



Feminenza International

Annual Report

2018

Reporting Year	2018	
Approval Date	11 th July 2019	
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





Our work in 2018 (for public benefit)

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

Trauma Healing

One of the key services we provide is Trauma Healing. It was originally developed in response to communities facing conflict in the Great Lakes region of Africa. First proven in Kenya, as a response to the post-election violence in 2008, it comes with nine years of independently validated impact with all ages, genders and backgrounds, is proven to reduce anxiety, depression and enables participants restart their lives more fully. Studies by USAID and DFID (2013-2016) and a review by the US Congress have since confirmed that Trauma Healing is effective for we delivered a Trauma Healing workshop to 14 youth workers selected from:

- (i) *Per Esempio* (Italy): which works with victims of domestic violence; disadvantaged youth; migrants with distress/trauma.
- (ii) *NIDOS* (the Netherlands): which provides guardianship for Unaccompanied Minor Asylum Seekers.
- (iii) *Karma Nirvana* (UK) supports migrant victims (children, young people, men and women) of forced marriage, honour-based abuse and honour crimes.
- (iv) *West Wales Domestic Abuse Service* (UK) supports refugees, children and young people, abusers and victims.
- (v) *Include Youth* (UK, Northern Ireland): a regional rights charity working in Belfast, Derry, Armagh, Ballymena, Omagh and Newtownards with disadvantaged, at-risk youth.
- (vi) *South Dublin County Partnership* (Ireland) which works to remedy poverty and social exclusion.

The six organisations came with ongoing, rapidly rising exposure to the challenges of disadvantaged youth, youth at risk, migrants and refugees. They brought experience in European and national project management and delivery.





Include Youth brought European project experience as a partner for the Juvenile Offenders Detention Alternative (JODA). Nidos and Per Esempio offered direct experience with youth, particularly refugees and migrants from conflict zones: maintaining reception centres and also addressing longer term challenges of integration, mental health, youth resilience, radicalisation and community isolation.



Three UK NGOs came with a long term commitment to addressing the needs of disadvantaged and at-risk youth, addiction, trauma and abuse, suicide, self harm, domestic violence and, with it, the longer term second generation challenges of forced marriage, community isolation, suicide, honour crimes and community indenture, often justified in the name of religion or tradition. All came with experience in post-conflict and sectarian societies.



Participants were introduced to a quiet, reflective, multi-faceted setting, with practical exercises, story-telling and theatre.

The Erasmus project, as it was delivered this time to youth workers, carried many objectives, summarised below:

- For the participants to experience the Trauma Healing service first-hand.
- To enable them to reflect carefully about trauma in youth and to help them experience how and why work is relevant to vulnerable youth – particularly those which do not respond to group therapy, or psychiatric services, or do not share their stories.



- To grasp the value of extended inside-out driven decision making - to consider its importance for youth, and appreciate why it counters peer pressure.
- To understand how and why the benefits continue to develop after the Trauma Healing experience.
- To be cognizant of the primary attitudes and skills needed in the facilitator of such work.
- To perceive the innate self-directed pathway to remedy, to be aware that it is inherently not stressful and to consider the relevance of this paradigm to their existing community programmes.

The project sought to contribute to two strategic EU Key Competencies for youth: (i) **learning to learn**: building knowledge, cognitive and practical skills, attitudes, emotional intelligence and (ii) **social and civic competencies**: developing abilities to cope with societal complexity, change, anxiety, depression, conflict- building skills to shift from being reactive to being increasingly self managed.

The results

The statistical surveys from this workshop will be published in 2019.

From interviews recorded at the end of the workshop it was clear that all the participants had taken away some valuable tools that they could apply directly in their life and with their clients: understanding how fear impacts one's life; recognising one's strengths and qualities both in one's personal and



professional life; being able to let go of and forgive past issues; being able to walk in 'another's shoes'. There were consistent reports of an accompanying sense of empowerment and renewed energy from the participants, which reflects the fact that healing of trauma/PTSD empowers survivors (both ex victims and ex perpetrators) to live more self determined lives in all aspects of their lives, including taking new initiatives to improve their circumstances.

Most participants left more than a little changed, and, subsequently, discussions formed on how best to help their organisations integrate the Trauma Healing tools within their existing community programmes.

