



Feminenza International

Annual Report

2020

Reporting Year	2020	
Approval Date	25 October 2021	
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, as well as a progressive partnership with men, to help establish a more humane and peaceful world.

Thus far our work has focused on:

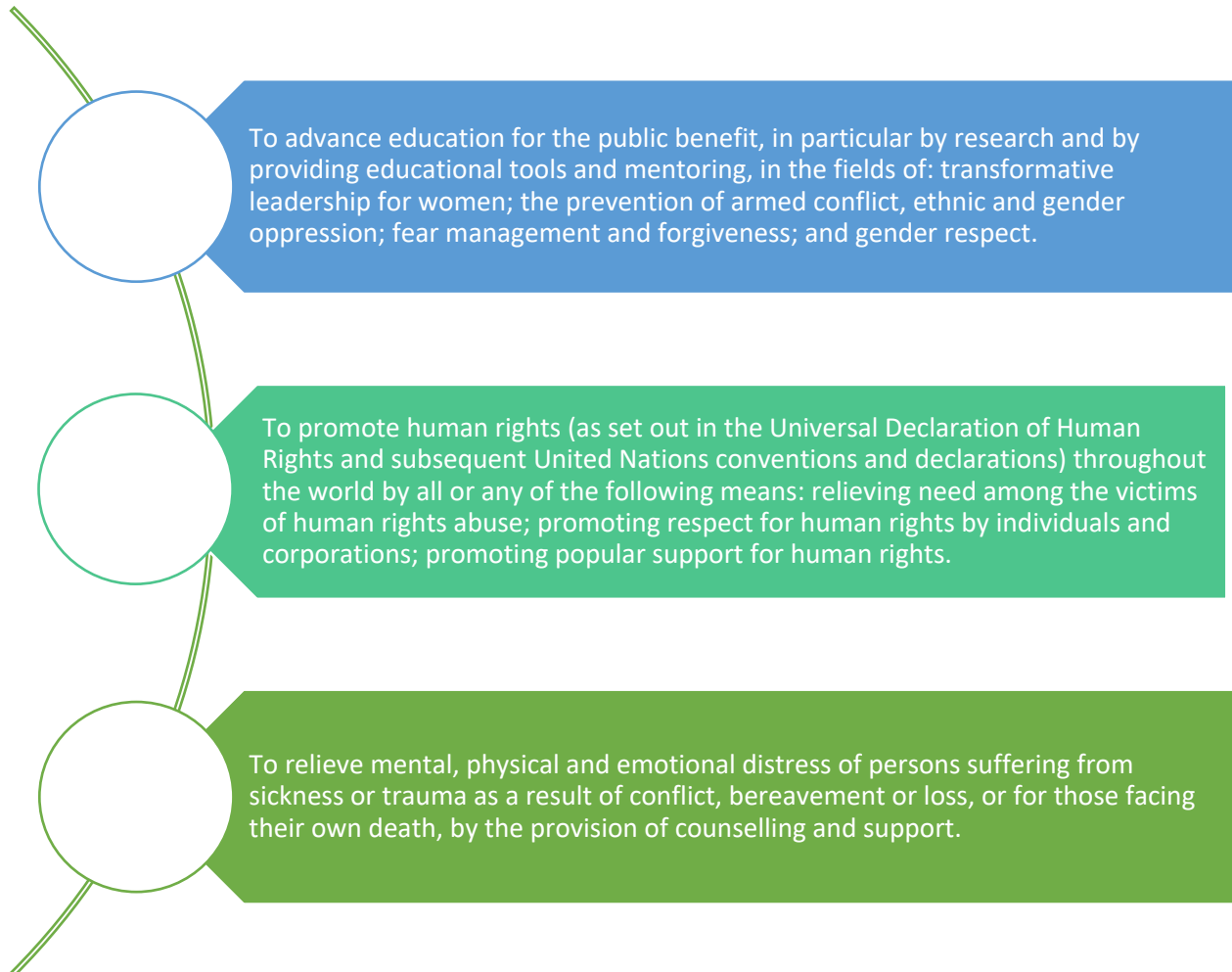
- The development of gender respect
- The provision of reflective tools for the vulnerable to understand and manage fear
- Forgiveness as a core feature in the act of living
- Trauma healing
- Bereavement, letting go of the past and handling loss
- Providing women with the tools to take charge of their 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

2020 was a year of unique challenges. Due to the emergence of the COVID pandemic worldwide in January 2020 and the subsequent lockdowns and restrictions on travel, Feminenza was forced by late February to cancel two planned missions: to the West Bank/Gaza strip in March and to Kosovo in May. Both missions were part of extending our involvement in the Middle East and the Balkans, in partnership with Global Communities, and to build capacity in communities dealing with trauma.

