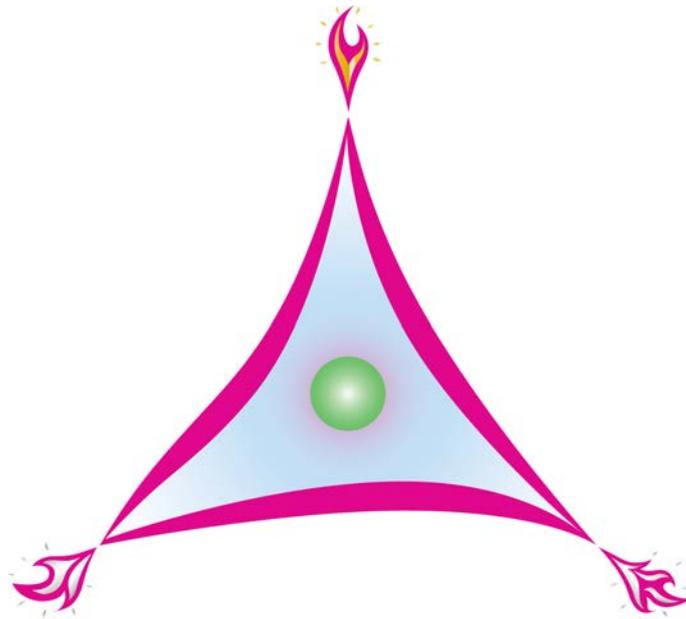


# *Feminenza*



*Stichting Feminenza Netherlands*

*2018*

*Annual Report*

<b>Foreword</b>	<b>3</b>
<b>1. What we do</b>	<b>4</b>
<b>2. Activities and Results</b>	<b>5</b>
<b>2.1. Research and development of a new gender framework for the feminine gender</b>	<b>5</b>
<b>2.2. Providing an enhanced learning ecology and educational programmes for women</b>	<b>8</b>
<b>2.3. Supporting Feminenza’s International Programmes</b>	<b>10</b>
<b>2.4. Networking and promotion</b>	<b>10</b>
<b>3. Organisation</b>	<b>11</b>
<b>3.1. Donations, spending and reserves</b>	<b>11</b>
<b>3.2. Organisational development</b>	<b>11</b>
<b>3.3. Oversight, fraud and risk management</b>	<b>12</b>
<b>4. Plans for 2019</b>	<b>13</b>
<b>Appendix 1: Aims and Principles</b>	<b>14</b>
<b>Appendix 2: Administrative details</b>	<b>15</b>
<b>Appendix 3: Summary Financial Statement 2018</b>	<b>16</b>

## Foreword

It is a great pleasure to present the Annual Report of 2018. It gives an impression of how the main activities of Stichting Feminenza Netherlands have contributed to the aims and principles of Feminenza and it covers organisational development and financial information.

Strongly motivated by the Principles and Aims of Feminenza, we carry the vision of a more humane and peaceful world where we advocate principles of partnership and respect between people of all ages, between the genders, and respect for the planet. Our firm belief is that human life is purposeful, and that we can reach for new perceptions, feelings and skills in order to live a more constructive life and to play our unique part in making this world a better place.

Finally, we thank the ladies of our network in the Netherlands, who volunteer their time to develop Feminenza's projects and educational programmes and who consistently apply the new understandings, attitudes and ways in their own lives. They are thereby role models for others in whatever they do.

The report can be found on the website  
<http://www.feminenza.org/whoweare/financials/>

*Lieneke van der Linde,*  
Chair Stichting Feminenza Netherlands

# 1 What we do

Stichting Feminenza Netherlands is a public benefit organization, founded in 2001. It is part of an international network with like-minded organizations in 15 countries. Currently in 7 countries formal organisations have been established for the delivery of Feminenza works.

The two main themes in the work of Feminenza are:

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

In 2018, from the Aims of Feminenza aims 2, 3, 4 and 5 were most prevalent in the activities of Feminenza Netherlands. We mostly focussed on the feminine gender, because we believe that when women get to understand themselves better, when they live from their strengths, values and reasons and stand for it, they will make a difference in the way we go on in society, and that it will promote others to find their strengths. Getting

there is sometimes a long learning and testing process. *“Our often habitual responses to what we meet in life can impede and stop us from moving forward freely. Detecting and becoming aware of reactivity based on past and often unfortunate experiences is a liberating way forward.”* Feminenza provides and explores core concept and tools, and offers an ecology that allow for open exploration and private reflection, without judgment and pressure, causing a greater intactness and sense of direction in life.

