



Feminenza International

Annual Report

2017

Reporting Year	2017	
Approval Date	26 th October 2018	
Approved by	Board of Trustees FI	



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About Feminenza

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

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

We champion the long-term development of women, their understanding of themselves and their roles in leadership and society, 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 see the human race living in a more equitable, just and fair society, recognition 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





A short history of Feminenza International

In 2005, Feminenza International (FI) was formed (initially as a non-profit company) in England, UK, to serve as the founding and standards body for Feminenza worldwide and with a duty to initiate, sponsor and develop:

- strategy, curricula and educational content;
- channels for civil society to access the tools and education;
- licensing and accreditation frameworks;
- international partnerships;
- new chapters and initiatives;
- programme management oversight;
- global standards across Feminenza on education, oversight and accountability; organisation and values.

This step enabled Feminenza, as a network, to combine its resources and deliver projects of international note. In 2006 UNESCO PEER asked us to lead the 'Humanity and Gender *Utu na Ndugu*' conference in the UN compound in Nairobi and provide a platform for some 180 NGOs - from Rwanda, Burundi, Congo, Uganda, Somalia, South Sudan, Tanzania and Kenya - to work through a complex spectrum of challenges: dealing with the impact of politically motivated conflict, violence against women, female genital mutilation, the runaway train of youth being enrolled in conflict, the impact of AIDs.

Many of Feminenza's programmes, for example: Understanding and Managing Fear, Forgiveness, Reconciliation, Gender Respect, Transformative Leadership were developed as a consequence. Feminenza Kenya was registered and served as a vital platform for Feminenza's work in East Africa.

In 2009-2011 in response to the firestorm of post-election violence in Kenya, UN WOMEN commissioned FI to implement UN Security Council Resolution 1325 in Kenya. We selected, trained and mentored twenty-five young women to rebuild conflict ridden communities, dial down fear, rehabilitate perpetrators and victims and foster forgiveness and restorative justice. A subsequent assessment by Sweden's International Aid agency (SIDA) noted that our work was 'distinctly different in being well structured, targeted to each community's needs, measurably effective... pivotal'.¹

The book 'Rebuilding Lives' (filed in 2012 in the White House library and the US Library of Congress) provides a graphic photo journal of the lives impacted by the project².

¹ <https://www.feminenza.org/docs/FeminenzaForgivenessAndReconciliationPilotReport2011.pdf>

² https://issuu.com/julieanneglover/docs/rebuilding_lives_revised



In 2013-2017, Global Communities, USAID (Kenya Tuna Uwezo (KTU) and The DREAMS Initiative) and UK's Department for International Development (DFID), commissioned FI to deliver trauma healing processes for sex workers³, youth at risk (violence, gang culture, AIDs)⁴, tribal leaders, district peace committee members and police liaison officers⁵; for perpetrators (including former gang lords) and victims. In 2016, a US Congressional mission, in reviewing the outcomes, made special note of the impact of our work.



Our work and its impact was not restricted to Africa. From 2010, as a response to the rising interest in post-conflict solutions on fear management, community forgiveness services and trauma healing experiences, we worked with women across the globe to establish Feminenza chapters and thereafter to build their capacity to deliver solutions to civil society:

- In the USA. Feminenza North America (FNA) was established as a 501(c)3. FNA went on to help establish Feminenza Kenya; provide support for the rehabilitation of homeless women (Washington); provide fear management workshops for incoming refugees (Arizona and Maine); mentor high school students (New York) who, in turn, developed and led grass roots community leadership programmes; mount Forgiveness Concerts and workshops in support of inter-faith dialogue (Jewish, Christian, Islamic) in New York.
- In the Netherlands. Feminenza Stichting was a vital partner, providing significant funding, volunteers and project management support needed across the world. Its contribution

³ <https://www.feminenza.org/docs/FINAL-REPORT-Feminenza-Global-Communities-DREAMS-Trauma-Healing-June-2016.pdf>

⁴ <https://www.feminenza.org/docs/FINALREPORTFeminenzaUSAID-KTUTraumaHealingJune2015v2.pdf>

⁵ <https://www.feminenza.org/wp-content/uploads/2018/10/FINAL-REPORT-Nakuru-Trauma-Healing-June-2017-V10-1.pdf>



earned it a presence with ECOSOC's Civil Society Network. It contributes increasingly to Netherland's civil society discourse on gender.

