

Feminenza International

Annual Report

2019

Reporting Year	2019		
Approval Date	19 October 2020		
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, the 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

There were a number of significant developments in 2019.

- In May, Global Communities in Washington DC expressed interest in developing a strategic partnership with Feminenza International. This led to major discovery missions in the Middle East between July – December, in Turkey, Jordan, Israel and Northern Iraq. A decision was consequently made to expand our involvement into the Middle East and build outreach capacity in Arabic and Kurdish languages.
- During a mission to Kenya in July, we received significant positive feedback from participants regarding the trauma healing workshops that were conducted there in 2016 and 2017. The evidence was gathered and recorded, and a summary will be made available on our website.
- In October, an all-Faculty gathering took place in Denmark during which a new direction and two-year plan was initiated for the Ruby Heart Bereavement Counselling Faculty.
- The use of on-line conference calling tools to engage women worldwide were developed.
- Feminenza International was granted ECOSOC status for its expertise in the Advancement of Women.
- A new Safeguarding strategy was issued worldwide, with an international panel put in place; training initiated in the UK.
- A significant number of participants in the young women's 7-year leadership programme actively engaged new NGOs in their countries, establishing potential new partners for our Erasmus+ THCRD workshops and local projects.
- A course for building the inner integrity and values (core fundamentals), necessary for Transformative Leadership was developed – as Stage 1 of a 3-year plan.



Our Priorities in 2019

Education

- Update the Trauma Healing Community Resilience Development Level 1 workshop curriculum.
- Forgiveness Faculty to develop webinars, workbook to accompany the Seven Pillars of Forgiveness booklet.
- Development of Core Fundamental workshops as Stage 1 of the Transformative Leadership programme.
- Development of aims, principles and curriculum for the newly formed Ruby Heart Faculty.

Fundraising

- Further develop a dedicated fundraising team.
- Develop and implement strategy to find new independent sources of core funding, next to project funding and membership donations and support.
- Apply for EU Erasmus+ funding for THCRD level 1

Communication

- Update website content in all languages.
- Design a communication strategy for 2020 and beyond.
- Make more effective use of the Feminenza website and social media to communicate about Feminenza's work.

IT & Structure

- Migration of all Feminenza data to protected online storage.
- Migration of email accounts to office 365 and training of volunteers in the usage of the suite of tools.

Governance

- Implementation of financial, reserve policies.
- GDPR processes further embedded in the organisation.
- Ensure compliance round the world with the Affiliation Agreement.
- Initiate implementation of Feminenza Safeguarding Policy



Transformative Leadership

This programme is about assisting women to become effective change-agents for what is needed for the future – an influence for good - in a balanced and intact way. It helps them to find, reason and articulate a stance in themselves about what they want and their place in the world.

The focus is on growing and being able to articulate one's self chosen principles, standards and values, aligned to one's core beliefs and purpose, as a vital foundation for staying motivated, fortified and intact. It helps women understand and address what is trying to stop them from within or without, and leads to a deeper understanding of self and a greater intactness and integrity, as a vital platform from which to be able to offer transformative leadership in their life, family and communities.

Objectives for a 4-year plan 2019-2022

- **Stage 1 (2019):** Design a 3-module curriculum, on how to develop i) values, ii) standards, iii) principles.
- **Stage 2 (2020-2021):** Pilot the curriculum with different ages/target groups of women, to measure its effectiveness, and implement feedback into a revised curriculum.
- **Stage 3 (2021-2022):** Offer webinars and courses to make this work accessible for women all over the world.

Stage 1: Developing the Curriculum of the Core Fundamentals course

In 2019, a 3-module curriculum for a Core Fundamentals course on values, standards and principles, based on a clear set of educational objectives - KSAs, (Knowledge, Skills and Attitudes), was designed and tested in Europe and Israel with about 30 participants. The feedback was very positive. The participants reported that they found it strengthening.

In response to a request by the principal of a school in Israel, it is also being adapted for a series of workshops for girls aged 12-14, to help them navigate through the many challenges, influences, changes during the time of puberty. The vision is that this work can be instrumental in developing self-leadership in girls – through the building of confidence and dealing with peer-pressure and bullying.

Stage 2: Try out and evaluation of the course in 2020-2021.

In 2020-2021, this course will be piloted on a larger scale with Feminenza volunteers in Europe and the Middle East, to measure the impact, based on the educational objectives.

The workshops for girls aged 12-14 is aiming to be piloted in late 2020-2021, initially in a school in Israel, and then, if successful, offered in other countries.



Feminenza's 7 Year Internal leadership Development Programme

Key Objective for 2019 for the participants of the Leadership programme:

To take an increasing leadership role in developing and implementing FI's strategic priorities in Education, Fundraising, Communication, IT and Governance.

