

Feminenza International

Annual Report

2022

Reporting Year	2022	
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About Feminenza

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

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

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

Thus far our work has focused on:

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

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

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



Objects





Executive Summary

Two major Feminenza projects, started in 2021, carried over into 2022. The Erasmus+ THCRD project and the Forgiveness Development Course. Online meetings were organized on a monthly basis and in November a face-to-face session took place with 26 participants from the Erasmus+ project in Greece. From the FDC course 12 participants opted to proceed with level 2, to become accredited practitioners of this work.

Part of the curriculum included an on-line interview and discussion with Gregory Boyle, founder and CEO of the Homeboy Industries, the world's largest gang intervention- and rehabilitation programme, based in Los Angeles.

A thorough evaluation of both projects, with the help of DASS21, Heartland and ProQol questionnaires took place. Four partner organisations took the DASS21 evaluation tool onboard as part of their own STS assessment with their workforce. An extensive qualitative evaluation took place after the FDC ended. Preparations were made to instruct Liaisons to interview all face-to-face and online participants to the Erasmus+ project.

As part of our communication strategy, STS (Secondary Traumatic Stress) diaries, containing the essentials of the work we do, were posted on our website and social media, following on from the online meetings.

The Bereavement Counselling Faculty piloted worldwide online workshops for 300 members on bereavement related topics such as Administration, Loneliness, Grief, Regret and others. A 5 year Strategic Plan was developed, beginning with the delivery of these counsels in workshops and podcast format in 2024.

New modules were developed as part of the Gender Respect Programme, including modules on Menopause and Core Fundamentals.

Governance and Finance

The FI Board welcomed two new UK Trustees to the Board. With a team, the new trustees undertook intensive fundraising efforts to help financially secure the future of Feminenza. A Strategic plan was developed to include core funding, project funding and community based funding, including finding partners to apply for joint projects. A GoFundMe page was launched to raise funds for the Educational Centre.

In May, Feminenza officially acquired an educational training facility in Norfolk, UK. It will serve as the headquarters of Feminenza International and a venue to conduct seminars, retreats and workshops.

A Data Protection health assessment of ICO was conducted and has prioritised the implementation of the Security Policy. Migration of governance related data of Feminenza Chapters was completed and stored securely with appropriate permissions on Sharepoint. As part of the privacy policy, a consent refresh process took place in regards to the photographs used on our website.

Safeguarding has been delivered ongoingly into the Erasmus+ and FDC online calls. The Register has been updated and extended to include more officers. A whistle-blower policy was developed in draft.



A compliance check was conducted with Feminenza Chapters in Denmark, Germany, Kenya, Israel, the Netherlands and USA. It covered compliance with governance and finance policies and reporting regulations of Feminenza International.

A new version of the Feminenza website was launched, in 20 different languages, with a new outline and content. A new interview was posted with Diana Nammi, Founder and CEO of IKWRO (Iranian Kurdish Women Rights Organisation).



Our Priorities in 2022

Education

- **Trauma Healing and Community Resilience Development (THCRD).**
 - Continue to overcome the long-term impact of COVID lockdowns. Provide extensive support to youth workers in the UK, Europe and the Middle East. Part funded by the EU Erasmus+ programme, online courses provided to reduce the risk of compassion fatigue in 24 NGOs.
 - Deliver a face to face retreat in Greece for Erasmus participants as part of the mobility project.
- **Forgiveness Development.** Further updates to course, to make full use of online conferencing platforms and to improve access for community workers worldwide. Provide a continuing mentoring channel for aspiring Forgiveness Practitioners.
- **Bereavement Counselling.** Further development of counsels by the Ruby Heart Faculty, to create a course for bereavement counsellors. Try-outs delivered through on-line workshops to relieve stress and suffering and provide easement, especially for those close to dying and those close to them.
- **Gender Faculty programme.** Research and development of content for future workshops.
- **Leadership development.** More women involved in the content development and delivery of current and new projects.

Communication and Networking

- **Development of relationships with Communities and Partners**
 - Engage more partners in the UK and internationally, that have the same values as Feminenza, to strengthen the network and also to cooperate in projects.
 - Learn about the needs of communities and the NGOs, organisations, seeking to assist them, to instruct the further development of Feminenza's programmes and projects.
 - Participation in the CSW67 meeting, organised by UN Women.
- **Platforms used to communicate the impact of Feminenza's work**
 - Launch of new website
 - Social media utilisation

Fundraising

- Strategy and implementation to apply for funding through diverse funding streams (Capital funding, Core Funding, Project funding, crowd funding).
- Research alternative sources of funding to replace Erasmus, such as Taith in Wales, UK National Lottery funding and other UK based educational funding opportunities.



- Track funding opportunities and engagement of partners (e.g. EU, USAID, DIFD, Irish AID, Dutch Aid, DANIDA, UN WOMEN, UNDP, GIZ).

Facilities

- Purchase of Educational Centre
- Assessments and investment to enable this facility to become fully operational in 2023-2024.

Governance

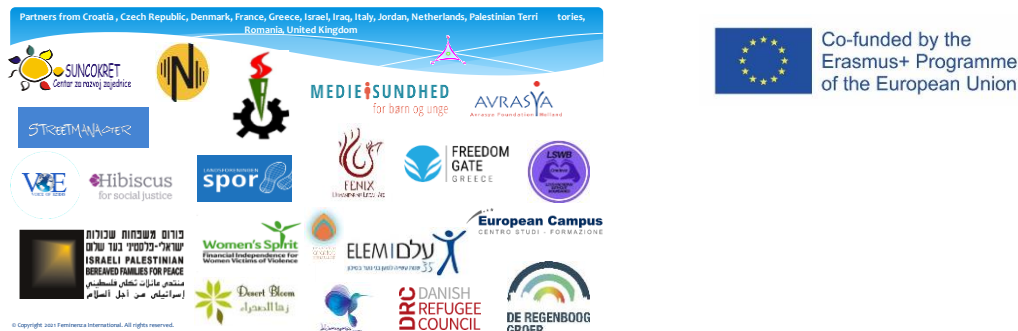
- GDPR compliance in all chapters, and protection of intellectual property and copyright.



Education

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

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



The project objectives are:

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

Project activities: preparation and face-to-face retreat

We began the project as the COVID pandemic was shattered lives, presenting 'a serious threat to mental health, particularly among young people' (OECD,2021). Eurobarometer surveys (2020-2022) found mental health problems in European youth - significant (37-40%) and severe (6-13%). **Europe had not seen this kind of pandemic for 90 years.**

- 40% of our participants enrolled with pronounced stress/anxiety levels;
- a further 10% enrolled with elevated stress and anxiety
- figures which paralleled concurrent Eurobarometer studies.

