

FEMINENZA INTERNATIONAL

England & Wales · Charity number 1170535

Details

Status Registered

Legal form CIO

Registered 2016-12-02

Register [View on the Charity Commission register](#)

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Activities

Objects: THE OBJECTS OF THE CIO ARE: (A) TO ADVANCE 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; AND D) GENDER RESPECT B) TO PROMOTE 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. (C) TO RELIEVE 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.

Activities: 1. We conduct global research on the challenges of women and compile evidence based methods. 2. We educate and accredit volunteers/organisations to provide ground-up, people-to-people and community based projects. 3. We seek funding and deliver projects in partnership with communities and organisations. 4. We conduct independently designed surveys to verify effectiveness of our programmes.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Services, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Australia
- Brazil
- Canada
- Cyprus
- Czech Republic
- Denmark
- France
- Germany
- Greece
- Ireland
- Israel
- Kenya
- Netherlands
- New Zealand
- Norway
- Occupied Palestinian Territories
- Spain
- Turkey
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£102,484	£71,687	-	-
2023-12-31	£96,174	£98,074	-	-
2022-12-31	£114,848	£89,152	-	-
2021-12-31	£62,730	£17,203	-	-
2020-12-31	£42,190	£18,032	-	-

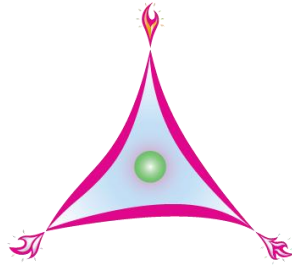
Trustees

Name	Role	Appointed
Mary Isabel Noble MA	Chair	2015-07-09
Editha Elisabeth Johanna Borst MA		2015-07-10
Johanna Louise Morrison		2025-11-01
Monica Petronella Maria Weber-Kester		2017-08-01
Panagiota Aposkiti		2015-07-09
Tyson James Merriam		2020-01-01

FEMINENZA INTERNATIONAL

England & Wales - Charity number 1170535

Accounts



Feminenza International Annual Report 2024



Reporting Year	2024	
Approval Date	21 st October 2025	
Approved by	Board of Trustees FI	



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Executive Summary

A Resilient Life

Following on from the experience and feedback of the previous ARL (A Resilient Life) project in 2022-2023, the contents of the Forgiveness and MMT programme were reworked. We expanded the delivery team and, in 2024, another ARL initiative commenced with 63 youth workers from 11 countries: Denmark, Germany, Greece, Israel, Kosovo, Netherlands, Palestinian Territories, Portugal, Romania, Czech Republic and Sweden. They served 15 NGOs, serving youth refugees, homeless youth, victims of domestic abuse, and in many settings, youth suffering from intergenerational war trauma. At enrolment, the mean level of anxiety, depression and stress in the participants was approximately 30% higher than in the average for Europe and the UK, underlining the fact that youth mental health risks in the UK and Europe have not fallen since 2020 and that youth worker risks have remained significantly higher.

For logistical reasons the project did not complete until 2025. However interim objective feedback confirmed that over 80% benefited from the online sessions delivered in 2024, prior to the face to face retreat in 2025.

Gender Respect Projects

Many pilots were rolled out in 2024, each with distinctly different objectives. A dedicated team offered an online 'Taking Charge of Your Life' series for young women (18-35) from Europe, Kenya, North America, India and Iraq – and qualitative feedback was encouraging. A further more advanced series of workshops was offered to women to deepen their understanding of themselves and their potential.

We also delivered a significant series of workshops at the UN CSW68 conference, aimed at assisting charities, businesses and community groups, to become more aware of the opportunities to improve the working environment and careers experienced by women aged 35-75, especially in pre and post menopause windows of life. This received very strong feedback and UN WOMEN invited us to extend these workshops again.

We held a face-to-face retreat, on gender, providing evidence based foundations for reflection on a myriad of questions posed by young men and women about their journey of development and about on the challenges in building relationships of value.

We are still processing feedback from these pilots and intend to use these data to improve the offering to service users from 2025.