On a global scale Stichting Feminenza Netherlands actively contributes to the Millennium goals of the UN, specifically MDG3 aiming at ‘advancement of equality between the genders and the empowerment of women, giving priority to strengthening the role of women in leadership’. Since 2008 acknowledgement for our contribution (funding, volunteers and project management) has led to becoming a partner with ECOSOC’s Civil Society Network.

In addition, the Stichting endorses Resolution UNSCR 1325 (in this the UN argues for more involvement of women at all levels of decision making, (both in conflict resolution and peace negotiations), and to the later resolutions 1820 (the UN declared its position against the use of sexual violence as a tool of war) and 2122 (the UN emphasized again the importance of ‘empowerment’ of women). The Stichting also endorses the National Action Plan 1325 of the Netherlands that results from UN resolution 1325.

Chapter 2 describes how the activities have contributed to the aforementioned aims.

## 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.

## 2. Activities and Results

### 2.1 Research and development of a new gender framework for the feminine gender

This first strategic goal of Stichting Femenenza Netherlands comes from the vision that women have an important *'part to play in the future of our world, but to play that part ... we need to learn to understand ourselves, profoundly, to rewrite the centuries of ignorance, suppression... and seeing ourselves as insignificant...'*.

[\(http://www.femenenza.org/howeare/vision-and-mission/\)](http://www.femenenza.org/howeare/vision-and-mission/) In addition, we reach out for a more equitable world, where we learn and work together, where both genders play a part in upholding the values, purposes and inner qualities, thereby creating a healthy and fair society where the next generation can build on.

In the Netherlands sixty eight women are actively engaged in specific researches concerning inner work and in designing educational material. Together with other ladies from the International network they engage in different projects like the specific stages and transitions in life such as menopause and its significance; seven expressions of humanity; support to those that are facing loss, bereavement and trauma.

#### **Regular research sessions and workshops**

In various parts of the country (a.o. Zoeterwoude, Zeeland, Alteveer) groups met regularly to exchange ideas, to continue research into the many subjects all aimed towards taking charge of ones life in a constructive way. The weekly sessions are found to be inspiring and strengthening to self-leadership and self-responsibility. (*Femenenza Aim 2 and 3*)



*Sharing*

In March, there was a weekend retreat in the Amberij (a rural facility in Drenthe); the reflective and meditative process causing a further deepening of the reasons for living and the practical implications for ones life.

In November another retreat took place in the Amberij (Drenthe) to deepen the research on the 'Seven Expressions of Humanity', attended by both men and women. In that process finding core understanding, values and principles to live by. This work continues to this day with the intention to develop specific workshops for those who want to help restore the dignity in human life through strengthening a more respectful attitude to ones own life, to each other and to the planet. (*Femenenza Aim 2 and 4*)

Femenenza Aim 3 features importantly in a research that has gone on now for some years which concerns the value and significance of the natural stages and major transitions in

women lives. The research into the *menopause* and the time around the midlife-crisis continued in the way of a weekly dialogue in the team, continuously seeking to update and strengthen the core aspects of the lady development in one's own life in response to the reality of living in this time. Crucial were the theme of maintaining ones dignity and integrity as well as adding value to the solidarity of the feminine gender. In the meantime keeping an open mind to find ways to offer the work in a new and inclusive way to other women. This year the team facilitated a workshop on International Women's Day (more in paragraph 2.2).

### ***Building a Transformative Leadership journey for women***

Five ladies of the Netherlands are participating in an international team that is designing a Transformative Leadership programme for women. They partake in this team as part of their 7-year commitment.



*Life demonstration of key understandings*

An important element is pioneering many different educational tools that allow for experiential learning through all the senses: from *Mind-Body work*, *Theatre* to *Meditation*. All this work is in the stage of research and development (more in paragraph 2.2). In 2018 their focus was on designing workshops, pilot them and be in training to represent *Femienza* in various activities to provide for other women. (*Femienza Aim 2, 3, 4 and 5*)

### ***International Network Gathering***

Within a series of international network gatherings the gathering of April was hosted by *Femienza* Netherlands and took place in Fredeshiem, a country seat well suited for a retreat. Participants of eleven different nationalities (United Kingdom, Ireland, Norway, Denmark, Germany, France, Spain, Greece, Netherlands, Israel and USA) came together.

