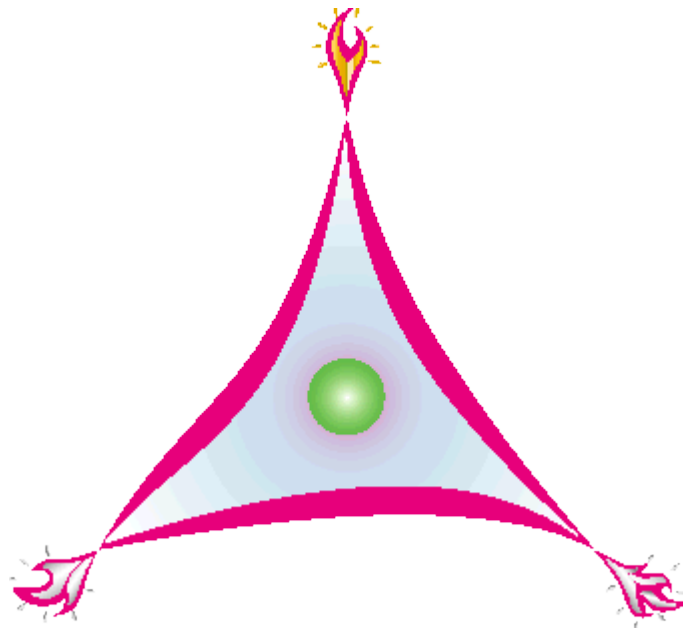


# *Feminenza*



*Stichting Feminenza*

*General Management Report  
2014*

## Foreword

This management report looks back at the major events and developments of the past year, both in the Netherlands and internationally. In addition, it provides insight into the data of the financial statement.

In 2014 together with the administrator the newly appointed treasurer reviewed and reorganized the financial administration. A new accounting package was set up for the benefit of clear quarterly reporting. A thorough investigation has been conducted concerning the extractions in 2012 from the financial resources of the organisation. Risk management measures have been taken. Donors have been kept regularly informed.

Together with volunteers, the staff discussed important subject areas in the work of Feminenza, to be further developed now and in the future. This has resulted in a multi-annual strategic plan for 2015-2017.

Over the past years Feminenza participants from the Netherlands have received training in delivering Feminenza's global programmes *Understanding and Managing Fear* and *Forgiveness and Reconciliation*. This is finding its way into projects that are being developed for specific vulnerable target groups in Dutch society who could benefit from this work, reflecting our mission statement 'in the encouragement of every woman's future'. Other themes that have been further developed include the meaning of the menopause as a significant transition in the development of the life of a woman. These topics were discussed and worked in several workshops, one-off meetings and retreats.

Stichting Feminenza also contributed to international Feminenza programmes, including the development of a long-term educational program consisting of a 3-year structured development program for women and training of future facilitators. A significant amount of funding was raised for the benefit of the training of a young woman from the Congo.

Lieneke van der Linde,  
Chair Stichting Feminenza

## Stichting Feminenza?

Stichting Feminenza is a public benefit organization. It is part of an international network, and forms a partnership with similar organizations in 18 countries.

Two important themes in the work of Feminenza can be distinguished, to which a large group of participants are committed:

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

In recent years these themes have been discussed and elaborated in various workshops, seminars, retreats and counselling. Some of our activities in 2014 will be described in the Annual Activity Report 2014.

(For more information about Feminenza and the works of Stichting Feminenza the reader is referred to the website [www.feminenza.org/nl](http://www.feminenza.org/nl))

## International cooperation

Stichting Feminenza actively contributes to the Millennium goals of the UN, specifically MDG3 aiming at advancement of equality between the genders and the 'empowerment' of women, giving priority to strengthen the role of women in leadership. In addition, the Stichting contributes to Resolution UNSCR 1325 (in this the UN argues more involvement of women at all levels of decision making, in conflict resolution and peace negotiations) and to the later resolutions 1820 (2008 – the UN declares its position against the use of sexual violence as a tool of war) and 2122 (in 2013 – the importance of 'empowerment' of women was again reiterated).

