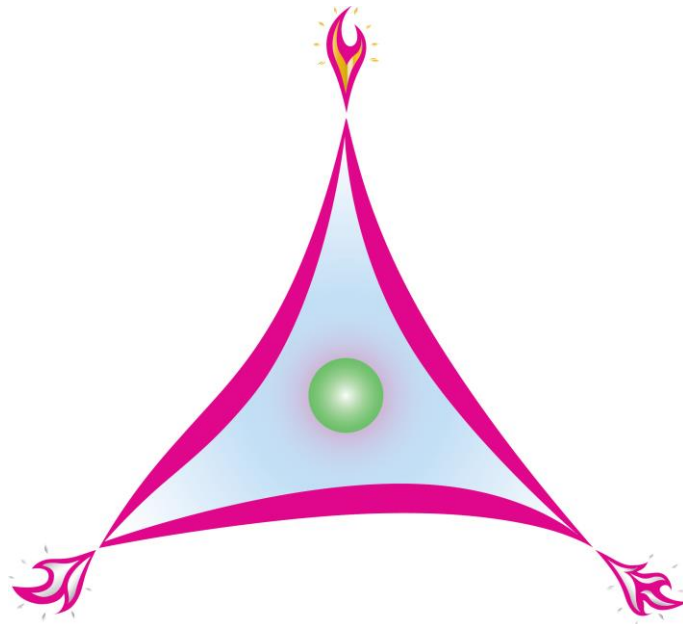


Feminenza



Stichting Feminenza Nederland

2019

Annual Report

Table of content

Foreword	3
1 Highlights of what we do	4
2. Organisation	8
2.1 Donations, expenses and reserves	8
2.2 Oversight, fraud and risk management	9
2.3 Organisational developments	9
3 Projections for 2020 and beyond	10
Appendix 1: Principles, Aims and Objectives	11
Appendix 2: Summary Financial Statement 2019	12
Appendix 3: Administrative details	14

Foreword

In this report the board not only looks back at the developments in and activities of the Stichting Feminenza Nederland, but also at the collaboration with other Feminenza chapters worldwide. What stands out is that this collaboration led to an increased exchange of expertise, due to the fact that the various chapters shared more knowledge and experiences than before and because smaller teams spontaneously formed up and joined forces to make Feminenza's work available to a wider audience.

Summarizing, we can say that 2019 was a fruitful year, activities and collaborations that were started will continue into the future. We would like to thank all the volunteers of the Stichting for their dedication and ongoing enthusiasm to make Feminenza's work available to all women who are looking for more depth and development in their lives.

The report can be found on the website <https://www.feminenza.org/who-we-are/annual-reports/>

Lieneke van der Linde,
Chair Stichting Feminenza Nederland

1 Highlights of what we do

The most outstanding feature in 2019 is how forces were joined by bringing together (local and international) teams.

Feminenza Netherlands collaborates with Women's Network in Leiden

Since a few years Feminenza Netherlands has actively participated in the Women's Network Leiden, with a main focus on co-organizing International Women's Day. This year the theme was *'What you want, can make a difference'*. 2019 marked 100 year International Women's Day and the motive was to explore what moves women now. Feminenza conducted a workshop titled 'Closer to yourself' for 35 participants. The

objective was to guide a person to their inner core before engaging in the question 'what do I want'. The method of the workshop ensured that everybody could spend time with questions such as 'What is important for you? What do you focus on? What do you value? And why?' Participants shared their answers to these questions in their mother tongue and mentioned in their feedback that the exchange around these questions caused a mutual recognition of values and importances in life which caused a sense of connectedness and collective strength between the women. This kind of guided, self-reflective time together is often valued as it is rare for women to, amidst the many requirements in life, allow themselves time to engage in the deeper meaning of their life.

Stichting Feminenza Nederland is a public benefit organization, founded in 2001. It is part of an international network with like-minded organizations in 15 countries.

Out of the objectives of Feminenza's work (see Appendix 1) participants in the Netherlands currently engage in:

- advancing and supporting long-term inner development for women, a better understanding about the true nature of the feminine gender, and their potential role in society and leadership roles.
- actively encouraging a better understanding and mutuality between both genders.



Feminenza Netherlands active participant in a larger network

One of the main objectives for the volunteer trainees of the Transformative Leadership training, along with ensuring future leadership for Feminenza, is to develop and test various educational modules. This year the modules concerning living an honourable life, strengthening ones' core fundamentals and values were developed. These modules have been piloted online with participants from different countries. The new educational

modules will become part of a multi-annual program, offering women the opportunity for further development.

The volunteer trainees of Feminenza Netherlands have been, where necessary, financially supported to attend the Transformative Leadership trainings.

