report the board will look back at the activities of Stichting Feminenza Nederland and at the collaboration with other Feminenza chapters worldwide. A large part of the plans for 2022 have been realized. Fortunately, most meetings were able to take place in person again, while online meetings proved to be invaluable in developing activities, updating existing programs and establishing and maintaining contacts with partner organizations. Dutch volunteers have contributed to activities in the Netherlands, as well as to international activities such as the multi-year program 'Secondary Traumatic Stress'.

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

This report is a translation of the annual report that is included in the Dutch Financial Statements 2022 (*Title: 2022 Jaarrekening incl. samenstellingsverklaring*) and can be found on the Dutch page on the Feminenza website

*Lieneke van der Linde,*  
Chair Stichting Feminenza Nederland

# 1 Feminenza's educational activities in the Netherlands and internationally

The restrictive measures because of the COVID-19 outbreak in 2020 were reduced at the beginning of 2022, allowing for more face-to-face meetings which was received with great enthusiasm.

This Year's International Women's Day took place in the newly renovated city hall of Leiden on Saturday 6 March; the theme being: 'Connection through art and culture'. Since 2018, Stichting Feminenza Nederland has been represented in organizing this day together with the Leidse Sleutelvrouwen (a network of women and (women's) organizations in Leiden and the surrounding area). Once again, Feminenza volunteers provided a workshop, the

theme of this year was 'The Lady in the Art and the Art of the Lady'. The high turnout on this Women's Day showed the great need of women to come together again and to leave the period of isolation behind.



In the north of the Netherlands, women from Feminenza's network met monthly to deepen important internal development subjects in the feminata journey in life, such as values, principles, core qualities belonging to the feminine gender and where do you start in deciding what you want in your life now and in an ever-changing surrounding. Working oneself and working with each other with the intention to make the work accessible and of importance to other women in the world.

Meeting online did continue in 2022, both in the Netherlands and in the international Feminenza network. One intention is to develop a series of workshops for (young) women in the Netherlands to support and strengthen their own resilience in a complex and sometimes disruptive society. These are scheduled for 2023.

As in previous years, Dutch volunteers made a significant contribution to the development and implementation of existing and new international programmes.

- The multi-year program 'Secondary Traumatic Stress' was continued in 2022. This program is funded by Erasmus+ <sup>1)</sup>. The main goal of this training program is to stimulate youth workers to increase their awareness and reflective self-care capacity and to provide tools to strengthen their capacity to prevent secondary trauma that

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.

could be caused by exposure to (long-term) helping and supporting vulnerable young people.

Youth workers from twenty participating organizations from twelve countries in Europe and the Middle East are participating in this. From the Netherlands, The Regenboog groep from Amsterdam and Avrasya from The Hague are participating in the online workshops of the program (See also annual report of 2021).

A permanent core of at least ten Dutch volunteers participated in the implementation of this program in various ways: from project management, being a dedicated contact for a partner organization, development and (co-) facilitation of the online workshops and the 6-day workshop on location, being Zoom host and technical support in the online meetings and as a security officer during the online engagements.

Online preparations and intensive mentoring of participants during 2021-2022 provided a good basis for the 6-day workshop that took place on site in Greece in November

- The 6-day workshop on site. With twenty-four participants from fifteen organizations, the program components 'Managing Mental Trauma' (MMT) and 'The Seven Pillars of Forgiveness and Resilience' were able to be deepened. Having protected dedicated time and being in a beautiful location all added to the ecology needed.

The emphasis on practicing a wide variety of skills and methodologies allowed for the participants to bring them into a repetitive practice, and thus internalizing and integrating these methods to increase their capacity for resilience. Participants valued very much the fact to really spend time on with important understandings about how stop situations work and what the challenges are to break free from them. For example, how one can move from 'low functioning' to 'high functioning' by consciously practicing calling over one's values rather than just knowing that they are there. "I already think about my VALUES. The retreat taught me that it is a way to feel better; now I am more aware of it ... and practice it in the day"



From the Netherlands, four participants from the Regenboog Groep took part and two Dutch volunteers were part of the MMT education team.