Towards this end Stichting Feminenza provides expertise, human resources and financial support towards the implementation of Feminenza's International Programmes. An example is our participation in 2009 - 2010 to develop and implement a pilot training program for Forgiveness and Reconciliation Counsellor in the Rift Valley, Kenya. Funds are being requested repeatedly for a continuation of this program in 2014 but so far this has not led to the desired results.

It is worth mentioning that in 2011 Stichting Feminenza has acquired 'Special Consultative Status with the Economic and Social Council' (ECOSOC) of the United Nations.

### ECOSOC

*Non-governmental, non-profit public or voluntary organizations may be admitted into a mutually beneficial working relationship with the United Nations by attaining consultative status with the Economic and Social Council (ECOSOC). This status enables qualifying organizations to make a contribution to the work programmes and goals of the United Nations by serving as technical experts, advisers and consultants.*

As well as the above, the Board has assisted some sister organizations in Europe in their preparations to register themselves as legal organizations.

#### Donations, expenditures and reserves

The main source of revenue of Stichting Feminenza consists of donations from mainly a solid core of participants and donors who want to support specific projects (such as international projects), contributions to workshops and contributions from the international network towards the development and implementation of Feminenza's international programmes. A series of international teleconferences under the title *Gender Respect* has generated a substantial extra donation flow.

In the past year 65.5 % of the revenue has been directly used for achieving the aims. From all expenditures (costs) 78.9 % was used towards fulfilment of the aims. Other expenditures were operating cost such as office expenses, costs for accountancy and administration. Also costs for the research in Uganda have been written off this year.

In 2014 the general reserve has been restored to € 10,805. Measures have been taken to arrange financing of future projects in the Netherlands as well as internationally.

The extraordinary costs due to monies that were improperly taken by the former treasurer from the working capital in 2013 are being filed to the heirs. They acknowledged the claim. The settling of the claim is to be expected in 2015. We expect a 12% return from the claim.

#### Fraud and risk management

The budgetary cycle is carried out in accordance with previous years. Procedures for project applications have been strengthened; all projects have been prompted to submit a half-yearly reporting on finance and progress. This has improved the management process. The implementation of the clear division of the task of the financial administrator and the administrative responsibility of the Treasurer, as well as the introduction of a new accounting package all make for an immediate supervision of the cash flow. All quarterly financial reports have been discussed with Board and staff.

Quarterly reporting on the financial administration of the international activities to Feminenza International has been delivered.

Also, accountancy and tax-consulting firm Zirkzee Group in Oegstgeest has compiled the financial statement of 2014. They have offered valuable advice in the process of setting up the new accounting package.

#### Organizational development

A regular staff consultation of the Board with the main project leaders has led to a series of discussions with all participants/volunteers laying out the policy of the Stichting Feminenza for the years to come and to strengthen the vision and mission of Feminenza. These conversations have started in 2013 and this year the process resulted in a multi annual Feminenza NL Strategic Plan 2015-2017.

In 2014 - as a result of the training programme *Understanding and Managing Fear* and *Forgiveness and Reconciliation* – a number of projects in the Netherlands have been started for women (and men) who want to handle their fear more effectively and/or who seek forgiveness and reconciliation in certain life issues.

To shape and secure the implementation of these international programmes also in the Netherlands, policy agreements have been put in place concerning project-management, budgeting and fund requesting. In several projects (*Femmes Puissantes*, *'Ik ben OK!'* en *'Het heft in Eigen Handen'*) the process of writing funding proposals has started.

#### What are our plans for 2015?

Our activities are aimed at progressing current project and the further training/mentoring of facilitators of the programme *Understanding and Managing Fear (UMF)*. Stichting Feminenza is also contributing to the development of a long-term, educational program that consists of a 3-year structured development journey for women. The group of ladies currently delivering the pilot of this programme also receive leadership training in order to take this work further in years to come. Financial administration and government aspects will be further developed, written down and implemented.

#### In conclusion

Even though a large part of 2014 could be characterized as investigation of the disappeared monies, all steps have been made to finalize this as best as possible, but more importantly the work of Feminenza has continued. The participants and volunteers are constantly trying to develop programs and deepen their own inner work to realize Feminenza's mission – *"... that all women can grow, develop and actively participate in society, thus making possible an enhancing exchange between the genders"*. The reader will find more information on the various activities in the Stichting Feminenza Annual Activity Report of 2014.