To help them develop this further we aim to apply to the European Union again, in 2019 and with that application, expand access for other European countries. It may lead to a larger pool



of candidates for training in the delivery of Trauma Healing. It may help us again to improve what we do.

Lessons learned

The Trauma Healing service was originally developed as a response to those traumatised by conflict, gang warfare, violence against women, AIDS and its community consequence, including refugees attempting to start a new life.

A marked difference was encountered with the European Erasmus+ youth workers. Whereas previously our participants warmed to the reflective settings, the quiet, the practical sessions, this time there was a preponderance of individuals more comfortable with multi-tasking, a social media culture and, often, a distinctly short attention span. To address this wide span of needs we found that fast moving, more entertaining activities needed to be included, often with a rapidly changing structure, whilst still protecting time for reflective, self-directed processes. *The experience proved valuable for all involved.*

Forgiveness

In this 21st Century, no region in the world is free from the scourge of violence, fear and distrust between races, religions, nationalities, genders and ethnic identities.

Conflict resolution and reconciliation isn't easy, particularly when long standing family, tribal, or national interests become involved, and strategies for reconciliation have always called for an understanding of the role of forgiveness in dealing with the cycle of violence and revenge. Yet there is sometimes a perception that forgiveness is a purely religious matter, not really necessary or up to the task of helping to fix the underlying, complex geo political and economic problems which are responsible for violence. The evidence however is different. Forgiveness works at a personal level, and is an essential human need. It has played a significant part in restorative justice processes such as the Truth and Reconciliation Commission in South Africa, and in post-genocide Rwanda. It was a key component of our one year UN Women funded UNSCR 1325 project in Kenya, helping local women leaders to initiate dialogues and forgiveness processes between communities who had been torn apart by tribal conflict.

It is also a vital and key component of our trauma healing workshops: the journey of forgiveness is always a personal choice – whether/how far to go up that road – and people need help to make those choices; to address, for example, deep issues of pain, hurt, shame and guilt, looking at them in a new light, enabling them to let go, to choose to live in the present and future, not the past. It is possible for individuals who have experienced hurt, betrayal, perhaps in a broken relationship, or even extreme trauma at the hand of others – rape, torture, abandonment to go from 'I will never forgive' to 'forgiveness is an act of empowerment, I deserve it so that I can be free to live my life again.' We have found again



and again that forgiveness becomes something that people can effectively and powerfully use in their life as a deep healing of themselves and others.

Forgiveness work in Israel

Feminanza has a presence in Israel. In Sept 2018 we responded warmly to an invitation from Mar Elias High School in Ibillin, Israel - a small Arab village in the Galilee where Christians and Muslims have lived together peacefully for hundreds of years. The school was founded in 1982 by Father Abuna Elias Chacour, a Palestinian Christian, born in a village in Galilee in 1939, and now a Melkite Archbishop, with the motto "To build peace on desktops".



His vision was to see children of all ethnic and religious backgrounds educated in the ways of peace, reconciliation, respect and justice.

It is now attended by mainly Druze, Muslim and Christian pupils, from towns and villages around Ibillin. After the second Intifada, Jewish students no longer attended the schools, although there are still some Jewish teachers. The cluster of schools now serves more than 3000 students from pre-school to High School. Three years ago the school introduced a forgiveness/anti-bullying curriculum with the 9th graders (15 years old).

The purpose of our visit was to learn about their work, and share thoughts and ideas about forgiveness and our work on trauma healing, with a view to possibly working together in the future in some way.

Emil Haloun (English teacher and coordinator for the volunteer programme), and Veronica and Isar (two of the three English teachers who teach the forgiveness curriculum), spoke about the challenges they face in trying to teach forgiveness, which they passionately believe in, where so often the rhetoric of hatred and anger prevails, and what it takes, in the current political and social media climate, to give young lives a chance to get a different perspective, of tolerance, respect patience and.... Forgiveness. ¹



¹ "To build peace on desktops" – Interview by Vera de Wit and Eileen McGowan with Emil Haloun, Veronica Tabrani Abu Rahmon and Isar Taha <https://www.feminanza.org/to-build-peace-on-desktops-interview-by-vera-de-wit-and-eileen-mcgowan-with-emil-haloun-veronica-tabrani-abu-rahmon-and-izar-taha/>



Our shared values resonated with each other, and we felt they would be excellent partners for the next Erasmus+ Trauma Healing workshop in 2020. They, in turn are keen to be involved and hope to be able to send some of their teachers when the time comes.