This includes:

- Making contact and establishing a dialogue with other women's organisations, NGOs and international Aid organisations in their countries.
- Designing and offering workshops and courses to the public online and face to face.
- Establishing an active fundraising team.
- Building a more effective online presence and social media strategy.
- Playing an active role in Feminenza Boards in their own countries.

The 25 women in this programme come from Canada, Denmark, Germany, Greece, Ireland, Israel, the Netherlands, North America, Turkey, the United Kingdom and the USA.

In 2019, two development workshops were held in Germany and the Netherlands, to further these objectives, and to introduce the idea of accountability as a core feature of leadership.

Outcomes

1. Reaching out to other organisations

One of the key challenges for the trainees this year has been to actively and regularly reach out to other women's organisations and NGOs in their countries, giving presentations about Feminenza and learning about the issues and challenges that they face, and then see what assistance Feminenza can offer, in the form of existing and new workshops and programmes. The trainees were also introduced to the new opportunities opening up for Feminenza's work in Kenya, Turkey, Jordan, Northern Iraq and the West Bank and Gaza.

The outcome was that approximately 90 new contacts were made with NGOs, in Canada (3), Croatia (1), Denmark (29), Germany (2), Greece (7), Greenland (1), Israel (15), Italy (1), Iraq (11), Jordan (5), the Netherlands (10), Romania (1), Sweden (1) and the UK (3). Many of these are now potential partners for future Erasmus+ KA1 and KA2 proposals in 2020-2022. The KA2 proposal specifically aims to develop a cadre of accredited Arabic speaking THCRD practitioners in the Middle East, to address the need of the many traumatized refugees and displaced peoples, especially women and girls.



Presentations about Feminenza's work were made to international Aid organisations such as Danida, Dutch Foreign Affairs, DFID, GIZ.

2. Developing workshops, and growing the skills to do online sessions and reach a wider audience.

6 on-line workshops (via Video Conferencing) were held with Feminenza members in Europe, North America, Israel, Australia, New Zealand on Values and Core Fundamentals. as an effective way of reaching much wider audiences in the future.

Experiences and lessons learned were shared about the outcomes and challenges of delivering workshops utilizing this media.

All the trainees have been given training in conducting online workshops.

3. Fundraising

A dedicated fundraising team was established in September, with members from Denmark, Netherlands and the UK. The first months were spent onboarding the new team, training on how to look for opportunities on the EU websites and country donor aid organisations. A research was done into Social Responsibility programmes of large corporations. By the end of 2019 the team found a small fund called Medica Mondiale, to whom we submitted our first proposal for the translation of educational materials for Northern Iraq in the beginning of 2020.

4. Playing an active role in Feminenza Boards.

An increasing number of the trainees are now taking active roles on Feminenza boards in the Netherlands, Germany, Israel, Kenya and the US. 12 trainees are now active members of Feminenza Boards in Canada, Denmark, Germany, Kenya, International, Israel, Netherlands, Turkey.



The Forgiveness Faculty

The Forgiveness Faculty delivered the following activities in 2019 in Denmark and the USA:

1. A workbook to accompany an audio presentation of “The 7 Pillars of Forgiveness” with the projection to make it available for sale in 2020.
2. The translation and publication of “The 7 Pillars of Forgiveness” into Dutch, German and French. An Arabic translation is under review.
3. Delivery of a one-day Forgiveness experience during the International Feminenza Faculty gathering in Denmark, from 23 - 27 October 2019, to introduce the newly formed RHBCE faculty to the ways and means of developing curricula. The role of Forgiveness in bereavement counselling was workshopped.
4. Developed seven online workshops/webinars on “The 7 Pillars of Forgiveness” for the general public which will be launched in 2020.
5. A waiting list has been built since the last Forgiveness practitioner training in 2018 for women and men who want to go through the Forgiveness Practitioner training – including two former alumni from Kenya. All on the waiting list were invited to take part in the upcoming Forgiveness practitioner training which will start in 2020 with online webinars.



Bereavement Counselling Faculty

In 2019 Feminenza International formally established a Bereavement Counselling Faculty, with the intention of reinvigorating work previously undertaken by the Ruby Care Foundation (a UK charity which was dissolved when its founder passed away in December 2017) and furthering one of our objects: 'To relieve 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'.