Online course 'The four lives - introduction'

Based on existing work, two Dutch Feminenza volunteers developed an online course lasting 9 months. The 8 participants came from the Netherlands, France and Norway. One of them expressed the effect of this program: "I am more aware of the different lives in myself and how they can sometimes pull me in different directions; I can now make better decisions so that I can find a better balance; my sense of self-worth and respect has increased." The effects of this module were measured by means of a questionnaire and group evaluation. The data have been analysed and the outcomes and conclusions will be included in the future outplay of this module elsewhere.

The spin-off of this project is that the online module is now being conducted for women in Ireland, Israel, Denmark and the United States (2019/2020).

Feminenza Netherlands hosts international training for Transformative Leadership

In August a module of the Transformative Leadership training was held in the Netherlands on the estate Fredeshiem in De Bult (Overijssel). The Dutch participants hosted and organized the 5-day training; allowing them to develop the necessary skills and carry the responsibility for organizing such an event, an important part of their training.



Feminenza Faculties Gathering

From 23 to 27 October 2019, 20 ladies and gentlemen were invited by Feminenza International to Denmark for a 5-day Feminenza faculty gathering, which consisted of members of the Understanding and Managing Fear (UMF), Forgiveness and the newly formed Ruby Heart faculty (concerned with Bereavement Counselling). Two Staff members of Stichting Feminenza Nederland participated, due to their involvement in the development of the UMF work and the Trauma Healing Community Resilience

Development Workshop, which is a combination of the UMF and Forgiveness work. The objective of the faculty gathering was to give the new Ruby Heart faculty the experience of the work developed by the UMF and Forgiveness faculties over the past decade. During the gathering the 3 faculties presented a 1-day snapshot of their work; the rest of the time was spent in sharing best practices, and working with the new faculty on the focus of work in the coming 2 years, which is to develop 86 counsels for various aspects of bereavement. As some of the areas of the 86 counsels touch on the UMF and Forgiveness work, the faculties agreed to contribute to the development of these educational materials. One of the Dutch volunteers who has been pioneering the domain of the Ruby Heart for years is a member of the Ruby Heart Faculty.

Expansion of Femenenza partnerships, internationally

In 2019 Femenenza International was approached to enter a strategic partnership with Global Communities. In addition to that, Femenenza was also looking for ways to make the developed programs accessible to a larger group, in particular the programme 'Trauma Healing and Community Resilience Development' (THCRD).

This joining of forces is reflected in discovery missions made in 2019 to establish contacts with NGOs. All missions were carried out by international teams, always under the guidance of the CEO of Femenenza International.



Volunteers from Femenenza Netherlands joined a number of these missions. First, a visit to Kenya for a follow-up and impact assessment of the THCRD program that took place in Nairobi between 2015 and 2017.

Followed by discovery missions to several NGOs in Jordan and Turkey, to get to know their work aimed at people who have fled their country as a result of the war in Syria and who have to deal with the traumatic consequences of that on a daily basis.

We also assessed whether these NGOs could benefit from the THCRD program and incorporate it into their programs, to enable their youth workers to become better equipped to assist in trauma healing and regaining resilience. The responses show a great need for acquiring knowledge and skills in this field, and for strengthening the volunteers in particular. Femenenza International is taking the lead following up on these contacts.

All discovery missions resulted into an application for funding from Erasmus Plus¹. The application is a collaboration at European level between various partners and Femenenza with the aim to offer the THCRD program to staff members of the partner organisations, who are working with young people who suffer ongoing stress, chronic anxiety and trauma. For the purpose of this funding application, volunteers from Femenenza Netherlands participate in the many tasks that need to be carried out: project management, maintaining contacts with various partners and designing the evaluation framework.

¹ *Erasmus Plus* is the program of the European Union for education, training, youth and sport, for 2014 - 2020, promoting exchange, collaboration and learning

The core contributors

In the Netherlands 68 ladies are regularly engaged in specific research in areas of work that concern the feminine gender. They engage and work with others in the International Femenza Network in projects such as menopause and other stages and transitions in life, self-confidence, the Seven Expressions of Humanity and support those who are facing loss, bereavement and trauma. This cross fertilisation leads to new content for workshops and webinars, which can be offered to a wider audience nationally and internationally.

2. Organisation

As a learning and developing organization we continue to meet excellent governance and quality standards serving public benefit and education.

2.1 Donations, expenses and reserves

The main source of revenue of Stichting Feminenza consists of donations from a solid core of participants and donors. Part of the income also comes from financial contributions from the international network towards the development and implementation of Feminenza's international programmes. In 2019 the Foundation received € 46.905 in the form of donations, funding and revenue from publications.