- In Denmark. Feminenza Denmark (FD) was formally established as an Association and has become known for helping refugees to integrate into Danish Civil Society and being a significant contributor to Women of the World gatherings. Since 2013 its members formed the Forgiveness Faculty for Feminenza worldwide and, between 2014 and 2017, delivering forgiveness training courses in Denmark, Kenya and Northern Ireland.
- In the UK. A non profit company was formed which has assisted women with mental health difficulties in London; provided therapeutic assistance for the elderly and infirm in the Midlands; organised inter-faith community workshops and concerts featuring Forgiveness in Nottingham and London. In 2013 and 2017, it collaborated with FI to assist the traveller community in Ireland to address anxiety, depression and understand and manage fear.
- In New Zealand and Australia. Feminenza was established as a Trust in New Zealand. It was notable for commencing and encouraging significant Maori elders to share their religious traditions on forgiveness with the New Zealand public and maintaining the web presence for GiveAGirlAChance, a Feminenza programme which supports the rescue, rehabilitation and education of girls and women escaping conflict and FGM.
- In Germany. Feminenza was established as a non-profit Association and has hosted Feminenza's projects to develop women for leadership.

Today we bring 17 years of experience in projects of international note, partnerships with UNESCO, USAID, UN WOMEN; nine years of hard, independently verified, evidence of the effectiveness of our work; a vast network of input which has served to refine, improve and customise our programmes and courses for NGOs and the public.

Charity Status in 2016!

On the 2nd December 2016, the UK Charity Commission recognised Feminenza International as a Charitable Incorporated Organisation (CIO). This, our first annual report since becoming a charity, charts the events which brought us to this point and reports on the activities of the charity in 2017.



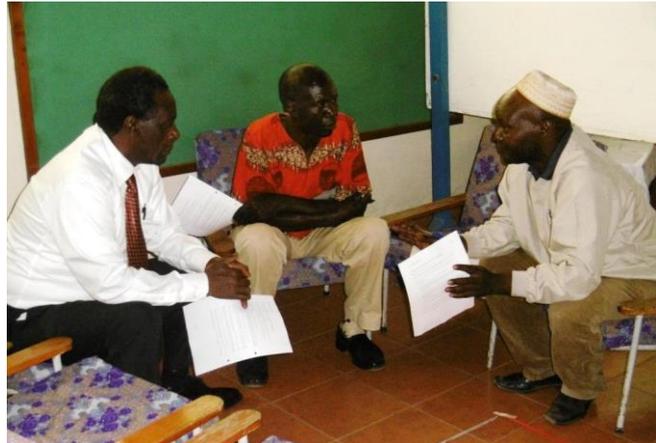
Our work in 2017

Directly for public benefit

Femigenza International has two roles within the network of Femigenza chapters. The first role is to research, develop and advance educational tools and services for public benefit, worldwide.

Trauma Healing

In 2017, from 26-30 June, Femigenza International, in cooperation with Femigenza Kenya, facilitated a 5-day Trauma Healing workshop, in Nakuru, for 24 members of the Council of Elders and Peace Committee from Nakuru. The intervention was part of a larger project of the Nakuru County Peace Building Consortium (NCPBC) entitled: [‘Enhancing relations and collaboration of the local actors for peace and security’](#).



This project was funded by Coffey International (through DFID). Participants included religious leaders from both Muslim and Christian faiths and were selected due to their strong influence into their communities. The aim was to equip the community leaders with the inner tools of transformation to be able to improve peaceful co-existence in their communities, especially in view of the elections which were to take place in August 2017.

The Project Manager reported on 30 July 2017:

‘By participating in the Trauma Healing workshop, people are now working together who never did so before. Also the NCPBC and the Elders are like a family now, working together towards the same purpose. The Council of Elders have been doing lots of outreach meetings and they have been broadcasting messages over the radio, and they will be doing a Peace Building caravan through all Nakuru counties until 1 day before the election (on 8th August).

‘The council of Elders and members of the Peace Committees have said that they now have a different way of looking at conflict in their community. People notice that they bring a different dimension to Peace Building. Community leaders and the security group have been reaching out to them because of this, they see that what they carry is important in keeping the peace, they carry a different message.’



Understanding and Managing Fear

In Ireland, the traveller community have a longstanding nomadic tradition, distinct language and culture, set apart from 'settled peoples'. Significant challenges for traveller women include: dehumanisation, lack of access to services, struggling to find a place in society, poverty, domestic abuse and no voice or influence in the decisions that affect their lives - a core problem which is expressed as 'feel stuck and that things cannot change'.