Four activities were undertaken in 2019 as we absorbed the previous work for the Ruby Care Foundation and developed the function within Feminenza:

- a) To catalogue and review the potential future value of educational materials previously developed.
- b) To establish a Bereavement Counselling (BC) Faculty with volunteers from Canada, Denmark, Germany, the Netherlands, New Zealand, the United Kingdom and USA.
- c) To convene a meeting of all Feminenza Faculties, in October 2019 in Denmark. Presentations were made from the UMF and the Forgiveness Faculties, with suggestions on where the newly formed BC Faculty might benefit from:
 - a. Curricula
 - b. Evidence based interventions
 - c. International partnerships
 - d. Methods, content and outcomes
 - e. Existing design and delivery capacity
- d) The newly formed BC Faculty was charged with developing a curriculum for a bereavement counsellor development, over two years, focusing on 86 subjects which have been identified as the core framework needed to provide a rounded bereavement counselling service to anyone going through a change, illness or preparing for death, as well as for those who are in support, or are left behind and need to continue with their life. The plan will be developed in 2020, and the curriculum development project will run from 2020-2022, to be reviewed annually.



Safeguarding

An international safeguarding strategy was designed as an essential foundation to safeguard any vulnerable participants of our work. It applies to all Feminenza chapters worldwide. An international Safeguarding Panel was established, to ensure implementation of the strategy in every Feminenza chapter, and provide oversight and assistance.

In the UK, all Feminenza officers were screened, trained, and DBS checks were all successfully completed.

Visibility

Special Consultative Status granted by United Nations, ECOSOC

On 6th June 2019, Feminenza International was granted special consultative status, for the Advancement of Women, by the Economic and Social Council (ECOSOC) of the United Nations. This consultative status enables us to engage ECOSOC and its subsidiary bodies, the United Nations Secretariat, programmes, funds and agencies in a number of ways:

- To attend the United Nations offices in New York, Geneva and Vienna:
- To participate in ECOSOC organised activities
- To make oral presentations to the Council
- To submit comments in our areas of specialism, for consideration by the Secretary-General
- To contribute to the Committee on Non-Governmental Organizations

All this provides us with a bigger arena to liaise and network with national and international bodies to advocate our work.

Feminenza North America Meeting – March 2019

Feminenza North America, which works in Florida, New York, Seattle, Tennessee, and Toronto, has hitherto played an active and sometimes leading role in Feminenza's projects worldwide. In March 2019, over 20 FNA volunteers met in Toronto with FI representatives to consider their strategy.

Mary Noble, CEO of Feminenza International, was the key presenter at the three-day gathering, sharing some of the new developments within Feminenza around the world. The aim was to help develop the vision and see how some of these strategies could be applied in



North America and Canada to introduce Feminenza's programmes to new groups, women's organizations, and NGOs working with vulnerable communities in North America.

For example, there are many groups that could benefit from the Trauma Healing Community Resilience Development workshop, including those working with recent migrants and refugees from Mexico, Honduras and Columbia. As a result of the gathering volunteers have started reaching out to local groups, NGOs, and service clubs and a plan is in place to offer some of Feminenza's workshops at a retreat center for women in 2020.



Partnerships and Opportunities

Global Communities proposed a strategic partnership with Feminenza

In 2015 and 2016, we assisted Global Communities (a US based international NGO) in their efforts to develop community cohesion and, with the DREAMS initiative, to rehabilitate girls and young women (ages of 16 to 24 years old) with a prior history of extreme gender-based violence). Subsequent US Congressional and USAID reviews of this work, specifically our contribution, led to Global Communities, in April 2019, inviting us to become a global strategic partner.

We responded by conducting discovery missions to the Global Communities offices in Turkey (Gaziantep), the West Bank and Gaza (East Jerusalem), Jordan (Amman), and Kenya (Nairobi). The notes below summarise our in-country findings:

Turkey (Gaziantep), 2-3 July 2019

The Global Communities (GC) Gaziantep office functions primarily as a humanitarian aid office, providing assistance to Syrian refugees in camps in the North East area of Syria, from Turkey (for security reasons). GC provides Protection Programs in 7 centres, assisting 12 camps with approximately a hundred thousand displaced people from the very young to the elderly. GC's programmes include food distribution, sanitation programs, water supplies, programmes for Gender Based Violence, child victims, psychological support and rehabilitation of mills for bakeries in the area.

The potential value of Trauma Healing and Community Resilience Development (THCRD) workshops was discussed – particularly for the youth, women in centres and also for those who have suffered Gender Based Violence. GC responded with the view that THCRD may also be of value to Global Communities own staff.

A commitment was made by Feminenza to investigate the feasibility of establishing a core group of Arab speaking practitioners, equipped in the delivery of THCRD, able to support the GC mission team in Gaziantep and perhaps other GC mission offices.

Jordan (Amman) 4-8 August 2019

USAID Youth Power programme, which is run by GC, arranged meetings between Feminenza and its partners and NGOs. The aim for this visit was to identify what Feminenza might offer these NGOs, and whether they would be interested in receiving the training needed to provide Feminenza content courses to Arabic speaking communities, such as the THCRD Workshop.