The shift of focus resulted in investing our efforts and time for the rest of 2020 in planning, developing courses, meeting with the public online, and applying for project funding.

In September 2020 we were granted funding from the Erasmus+ Mobility project for our THCRD project. This project aims to build resilience in youth workers and we will be partnering with 21 organisations from Greece, Denmark, Netherlands, Israel, Turkey, Czech Republic, Romania, Italy, France, Croatia, UK, Iraq and Jordan. Preparations included setting up the project management requirements and the development of the curriculum. The project will start with meetings online in 2021-2022, with a face-to face meeting in Greece in spring of 2022, pandemic allowing.

Monthly webinars were developed and delivered from June to December 2020. The subjects were: Meet Feminenza, Forgiveness, Gender Respect and Resilience basics. A hundred and fifty participants attended, from all over the world.

20 volunteers were trained to host international zoom events for meetings from 5 to up to 200 participants.

The Ruby Heart Bereavement Counselling Faculty developed country specific core practical counsels on bereavement, part of a handbook and guidance in preparing those facing death or bereavement.

A dedicated Fundraising team was established to work on core funding and specific funding proposals.

A module of the Resilience basics course was piloted online with a 3-month course on Core Fundamentals with participants from Israel, Greece, UK, Denmark and Germany.

The website content was updated in all languages, with new interviews posted with Elias Chacour from Mar Elias in Israel. A strategy was implemented which increased Feminenza's footprint on social media, such as Facebook, Instagram and LinkedIn.

A Forgiveness Practitioner Development course was developed for online participation and contracts were signed by 35 participants from US, UK, Denmark, Netherlands, Germany, Turkey, Iraq and Kenya. Starting date in January 2021.

The Forgiveness Booklet was translated and published in Dutch, German and French.

The Safeguarding Strategy was updated with a Whistleblower policy and further implemented worldwide within the Netherlands, Germany, Denmark, USA and Israel, including training and safety checks for all Feminenza representatives. The safeguarding procedures were further adapted to meet the online setting.



Our priorities in 2020

Education

- Development of Community practitioners equipped to address primary and secondary traumatic stress (level 2/3) in English and non-English language communities.
- Global online workshops, webinars on Forgiveness.
- Online accessibility to Feminenza's work for women, globally.
- A team formed, to research the curriculum needed to assist people facing bereavement and death.
- Leadership: more women taking on a role within this CIO, and the allied Feminenza charities elsewhere in the world, to develop, organise maintain and deliver Feminenza services for public benefit .

Fundraising

- Research and develop strategies for core funding.
- Submit at least 3 funding proposals, including EU Erasmus+ KA1 and KA2.

Communication

- Website: Assessment of the current design and functionality needs for the future.
- Social Media and marketing: Presence on Facebook, Twitter, Instagram and Linked In.

Governance

- Establish CIO functions, spanning Information and IT matters .
- Replace the Chief Finance Officer.
- Surveillance of Safeguarding within the UK, and mandating the policy's implementaton in all Feminenza Chapters.
- Continuing watch over GDPR compliance and protection of Feminenza Intellectual property and copyright.



Education

It has, for many years, been our intention to extend education and development support for NGOs, CBOs and charities, working with the disadvantaged, the traumatised, displaced persons and refugees, those at risk of abuse. Prior to 2020 our courses were accessible face to face, at Feminenza centres in the USA, Canada, Netherlands, Germany, and at rented facilities in the UK.

On the 31st January 2020 Britain left the European Union. Aware that this would place even more constraints on access to grant funding and support to our sister charities elsewhere in the world, in 2020 we redesigned our courses to enable more NGO workers to afford access to our courses, delivered online and free. The courses most profoundly affected were:

- Gender Respect
- Understanding and Managing Fear, extended to handle Fear, Anxiety, Stress and Depression,
- Seven Pillars of Forgiveness
- Trauma Healing and Community Resilience Development (which uses the above three modules in its delivery)

The EU Erasmus+ Key Action 105 (Learning Mobility of individuals)

We secured our largest ever grant from the EU, as Erasmus access closed down

The EU Erasmus+ Key Action 105 (Learning Mobility of individuals) awarded Feminenza International **a grant of 70,101 Euros**, to roll out a Trauma Healing and Community Resilience Development course for 21 NGOs, 85 youth workers, from Europe and the Middle East, to reduce Secondary Trauma Stress when working with vulnerable youth.