Hence the entire project experience was continually adapted to (i) ensure each participant had improved support, relevant to their needs (ii) captivate, ensure value in the skills transferred; (iii) widen their perceptive canvas; (iv) equip participants to develop and maintain self-starting, self-reflective skills and sustainable resilience (v) address short attention spans.

Our team of eighteen women and men faced an enormous challenge: redesigning the content to meet their individual needs; providing regular catch-up sessions to accommodate their changing work schedules. A continuing quality improvement process was applied to adapt to the changing needs of our participants. Participants supported the learning fabric, collaborated across 11 countries, shared meaningful stories from widely different cultural/societal backgrounds/religious beliefs, delivered captivating presentations.



A Partner Working Group with representatives from all partners in the project, served as the project board, with all duties of governance, policy review and ratification of plans and activities. Together these monitoring and governing frameworks enabled a significant number of adverse project events and logistical challenges to be overcome; and to maintain strong, evidence-based accountability, including learning outcomes, project impact, partner value and impact, participant social and professional impact.

Central in 2022 was the module ‘the Seven Pillars of Resilience and Forgiveness’, which established attitudes and transferred skills that reinvigorate intactness, develop inside-out decision making, and build a comprehensive understanding of the part that forgiveness plays in healing, leaving the past behind, defusing revenge, rehabilitating from shame and victimhood (including Stockholm syndrome).

The preparation in 2022, together with 2021 preparations in Managing Mental Trauma and Gender respect, provided the base platform for the face-to-face retreat.

In November 2022, after 21 months of online monthly workshops, the long awaited 6-day face-to-face mobility retreat took place in Korinthos, Greece. We assembled a Hosting Team which tracked and expedited visas, travel and pick-ups, first aid, HSE, safeguarding, special needs response; local cultural expeditions and cultural exchanges; ensured COVID19 protections were effective; provided participants with schedules and workbooks.

Together with the Feminenza facilitators, 32 people attended. The location and the protected time allowed for the establishment of values, mental skills and attitudes and to apply these in one’s daily and professional life.

Erasmus YouthPass certificates were issued in December 2022 to those who attended the mobility activity. Most were unfamiliar with YouthPass, so we provided briefings, supporting documentation, and guided their use of the forms.

Throughout the year, participants collaborated, connected between diverse cultures, religions, geographies, finding their shared humanity. The project partners worked together to (i) ensure reliable attendance (ii) protect time for participants to work through the books and media provided (iii) inform us if any problems arose or special challenges or concerns needing effective action.

Challenges

In addition to the elevated stress and anxiety levels presented by the pandemic, the pandemic also presented challenges for participants:

With each COVID19 surge, workshops had to be postponed and additional support provided for participants who were serving communities with greater risks of stress, anxiety, depression, morbidity, mortality and adverse incidents. Between 2021 and 2022, all project partners faced incredible cash flow and human resource shortages – which again constrained the capacity of participants to benefit.



Most participants however made their best efforts and some needed regular help to cope. Liaison Officers assisted and helped partners to secure protected time for participants. Nevertheless, participants were repeatedly withdrawn with each pandemic wave.

However with each lockdown, many participants were forced to seek alternative employment, alongside other extreme challenges. Some were not willing or able to meet vaccination requirements, others were stopped from attending the face to face retreats due to work or family constraints.

Some of the participants faced with additional hurdles when attending the retreat:

- In Jordan a bureaucratic hold was placed on 3 participants forcing travel to be cancelled, reportedly due to COVID19 related staff shortages at the visa issuing authorities.
- Two participants, working for an international Danish NGO based in Jordan, were refused travel; one due to an erroneous Greek Consulate objection, another following a Middle East government's decision that a female doctor could only travel if accompanied by a man.
- Israel placed a hold on the West Bank Palestinians travel for PCFF, a peace advocate NGO. A special permit with partner support was sought, using prior precedent, where the Palestinian participants could travel with Israelis 'within a delegation'. It was effective.

One partner, Freedom Gate, due to staff constraints asked to be relieved of its hosting duties. Feminenza took over the hosting and it was handled smoothly.

Out of 85 participants that enrolled in 2020, 53 eventually dropped out. Participants' drop-outs led to the financial efficacy being undermined. To offset the impact of last-minute cancellations on the mobility, partners filed a hotel deposit. This reduced some of the financial risk and allowed the retreat to take place.

Communication and social media

Following each workshop 'STS project diaries' were posted on the Feminenza website ([STS Diaries page](https://www.feminenza.org/stsdiaries) - <https://www.feminenza.org/stsdiaries>) and Facebook ([Facebook](#)). Partners used content from these streams to disseminate into their networks, over the internet and social media.

During the face to face meeting, each day an activity post was put on the Feminenza social media channels. Most partners actively assisted with communications, relaying daily social media posts/photos, including the 'STS Project Diaries'.

Participants posted their experiences on their networks and were key to raising perception about the value of Erasmus projects:

- Mamoun Krheisat, youth worker at Desert Bloom, Jordan - http://www.dbjo.org/en/home/news_detail/51
- Danielle Litt-Halpern, youth worker at Women's-Spirit Israel



Women's Spirit

December 14, 2022 · 🌐

...

Women spirit thanks [Feminenza International](#) for inviting Danielle Litt-Halpern, a Ruach Nashit worker to participate in your international "Secondary Traumatic Stress - Resilience building Project" in Greece. "I want to thank Feminenza From the bottom of my heart. During this week I met some fantastic workers from around the world who are serving humanity. As care givers we are always focusing on our participants, helping them to thrive and helping them to grow. Thank you for giving us the week to bring our care work inward. I return to Women's Spirit revitalized, refreshed and ready to serve our participants"



- [Borsos Ágota | Facebook](#) (youth worker at Asociatia Áradat)



Borsos Ágota ▶ Feminenza International

December 25, 2022 · 🌐

...