Meetings took place with the EU Delegation, USAID, the Danish Refugee Council, Global Communities, USAID Youth Power Team, Terres des Hommes, UNICEF, CRP (Collateral Repair Project) and the Children's Museum. This assisted us greatly in gathering information about the region, local community challenges, youth and mental health, the work of the organisations and whether their staff might be interested in participating in a THCRD workshop, funded by the EU Erasmus+ programme.

Northern Iraq / Kurdistan - 30 November - 5 December 2019

Whilst in Jordan, Global Communities referred us to two other implementation organisations they had worked with, with whom we had follow up calls: Kaizen Company (Syria) and MSI regarding Iraq. This led to a discovery mission of Feminenza International to Kurdistan (Northern Iraq) in November 2019.

Research and addressing the need

After 40 years of armed conflict, Kurdistan has 1.6 million IDPs, almost 400,000 Syrian refugees and ½ million registered widows, survivors of forced marriage, rape, genocide; hatred, religious intolerance and revenge; communities that have been torn apart with resultant personal and collective trauma and complex PTSD. With just over 7% of the workforce needed, the mental health system is overwhelmed; youth, young women in particular, are most at risk.

NGOs try to foster hope in an intolerable situation. With very few staff they provide community-based MHPSS (Mental Health Psycho Social Support) on the margins and, with minuscule training, do their best to offer trauma healing, community resilience and rebuilding trust, gender respect and, occasionally, manage to avoid prescribing psychotropic drugs.

Over a week we met, in Erbil, Duhok and the Sharya IDP camp, with:

The Baghdad Women Association – BWA (also focusing on women's leadership and UNSCR 1325); The Danish Refugee Council – DRC; Management Systems International – MSI; Jesuit Refugee Services – JRS – who introduced us to their MHPSS team in Duhok; The KRG Government Ministry of Foreign Relations, who encouraged us to open a Feminenza office in Erbil; Cordaid; Norwegian People's Aid; Dan Church Aid Alliance; WHO – UN Compound; DAK Organization for Yezidi Women Development – who do wonderful work with Yezidi survivors; Women Empowerment Organization – WEO (who are also focusing on the development of the NAP (National Action Plan) for UNSCR 1325); EU - Head of Liaison EU office; The Free Yezidi Foundation – FYF; US General Consulate: Bureau of Population, Refugees and Migration (PRM); Access Aid Foundation (AAF).



Baghdad Women Association



**DAK Organization for Yezidi Women
Development**

JRS



**WEO – Women Empowerment
Organization**



Outcome of the mission:

As a result of this discovery mission, an enormous exercise commenced to build a proposal to Erasmus+ under Key Action 2¹, focussing specifically on training youth workers from northern Iraq, involving members from Denmark, Germany, Greece, Ireland, Israel, the Netherlands, USA & UK.

¹ Erasmus Key Action 2 - Cooperation for Innovation and Exchange of Good Practices

<https://www.erasmusplus.org.uk/key-action-2>



Meeting with the Kurdistan Regional Government Foreign Affairs Department



Kenya (Nairobi/Nakuru) - 8-21 July 2019

The visit to Kenya this year focused on seeking new partnerships for future projects. We were able to meet with the Staff of Global Communities and the St John Community centre, donor organisations such as GIZ (German International Development Fund), NGOs, the Rotary club in Nakuru, and participants of the Trauma Healing Community Resilience Development workshops conducted in 2016 (DREAMS Initiative) and 2017 (Elders and member of the Peace Committees in Nakuru).

DFID and Coffey International informed us about the RE-INVENT programme. They expressed an interest to include our THCRD workshop in the programme, and a concept paper was written, but ultimately it was not possible to go ahead due to budgetary constraints.

Rotary Club of Nakuru

The Rotary Club of Nakuru suggested we contact European Rotary clubs to facilitate international funding via the Rotary Global Organisation for a THCRD for their communities. The goal of such an initiative is to find the funding to train THCRD practitioners in Nakuru and Nairobi. This was followed up by contacting Rotary clubs in the United Kingdom, Denmark and Canada, with further meetings planned in 2020 in other countries.

Global Communities Nairobi

Global Communities informed us that, under the new US administration, USAID was now refocusing on providing funding directly to local NGO's rather than using International NGOs for implementation (such as Global Communities). Different options were discussed about working together in a consortium, should more funding become available in the context of



the DREAMS initiative. This did not materialise, but other avenues for funding of projects in Kenya will continue to be explored.

The Tasaru Rescue Centre

A visit also took place to the Tasaru Rescue centre in Narok, which has been a partner of Feminenza since 2004. This rescue centre provides a safe space and education for Masai girls escaping early marriage and female genital mutilation and has received funding and other support from Feminenza over the years. In recent years, it has gone from strength to strength, receiving substantial funding to build their own boarding school for girls, and they are starting to allow boys to attend as day students.