Leadership

In the course of 2018 Feminenza International invested in the further development of its 7-year Leadership Programme, which began in January 2015.

25 women from the USA, UK, Ireland, the Netherlands, Denmark, Germany, Greece, Iran, Turkey and Israel are being educated and mentored to develop the necessary foundations, skills, qualities and attitudes in themselves to provide visionary leadership, with integrity, intactness and humanity.

Three intensive 5-day leadership seminars were organized in February (in the UK), July and November (in Germany).

The trainees have been charged with developing educational materials, facilitating workshops and projects, reaching out to partner with NGO's and taking up leadership roles within the Feminenza network worldwide.



With the help of this core group, three further 3-day workshops were organized for a broader group of about 120 Feminenza supporters: in the Netherlands in April, in Israel in September and in Wales in December. The goal of these workshops was to deepen the motive and



reasons for self-leadership, and help build the core inner ingredients of being a positive influence in the world - the values that are needed when taking on responsibilities and facing the challenges of the world.



Outcomes

Many of the core group of 25 trainees are now actively involved in leadership. In 2018, four took on various roles in Feminenza International, ranging from bookkeeping to data protection and media management; two - one from Greece another from Holland - are now Trustees of Feminenza International, one went onto establish Sharepoint as a global resource.

Two in Denmark now serve on the board of Feminenza Denmark and are building services from our Forgiveness Faculty for schools. One is in the process of establishing a representative office for Feminenza in Turkey with the aim of providing assistance to Syrian refugees in the south of Turkey. Two in the Netherlands provide a course for young Iranian women; three serve on the board of Feminenza Germany; two are board members of Feminenza North America - one has taken charge of the Feminenza website.



Building standards, competencies and visibility

Absorbing other charitable operations

The second role of Femigenza International is to globally set the organisational and educational standards.

- *In 2018 Femigenza International absorbed the operation of Femigenza in the UK – hitherto a separate chapter of Femigenza. On 7th May 2018 a resolution was taken at an Extraordinary General Meeting of Femigenza Ltd (UK) to wind down the company and to request Femigenza International to take direct charge of UK operations. The goals of this resolution were (i) for UK operations to benefit from Femigenza International’s charity status and project management expertise and (ii) to pool resources to greater effect in the UK. In the course of 2018 all (digital) files and assets were transferred and, within a few months, Femigenza International secured funding from the EU for the Trauma Healing project in the UK. Plans are now in progress to integrate resources and improve public benefit.*
- *In 2018 with the closure of the Ruby Care Foundation (RCF), Femigenza International absorbed the membership and committed to continuing the RCF’s essential work. The RCF’s founder died in 2017 and as a consequence we opened a dialogue with the RCF’s leadership, recognising that there had been clear, natural past synergies. As an example, the objects of the RCF are summarised in our **third** object. It was agreed that as RCF was prepared for winding up in 2019, RCF’s intellectual property would be assigned to Femigenza International for continuing custody and further development. A complex exercise followed, involving numerous calls with RCF members worldwide to establish a consensus and a workable transition. By the end of 2018 having formally absorbed the RCF’s membership we went on to establishing an accountable Ruby Heart Faculty to champion the work for public benefit. Mergers are never simple and this is an ongoing process. We expect the efforts to continue through 2019 into 2020.*

New worldwide policies issued

In 2018 we completed consultations on, and issued mandates for implementation worldwide on the following policies:

- General Data Protection Regulation compliance
- Safeguarding
- Privacy



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 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: Femigenza 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 and Elena de la Luna (UK)

Independent review – Tyson Merriam (Canada)

Charity Secretary: Edith Borst

Fund raising: Monique Weber

Education:

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

Communications: Lara Javalyn (Canada)

Data Protection Officer: Johanna Launder (UK)

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, 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 2018

Introduction

During 2018, Feminenza International had a steady stream of donations from UK supporters and contributions from Feminenza Chapters worldwide in the form of reimbursement of expenses and facilitation fees for Chapter visits/meetings.