I have just rewatched one of my favourite movie scene about Christmas, and this year I feel very happy and grateful to the [Feminenza International](#)'s STS project for helping me to understand all the things that hide behind labelling, stereotypes, how perpetrators are victims and what humanity really means. Thus, my Christmas holidays became more peaceful and calm 🙏🏻🙏🏻

Wishing you enough ambition to be able to do such a great job in the coming year! 🙏🏻🙏🏻
Merry Christmas!

https://fb.watch/hDW5P3_EH/



Monitoring and Evaluation

A project Management and Education team (12 people) and a Partner Liaison team (10 people) ensured active tracking and risk monitoring: weekly team meetings were held; a risk register and issue logs were kept and discussed; liaisons allowed for open communications and addressing issues at the point with partners; attendance records were kept and followed up when needed; project budget and risk were monitored.

In 2022, three out of the four survey frameworks were applied in addition to the participant reports. They included DASS-21 and the Heartland Forgiveness Survey (HFS), internationally recognised surveys which measure depression, anxiety, stress, regret, and forgiveness. The surveys enabled individuals to assess risks, take stock and, in some instances, seek additional help. The team was always available to assist any individual who sought additional help.

Three rounds using these surveys were conducted between March 2021 and February 2022, undermined by the pandemic induced sudden falls in participants. The fall in denominators led to the surveys being reissued - prior to the mobility event, and a final one will be issued in February 2023 to keep statistical confidence intervals tight, with consistent cohorts.

More than 82% responded (to both surveys), warmly identifying their efforts, challenges and where they needed more help. The responses led to the face-to-face being updated to cater for their emerging needs.

Meanwhile, qualitative surveys clarified the degree to which participants had valued the application of the tools provided and the inner reflective processes of module 2: Forgiveness. The Forgiveness module led to profoundly deep, diverse, and individual experiences recorded, strongly underlining the part it plays in the development of resilience.

The third survey, a DASS-pilot for partners, had a special benefit: it helped to monitor corporate staff stress anxiety levels. Three partners enrolled, two were pleased with the contribution and wanted to establish a permanent process. The third had a change of senior staff which confirmed that its staff found it helped them, but stated that they already had other methods in place, without disclosing them.

Follow up interviews with participants and their managers and the final DASS and HFS will be issued in February 2023. The final project and impact results therefore will be shared in the 2023 annual report.

During the face-to-face session, participants were given workbooks to aid their self-directed reflections during and after each workshop session. Protected time was assigned for daily reflection and to enable participants to consider their learning needs, backed with the evening exchanges, including artwork sessions. Group discussions were integral. Feedback sessions were also included in the agenda after each of the activities, which provided useful information to fine-tune the programme for the next mobility day. At the end of the day, participants had individual time to reflect on what



they had learned, what was important and what they wanted to improve and work on, against their personal learning objectives. Participants collaborated, shared real life stories, facilitated discussions, and led theatrical illustrations.

Sharing a few reflections

"I have acquired methods and techniques of building resilience as an antidote to secondary stress and burnout. We have been given useful self-monitoring tools so that we can recognize symptoms of secondary stress in ourselves and others, and we have also learned self-care practices to counteract the negative effects of stress."

"The project has had an impact on the people I work with, especially now that the people that come to us have multiple vulnerabilities, the project has helped me not only to deal with them better but be able to see to what extent I can help them." "This project has helped me understand the power of forgiveness, which has been very helpful in both my personal and professional life."

"I knew about Forgiveness, but on a theoretical level. I did not have much experience with it. I think that before the retreat I only had references from religion, and it was like 'you have to do it, otherwise it is a sin'. But now it is very different. Now I see Forgiveness as a possibility to let things go, to leave the past behind, to feel better... and I know now that I believe in the power of forgiveness."

"The retreat experience made me realise that it does not matter where we are from, or our life philosophy or religion... connection between human beings is always possible. Mary talked about... the experience of Humanity, we are all humans with common needs and common goals..., I feel this is what I experienced, it was very impressive to be together, not sure why it was so special... it is difficult to find the words to explain it."

"Understanding the European culture and values was one of my objectives from attending this project that gave me the ultimate experience to understand the European common values. This also helped me to deal with people coming from different social and cultural backgrounds which also help me when dealing with Palestinians and Israelis. In my work as summer camp manager where both Palestinian and Israeli young people are invited, I always try to concentrate on the human side of the conflict and this project gave me high-quality ideas to plan for the next summer camp." (a participant coming from the Palestinian Territories)"



Impressions from the face-to-face retreat:





Forgiveness Development

Following on from 2021 a series of online workshops continued from January till October to work the Seven Pillars of Forgiveness with two different groups of participants; youth workers partaking in the Erasmus+ project and the Forgiveness Development Course (NGO workers and individuals intending to carry out community projects locally where forgiveness is needed and can be remedial).

With every workshop and Pillar of Forgiveness the educational content went through an update: coming closer to the core of what each pillar offers as remedy and a pathway to building resilience, and also improving the way in which the content can best be shared and worked with a particular group of people. This led to an increasingly more practical approach.

The team of facilitators was also extended to meet the requirements for workshops now and in the future.

For participants to discuss what impacted and stayed with them that was relevant to their lives, a written survey was developed to round off the online forgiveness workshop series, with an opportunity to have dialogue amongst participants and facilitators around the survey. This also assisted in shaping the face to face 3 day workshop for the Erasmus+ participants, in order to deepen the work, and assist in establishing and maintaining a forgiving attitude as part of strengthening resilience and finding remedy for oneself and others.



In the development of the online workshop on Hope, Forgiveness Pillar 6, the work of Father Gregory Boyle with Homeboys Industry in L.A was brought in as one example of hope. Contact was made with Father Boyle, who generously agreed to meet online and have a dialogue with both groups of participants and facilitators about applying forgiveness in life. This was a highlight for the participants.

For the participants in the Forgiveness Development Course there were additional separate online sessions to assist participants develop their individual forgiveness projects locally in Iraq, England, Kenya, Australia and in the Netherlands.

The youth workers in the Erasmus project met for 3 days of furthering the forgiveness work which took place in November. Theatre, group work, demonstrations and participant presentations of relevant forgiveness examples were successfully brought in. Issues such as finding self-forgiveness, separating the person from the act; building a forgiving attitude to be remedial and strengthen resilience, were all actively worked.

Feedback from participants about the impact 3 months on, showed that 63% of participants in the retreat experienced a breakthrough in forgiving themselves or others - an increased capacity to let go and forgive; increasing resilience. Here are a few quotes:

"Without the burden of those unforgiven things that one carries around, it is easier to focus on what is really important. Now I feel it is easier for me to get rid of these continual irritations caused by others, so I feel I have more energy to focus on what is important".