- The foundational year of the multi-year international training program 'Forgiveness Development Course' which started in 2021, was concluded at the beginning of 2022. Six Dutch volunteers took part in the programme. Two ladies from Feminenza Kenya also participated. Feminenza Netherlands administered the funds that supported their participation.

To become accredited in the future, participants will now need to take on a project in their community or organisation. They will, supported by a mentor, convey the essence of the work of forgiveness both through new insights, methodologies and exercises and the practice of these in their daily life. Five volunteers from the Dutch organization are participating in this follow-up process that will continue until 2023.

Two of them have started preparatory talks to start a training project with Avrasya, an organization based in The Hague, which also participated in the online Erasmus+ STS programme. Avrasya has indicated that both the staff and the women they work with can greatly benefit from understanding and handling mental trauma and forgiveness.



- In the context of ‘Bereavement Counselling’, international workgroups have begun the development of the first practical counsels to support people who experience bereavement and loss. The first counsel is the administration counsel, ready to be shared. Currently, Dutch volunteers are part of the developmental work to write a memorial counsel and workshops. It is early stages. More counsels to come.
- Dutch volunteers also participated in an international workgroup that is preparing the ‘Seven Expressions of Humanity’ for public activities.
- The number of Dutch volunteers in the international ‘Transformative Leadership’ program has increased to seven. Taking on tasks offers a substantive learning path in self-leadership and it provides insight into the responsibilities that come with it. All Dutch participants have taken on one or more tasks in the implementation of Femenenza's activities:
  - the administrative work of Stichting Femenenza Nederland (treasurer, project coordinator);
  - online activities as Zoom host or safeguarding officer;
  - dedicated contact person for the organisations involved in the international Erasmus+ program;
  - organizer of the international Femenenza delegation and participant in the ‘Commission on the Status of Women 66’ (see networking activities);
  - testing and evaluating workshops through pilots for future educational activities with the public.

### Strengthening Femenenza's network in the Netherlands and internationally

By participating in International ‘Women's Day’ in March and ‘Orange the World’ activities in October and November, Femenenza has become an increasingly well-known face and discussion partner in Leiden and the surrounding area, and certainly also for the municipality of Leiden.

- Together with a number of women's organizations in Leiden – het ‘Vrouwennetwerk Leiden’ and the surrounding area, ‘Zonta aan de Leede’, and the Soroptimists, Femenenza partnered in the campaign ‘Orange the World, Stop violence against women’ in Leiden, an international campaign proclaimed by the UN Women, at the end of November.



The group has initiated and bundled a variety of activities through known and new network contacts, in which pupils and students from various study programs in Leiden were also involved. The aim of all activities: to raise awareness of how much violence against women is present in society and how the role of a bystander, the witness of violence against women, is important in reversing violence against women. In addition to orange graffiti on the street, orange-colored buildings, ‘Orange the World’ flags, publicity in the local media, films, and a play

'Why men hit' have all raised the awareness of the Leiden population towards this theme. Films, plays and the lively panel discussions with visitors, aldermen of the municipality, the CEO of the women's shelter Rosa Manus and the student association DAC brought the importance of the bystander closer home.

Feminenza acknowledges that raising awareness about violence against women and actively call upon the role of women and men as bystanders, is a remedial step in building a safe world and future for all. Feminenza also co-sponsored 'Orange the World' in Leiden.

- Forty-five volunteers from the global Feminenza network, thirteen from the Netherlands<sup>2)</sup>, participated in the 'Commission on the Status of Women' (CSW66) event from March 14 to 25, which took place online, except for a few hybrid events. The main theme of 2022 was: *"Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes."*

It was a special experience for all the volunteers to connect with others around the world who are also motivated to make a positive change in the world.

This year, Feminenza's objectives were to gain insight into possible future contributions from Feminenza, to discover possible collaboration partners and to gain knowledge about possible funders. As a result, several contacts have been made with organizations. The intention is to offer an online CSW workshop in the coming years.