In 2018 a Feminenza volunteer in North America raised funds to provide internet connection for the laptops at the school. It was agreed that Feminenza International would raise further funds for 14 webcams, to enable the girls to have video calls. The Director of the school was enthusiastic about Feminenza engaging the girls in a series of workshops (via video conferencing) about self-leadership, which should be ready to pilot in 2020-2021.



To help fund this, an application will be prepared in 2020 to a Danish donor organisation, for a 2-3 year Feminenza programme for the girls at the Tasaru rescue centre.

Global Communities Country Office, West Bank and Gaza, October 2019

In the 2nd week of October, the Feminenza Team met, in East Jerusalem, with Lana Abu Hijleh, the Global Communities Country Director for the West Bank and Gaza, to explore how we might be able to partner in the future. <https://www.globalcommunities.org/westbank-gaza>. Lana orchestrates a huge network at all levels, including the Ministry of Health and Women affairs, and a strong network with the private sector. She has worked for Global Communities since 2003 and has been setting up projects in the Palestinian territories ever since. She worked for 10 years to build 55 youth councils, led by youths aged 15-22. Through the councils they keep a pulse on what is needed in their communities, and it's mostly the youths that design the programmes.

In 2017 she received budgets for up to 105 million USD from USAID and had a staff of about 100 people. However, due to the change of direction of the US government, almost all funding was stopped in 2018. In the face of these enormous challenges, she is currently initiating smaller projects, such as inviting old and young people together to start discussions about



progressive citizenship versus nationalism. She continues to advocate for developing the huge potential and talents of Palestinian youth and the building of a better equipped society.

Lana is very willing to facilitate contacts for Feminenza with NGOs that might be interested in THCRD, as she sees that the THCRD would be very important in the Westbank for youths and women (in relation to women empowerment). She described the crisis that Gaza is now facing in relation to poverty and lack of food, which is the worst she has seen since 1986. In the West Bank the situation is better, but politically they are very desperate, and where there is stress and a bad economic situation, women and girls suffer. There is a noticeable increase in gender-based violence, including the return of honour killings as a serious problem.

She feels that it is now the right time to focus on this, it is no longer taboo to talk about it – women are demonstrating in the streets; she wants to focus on women and youths, and sees that the next generation can cause a change. To address this, she would like Feminenza to build a cohort of THCRD practitioners from young women leaders, alumni from the youth councils. She can help us introduce and design programs that will have a real impact.

We agreed that Feminenza International, with Lana's help, would conduct a discovery mission to the West Bank and Gaza in 2020, to meet NGOs and representatives of the youth councils, to learn about their work and challenges, and to find possible partners for the next Erasmus+ KA-1 application for the THCRD workshop.

Meeting with other NGOs in Israel 7-14 October 2019

Mar Elias and Archbishop Elias Chacour

On 15th October, we undertook a second discovery mission to meet with the staff of the Mar Elias school in Ibillin, Israel. In 2018 we had met with staff from the Mar Elias school to learn about the Forgiveness work they teach in class to adolescents from multiple backgrounds.² This year, we invited them to become involved in the preparations for the Erasmus + KA-1 Project.

On Thursday 10th October we were graciously welcomed by Archbishop Elias Chacour. It was clear from the start that we were meeting a remarkable man, with wit, a great humanity and a deep passion for his people, the Palestinians. Having devoted his life to work for Peace in Israel,



² <https://www.feminenza.org/to-build-peace-on-desktops-interview-by-vera-de-wit-and-eileen-mcgowan-with-emil-haloun-veronica-tabrani-abu-rahmon-and-izar-taha/>



between the different faith communities, he understands at depth the toil and struggle involved to persistently build bridges and provide hopeful opportunity for the next generations.

He explained that serving as a priest in Ibillin since 1962, it pained him there was no educational possibility for Arab youth, so he founded the Mar Elias High School in 1982, which presently educates some 1200 pupils, with teachers from Christian, Muslim, Druze and Jewish backgrounds, and also has a primary school and a kindergarten. In his own words: “We want to improve the social, educational, and economic status of the Palestinians in Israel, but, more importantly, we want to create a mentality of self-reliance, restore shattered self-esteem, and provide dignity. It is a matter of building bridges among the members of the same family: Christians, Jews, Moslems, and Druze.”³



We also met with the Director of the High School and some members of the Staff. The Director explained that the Mar Elias High School teaches seeds of hope to the children: “Peace, acceptance, reconciliation, love. We work to see that smile on their face and for them to remember their dignity once more.” Pupils attending the school come from as many as 35 different villages in the vicinity, each a community on its own. At the core of the school teaching is the fundamental

conviction that each child is a universe, and that the other person is not the enemy or “the other”. The Forgiveness Programme that they are taught in class, teaches them that as individuals they can always make a choice.