Participants on this course presently serve the following target groups:

1. Internationally displaced persons, refugees, migrant youth children and women, from Syria, Yemen, Iraq, Lebanon, Palestinian Territories; with extreme trauma
2. Disadvantaged youth, youth at risk, socially excluded, disadvantaged women
3. Socially marginalized youth in criminal environments, juvenile prisoners and imprisoned mothers
4. Disadvantaged returnee youth, post conflict traumatized
5. Victims of childhood abuse, sexual abuse, exploitation, PTSD, anxiety, trauma and conflict
6. Victims of domestic violence and their abusers; honour-based abuse; women facing violence and abuse; BMER, trafficked into modern slavery
7. Teachers and students pioneering coexistence in Israel
8. Youth facing relationship difficulties, conflicts, suicide risk
9. Families which have lost members to the conflict in Israel
10. Hosting communities receiving refugees, exposed to conflict and victimhood



An initial survey identified that 65% of participants had a prior history of direct primary trauma or secondary traumatic stress; all sought to help reduce the risk of Secondary Traumatic Stress in their lives.

Owing to COVID driven delays, the award was confirmed late, thus the first partner briefing was held on 22 December 2020. In 2021 the project will commence in earnest, delivering online webinars through 2021 and early 2022. In the spring of 2022 there will be a face-to-face 6-day gathering in Greece, COVID-19 allowing.

The following NGOs are participating as partners:



This will be the last EU funded project and therefore, a great deal of effort is invested to ensure that our sister charities in Europe (Stichting Feminenza Nederland and Feminenza Denmark) can continue the work in Europe beyond 2021.



Forgiveness Programme

The Forgiveness Faculty conducted the following activities in 2020:

1. Webinars, entitled '*Forgiveness as a core feature in the act of living*', were delivered from June 2020 through to January 2021. Centering on the '*7 Pillars of Forgiveness*', the workshops reached 200 people, spanning: Greenland, Kenya, Iraq, Australia, New Zealand, USA, Croatia, Spain, UK, Canada. The attendance exceeded our expectations.
2. Design of a '*Forgiveness Development Course*'. Feedback from the above webinars was very encouraging. It led to our existing courses aimed at the development of certified Forgiveness Practitioners being restructured, specifically to enable more learners from all over the UK, as well as the rest of the world to have better, more affordable access to the coursework.
 - The Forgiveness Development Course was redesigned to span 3 years.
 - *Level 1*, designed for the public seeking to address their personal needs, is to provide monthly online workshops, over 18 months.
 - *Level 2*, which is aimed at establishing Feminenza certified community practitioners, adds intensive face to face education, personal mentoring and gives continual community project development assistance.
 - The course commenced in December 2020 with 40 participants from the Netherlands, Germany, Denmark, the USA, Canada, the UK, Turkey, Greece, Kenya, Northern Iraq and Spain. On the basis of previous experience, we estimate that 30 people will proceed to Level 2 eventually to become accredited Forgiveness Practitioners. Participants in Kenya and Iraq currently assist post-conflict refugees and displaced communities.
3. *The Seven Pillars of Forgiveness* was published in Dutch, German and French.
4. The Arabic manuscript on the '*Seven Pillars of Forgiveness*' was completed. We aim to publish in 2021.



Extending the reach of Feminenza to women online with webinars and workshops.

Webinars

In 2020, there were a number of webinars and online workshops for the public, hosted by trained Feminenza facilitators:

- **Meet Feminenza**
Five webinars, between June and November 2020, introduced Feminenza worldwide, presenting projects and upcoming public workshops. 134 persons attended.
- **A Workshop on Values.** Six persons attended in November 2020 workshop.
- **Three Levels of Internal Growth & YOU.** A 2-hour workshop, in November 2020, was attended by 15 people,
- **Resilience Essentials (Core Fundamentals)**

The focus of this course is on growing and being able to articulate one's self chosen principles, standards and values, aligned to one's core beliefs and purposes. This forms a foundation which helps women to understand and address what motivates them and leads to a deeper understanding of self and a greater sense of purpose and integrity.

In 2020 we took up stage 2 of the 4-year plan for the development of this module with the aim to pilot the curriculum with different ages/target groups of women, to measure its effectiveness, and implement feedback into a revised curriculum.