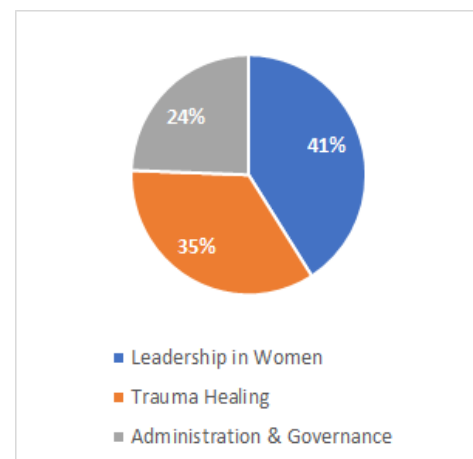
Following a successful proposal in May 2018, funding was awarded from the EU via the Erasmus+ programme which allowed us to conduct a Trauma Healing workshop in October 2018.

More supporters have joined the GiftAid programme this year, allowing us to claim and receive close to a 1,000 pounds. [\[1\]](#)

During 2018 a full-scale implementation of the donated Microsoft Office 365 online platform took place which allowed Trustees and key volunteers to collaborate effectively. The implementation project was also run by volunteers, therefore saving on IT/Consulting costs.

Our major expenses for the year 2018 were in the following three areas:

- Leadership in women
- Trauma Healing
- Administration & Governance



During the second year in operation as a Charity, we were able to lower our Administration expenses from 37% to 24% out of total expenditure and will continue our efforts to keep them as low as possible so that more funds are available for the funding of our aims.

Reserves for Year 2018-2019

Given the 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.

[\[1\]](#) *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.



Femidenza International Balance Sheet

As of December 31, 2018

	<u>Total</u>	
Fixed Asset		
Tangible assets		
Machinery and equipment		809,39
Total Tangible assets	£	809,39
Total Fixed Asset	£	809,39
Cash at bank and in hand		
Bank IGE account		1,98
Barclays Bank Account		1.109,30
Femidenza International Savings Account		2,65
FI EURO ACCOUNT		8.200,46
PayPal		272,05
Petty Cash		0,00
Petty Cash EURO		0,00
Transferwise Euro account		0,00
Total Cash at bank and in hand	£	9.586,44
Current Assets		
Prepaid Expenses		0,00
Undeposited Funds		0,00
Total Current Assets	£	0,00
Net current assets	£	9.586,44
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)	£	9.586,44
Total assets less current liabilities	£	10.395,83
Total net assets (liabilities)	£	10.395,83
Charity funds		
Unrestricted Net Assets		6.022,38
Surplus/(Deficit)		4.373,45
Total Charity funds	£	10.395,83



Femienza International Financial Activities

January - December 2018

	<u>Total</u>
Income	
Amazon Royalties	12,98
Bank Interest Earned	2,65
Gifts and Donations Income	
Gift Aid donations	4.566,00
Unrestricted	15.863,15
Total Gifts and Donations Income	£ 20.429,15
Grants	8.260,38
HMRC Charities Gift Aid	1.036,54
Reimbursed Expenses	963,54
Sales Income	2.730,66
Services	1.259,98
Total Income	£ 34.695,88
Total	£ 34.695,88
Expenditures	
Accounting Software	90,00
Awards and Grants	
Cash Awards and Grants	405,00
Total Awards and Grants	£ 405,00
Bank charges	56,33
Dues and Subscriptions	78,00
Insurance Expense	208,97
Legal, Notary, Advisory Expenses	1.595,87
Office Supplies	656,26
PayPal Fees	25,83
Postage and Delivery	776,41
Printing and Reproduction	39,00
Software	96,20
Technical Equipment	803,84
Telephone & Internet	1.739,01
Travel and Meetings	
Accomodation	11.682,71
Subsistence	1.255,53
Transportation	10.345,90
Total Travel and Meetings	£ 23.284,14
Trustee Courses	28,01
Unapplied Cash Bill Payment Expenditure	0,43
Web Hosting / Domains	396,41
Workshop materials	411,50
Total Expenditures	£ 30.691,21



Net Operating Income	£	4.004,67
Other Expenditures		
Exchange Gain or Loss		-368,78
Total Other Expenditures	-£	368,78
Net Other Income	£	368,78
Net Income/(Expenditure)	£	4.373,45