Since Feminenza and Mar Elias share essentially common values and goals, both of our organisations decided to work together to build the Erasmus Programme on Trauma Healing and Community Resilience Development.

³ <https://www.feminenza.org/a-meeting-with-archbishop-elias-chacour-the-other-man-from-galilee/>



Shahaf

In the same week, we also met with Yasmin and Hasan Zioud from **Shahaf**, which focuses on the support and help of Syrian refugees in Jordan. As an official NGO (Amuta) they work with dozens of volunteers and travel frequently to Cyprus and Jordan. What they have managed to do so far is truly impressive: from setting up schools, sewing factories, to raising funds to help people with medical costs, shelter, food, clothing etc. Their focus is on refugees who have left the official IDP camps. Both Yasmin and Hasan will be participating in the THCRD workshop scheduled for 2020.





Elem

On Saturday 13th October Feminenza Israel and Feminenza International visited the organisation **Elem**, and met with the CEO, Ms Inbal Dor in their project Hod Hasharon.

Elem endeavours to help youth in distress in Israel in all manner of ways. They work in 42 different towns and cities, run 82 projects, have a staff and volunteer base of 2285 and reach out to 21,000 teens and young people. They have 27 centres throughout Israel; these offer a home environment including art and music rooms, therapy rooms, kitchen and coffee tables. Once these centres close, they continue their work out of mini vans in the evening or night to reach out to youth who have left home.



They also have special shelters for youth who have been trafficked or sexually abused and a website where they can also offer their services in a digital environment - they offer chat rooms and volunteers also actively browse social media for youth in distress. Elem has an extensive network and works together with local and national organisations in their endeavour to influence the governmental attitude and policy in relation to youth in distress. Youth in distress come from all layers of society and from different religious backgrounds, from (ultra) orthodox Jewish communities, regular and Arab communities.

Apart from partnering with Feminenza in the Erasmus+ project, it was agreed that Feminenza Israel would offer their staff some free workshops on self-esteem and values.





Impact of the THCRD workshops in 2016 and 2017 - Post implementation reviews.



While in Kenya in August 2019, we were able to follow up with participants of two of our THCRD workshops. The first meeting was with some of the young women who had participated in our workshop in 2016 in the context of the DREAMS initiative. We heard that as a direct result of our workshop, the girls had subsequently gone from strength to

strength; they were now offering leadership in their community, becoming the 'go-to girls' for other vulnerable adolescent girls and young women to turn to for advice.

The young women said that the workshop had been deeply impactful, that it had taught them to love again, trust again and it allowed them to make use of the other opportunities provided by the programme, as they saw their lives mattered. One of the young women interviewed was studying, a few others had started a small business and one of them had travelled to Europe to showcase traditional Kenyan dancing.

It was very good to witness that the impact of the workshop had been sustainable in the young women and also in one of the counselors who wants to be part of a practitioner training, should it go ahead.





We also interviewed a group of 10 Elders, members of District Peace Committees, who participated in our THCRD workshop in 2017 - part of a programme of the Nakuru County Peace Building Consortium, in the context of the DFID/Coffey International funded programme Jamii Thabiti. The workshop focused on the objective: ‘Strengthen community level capacity to manage conflict and build trust for peaceful co-existence.’ They spoke about the significant changes in their life caused by the workshop, with more understanding and ability to let go. Many of them commented how the change had begun in their own family, with their wife and children, causing increasingly bigger ripples as they worked in their communities. The group made a strong petition for a Level 2 THCRD practitioner training to take place in Nakuru.



Both of these reviews were recorded and filmed, and an edited version will be available in 2020.



Erasmus+ funding proposals and workshops

Evaluation of the Trauma Healing Workshop held in Waunifor, Wales, from 15-20 October 2018. Project Reference: 2018-2-UK01-KA105-048515

In October 2018 a 5-day Trauma Healing Workshop took place with 14 youth workers from Ireland (2), UK (9), the Netherlands (1), Italy (2) - all specialising in disadvantaged youth, migrants and refugees.

Our objectives were to enable participants (1) To experience environment arrangements needed [for the THCRD workshop] (2) To grasp the processes and structure (3) To experience why and how inside out decision making is effective and reduces peer pressure (4) To be cognisant of the inner changes stimulated (5) To grasp how and why the benefits continue to develop after the experience (6) To be aware of the primary attitudes and skills needed by the facilitator (7) To be aware that the actual pathway to self-remedy is innate and inherently not stressful (8) To be able to convey to their originating NGOs the nature of this paradigm and the disciplines required. (9) 'Learning to learn': to make inside-out reasoned choices - prepared with the knowledge, cognitive skills, practical skills, attitudes, emotional intelligence, grasp of ethics and motivation needed - to reach and to grow with dignity. (10) 'Building Social and Civic Competencies' - to shift from being reactive, to establishing inner cognitive processes and the skills of response to the surrounding world.