The Core Fundamentals 3-month curriculum was conducted in weekly online meetings, with a group of 20 women from Europe and Israel, in age ranging from 30 to 60 years of age. The feedback of the participants was helpful in reviewing the curriculum. In the remainder of the year the educational objectives were further fine-tuned to be more effective. Feedback from the participants included that it was revealing, confronting, de-cluttering, freeing up, empowering, resulting in a greater clarity about their standards, principles and values, leading to a greater intactness. It was reflected that this process will be of great benefit to women and it was advised to make it available to a wider audience.

Taking on board the feedback of this group, another 3 months course is expected to be rolled out in 2021-2022, with another group of women.



Bereavement Counselling curriculum

Twenty Feminenza volunteers, with experience in bereavement, formed a research team. It included doctors, nurses, hospice workers and counsellors, from the USA, Canada, the UK, Ireland, France, Denmark, Sweden, the Netherlands, Germany, Israel, Greece, Australia and New Zealand. Their intention was to draft a curriculum, forming a framework of key counsels to

- I) Assist those who experience bereavement and loss
- II) Form the basis of a future training programme for bereavement counsellors.

Every two months an extensive online conference was held and as a consequence, a library was established, a compilation of country specific advice on:

- Wills
- Burials
- Power of Attorney
- Final Letter Writing

The team delivered pilot presentations on the subject of wills and burials, to 60 volunteers from the UK, Canada and Germany. It was well received. Owing to COVID restrictions we could not pilot the work further. It is hoped however that the research initiative will continue to expand and build basic guidance on more topics.



Our internal 7 year Leadership Development Programme: now in year 6

The overall goal of this programme is to assist a group of (approximately) 25 women from the UK, Europe, the Middle East, the USA and Canada, to become effective long term change agents for what is needed now and the future – an influence for good – and take up the future leadership of Feminenza's work worldwide. As well as offering practical tools and opportunities to engage with the public, it encourages them to develop their vision and understand what motivates them, leading to a deeper understanding of self and a greater sense of purpose and integrity, as a vital platform from which to be able to offer transformative leadership in their life, family and communities.

This year saw the leadership participants take on significantly larger duties in the running of the organisation.

1. *Delivering online Feminenza sessions – both as zoom hosts and facilitators.* A small team decided during an on-site gathering in January 2020 to develop online sessions, to extend the benefits of the work of Feminenza to a wider audience. This was put in motion before the COVID-19 pandemic hit and so we were able to deliver regular sessions as of the first quarter of 2020, throughout the year.
2. *Leading the Forgiveness Faculty.* The Forgiveness Faculty took more ownership of driving the agenda, especially in developing the Forgiveness webinars, translations of the 7 Pillars of Forgiveness book and development of the curriculum for the online and face-to-face Forgiveness Development Course and Erasmus+ KA1 programme, focusing on Secondary Traumatic Stress.
3. *Developing Safeguarding surveillance worldwide.*
4. *Taking up leading roles in Feminenza chapters, worldwide.* Members of this programme today either lead, or have key roles (Chair, CEO, CIO, Secretary, CFO, DPO) within Feminenza International and Feminenza chapter charities elsewhere (Denmark, Netherlands, Germany and North America), lead major projects, or manage significant local initiatives.
5. *Playing an active part in seeking funding opportunities and submitting proposals.* Five are active in fundraising activities.
6. *Major Project Management skills delivery.* Three participants of the leadership programme are in the project management of our international Erasmus and Forgiveness Development Course. Two are leading our communication infrastructure and communications campaigns with partners.



The year started with a 5-day retreat in **Greece in January 2020**. Participants presented their individual goals for 2020-2021 in 2 areas:

- i) their personal learning goals
- ii) how they are going to contribute to the development of Feminenza's work in the world.

During the retreat, new projects were initiated to benefit Feminenza global members and to expand Feminenza's work into the world. We reviewed the strategic plan and challenged the participants to innovate, to better reach our goals. This retreat led to the online webinars being initiated – and which led to a paradigm shift in Feminenza's engagement in the world during the COVID crisis.





Communication

Website

Feminenza.org: An assessment of the current design and functionality needs was completed in 2020 to determine what is needed for future site development to be completed in 2021. Major significant changes included the addition of Spanish translation, and the creation of a subdomain to help market the Forgiveness Webinars in 2020.