In June 2017 St Catherine's Community Service Centre (Ireland) asked FI to return and deliver an additional workshop on Understanding and Managing Fear specifically for Traveller women. A short documentary video of the Project was completed. It can be viewed at: <https://www.youtube.com/watch?v=SO5Uk4Cyegs>.

In accordance with our policy for this work, participants kindly responded to Depression Anxiety Stress Scales surveys (DASS), before and after the experience. DASS enables us to provide our NGO partners with independently verifiable statistical data of the short and long term shift in attitude and well being. Whilst DASS statistics are technically robust, readers may find it easier to connect to the following verbal feedback which we also received.

"I feel calmer and being with myself"

"Normally with classes and courses I just want to get it done. But today I didn't, I was happy to be in it"

"I know more about myself and my strengths"

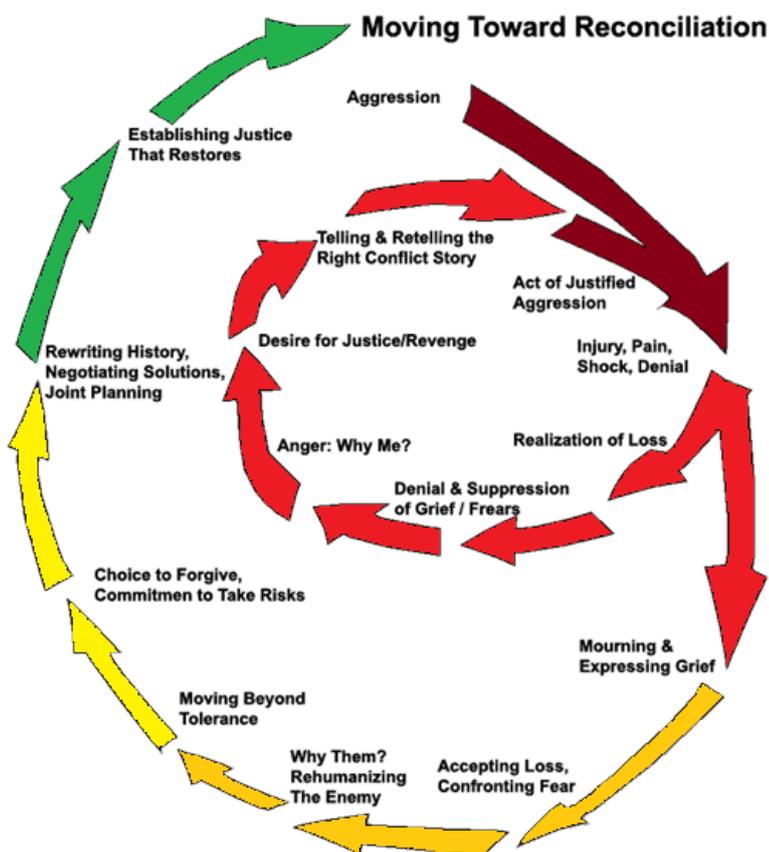
"I feel liberated"



Forgiveness practitioner training



In August 2017, in Corrymeela, Northern Ireland, an intensive, residential, 9 day intensive practitioner training course was delivered. Twenty one participants - from the Czech Republic, Denmark, Germany, Ireland, Israel, Kenya, Netherlands, the Palestinian territories, UK and USA, attended.



During the 9 days participants acquired practical tools to help them perceive how forgiveness works, for example in forgiving a perpetrator, or in forgiving oneself, and how these tools can be conveyed to others.

The participants also learned to analyse and assess the validity of the educational objectives of each part of the course.

One of the outcomes of the training was a deeper understanding about the role of forgiveness in societies, and how to break through the cycle of revenge in self and others.



Forgiveness Project Haifa, Israel

Two educational leaders, linked to Gordon College (Haifa), were mentored as they updated an M.Ed programme - which builds existing teachers into pedagogical counsellors – to include perception forming tools, centred on the Seven Pillars of Forgiveness - *basic, permanent, natural human values which form a platform of inner strength and confidence for teachers in a challenging setting.*