Two internationally recognised models were used: the Depression Anxiety Stress Scale (DASS-21) and the Heartland Forgiveness Scale. Together these measure progress on factors vital to trauma healing.

We met all of the ten intended objectives either significantly (65%tile) or comprehensively (80%tile). All participants had grasped, better exercised empathy and developed inside-out decision making skills; valued the inner change and the capacity to facilitate others to be self-determining. The tools also impacted participants' lives privately (86%), professionally (80%) and significantly with the youth in their charge (71%); >65% reported perceptual reach and greater resilience/patience with their clients; the capacity to step back, pause, to think.

There is room for improvement, specifically in delivering (a) knowledge transfer of the different pathways of fear in each gender (b) knowledge about gender specific susceptibility to risk (c) skills transfer on how to be evidence focused when working with trauma (d) skill to help their clients to create new inner narratives and (e) attitudes which encourage improved self-management.

This cohort notably exhibited a markedly shorter attention span on the trauma subject matter, when compared to Africa or North America. We need to bear this in mind for future project planning.



80% of participants remarked on improved European connections. More than a half of participants made unsolicited requests to access training to become certified practitioners in delivering THCRD workshops.

New Erasmus+ proposal submitted in October 2019

In October 2019 a proposal was submitted through Erasmus+ for a Trauma Healing Community Resilience Development workshop for the benefit of NGOs that work with Youth (including refugees) in Croatia, Denmark, Greece, Israel, Jordan, Romania, Turkey and the United Kingdom. In total 69 participants were selected, divided over two groups. The two 5-day workshops are planned to take place in 2020, in a venue in the Netherlands, in the area of Zwolle.

It was declined.



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 (UK)
2. Panagiota Aposkiti (Greece)
3. Edith Borst (The Netherlands)
4. Monique Weber (The Netherlands)
5. Tyson Merriam (Canada)

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 – Panagiota Aposkiti (Greece)

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

Independent review – Tyson Merriam (Canada)

Charity Secretary: Edith Borst

Fund raising: Monique Weber

Education:

- Understanding and managing fear - Desmond O'Sullivan and Sandra Maguire (Ireland)
- Forgiveness: Dana Bjerregaard (DK), Dorte Madsen (DK), Tine Schmidt (DK), Sara Sander (DK), Eileen McGowan (USA)

Communications: Lara Javalyn (Canada)

Data Protection Officer: Johanna Launder (UK)

Safeguarding Panel: Bryan Ritz (UK), Joy Casbon (UK), Carla Ascoytia (USA)

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,

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, the Netherlands, Germany, Denmark, France, Israel, Kenya, New Zealand) uphold the aims and principles of Feminenza and comply with the laws of the state within which the chapter is registered. These and other commitments are defined by an Affiliation Agreement which is in place for all formal chapters.

As the founding body, the role of Feminenza International is to shape the strategic global priorities for each year as well as the operating principles and standards of the entire Feminenza network. It defines and mandates new policies for implementation through a process of consultation with the Chapters as well as various stakeholders and subject matter experts. In 2019 the initial phases of implementation of the General Data Protection and the Safeguarding of the Vulnerable Policies were undertaken according to the various requirements of local laws.

Feminenza International conducts periodic reviews of Feminenza works, Feminenza Projects and Feminenza Chapters through a standard framework for planning and reporting. Quarterly and Annual Reviews are conducted with a focus on financial and program activity as well as new policy implementation and operational strategy. This ensures an alignment worldwide with regards to Feminenza's aims, principles, policies and standards within each country that Feminenza's vision and mission is being carried out.

Feminenza International's work is made possible by the dedication and commitment of volunteers from Africa, the Middle East, Europe, the UK, New Zealand and North America. Some volunteers serve as trustees, some as the executive staff, some as faculty members.

In May, the Feminenza International team gathered together in the UK to work into the areas of leadership, governance, membership, fundraising and expanding our NGO network. Various outcomes and performance indicators were reshaped allowing a shift in focus and a clear strategy forward for a) building capacity within the organization and making our programmes available to as many NGO's as possible.

Proposals to significant international donors such as USAID, UN WOMEN, SIDA, CIDA, DFID and Erasmus+ are prepared mainly by the trustees and the executive staff of Feminenza International. These projects and proposals are designed to be carried out in collaboration with other Feminenza chapters and local NGOs playing a significant role in-country.



Appendix 4: The Financial Review 2019

Introduction

In 2019, our financial records (of 2018) went through an Independent Examination as the Charity's income exceeds 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.