The aim of these gatherings is to deepen the ingredients of the essential mindset vital in this time of challenges and changes for humanity, and to deepen and consolidate the necessary developmental steps in oneself as representatives of the feminine gender. These subjects were worked through active generation, reflective processes in smaller groups and meditative moments. In the international Network Gathering in Israel in September, Feminenza Netherlands was represented by five ladies. All processes lead to deepening of vision, one's own mission, one's intentions, *"an avalanche of perceptions, ideas and revelations"* and glimpses of potential for when we work together as a sistership. (Feminenza Aim 2, 3 and 4)

### ***Ruby Heart-project***

This project provides counselling and support to people that are facing loss, bereavement and trauma. Nationally and internationally the participants of this project have engaged in a process of review and alignment to the reasons for this work, their vision and mission towards a human response to the needs in these changing times. Several international meetings (in Westerwald/Germany and Cornwall/UK) took place towards this end in which participants of the Netherlands attended. Important issues have been discussed like principles of bereavement counselling, how to safeguard confidentiality, privacy, carefulness. During an intensive weekend in September, a group of people explored the quality of Compassion for humans and more specific in counselling, which appeared to be *"inspiring and bringing more inner connection"* to this crucial quality.

One of the outplays of this work is in forming support groups around individuals and families who cope with chronic illnesses or terminally ill family members, assisting and offering support. Another is volunteers active in bereavement counselling in hospices. Other outplays are supporting and accompanying refugees and immigrants in distress and women in detention.

First steps are being made to explore and offer a three-year educational program to bring new participants inside the foundational work needed to become a Ruby Heart counsellor.

### ***Impact***

Important impact of all the regular sessions, workshops and retreats is that ladies can take themselves out of the many influences and conditions that are put upon them in daily life and take the time to do their research, finding understandings that help them to make better informed decisions and to take more charge over their lives. One of the effects also is that they provide examples in whatever they do whether in being a parent, a partner, a caretaker, a sister, a companion, at work and so on.

### ***Future prospect...***

The various research areas all carry the intention to further develop the unique content and understandings that Feminenza offers into workshops and programmes.

## 2.2 Providing an enhanced learning ecology and educational programmes for women.

### ***Towards self-leadership in women***

In 2018 an average of 12 ladies continued to work steadily into this curriculum to apply the content of the developing programme Transformative Leadership in women (see 2.1). Fortnightly sessions were conducted in Ede and in Rijnsaterwoude. Workshops on *Agreements, Will Have and Won't Have areas* and *Developing Standards* were being piloted. Main focus was to deepen the discovery journey in oneself about the nature, character and style of the different lives within. Time was spent in theaterizing the expressions and characteristics of these lives, which allowed a greater intimacy with these lives, and inner freedom and confidence.



One of the results is that the participating ladies have become more aware of what they find important, of what they do and don't want; they reflected that it is helping them to make better decisions about their lives. The programme was successfully completed in May.

It was an excellent practice for the facilitators in training. For the participants it proved to be a good learning ecology. Being introduced to the core concepts of transformative leadership (*Feminenza Aim 2 and 3*) was highly appreciated. The afore mentioned workshops will find a next outplay in the years to come.

### ***The 4 Lives introduction***

An important outcome is that two of the participants, inspired by the work and from the wish to make it available for other women, took it upon themselves to provide an introduction course into the 4 lives for new joining ladies. This 9 months' introduction to the 4 Lives forms now the basic platform of the transformative leadership programme.

The first meeting was held with 8 new ladies in November via Zoom connection allowing for an international group to work together (from France, Belgium, Norway and the Netherlands). More to be reported in the Annual Report of 2019.

### ***Feminenza Workshops inside International Women's Day***



Stichting Feminenza Netherlands was invited to take part in the outplay of International Women's Day in the Town Hall of Leiden on March 11<sup>th</sup> 2018, attended by some 200 women from the Leiden area. Amidst 8 professional organizations facilitating workshops, Feminenza offered two workshops, 'The Inner strength' and 'Forgiveness starts with self'.

Both workshops were well attended and the participants vividly engaged in discussions, all contributing from their life's experience. In after reflections participants valued very much the nature of the questions that stimulated further reflection and dialogue.