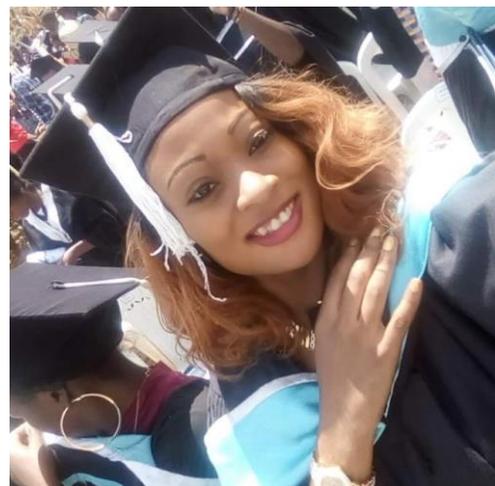
Prof. Hanna Shachar, (head of M.Ed. Programme) and Mrs. Esther BarEl (BA Phil & Ed)

‘In actuality, human beings’ development processes are made up almost entirely of trial and error. This means that we, all of us, children and adults, with every mistake, shortcoming or failure, forever need new beginnings and new opportunities. This is the deep meaning of forgiveness – to be granted fresh starts, new opportunity, to continue the process of development without being fettered or possessed by mistakes, failures, embarrassments, guilts and their psychological consequences.’ (Prof Shachar)

Give A Girl A Chance (GGC)

In 2017, Grace Mubamba, a refugee from the Democratic Republic of Congo (DRC), living in Nairobi, Kenya from 1999, with funding from GGC, secured a Bachelor’s Degree in Integrated Community Development at the Daystar University in Nairobi. Previously an effort considered to be mission impossible for a DRC refugee, Grace said,

“When Feminenza conducted a workshop about self-leadership way back in 2006/2007 in Nairobi, ...it helped me understand my worth as a woman, knowing that every woman has great potential that can be developed ... I came away...with the insight that women are meant to contribute to society with the same rights as men... my vision is to help other women understand their role in society and encourage them about the benefits of getting an education. My view is that if you educate women, you educate the whole society.”





In 2017 *Give A Girl A Chance* delivered its final batch of computers to UNESCO PEER: 480 desktops, 47 laptops, 28 laser printers, 15 servers and 28 audio systems. UNESCO PEER in turn distributed the technology to schools which serve refugees, or operate in areas where FGM prevalence is elevated. Between 2004 and 2017 Feminenza distributed over 1000 computers for schools and colleges, complete with fully up-to-date copies of Microsoft Office and an educational toolkit.

Building standards, competencies and visibility globally

- *Leadership development.* 2017 marked the third year of a programme, entirely funded by Feminenza, to educate and mentor 25 women from the USA, UK, Ireland, Netherlands, Denmark, Germany, Greece, Iran, Turkey and Israel for leadership. Workshops were conducted in February, July, and October 2017.



- *Affiliation agreement.* A standard affiliation agreement was established between FI and the largest chapters (Denmark, Israel, Kenya, Netherlands, New Zealand, UK, USA). The agreement established a platform of shared aims, principles, priorities, governing and operating standards.
- Marketing and partnerships.
 - *Presentations to US State Department, USAID.* In March 2017, assisted by Global Communities, we were invited to present the trace of our work and its impact over 10 years.
 - *Video clips* were released on the internet, illustrating the impact of our work on Understanding and Managing Fear workshops.
 - *Grant funding from Microsoft.* In October 2017 Microsoft gave FI a grant, which included webhosting, office and cloud storage services to support our mission.



- *Assisting partner agencies.* In October 2017, our CEO addressed the annual gathering of Mediators Beyond Borders. FI has since been commissioned to provide webinars on Forgiveness, stretching into 2018.
- *Google Adwords.* We registered as a Charity to the Google Grants program. The plan is to train volunteers in 2018 so that we can make the best use of the 10,000 USD/per month Adwords grant that Google offers to charities in order to raise awareness of our mission and vision.

Bereavement counselling

With the death in November 2017 of the founder of the Ruby Care Foundation, a charity with which we have worked before, discussions have commenced to ascertain where and how Femenza International may assist that charity to renew its strategy and potentially provide it with more channels to access those in need.



Structure, governance and management

Feminenza International is a Charitable Incorporated Organization (CIO), with a foundation model. As the founding body for Feminenza worldwide it assists established Chapters (USA, UK, Netherlands, Germany, Denmark, France, Israel, Kenya, New Zealand) in understanding and delivering on the mission, meeting their fiduciary duties, and operating with well managed risks.

An Affiliation Agreement is in place with established chapters, backed by a standard reporting framework, with the same reporting cycles. Feminenza chapters participate in, and benefit from, an external peer review process.

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. We are fortunate in having complete transparency.

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. Six 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, 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.

A dashboard has been implemented which tracks progress.