"Forgiveness is a path, not only in our professional work but in our daily life. It is a challenging dynamic. It is not static; it is accessible to everyone. It was amazing to see how people who went through terrible situations can connect with it, but it also appears in our life. I think forgiveness and resilience work together. The project has helped me by finding and cultivating my coping strategies and reflecting upon them."

MMT

2021 saw an updating of the former Understanding and Managing Fear (UMF) content for the Erasmus+ STS programme, broadening its coverage to Managing Mental Trauma (MMT); taking a deeper dive into the anatomy of the brain's programming and how Trauma (primary and secondary) and stop situations repetitively limit a person, keep them in a state of low functioning and stop them taking charge of their lives; offering means and ways to break the hold of low function states and build resilience through activating the higher functioning parts of our brain by accessing and practicing the values and qualities that are important to our lives.

During 2022 - in preparation for the 6-day in-person retreat in Greece for the STS programme - this MMT upgrade needed to be applied to the face to face content of the former UMF work before delivery. The team commenced work in August and more intensively in September resulting in a 2-day module during the retreat covering: a recap and theaterisation of the key content of the online workshops; the relationship between fear and stop situations; a three stage experience to identify one's fears, gather the fortifying qualities to handle them and beginning to take charge on the pathway of resolve; overall, building a stronger fabric of self-established resilience: inner values, inner qualities, resolve.

The evaluation of the 6-day retreat showed that 80% of participants had developed and sustained the competencies transferred (below):

- The anatomy and physiological drivers of anxiety, fear, trauma, revenge and STS
- The benefits of games, humour, dance, songs as mental circuit breakers



- The inner resources (qualities and values) which reduce stress, anxiety, depression and regret – improving resilience (evidenced-based)

Quotes from participants:

"I used to think I was fearless and then I found myself in the retreat making a list of so many fears. The set-up of the Field of Fear was so nicely done, it was a great experience. But I did not blame or punish myself, this was a very caring and gentle exercise. The whole experience gave me so much hope, I still can picture in my mind some of my fears surrounded by my qualities. It was such an enlightening experience. I keep the workbook close by and review my notes from time to time."

"Currently, I am working on getting to know my qualities. When I am in a difficult situation, I first lay out my qualities in front of me like an imaginary wall. I tell myself this situation is nothing compared to the qualities I have, or I call over a previous situation where I used these qualities. It's good to get to know your qualities and promote them in yourself, highlighting the best of you."



Bereavement Counselling

In 2022 the Ruby Heart Bereavement Counselling Faculty took several significant steps forward in developing the strategy for the Faculty, structuring the curriculum and writing counsels.

The **objectives set for 2022** were met in the following ways:

1. Research and development has continued for a wide range of the 86 counsels across the various countries that have Ruby Heart groups.
2. Counsels have been drafted within the 'Getting One's Affairs in Order' set of subjects such as 'Administration' (including Wills, Personal Effects and Power of Attorney) and these as a group have also been developed into a viable workshop.
3. The Administration Workshop has been trialled with over 80 UK members and arrangements have already been made to deliver this workshop in Europe and Israel, North and South America and New Zealand/Australia in 2023.
4. Progress for the 2022 objectives for workshops being developed for other counsels to the public was as follows:
 - Loneliness Counsel - a workshop was developed and delivered within the Network with 65 participants in March 2022.
 - Grief Counsel - a trial public workshop via Facebook/Instagram took place as a training exercise in November 2022.
 - Regret Counsel - research and development was continued throughout the year with a planned delivery within the Network in March 2023.
 - Other counsels - there was some initial progress in developing workshops for Means and Ways Support, Promises, Ceremonies, Anger, Resignation and Inevitability; however more work is required before trialing within the Network.

A request was made in late 2022, from a Feminenza supporter, for help with the loss and grief associated with adoption – both in the birth mother, and the adopted child. This issue will be further explored and developed in 2023.

Key Objectives for 2023

1. To create internal systems and processes to support curriculum development.
2. To form a leadership team for the Faculty.
3. To establish working teams from within the existing membership to develop course materials and to locate and utilise the skills base already existing within the Ruby Heart membership.
4. To decide on a block of 10 out of the 86 counsels to develop for both workshops/podcasts in 2023 and to start to group other blocks of counsels for future workshops from 2024.
5. To establish a platform for accountability and storage of research.



Gender Faculty

The Gender Faculty was established in 2022 with a core international team holding weekly research calls and reaching out to medical experts in the field of the menopause, eg in Denmark. The Faculty focuses both on supporting women and women going through menopause and beyond.

A 5 day team retreat took place in December, in the newly acquired educational centre in Norfolk to establish the core objectives of the faculty for the next 3 years, focusing on young women, and women reaching the second half of their life, comprising the Mid-Life crisis and Menopause.

The inner stages of development from perimenopause to the end of life.



The Objectives of the Gender Faculty in 2022:

- **The gathering of compelling empirical evidence and research:**
 - * Understanding the female body: researching the development of the brain and the endocrine system through key life stages: childhood, puberty, pregnancy /childbirth, menopause.
 - * Research on hormones and the effect of values on mind states.
 - * How does coming to know who you are on the inside and taking charge of your life assist with hormonal changes / difficulties?
 - * How do our perceptions about aging influence the way our bodies respond?
 - * The distillation of information from specially tailored surveys - to inform workshop content.
 - * To craft input out from the surveys for the Femina website.
 - * To prepare survey evidence in support of funding applications (both qualitative and quantitative).
 - * Build resources: compile a library of stories, interviews, film-clips.
- **The development of course content, on-line and face to face, for young women, perimenopausal women, and women in later stages of life.**



Objectives for 2023

- An international survey will be created to find out from as many young women as possible, aged 18-35, what their key challenges are, and what workshops they would be most interested in.
- Workshops will be designed and offered to young women aged 18-35, under the heading of 'Taking Charge of Your Life', via on-line workshops and face to face retreats.
- Workshops and Menopause café sessions will be developed for peri-menopausal and post-menopausal women.
- The Core Fundamentals project, which was piloted with the Feminenza membership throughout 2021-2022, will also be developed further inside this faculty.

Leadership development for Feminenza chapters

2022 was a year where COVID-19 still had its impact but where specific measures and limitations were let go of gradually. This meant that most of the work done by the Feminenza team still took place online, apart from a strategic gathering in August 2022 which brought together those spearheading the development of the organisation and its work into the world internationally.