The participation of Dutch volunteers in the Feminenza Transformative Leadership training was partially funded from these donations. Also, funds were released to convene a meeting for the Faculties of 'Understanding and Managing Fear' and 'Forgiveness' together with the newly formed 'Ruby Heart' Faculty, in Denmark. This Faculty gathering was initiated by Feminenza International. Donations from the international network funded the previously mentioned network activities with NGOs in Jordan and Turkey, as was the case for the network activities in Kenya.

In the past year 146,45 % of the revenue has been spent on activities relating to our objectives, which resulted in the reduction of the capital.

From all expenditures (costs) 98,58 % was spent on the objectives of Feminenza.

The remaining expenditures were operating costs such as office expenses, costs for accountancy and administration.

As per 31 December 2019 the capital of the foundation mounted to € 35.201.

For 2020 the board decided:

- To keep € 6.500 as a reserve to ensure continuity for one year of all operational and educational commitments of Feminenza Netherlands, in case of a substantial decrease in donations.
- € 2.220 is held as a general reserve.
- To ensure continuity of activities of Feminenza International, €2.000 has been set aside as a reserve fund.
- A project reserve of € 17.500 has been earmarked for future international projects, with priority for the Erasmus Plus project when the funding for which Feminenza has applied is being granted.
- The remaining € 1.725 is held as a general reserve for Feminenza International.
- Furthermore, € 1.120 is reserved for future activities of the Ruby Heart Faculty.

To conclude, the designated fund of € 4.136 is kept for the Forgiveness training and accreditation of 2 Kenyan ladies, being planned for 2020. In case this training cannot take place in 2020, this reserve can be used for a preparation process for their training in 2021. For a summary of the financial statement you are referred to Appendix 2 (page 10-11).

2.2 Oversight, fraud and risk management

The board is responsible for the safe and proper conditions under which Feminenza activities take place and for guaranteeing the copyright agreements concerning Feminenza works. Annually the activity plan is evaluated and updated, in line with the multi-year policy and with what is most current.

The well-organized accounting, including a ‘four-eyes-policy’ on payment approval, ensures solid financial management. Each quarter the full board and staff review the financial and activity reports. Quarterly reporting to Feminenza International serves as a moment of review for ourselves to keep our goals in check.

As in previous years the Accountancy Firm Batenburg in Sassenheim compiled the Financial Statement for 2019 in compliance with Dutch law, including the Dutch Standard 4410, ‘Samenstellingsopdrachten’ (compilation engagements). The approved *2019 Financial Statements* can be found on Feminenza’s website under the title *2019 Jaarrekening (incl. samenstellingsverklaring)*.

2.3 Organisational developments

The legislation for Safeguarding and Privacy have tightened and gained a greater cruciality. In 2019 Feminenza’s volunteers in the Netherlands were introduced to the importance of safeguarding. The very fact that Stichting Feminenza Nederland serves a public benefit implies a duty and a responsibility to safeguard participants and Feminenza’s volunteers. In cooperation with Feminenza International a strategy has been developed that requires each chapter to customize this according to their local safeguarding legislation.

The organisation is compliant with the EU General Data Protection Regulations, which includes a yearly update of personal data according to the rights individuals have concerning data being kept, deleted or refreshed.

To avoid random storage on private computers and to keep personal data safely stored all documentation relevant to the organisation is stored in one central filing system (SharePoint).

In November 2019 two volunteers attended a course on ‘safeguarding policy in voluntary organisations’, organised by *Movisie*². This has provided a very useful stimulus to writing the safeguarding policy for Feminenza in the Netherlands. A safeguarding panel has been established; this team is currently preparing further training for all volunteers so that safety procedures and the code of conduct can be adhered to.

Meanwhile, the staff of Feminenza Netherlands has grown. One person joined the financial administration, and another was appointed as project liaison, whose main responsibility is to support all those who organize Feminenza activities (from planning to final settlement).

² *Movisie* is the national knowledge institute offering a comprehensive approach of social issues. Together with people in practice, knowledge of what really works well in the social domain is been developed and implemented. *Movisie*’s unique contribution is in accelerating learning processes.

3 Projections for 2020 and beyond

Projections for 2020 are set in Stichting Feminenza Nederlands' Action Plan 2020 and are in line with the multi-year plan 2018-2022. The aim is to achieve a greater awareness of Feminenza's work through network activities and increased collaboration with various partners, in the Netherlands as well as abroad.

In the context of the 7-year commitment to the programme 'Transformative Leadership' the trainees will expand the existing range of modules and new content will be made available in workshops, with more focus on online availability. As part of their future leadership role the ladies are taking more responsibility for the continuance of Feminenza. Part of this is becoming an accredited facilitator for specific international programs.