At the end of December, Feminenza Netherlands' partnership with *Stichting Ready for Female Leadership* was sealed with a special donation. The donation came from the profit from the sale of their book of the same name (see annual report 2021). The donation will be used to provide extra financial support to the projects of volunteers in the international 'Transformative Leadership' program.



#### A facility, a first International Feminenza education centre

Feminenza International has purchased a compound in Great Britain in 2022 with the aim of establishing the first Feminenza education centre. A strategic step towards growing Feminenza's presence in the world. Besides a working place for volunteers from all chapters, the public will also be able to participate in various educational activities.

In 2022, Stichting Feminenza Nederland released project reserves towards the operational readiness of the building. Restoration work is in progress. There has been a huge contingent of Dutch support in the renovation of the centre, as well as financial support and thinking into educational and organisational development. A first international meeting took place in August, in which three Dutch volunteers participated. Work has been done on organizational development in which five pillars serve as strategic spearpoints for Feminenza's future development.

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<sup>2)</sup> Feminenza Netherlands has a special consultative status with the Economic and Social Council (ECOSOC) of the United Nations since 2011.



## 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. In 2022, donations have remained stable and in line with the budget.

In 2022 Stichting Feminenza Nederland received € 35,146 through donations, funding, and revenue from publications. On December 30th, Stichting Feminenza Netherlands received a specific donation of € 2,500 from Stichting Ready For Female Leadership. This donation will benefit projects of participants in the international 'Transformative Leadership' program as part of their accreditation. An amount of € 1,750 has been awarded to the project of two Danish participants in Greenland, which aims to address the trauma counselling needs of families who have experienced gender-based violence, as well as the professionals who work with them. The other project is currently being developed in the Netherlands for the benefit of migrant young people and women from different countries and cultures. This project receives € 750. An additional amount of € 1,000 has been reserved for the implementation of other projects in the Netherlands.

This year, 37% more was spent to achieve our objectives than was received in terms of revenue. This means that the reserves have been called upon. At the end of 2022, the foundation's capital has decreased to € 56,735.

98% of all expenditure for both national and international projects were spent on the objectives. The remaining expenditures were operating costs such as office expenses, costs for accountancy and administration.

Feminenza International's project reserve of € 30,000 has been used to contribute to make the international Feminenza centre in England operational for educational usage.

Furthermore, € 2,245 is available for future activities of the Ruby Heart Bereavement Counselling Project. Finally, the earmarked reserve of € 4,436 for the Forgiveness accreditation training of two ladies from Kenya will be maintained.

The board decided to maintain the continuity reserves of € 8,500 to ensure continuity of all operational and educational commitments for one year in case donations were to decrease substantially.

The general reserves have increased by € 12,099 to an amount of € 37,698.

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. The policy plan has been established for the period of 2022-2026. From it the annual action plan was derived and adopted. Together they provide the framework for Feminenza's activities. See the policy plan on Feminenza's website <https://www.feminenza.org/netherlands>.

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 2022 in compliance with Dutch law, including the Dutch Standard 4410, 'Samenstellingsopdrachten' (compilation engagements). The approved 2022 Financial Statements can be found on Feminenza's website under the title '2022 Jaarrekening (incl. samenstellingsverklaring')

Every year, personal data stored by the organization are assessed for its topicality and necessity to keep them recorded. This is done in compliance with the GDPR policy. There are no privacy violations to report.

As part of risk management, a Certificate of Conduct (VOG) has been requested for all Feminenza representatives at Justis, with a positive outcome for each application. In 2022 there have been no safeguarding issues.