Significant progress was made in 2022 in expanding the cadre of facilitators, safeguarding officers and technical support teams, for the Managing Mental Trauma and Forgiveness Faculties, as well as the newly established Gender Faculty.

All participants in the transformational leadership programme (25) which entered its 9th year stepped up either by delivering online workshops or facilitated by safeguarding, liaising with participants and partners, providing online video call support and the evaluation framework for the outcomes of the EU Erasmus+ Secondary Traumatic Stress & Resilience project. This has caused an upskilling of the group and has created a broader base to handle future projects.

Furthermore the group is increasingly taking on leadership roles which extended this year into more participation at Board level in chapters in Israel, North America and Canada.



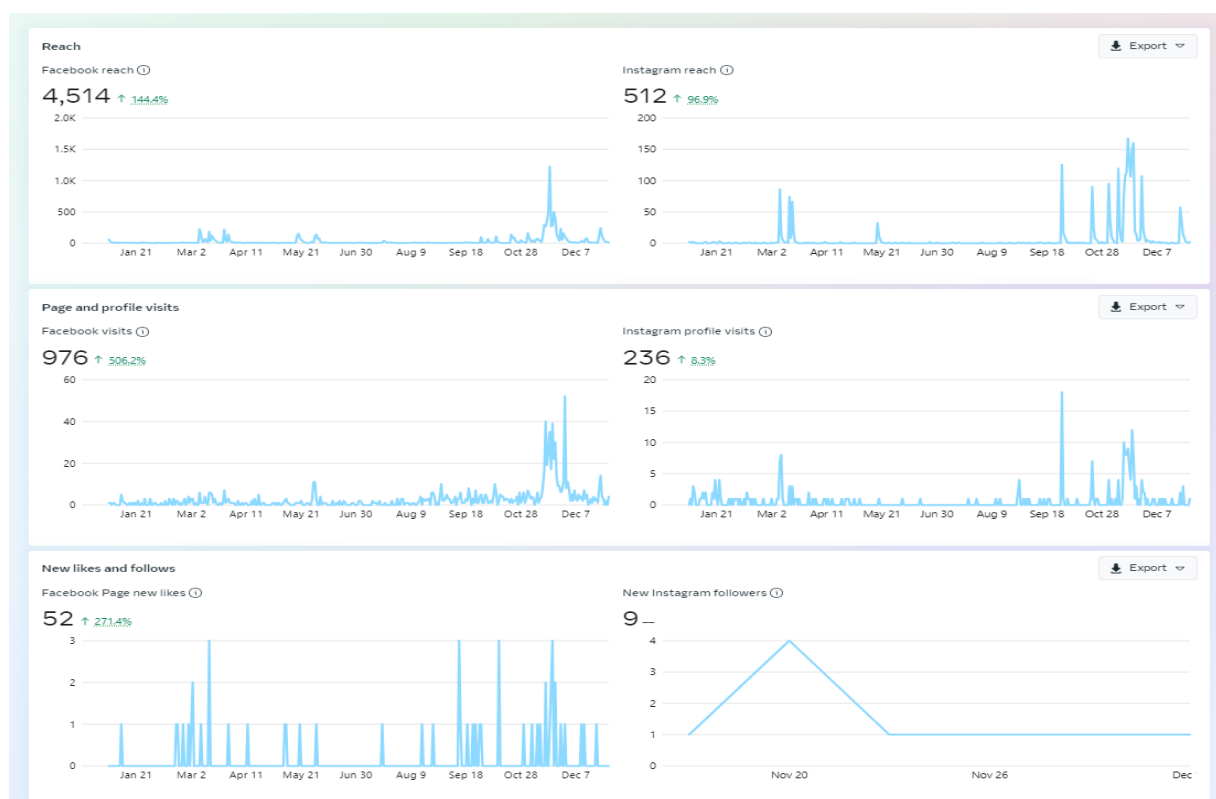
Website, Social Media and Marketing

In 2022, the new Feminenza website went live with a new look and feel, and using a new platform, WIX. In addition to updated text and images, the site underwent a restructuring of content navigation and also has expanded its multi-lingual reach as the site is translated into over 20 languages.

In 2022 Social Media efforts focused on reporting the progress of the Erasmus Plus funded project – Secondary Traumatic Stress building resilience with youth resilience. Regular posts and articles were published, to inform and include our audience in the process and the ongoing workshop content.

One of the Social media efforts was publishing the Go Fund Me page to fundraise for the Educational Centre, which ended up raising over 15,000 GBP.

New User traffic and Page Views to the Feminenza.org website in 2022 both decreased by 32% and 33% respectively. 88% of the website visitors were New Users.



In social media, the amount of engagement, including number of followers and likes, continues to increase but has slowed since 2021. Facebook page reach increased by 185.3% over the year and includes Facebook page visits. New Facebook likes and followers have increased by 420% and 407.1% respectively. We also realized a 121.6% increase in Instagram visits. Currently, we do not use any paid advertising for our social channels, thus the social engagement is entirely organic.

On LinkedIn – from the 4th quarter of 2022 and trending into 2023, based on currently available data, new followers have increased by 24% from last year. This is nearly the same rate of growth during the same period the previous year.



Fundraising

Fundraising continued throughout 2022 against the difficult backdrop of increased demand being reported by 3 in 5 charities. Rising delivery costs, coupled with the worsening impact of the cost-of-living and energy crisis, has affected donations for most charities. The CAF Charity Resilience Index score showed a clear decline of nine percentage points relating to funding capacity, reaching a low of 62% in December 2022. *

Following the acquisition of the Feminenza Education Centre in May '22, fundraising has focused on capital fundraising for property renovations. As the 2021 Erasmus+ Youth Mobility STS project and the Forgiveness Development Course continued up to October 2022, no further project funding was sourced in 2022.

The acquisition of the Education Centre will, in the medium to long term, reduce our dependency on third party, expensive venue hire and improve the running costs of the project courses we provide. Securing and holding a capital asset gives confidence to trust funds, equity houses and grant providers we approach for funding.

A team of committed volunteers have given their time this year to concentrate on capital grant research and grant writing. In the second half of the year a sub team was formed to specifically look at fundraising for necessary grounds/woodland maintenance.

As funding has traditionally come through regular donations from our 90 UK membership donating approx. £12K pa, grant applications have been a new area for us, and knowledge and experience has been gained as the year progressed. Our members have continued to support, and we are grateful not only for their monetary donations, but also for the many hours of their time they give. The Feminenza Educational Centre has benefited from over 3000 hours of voluntary work.