Social Media & Marketing

We launched actively on Social Media, linking for all platforms (Facebook, Twitter, Instagram, and Linked In) with the following outcomes:

- Significantly increased followers and engagement on all platforms.
- Hootsuite linking social accounts, easing the mechanisms for posting.
- An effective social media plan supporting the Erasmus project.
- Webinars being more effectively marketed.
- Increased attendance at workshops.
- Increase in donations from Google Ads for the CIO.



Fundraising

Successes

- The major success in 2020 was Feminenza International being awarded a grant of 70,101 Euros by the EU Erasmus+ Key Action 105 (Learning Mobility of individuals).
- Another successful fundraising initiative enabled the purchase of 14 webcams for the Tasaru Rescue Centre and Boarding School in Narok, Kenya – a refuge for girls who escape Female Genital Mutilation, and a long-term partner with Feminenza. Funds were raised by a Feminenza member in North America and the webcams were ordered. They will be sent to the rescue centre in 2021.

Our challenges in 2020

Multiple proposals to donor organisations were issued throughout the year, but due to the outbreak of the global COVID pandemic, most agencies put things on hold, and promising grant reviews were stifled. For example:

- The funding proposal Feminenza sent to Medica Mondiale for the translation of educational materials in the Sorani, Kurmanji and Arabic languages. The organization let us know that no funding proposals would be rewarded in 2020 due to COVID.
- A feasibility study was initiated to bring partners together for a funding opportunity with the Danish Novo Nordisk Foundation, the European Instrument for Democracy and Human Rights, and DANIDA, all for projects in Jordan. Discussions with NGO's did not ultimately lead to a viable proposal but did successfully expand Feminenza's network in Jordan.



Building standards, competencies and visibility

Safeguarding

The international safeguarding policy, and locally adapted and implemented safeguarding strategies, ensure that everyone who is either a volunteer or staff with Feminenza International are screened, trained, and police checks are successfully completed. All volunteers or staff sign a code of conduct and a pledge to adhere to the Feminenza International safeguarding strategy and the execution of our commitment to safeguarding covers all participants, but particularly the vulnerable attending our courses and workshops.

Safeguarding pertains equally to all Feminenza chapters worldwide. Developments in 2020 include the safeguarding needed for online conferences, such as Zoom, and this technology has also started to be utilized for online training.

The international safeguarding panel ensures the implementation and a quarterly review of the strategy in every Feminenza chapter and provides oversight and practical guidance or assistance, as necessary. We have policies and procedures in place, including a whistleblowing policy that protects beneficiaries, staff, volunteers, and all those connected with the activities of FI and all those who will come into contact with the works of Feminenza International, to ensure they are protected from harm, abuse, and maltreatment of any kind.

Data Protection

This year has seen further steps taken in implementing Feminenza's Data Protection Strategy and maturing our processes to secure personal data in accordance with the General Data Protection Regulation (GDPR). As part of this we have introduced: a process to refresh consent for members and to confirm the accuracy of their data, a privacy statement online along with a cookie selection tool, a refreshed mailing list with an updated process for maintaining it, the creation of an incident log and third-party supplier reviews (Slack, EventBrite). Alongside this, the Data Protection Officer worked with the project teams for both the Erasmus and Forgiveness Development Courses to ensure that the handling of the participant's personal data was clearly defined, recorded and securely managed. This included specific contractual wording, media consent forms and online surveys to collect consent including that necessary for the delivery of the projects via Zoom.

Copyright & Intellectual Property

This year has seen the drafting of a Copyright policy both; to define how best to protect Feminenza's intellectual property so that it cannot be misappropriated or misrepresented, and also to standardise the process of collecting approval from third parties whose work we seek to explore in our workshops. To draft and deliver this policy Feminenza International have appointed a copyright custodian who reports to the Board and Feminenza's licence holder. As a result of the Erasmus+ and Forgiveness Development Course, the Forgiveness Faculty has been a focus in this area. Having created a record of the works the Forgiveness Faculty would like to share to demonstrate key points in its courses, the



process to seek out distributors, authors and actors to request their permission/licence to share their works is underway. We have secured several new licences for movies and TV clips and are thankful to those organisations who provided approval free of charge or at a discounted rate to support the charity.

Building capacity in computer skills

During the year, more than 20 Feminenza representatives were trained to acquire the necessary skills to manage small- or large-scale online meetings over Zoom. As most of our work continues to be online the training is ongoing as new technologies and tools to make the meetings more interactive are becoming available.