## 2.3 Supporting Feminenza's International Programmes

Stichting Feminenza actively contributes to the implementation of Feminenza's International Programmes by providing expertise, human resources and financial support. Examples are:

### ***Trauma Healing Experience Erasmus+***

This workshop took place in October in Waunifor (Wales) with participants of 7 different organizations all professionals working with disadvantaged youths. The project was funded by Erasmus+. Erasmus+ is a EU programme for education, training, youth and sport for 2014-2020, encouraging exchange, collaboration and learning. A facilitator of Feminenza Netherlands complemented the team designing and delivering the 5-day Trauma Healing workshop for this particular group of professionals. In addition, assistance was given to designing the evaluation process (before, during and after). Organizing the logistics for the participants from the Netherlands (workers of the organization NIDOS), maintaining contact with them prior to and after the Trauma Healing Experience, including the evaluation interviews were taken care of by one of the volunteers. This liaising role has proven an invaluable asset in maintaining good relations.

### ***Project 'My Inner World' in Turkey***

Feminenza Netherland has offered project consultancy to a Feminenza initiative in Turkey: a series of 10 meetings being concluded in May 2018. During this project consultancy to the facilitator, she was guided to become more accountable in project management.

Effect of the work was that the women felt empowered in their qualities, knowledge of self and their options and decisions in life.



## 2.4 Networking and promotion

Feminenza Netherlands continued to actively connect with national networks. One of Feminenza's volunteers was invited to take part in the team of Women's Network Leiden (Stichting Vrouwenetwerk Leiden e.o.) that was to organise International Women's Day on 11th March 2018 in Leiden, the theme being 'Heroic Women in day-to-day Life'. The collaboration with this network will continue from the intention to seek future partners and channels to promote Feminenza's work.

### **3. Organisation**

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

#### **3.1 Donations, expenses and reserves**

The main source of revenue of Stichting Feminenza consists of donations from a solid core of participants and donors. Part of the income also comes from workshops and financial contributions from the international network towards the development and implementation of Feminenza's international programmes. An example of this is the partial funding of the Transformative Leadership training for the five ladies.

In 2018 the Foundation received € 65.306 in the form of donations, funding and revenue of publications, around € 30.000 more than estimated. Alongside the expected donations the Foundation received approximately € 15.000 from Feminenza UK, which has been added to the project reserve of Feminenza International. In addition, the Foundation acquired monies through facilitating workshops to donors of the IGE project, both nationally and internationally.

In the past year 42,29 % of the revenue has been used for activities relating to the aims. From all expenditures (costs) 93.85 % was used towards fulfilling the aims of Feminenza. This also concerns international projects for which Stichting Feminenza Netherlands manages the funds. Other expenditures were operating cost such as office expenses, costs for accountancy and administration. Per 31 December 2018 the foundations capital was € 58.289, part of this is € 7.507 general reserve and €46.414 for the benefit of Feminenza International. A small reserve of € 39 was held to support activities in Turkey. The (public) special-purpose reserve of € 4.136 in 2017 donated to Stichting Feminenza Netherlands by AT&T Cares, has not been used. The organisation AT&T has agreed that the implementation of the plans being postponed. Two-third of the reserve of Feminenza International has been earmarked for future projects and one-third will be kept to insure continuance of the services they want to offer. For a summary of the financial statement you are referred to Appendix 3 (page 15).

#### **3.2 Organisational development**

Most important in 2018 were the integral amendment of the constitution, and development and implementation of the privacy policy according to EU General Data Protection Regulations valid as of May 25.

Work has started to develop a policy and a manual to safeguard the vulnerable. Although volunteering organisations in the Netherlands are not directly held by law to such a policy, we have agreed to expand on the safety we already provide in the way we facilitate workshops by introducing a code of conduct and certain procedures should a critical incident occur.

### 3.3 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 a new version is established, all in line with the multi-annual policy and with what is most current. Together they form the framework for implementation.

Following the budgetary cycle, the board has set the budget. The foundation of the solid management of finances has been the well organised accounting records, and dual authorisation in relation to approval of payments. Each quarter the full board and staff have reviewed the financial and activity reports. Quarterly reports were sent to Feminenza International. The standard operational procedures for project applications and the reporting on finance and progress by the various projects have proceeded according to the agreements made previously. In this way good surveillance and monitoring of progress is ensured. We have been monitoring the project management of the project by Feminenza Turkey according to the same standards.