Existing programmes

- Understanding and Managing Fear
- Forgiveness and Reconciliation
- Trauma Healing & Community Resilience Development

The intention is to apply again for funding for the 'Trauma Healing and Community Resilience Development' programme with Erasmus Plus. Towards this end the partner contacts in Europe and the Middle East that have been established so far, will be significantly strengthened. The outcome of the application will come during 2020 and we expect to initiate the program by December 2020, considering the current Covid-19 precautions.

Feminenza's vision is to have a group of international youth workers who are trained to carry out Feminenza's programs. As we expect that for the time being travelling may not be possible, some of the work will be made available through online workshops. As an example, in May a series of online engagements will start to prepare participants for the Practitioner Training program on Forgiveness.

As always, when new initiatives and plans arise during the year, they will be given the space and time needed.

Appendix 1: Principles, Aims and Objectives

Feminenza's Principles

1. Feminenza believes that 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.

The Aims of Feminenza

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.

Feminenza's Objectives

1. Advancement of education for the public benefit, in particular by research and by providing educational tools and mentoring, in the fields of
 - a. transformative leadership
 - b. the prevention of armed conflict, ethnic and gender oppression
 - c. fear management and forgiveness
 - d. gender respect
2. Promoting human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by all or any of the following means:
 - a. Relieving need among the victims of human rights abuse
 - b. Promoting respect for human rights by individuals and corporations
 - c. Promoting popular support for human rights
3. Relief of mental, physical and emotional distress of persons suffering from sickness or trauma as a result of conflict, bereavement or loss, or for those facing their own death, by the provision of counselling and support.

Appendix 2: Summary Financial Statement 2019

CONSOLIDATED BALANCE SHEET AS PER 31 DECEMBER 2019

		31-12-19	31-12-18
		€	€
ASSETS			
	Current Assets		
1	Tax (VAT)	680	768
2	Accounts Receivable	2.090	739
		2.770	1.507
	Liquid Assets	38.503	61.254
	Total Assets	41.273	62.761
LIABILITIES			
3	Project Reserve	4.136	4.175
	Ruby Heart project Reserve	1.120	-
	Project Reserve FI	17.500	
	Continuity Reserve	8.500	
	General Reserve	3.945	54.114
4	Accounts Payable	6.072	4.472
	Total Liabilities	41.273	62.761

STATEMENT OF INCOME & EXPENDITURE 2019

	Actual 2019	Budgeted 2019	Actual 2018
	€	€	€
REVENUE			
6 Funding and Fundraising (corporations)	-		-
Funding and Fundraising (private donations)	46.986	34.000	65.306
TOTAL REVENUE	46.986	34.000	65.306
EXPENDITURE			
7 Expenditure on Objectives:			
<u>Feminenza Netherlands</u>	2.612	2.763	1.251
IGE Project	4.633	5.612	18.887
Begrijpen en Hanteren van Angst	-	100	-
Inner Growth & Development Journey for Women	80	300	439
<u>Feminenza International</u>	5.380	9.341	1.420
Gender Respect	-	2.000	-
Leadership in Women	-	-	1.098
Ladies Leadership Intending	16.466	1.201	619
Forgiveness Projects	61	43	332
Education: Understanding and Managing Fear	26.829	7.713	-
Education: Trauma Healing	6.522	-	-
Development of New Programmes	6.126	9.328	3.536
Project Turkey	81	64	-
Project Kenya	21	21	35
	68.811	38.486	27.619
8 Fundraising Costs	-	100	-
9 General and Administration Expenses	992	1.467	1.380
TOTAL EXPENDITURE	69.803	40.053	28.999
OPERATING BALANCE	-22.817	-6.053	36.307
10 Interest & bank costs	-271	-435	-431
	-23.088	-6.488	35.876

Appendix 3: Administrative details

Board members:

Lieneke van der Linde

Matthijs Vogel

Vera de Wit

Chair: Lieneke van der Linde

Finance: Treasurer – Matthijs Vogel

Financial Administrators – Heike Jongen and Nieneke Elsenaar

Secretary: Vera de Wit

Contact details

Stichting Femienza Nederland

Koperwieklaan 63

2251 NS Voorschoten

info@femienza.nl

+31 6 3359 0371

ANBI

Stichting Femienza Nederland is a registered public benefit foundation

Chamber of Commerce number -28090267

Fiscal Number - 810273081

Website: www.femienza.org/nl

Accountant: Accountantskantoor Batenburg, Hoofdstraat 123, 2171BA Sassenheim, Nederland