Governance:

- In January a new Trustee was appointed to the Board: Finance Director Tyson Merriam.
- Penny Aposkiti took up the new role of CIO.
- In February 2020 all policies were reviewed. As a result of this review, updates to our policies on Financial Oversight and Management as well as Safeguarding were completed.
- A Strategic Plan 2020-2022 was issued with a focus on Capacity building through Leadership development, Fundraising, visibility of Feminenza worldwide, the development of our Educational Programmes as part of being recognized as a Vocational Institute and Governance sustainability.
- A 7 day online Staffers meeting took place in October, focussing on the vision and strategic plan of the organisation for the next ten years.
- During the year 7 new staffers joined from Israel, New Zealand, Holland, USA and Denmark. They are responsible for: Bereavement Counselling; Social Media and website; Project management; developing the Forgiveness component for two major projects starting in 2021.



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

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)

Education:

- Understanding and managing fear - Desmond O’Sullivan and Sandra Maguire (Ireland)
- Forgiveness: Dorthe Madsen (DK), Sara Sander (DK), Eileen McGowan (USA)

Communications: Lara Javalyn (Canada)

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. In 2018 the General Data Protection Policy and the Safeguarding (of the Vulnerable) Policy have been developed for implementation in 2019. A Data Protection Officer has been appointed.

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 2020

Introduction

In 2020, our financial records (of 2019) 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. 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 expenses for the year 2020 were in the following areas:

Gender Respect and Counselling *which includes Ruby Heart Understanding & Managing Fear and Trauma Healing*

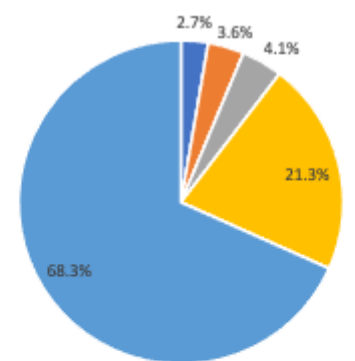
Bridging Differences *which includes Forgiveness & Reconciliation*

Fundraising and Marketing

Administration & Governance

Leadership in Women

According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2021 is £5,600.00. This reserve is maintained in order to cover fluctuations in income as well as any possible risks to the organization. We also have a restricted reserve of £4,000.00 which will be used to further the development of our Bereavement Counselling Programme.



- Gender Respect and Counselling
- Bridging Differences
- Fundraising and Marketing
- Administration & Governance
- Leadership in Women



Feminenza International

Financial Activities
January - December 2020

	TOTAL
Income	
Amazon Royalties	80.45
Gifts and Donations Income	
Gift Aid donations	6,912.30
Unrestricted	25,117.38
Total Gifts and Donations Income	32,029.68
Sales of Product Income	331.27
Services	9,748.23
Total Income	£42,189.63
TOTAL	£42,189.63
Expenditures	
Accounting Software	495.62
Dues and Subscriptions	105.76
Insurance Expense	248.15
Legal, Notary, Advisory Expenses	1,447.25
Office Supplies	195.11
Stationary	17.49
Total Office Supplies	212.60
PayPal Fees	232.86
Postage and Delivery	351.88
Printing and Reproduction	261.95
Public relations	293.11
Room rental	150.00
Software	479.79
Technical Equipment	20.99
Telephone & Internet	1,980.64
Travel and Meetings	
Accommodation	9,086.98
Subsistence	330.16
Transportation	1,522.49
Total Travel and Meetings	10,939.63
Trustee Courses	27.58
Web Hosting / Domains	262.40
Workshop materials	527.31
Total Expenditures	£18,037.52
NET OPERATING INCOME	£24,152.11
Other Expenditures	
Exchange Gain or Loss	-5.19
Total Other Expenditures	£ -5.19
NET OTHER INCOME	£5.19
NET INCOME/(EXPENDITURE)	£24,157.30



Feminenza International

Balance Sheet As of December 31, 2020

	TOTAL
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	31,294.98
FI EURO ACCOUNT	3,736.29
FI Ltd. account	1.98
PayPal	7,852.44
Transferwise Euro account	1,385.33
Total Cash at bank and in hand	£44,271.02
NET CURRENT ASSETS	£44,271.02
NET CURRENT ASSETS (LIABILITIES)	£44,271.02
TOTAL ASSETS LESS CURRENT LIABILITIES	£45,080.41
TOTAL NET ASSETS (LIABILITIES)	£45,080.41
Charity funds	
Restricted Funds	4,000.00
Unrestricted Net Assets	16,923.10
Surplus/(Deficit)	24,157.30
Total Charity funds	£45,080.40