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: Latimers, 6 Shaw Street, Worcester, WORCS WR1 3QQ, UK

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)

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 (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), Dorthe Madsen (DK), Tine Schmidt (DK), Sara Sander (DK), Eileen McGowan (USA)

Communications: Lara Javalyn (Canada)

Names and addresses of any other relevant organisations or persons 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, 6 Shaw Street, Worcester, WORCS WR1 3QQ, UK

Exemptions from disclosure

Not applicable

Funds held as custodian trustee on behalf of others.

No funds held on behalf of others.



Appendix 3: The Financial Review

Introduction

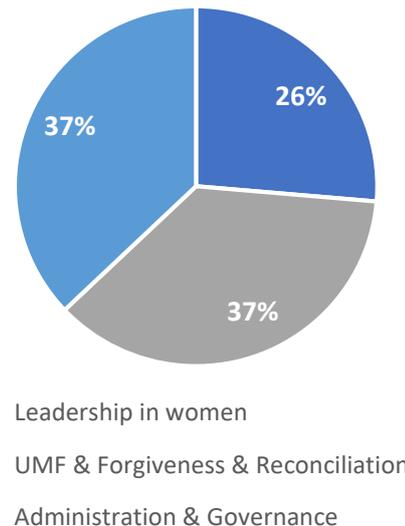
During 2017, Femigenza International had a steady stream of donations from UK supporters.

In Autumn 2017, we invited all our UK supporters to utilize the program of GiftAid * and the response was encouraging. As our donor base expands, we continue to inform supporters about the possibility of GiftAid.⁶

Our major expenses for the year 2017 were in the following areas:

- Leadership in women
- UMF & Forgiveness & Reconciliation
- Administration & Governance

This being our first year in operation as a Charity, the Administration expenses were considerable as we enabled our Trustees to get the necessary training (*Charity Secretary course for Ms. Edith Borst and CEO course for Ms. Mary Noble*) and sought legal counsel for governance issues.



Reserves for Year 2017

Given inherent uncertainty in fundraising income and the need to ensure continuity of service, the Trustees have agreed that the Charity should aim to retain a reserve of about 3,000 pounds to cover future overheads and known liabilities. This is considered adequate to enable the Charity to meet its commitments and take appropriate action to manage cash flow as necessary. This reserve is part of the general unrestricted fund reserve.

⁶ *Gift Aid is an income tax relief designed to benefit charities. With UK taxpayers, Gift Aid increases the value of their charity donations by 25%, because the charity can reclaim the basic rate of tax on their gift – at no extra cost to them.



Feminenza International Balance Sheet

As of December 31, 2017

	<u>Total</u>
Fixed Asset	
Total Fixed Asset	
Cash at bank and in hand	
Bank IGE account	1.98
Barclays Bank Account	5,812.45
Cash	0.00
Petty Cash	45.00
Transferwise Euro account	162.95
Total Cash at bank and in hand	£ 6,022.38
Current Assets	
Prepaid Expenses	0.00
Undeposited Funds	0.00
Total Current Assets	£ 0.00
Net current assets	£ 6,022.38
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)	£ 6,022.38
Total assets less current liabilities	£ 6,022.38
Total net assets (liabilities)	£ 6,022.38
Charity funds	
Unrestricted Net Assets	
Surplus/(Deficit)	6,022.38
Total Charity funds	£ 6,022.38



Feminenza International Financial Activities January - December 2017

	<u>Total</u>
Income	
Amazon Royalties	91.69
Gifts and Donations Income	645.00
Gift Aid donations	700.00
Gifts and Donations Income (Monthly)	-461.30
Unrestricted	15,797.32
Total Gifts and Donations Income	£ 16,681.02
Sales Income	7,215.00
Total Income	£ 23,987.71
Total	£ 23,987.71
Expenditures	
Bank charges	80.00
Insurance Expense	377.40
Legal, Notary, Advisory Expenses	6.75
Office Expense	684.80
Postage and Delivery	43.46
Professional Fees	695.50
Public relations	75.54
Technical Equipment	161.97
Telephone	1,973.45
Travel and Meetings	
Accommodation	4,898.40
Travel	6,803.76
Total Travel and Meetings	£ 11,702.16
Trustee Courses	1,679.62
Web Hosting / Domains	474.43
Workshop materials	10.25
Total Expenditures	£ 17,965.33
Net Operating Income	£ 6,022.38
Net Income/(Expenditure)	£ 6,022.38