As in previous years an accountancy firm compiled the Financial Statement for 2018 in compliance with Dutch law, including the Dutch Standard 4410, 'Samenstellingsopdrachten' (compilation engagements). The compilation report and the review of the financial statements were in the hands of the Accountancy Firm Batenburg in Sassenheim. The approved *2018 Financial Statements* can be found on Feminenza's website. (<https://www.feminenza.org/over-ons/annual-reports/?lang=nl>)

## 4. Plans for 2019

Plans for 2019 are captured in Stichting Feminenza Netherlands' activity plan 2018-2022. They are aimed at greater awareness of Feminenza's work through network activities and improved website, and increased corporation with various partners. The 'Understanding and Managing Fear', 'Forgiveness' and 'Trauma Healing' programmes will play a major part in this.

In the context of the 7-year commitment to the programme 'Transformative Leadership' more modules will be written and piloted to women that have shown an interest in the inner work that goes with transformative leadership. These activities take place under mentoring. As part of their future leadership role the ladies are actively introduced to principles of PR, governance and project management and will take on board/staff responsibilities.

The implications of the General Data Protection Regulations (May 25 2018) will be finalized in 2019. The policy on Safeguarding the Vulnerable will be developed in 2019 and further implemented in collaboration with the facilitators. Our contribution to international policy making is noted.

## **Appendix 1: Principles and Aims**

### **Feminenza's principles are**

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.

## Appendix 2: Administrative details

### Board members:

Lieneke van der Linde  
Matthijs Vogel  
Vera de Wit

**Chair:** Lieneke van der Linde

**Finance:** Treasurer – Matthijs Vogel  
Financial Administrator – Heike Jongen

**Secretary:** Vera de Wit

### Contact details

Stichting Femenenza Nederland  
Koperwieklaan 63  
2251NS Voorschoten  
info@femenenza.nl  
+31 6 3359 0371

### ANBI

Stichting Femenenza Netherland is a registered public benefit foundation

**Chamber of Commerce number** -28090267

Fiscal Number - 810273081

**Website:** [www.femenenza.org/nl](http://www.femenenza.org/nl)

**Accountants:** Accountantskantoor Batenburg, Hoofdstraat 123, 2171BA Sassenheim,  
Netherlands

## Appendix 3: Summary Financial Statement 2018

### CONSOLIDATED BALANCE SHEET AS PER 31 DECEMBER 2018

	<u>31-12-18</u>	<u>31-12-17</u>
	€	€
<b>ASSETS</b>		
<b>Current Assets</b>		
1 Tax (VAT)	768	816
2 Accounts Receivable	739	3.427
	<u>1.507</u>	<u>4.243</u>
Liquid Assets	61.254	23.358
<b>Total Assets</b>	<u><b>62.761</b></u>	<u><b>27.601</b></u>
<b>LIABILITIES</b>		
3 Project Reserve	4.175	4.417
General Reserve	54.114	17.996
4 Accounts Payable	4.472	5.188
<b>Total Liabilities</b>	<u><b>62.761</b></u>	<u><b>27.601</b></u>

### STATEMENT OF INCOME & EXPENDITURE 2018

	Actual 2018	Budgeted 2018	Actual 2017
	€	€	€
<b>REVENUE</b>			
6 Funding and Fundraising (corporations)	-	4.136	16.401
Funding and Fundraising (private donations)	65.306	30.950	29.775
<b>TOTAL REVENUE</b>	<u>65.306</u>	<u>35.086</u>	<u>46.176</u>
<b>EXPENDITURE</b>			
7 <b>Expenditure on Objectives:</b>			
Femienza Netherlands	1.251	2.480	1.640
IGE Project	18.887	4.195	5.927

	Understanding and Managing Fear	-	100	408
	Inner Growth & Development Journey for Women	439	3.444	4.334
	Feminenza International	1.420	7.885	11.687
	Gender Respect	-	-	52
	Leadership in Women	1.098	170	-
	Ladies Leadership Intending	619	1.835	1.473
	Forgiveness Projects	332	5.826	6.636
	Counselling (UMF, Ruby Heart)	-	1.500	589
	Give a Girl a Chance	-	-	607
	Development of New Programmes	3.536	3.409	5.182
	Project Kenya	35	-	86
		<hr/>	<hr/>	<hr/>
		27.619	30.844	38.621
8	Fundraising Costs	-	100	-
9	General and Administration Expenses	1.380	1.536	1.269
		<hr/>	<hr/>	<hr/>
	TOTAL EXPENDITURE	28.999	32.480	39.890
		<hr/>	<hr/>	<hr/>
	OPERATING BALANCE	36.307	2.606	6.286
10	Interest & bank costs	-431	-300	-921
		<hr/>	<hr/>	<hr/>
		35.876	2.306	5.365