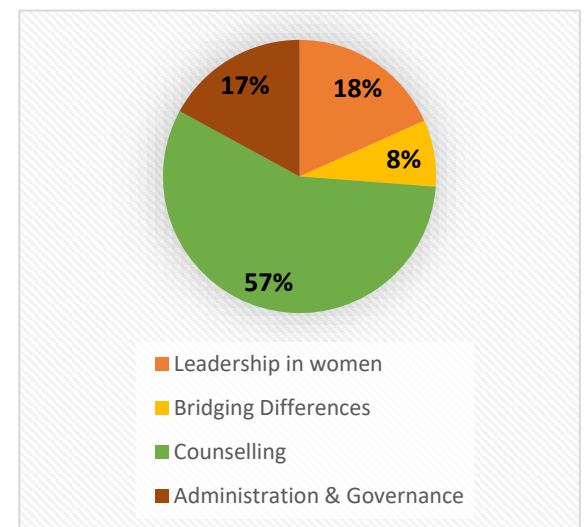
The process was straightforward but highlighted the need for thorough and detailed information being readily available for all the Charity's transactions, which we have maintained to a good standard and pointers were offered by the Examiner as to where we can improve in our bookkeeping system.

The Board reviewed all the comments of the Independent Examiner and the Treasurer has put in place further checks and instructions to assist the bookkeepers in the day to day operations.

Our major expenses for the year 2019 were in the following areas:

- **Counselling** which includes
Ruby Heart
Understanding & Managing Fear
Trauma Healing
- **Bridging differences** which includes
Forgiveness & Reconciliation
- **Leadership in Women**
- **Administration & Governance**

**percentages represent
% out of total expenditure*



According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2020 is £5,600.00. This reserve is maintained in order to cover fluctuations in income as well as any possible risks to the organization.



Feminenza International Balance Sheet

As of December 31, 2019

	<u>Total</u>
Fixed Asset	
Tangible assets	
Machinery and equipment	809.39
	£
Total Tangible assets	809.39
	£
Total Fixed Asset	809.39
Cash at bank and in hand	
Barclays Bank Account	15.774.86
FI EURO ACCOUNT	1.882.01
FI Ltd. account	1.98
FI Savings Account	2.78
PayPal	1.411.32
Petty Cash	0.00
Petty Cash EURO	0.00
Transferwise Euro account	1.040.76
	£
Total Cash at bank and in hand	20.113.71
Current Assets	
Prepaid Expenses	0.00
Undeposited Funds	0.00
	£
Total Current Assets	0.00
	£
Net current assets	20.113.71
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)	20.113.71
	£
Total assets less current liabilities	20.923.10
	£
Total net assets (liabilities)	20.923.10
Charity funds	
Unrestricted Net Assets	10.395.83
Surplus/(Deficit)	10.527.27
	£
Total Charity funds	20.923.10



Feminenza International Financial Activities January - December 2019

	Total
Income	
Amazon Royalties	117.07
Bank Interest Earned	0.13
Gifts and Donations Income	
Gift Aid donations	7.252.40
Unrestricted	31.814.62
Total Gifts and Donations Income	£ 39.067.02
Grants	3.035.44
HMRC Charities Gift Aid	1.717.86
Reimbursed Expenses	16.521.90
Sales Income	764.61
Services	3.638.13
Unapplied Cash Payment Income	0.03
Total Income	£ 64.862.19
Total	£ 64.862.19
Expenditures	
Accounting Software	194.40
Awards and Grants	
Cash Awards and Grants	3.372.78
Total Awards and Grants	£ 3.372.78
Bank charges	138.50
Dues and Subscriptions	35.00
Insurance Expense	444.34
Legal, Notary, Advisory Expenses	887.48
Accounting Fees	1.598.50
Total Legal, Notary, Advisory Expenses	£ 2.485.98
Meals and Entertainment	672.85
Office Supplies	1.385.14
PayPal Fees	148.96
Postage and Delivery	56.34
Printing and Reproduction	398.00
Professional Fees	1.069.60
Research materials	16.01
Room rental	300.00
Software	86.40
Technical Equipment	1.060.52
Telephone & Internet	2.498.81
Travel and Meetings	-12.321.22
Accommodation	23.457.82



Participation Fees		80.00
Subsistence		2.119.22
Transportation		26.303.49
Total Travel and Meetings	£	39.639.31
Unapplied Cash Bill Payment Expenditure		0.00
Web Hosting / Domains		26.34
Workshop materials		279.87
Total Expenditures	£	54.309.15
Net Operating Income	£	10.553.04
Other Expenditures		
Exchange Gain or Loss		25.77
Total Other Expenditures	£	25.77
Net Other Income	-£	25.77
Net Income/(Expenditure)	£	10.527.27