A further 2022 – 2024 UK Funding Plan has been drawn up, initiated, and followed, covering the following 4 channels.

1. Grants & donors funding from external sources.

During 2022 a database of 58 possible external donors has been researched and submitted. Five funding applications were put forward to:

1. The Clothworkers Foundation for £274,000
2. The Screw Fix Foundation for £5,000.
3. The Garfield Weston Foundation for £58,000
4. Better Community Business Network (BCBN) for £3000
5. Woodland Trust for a Community Tree pack.

The first 4 listed applications were refused due to oversubscription. In December the Grounds Fundraising team were successful in securing 105 saplings from the Woodland Trust, for delivery in March 2023.

Following the UK's exit from the EU, FI is no longer eligible to apply for project funding from The EU's Erasmus+ fund. The devolved Welsh Government has established a funded international learning exchange programme, called Taith. In the later quarter of 2022 encouraging discussions were held between FI and Taith and it is hoped to further build ties in 2023 towards securing funding for workshops. Discussion around project funding also took place with The National Lottery funds of England and Wales. Research into alternative project funding continues into 2023.



2. Online 'crowd' sourced & social media funding activities.

In September 2022 A GoFundMe page <https://www.gofundme.com/f/support-feminenzas-new-education-centre> was set up with a target of £122,600, to raise funds for renovations. By the end of 2022 the initiative had raised **£15,749**. Members were encouraged to forward on to friends and family and we had a positive response to the launch. The page remains active going forwards.

Money has also been raised through small eBay and Facebook Marketing sales.

3. Community/Grassroots activity fundraising

Planning for Community Sponsored events has taken place, and these are planned to start early 2023.

Sales of craft produce donated by members has been researched with a Memorandum of Understanding ready for use between FI and members. It is hoped sales of members' craft produce will increase as sales become possible on the Feminenza website.

4. Individual Giving.

The generous donation of a car to Feminenza was auctioned through the GiveaCar organisation in December raising £5,713. The funds from this came through in January. GiveaCar was so impressed with the work Feminenza does, they reduced their admin fees.

Individual members from across FI's international network have donated £20,513 to support the refurbishment work, and Gift Aid has been claimed where appropriate. On top of this amount, donations from FI Chapters in Denmark and the Netherlands contributed £40,877.

Information regarding bequests has been made available and research into receiving bequests from overseas has been carried out.

Website enhancements have taken place (see section above), the 'Donations' facility was enhanced. Further research into allowing payment flexibility internationally and to specific Feminenza projects continues.

During the final quarter of 2022 the fundraising team concentrated on sourcing and contacting NGOs with the aim of partnering in future project work. Not only to find further individuals and groups we can support and offer our services to, but also to enable FI to gain greater public and sector recognition.

As momentum grows and skills build in producing successful capital grant applications, the team remain confident FI is in a good position going forward to receive grants; both capital and core, from trust funds, equity houses, grant providers and business.

*[charity resilience index.pdf \(cafonline.org\)](https://www.cafonline.org/charity-resilience-index.pdf)



Initiative to establish a strategic education centre

In May 2022, Feminenza completed the purchase of our first educational training facility in the UK. A large manor house in rural Norfolk built in 1837, the venue offers exciting opportunities for our work to reach more people with 825sqm of space for workshops and meetings, along with 11 bedrooms, a large dining hall and kitchen, five meeting rooms, parking and 9.5 acres of woodland.

Prior to the purchase, the board followed Charity Commission guidance (CC29, CC33) and extensive due diligence was undertaken with detailed reports from a local Chartered Surveyor (compliant with the Charities (Qualified Surveyors' Reports) Regulations 1992) and extended legal, environmental, electrical and municipal checks undertaken.

Following consultation with the Charity Commission to ensure there was no conflict of interest, the board purchased the property for £1.15m via a generous interest-free loan agreement with our CEO who, together with her husband, independently purchased the title deed to the neighbouring property allowing for them to manage the renovation work the property requires and ensure the facility's ongoing security and maintenance.

The new facility provides the crucial infrastructure to enable Feminenza to equip, train and develop enough resources to double the number of workers in charities benefiting in 2022/3, thereby doubling access to those in their care (international and local). By 2025 output capacity will double again.

The facility operates as our Headquarters and is where we will develop educational content; conduct community retreats, workshops and seminars; host educational and mentoring processes; provide face-to-face counselling; extend much more of our know-how, and enable a five-fold increase in:

- The number of people benefiting from our work, face to face and online.
- The range of NGOs, charities, local and international communities and cultures able to benefit, ensuring sustainability.
- Partners: local and foreign NGOs and charities as we work towards a more humane world.
- Supporting content (workbooks, videos, podcasts)

To convert this building and make it suitable to host the public there is considerable work needed. Detailed structural and specialist surveys, and discussions with the District and County Councils have enabled an action plan to be formed to meet national, county and district certification standards. The plan spans two years and includes the following urgent work: (i) Replacing windows which are warped and rotten; (ii) replacing aged wiring and adding fire and security systems (iii) treating areas of rising damp, infected timber and making good; (iv) sewage treatment plant upgrades to comply with current legislation; (v) replacing leaking plumbing in the oldest section of the building.

The repairs require substantial funding with an estimated initial budget of £170,500. A fundraising team for this purpose was established (see their section of the report above). To enable the most urgent work to begin on the facility, £15,749 was raised via a GoFundMe campaign supported by our members who shared with their networks, friends and families. In addition, we received donations from Feminenza Denmark, and Feminenza Stichting Netherlands on the understanding that their teams will benefit from in-person training at the facility and in support for the international audiences the facility will be accessible to in the future. These donations enabled work to begin in earnest on the facility from June 2022.



34 Volunteers from across Feminenza's International network (UK, Ireland, Netherlands, Denmark, Greece, Canada, Israel and the US) provided 3500 hours of their time to begin the repairs to the plumbing, windows, interiors and to restore the woodland. We also worked alongside a number of skilled local contractors and specialists providing some of the essential sewage, heating and roof repairs required. In addition to supporting local businesses, this has helped to make the facility part of the local community and to establish long lasting relationships.

Thanks to the efforts of our volunteers and contractors/specialists, work began on all of the areas identified in the renovation plan for 2022. £23,818 was spent on repairs and maintenance with a further £2823 on purchases (small tools and fit out costs) and £423 on equipment hire.

Whilst work will continue into 2023 and completion is dependent on additional funding, the transformation of the facility in just 6 months of ownership is inspiring and the potential of the facility is unmistakeable. The Board thanks all those people who have worked with us to realise our ambition.