## 2.3 Organisational developments

In general, capacity in many areas has been reinforced,

- \* Future leadership
- \* Professionalisation of the financial administration
- \* Safeguarding covered during all online activities
- \* Expertise in project management
- \* Expansion of our network contacts
- \* Developing educational material for our existing programmes for online usage

## 3 Projections for 2023 and beyond

Projections for 2023 as shown in Stichting Feminenza Netherlands' Action Plan 2022 are in line with the revised multi-year Strategic plan 2022-2026:

- \* Research into what is needed to present Stichting Feminenza Nederland as an educational organization.
- \* Supporting the start-up of an accreditation process for facilitators in Forgiveness and Managing Mental Trauma.
- \* Making Feminenza's work and existing range of activities more widely known.
- \* Expanding networking activities and collaboration with various partners in the Netherlands as well as abroad.
- \* Further deepening of existing programs and developing new programs in collaboration with international partners.
- \* Encouraging ladies who are participating in the multiannual programme 'Transformative Leadership' to take up responsibility in the organisation.
- \* Continuing co-facilitation and contributing to the evaluation of the Erasmus+ 'Trauma Healing and Community Resilience Development' programme, with a focus on Secondary Traumatic Stress for youth workers. The final report will be completed in May 2023.
- \* Following from the foundational year of the Forgiveness Development Course, six volunteers of Feminenza Netherlands, two alumni from Kenya and a lady from Iraq participating in a five-day workshop in Feminenza's educational centre on site in summer 2023.
- \* Preparing a funding proposal for a next Erasmus+ project in the fall of 2023.
- \* Co-organizing International Women's Day in Leiden and conducting workshops.
- \* Participating in 'Orange the World' in Leiden, with preparations throughout the year for activities in November 2023.
- \* Facilitating a first pilot of a series of workshops in the Netherlands for (young) women to support and strengthen one's own resilience in a complex and sometimes disruptive society.
- \* Furthering generation into activities that can be offered in the Netherlands.

As always, when new initiatives and plans arise during the year, they will be given the space and time needed.

## 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

		31-12-22	31-12-21
		€	€
<b>ASSETS</b>			
<b>Current Assets</b>			
1	Tax (VAT)	80	19
2	Accounts Receivable	3,043	237
		<b>3,123</b>	<b>256</b>
	Liquid Assets	61,129	89,643
	<b>Total Assets</b>	<b>64,252</b>	<b>89,899</b>
<b>LIABILITIES</b>			
3	Project Reserve	7,936	4,436
	Ruby Heart Project Reserve	2,245	1,860
	Project Reserve Feminenza International	356	30,000
	Continuity Reserve	8,500	8,500
	General Reserve	37,698	25,599
4	Accounts Payable	7,517	19,504
	<b>Total Liabilities</b>	<b>64,252</b>	<b>89,899</b>

## STATEMENT OF INCOME & EXPENDITURE 2021

	Actual 2022	Budgeted 2022	Actual 2021
	€	€	€
<b>REVENUE</b>			
6			
Funding and Fundraising (corporations)	-		-
Funding and Fundraising (private donations)	35,147	31,400	34,328
TOTAL REVENUE	<u>35,147</u>	<u>31,400</u>	<u>34,328</u>
<b>EXPENDITURE</b>			
7			
<b>Expenditure on Objectives:</b>			
<u>Feminenza Netherlands</u>	1,378	2,216	1,262
IGE Project	6,086	4,332	4,692
Inner Growth & Development Journey for Women	139	214	142
<u>Feminenza International</u>	606	-	587
Development of New Programmes	8,640	8,582	8,609
Ladies Leadership Intention	1,020	3,189	1,117
Forgiveness Projects	57	2,157	628
Give a Girl a Chance	68	2,143	349
Managing Mental Trauma	68	6,067	150
Project Kenya	-	-	2,219
Development of Educational Centre	30,000	30,000	-
	<u>48,062</u>	<u>59,489</u>	<u>19,755</u>
8			
Fundraising Costs	-	-	-
9			
General and Administration Expenses	284	387	412
TOTAL EXPENDITURE	<u>48,346</u>	<u>59,876</u>	<u>20,167</u>
OPERATING BALANCE	-13,200	-28,476	14,161
10			
Interest & bank costs	-460	-450	-455
	<u>-13,660</u>	<u>-8,735</u>	<u>21,488</u>

## 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

Novens Accountants Sassenheim  
Hortuslaan 6A  
2171CK Sassenheim  
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