Building standards, competencies and visibility

Safeguarding

The FI Safeguarding Panel continued to liaise with the Safeguarding leads across Chapters in 2022 to ensure compliance: ensuring Feminenza representatives are up to date with Police Checks, a Statement of Commitment, Code of Conduct and training.

The Erasmus workshop programme running in this year was fully covered with two safeguarding representatives per event, as planned, and the training of representatives was clearly evident in the smooth running and dealing with issues that arose during the programme. Safeguarding cover was also provided during the live Erasmus workshop event in Greece later in the year.

A police check this year was completed for New Zealand and all UK reps were automatically updated using the update service. Other international updates will need to be applied in 2023 for Europe, the USA and Israel.

Training was arranged for all new and existing reps, and we focused on the updating of Safeguarding procedures for our workshops, which continued to be predominantly on Zoom. We have continued to expand the pool of Safeguarding Officers to ensure two Safeguarding Officers are on duty for each public-facing workshop and one Officer for inward internal events, with a Breakout Room available in the event that a participant wished to speak with a Safeguarding Officer.

Data Protection: With the majority of work still happening online, the focus again this year was for the DPO to work alongside Safeguarding. During this year a Whistleblowing Policy was written and in 2022 the review process of the policy was begun. The aim is to implement and inform representatives of the new policy during 2023

Data Protection:

To facilitate the Erasmus and Forgiveness Development Course, the DPO worked alongside the education and project team to ensure participants' personal data was managed securely and in accordance with Feminenza's Data Protection Strategy. As part of the preparation for the retreats in Greece, the DPO answered queries from the project team and created and managed a media consent process. This helped to facilitate the collection of data for formal Erasmus+ project reporting and some wider use for Feminenza's website and to demonstrate Feminenza's benefits to future donors etc.

The DPO also provided initial guidance for the Friends of Feminenza Scheme, designed a consent refresh process for the new website and undertook three sub-processor reviews.

Further steps were taken this year to embed the principles of UK-GDPR (General Data Protection Regulation) and the Data Protection Act 2018. Training was provided to new members of the Young Women's Leadership group and specific guidance was created for the Education Faculties which focused on Do's and Don'ts before, during and after a retreat, building on lessons learned and previous experiences. A review of a photo and video archive (pre-GDPR) was completed, reducing the number of records held and ensuring they were stored securely.



In Q3 2022, we undertook a voluntary Data Protection Health Assessment on the ICO website. There were no major findings but one point highlighted was a need to codify a Security Policy so the DPO worked with the CIO to put this in place. The assessment also enabled the DPO to identify some additional areas to focus on for 2023, so in consultation with the CIO, these were added to the Strategic Plan for IT and Structure for 2023/24. Feminenza's registration with the ICO was updated and renewed and we are pleased to confirm there were no reportable breaches in 2022.

Copyright & Intellectual Property

Following the appointment of a Copyright Custodian in 2021, research has been undertaken to create Feminenza's first Copyright and Intellectual Property Strategy. The policy is currently in draft and outlines Feminenza's copyright strategy (what is protected, how it is protected, how it is enforced etc.) and notes the responsibilities of Feminenza Representatives to ensure that: (1) When using third party materials –they do not knowingly or unknowingly infringe the third party's copyright which could lead Feminenza to be held liable. (2) When using or sharing Feminenza materials and content – they protect the work so that it cannot be misappropriated by another organisation. Further work with Feminenza's Policy Advisor is required to complete the Strategy and create an implementation plan.

In addition, the Copyright Custodian has supported the Forgiveness Faculty to request formal approval for a number of movie and television clips to use as part of the Erasmus+ and Forgiveness Development Course (online and during the retreat) and provided guidance where needed on fair use. A process to request and gather approvals was followed and a formal approval log was created to track any approval conditions.

In support of a fundraising initiative, the Copyright Custodian drafted a memorandum of understanding for the Board to enable Feminenza's symbol and a short description of the charity to be printed on a number of hand crafted greeting cards. These cards were created and sold by a company run by one of Feminenza' volunteers who had agreed to donate the profits of these cards to Feminenza.

Building capacity in computer skills

During the year, another 5 Feminenza representatives were trained to acquire the necessary skills to host small and/or large-scale meetings over Zoom whilst existing Zoom hosts supported the large number of online meetings taking place for the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course.



Appendix 1: Feminenza unison principles and aims

The Principles

1. The existence of the two genders implies a partnership to something better. Their union is designed to create something that is a step forward for humanity.
2. There is a need for remedy and rebalance, not as a reaction against the past, but for the sake of the future, in which there is much yet to be understood about both genders.
3. We believe there is a call for the feminine gender to learn and grow to meet what is needed now, to be open to the future, and to play its part in the next step of evolution and update of both genders.
4. We uphold values that respect the uniqueness and sanctity of all life and the diversity and nature of cultures.
5. As world citizens, all part of one human race, we are committed to finding and establishing the unifying perceptions and values that bridge the differences between all peoples.

Our Aims

1. To promote new understanding between the genders, and to establish an association based on respect and honour in the exchange that occurs between the natures of the masculine and feminine genders, coming from deeper insight, and wisdoms, promoting the best in each.
2. To help restore the dignity and unique purpose of the feminine gender in these current times, by sharing existing and new knowledge towards promoting a better understanding of the true nature and potential of the feminine gender.
3. To help women and girls searching for a better platform and better tools by which to proceed in life as and when possible, in any way or in any part of the world as membership and funding permits, by providing assistance in terms of support, education, and sisterhood.
4. To promote an international web of strength, humanity, support and unity among women, and between women and men in these current times.
5. To assist human development, by furthering these understandings through the global work and outplay of Feminenza.



Appendix 2: Administrative details

Name of the Charity: Feminenza International

Charity Registration number: 1170535

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

Trustees on the date this report was approved

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

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

CEO: Mary Noble (UK)

Finance: Treasurer – Tyson Merriam (Canada)

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

Charity Secretary: Edith Borst (Netherlands)

Chief Information Officer: Panagiota Aposkiti (Greece)

Chief Fundraising Officer: Monique Weber (Netherlands)

Partnership and Community Good: Rebecca Cotton (UK)

Grants and Community Fundraising: Lynn Davies (UK)

Education:

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

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

Data Protection Officer: Johanna Morrison (UK)

Safeguarding Officer: Sandra Maguire (Ireland)

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

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

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

Exemptions from disclosure

Not applicable

Funds held as custodian trustee on behalf of others

No funds held on behalf of others.



Appendix 3: Structure, governance and management

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

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

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

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

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

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



Appendix 4: The Financial Review 2022

Introduction

In 2023, our 2022 financial records went through an Independent Examination as the Charity's income exceeded the 25,000-sterling mark. The Charity's records were prepared by the Treasurer and then reviewed in detail by the Board. The Independent Examiner was given full access to our online accounting system and during the review received all the requested documents. The process was straightforward but highlighted the need for thorough and detailed information being readily available for all the Charity's transactions, which we have maintained to a good standard. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

Our expenditures for the year 2022 were in the following areas:

Leadership in Women

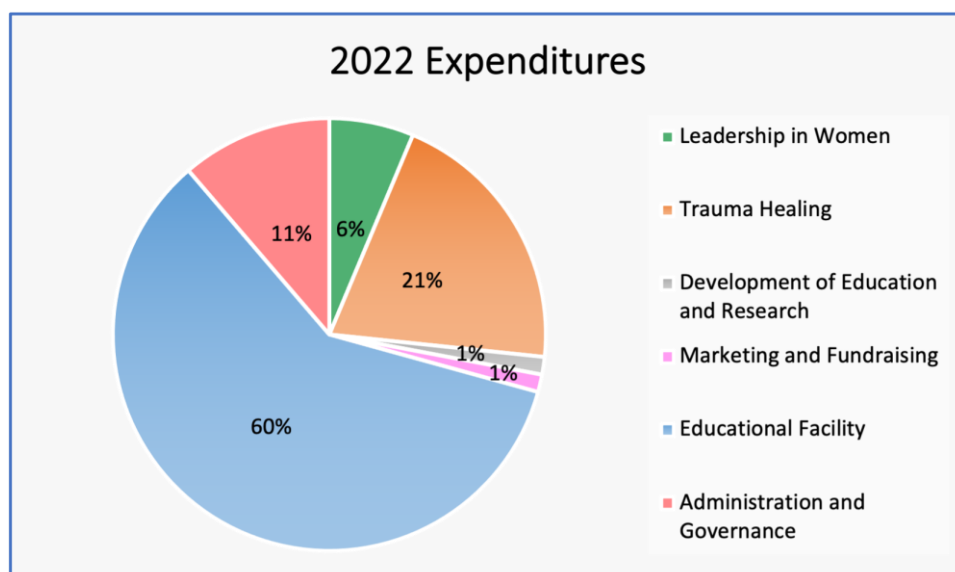
Trauma Healing

Development of Education and Research

Marketing and Fundraising

Educational Facility

Administration and Governance





According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2023 is £24,300.00 and is maintained in order to cover fluctuations in income as well as any possible risks to the organization. This reserve is significantly higher than in previous years due to the purchase on our Educational Facility. We also have a restricted reserve of £4,000.00 which will be used to further the development of our Bereavement Counselling Programme and a restricted reserve of £6,056 which will be used for the Erasmus+ THCRD programme. £26,444 in donations was received for repairs and upgrades to our Educational Facility in Norfolk and £1,453 is available from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Feminenza International

Financial Activities January - December 2022

	TOTAL
Income	
Amazon Royalties	120.84
Bank Interest Earned	1.05
Gifts and Donations Income	
Gift Aid donations	15,563.27
Unrestricted	99,048.70
Total Gifts and Donations Income	114,611.97
Sales of Product Income	28.11
Services	85.59
Total Income	£114,847.56
TOTAL	£114,847.56
Expenditures	
Accounting Software	422.40
Bank charges	71.41
Dues and Subscriptions	35.00
Equipment Rental	423.00
Insurance Expense	2,909.29
Legal, Notary, Advisory Expenses	3,800.10
Legal fees	7,997.70
Total Legal, Notary, Advisory Expenses	11,797.80
Office Supplies	212.50
Stationary	7.54
Total Office Supplies	220.04
PayPal Fees	356.41
Postage and Delivery	141.85
Printing and Reproduction	1,414.67
Professional Fees	4,915.51
Public relations	
Marketing	351.55
Total Public relations	351.55
Purchases	1,020.98
Repairs and Maintenance	23,818.39
Research materials	674.74
Shipping, Freight, and Delivery	3,883.81
Small Tools and Equipment	436.22
Software	737.08
Taxes Paid - Council tax	489.05
Technical Equipment	28.99
Telephone & Internet	1,324.83
Travel and Meetings	
Accommodation	12,480.89
Subsistence	4,814.38
Transportation	6,514.70
Travel Insurance	381.04
Total Travel and Meetings	24,191.01



Feminenza International

Financial Activities

January - December 2022

	TOTAL
Trustee Courses	486.00
Utilities - Electricity	1,630.68
Utilities - Heating Oil	6,262.17
Web Hosting / Domains	294.13
Workshop materials	907.35
Total Expenditures	£89,244.36
NET OPERATING INCOME	£25,603.20
Other Expenditures	
Exchange Gain or Loss	-92.81
Total Other Expenditures	£ -92.81
NET OTHER INCOME	£92.81
NET INCOME/(EXPENDITURE)	£25,696.01



Feminenza International

Balance Sheet

As of December 31, 2022

	TOTAL
Fixed Asset	
Tangible assets	
Buildings	1,150,000.00
Furniture and Fixtures	1,438.60
Machinery and equipment	3,577.13
Total Tangible assets	£1,155,015.73
Total Fixed Asset	£1,155,015.73
Cash at bank and in hand	
Barclays Bank Account	38,778.65
Barclays Business Savings Account	1,426.05
FI EURO ACCOUNT	49,682.12
PayPal	27,418.67
Wise Euro Account	1,609.51
Wise GBP Account	370.00
Total Cash at bank and in hand	£119,285.00
NET CURRENT ASSETS	£119,285.00
NET CURRENT ASSETS (LIABILITIES)	£119,285.00
TOTAL ASSETS LESS CURRENT LIABILITIES	£1,274,300.73
Creditors: amounts falling due after more than one year	
Long term borrowings	1,157,997.70
Total Creditors: amounts falling due after more than one year	£1,157,997.70
TOTAL NET ASSETS (LIABILITIES)	£116,303.03
Charity funds	
Restricted Funds	37,953.32
Unrestricted Net Assets	52,653.74
Surplus/(Deficit)	25,696.01
Total Charity funds	£116,303.07