Ruby Heart Counselling

Research indicates that 55-60% of individuals in the Western world pass away without leaving a will. A series of workshops called the Departure Box series, was developed in 2024 to address this gap by equipping participants with practical tools, advice, and the motivation and confidence to navigate end-of-life arrangements, thereby fostering a sense of confidence and inner settlement during a critical life stage. It will be rolled out internationally in 2025.



Workshops on the Seven Expressions of Humanity

These workshops are to be launched in 2025 for alumni of 'A Resilient Life', and as a service for conflict-linked service users still struggling to re-find their inner warmth for human life. They will also be rolled out to assist conflict communities as they work to restore humanity within, and with those in their care.

Feminenza Educational Centre in Norfolk

As a result of further investment and fundraising, work was able to continue in earnest in 2024 with significant major works completed including Fire & Safety wirings, windows replacement, roof work and the sewage treatment plant. We expect to open our doors in 2025.

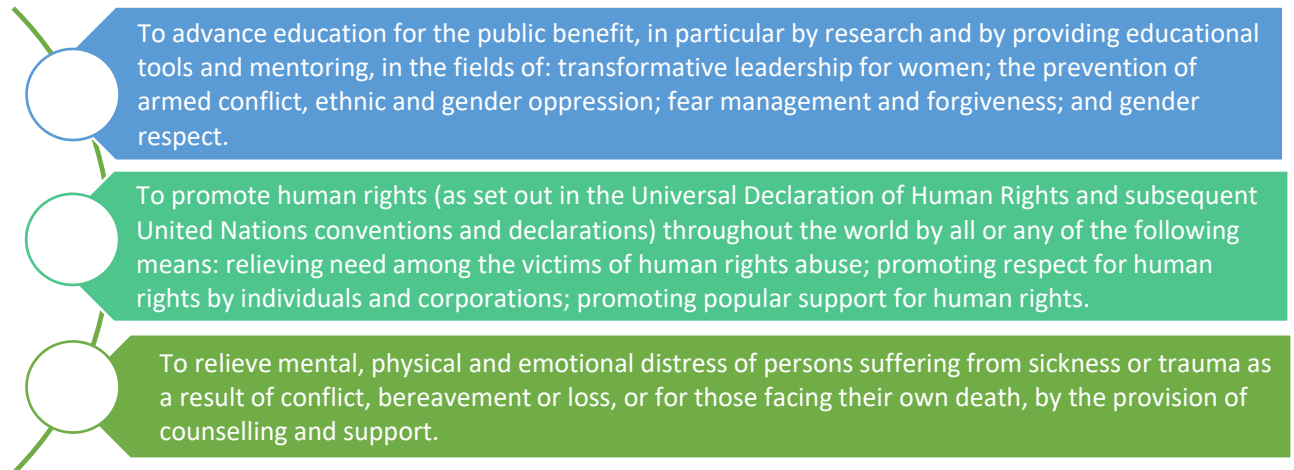
Value Based Partnerships in the UK

Seeking to strengthen our network in the UK, dialogues were formed with Nelson's Journey, the Mary Magdalene Group, Spark Sisterhood and the online ISMA community.



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'. *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.*



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, 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. Thus far our work has focused on:

- Developing a resilient life
- Forgiveness as a core feature in the act of living
- The development of gender respect
- Bereavement, letting go of the past and handling loss
- Women having the tools to take charge of their lives
- The rescue, rehabilitation and education of young women/ girls escaping oppression
- 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 effort, to help human life develop the a more equitable, just and caring society, recognising that the future - of this planet, her people, all life here- rests with us – the choices we make. When we work for the future we seek, include others, there is a process of discovery, both ways. In the last 24 years of service, we've encountered continuing evidence that the development of women, their inner strengths, intactness, values, beliefs and purposes – makes a true, sustaining difference in the healing and progression of this world.



Developing youth worker resilience across Europe and the Middle East

Since 2017 we've developed a strong track record with the EU which enabled us to secure repeated funding for all our projects assisting youth workers to improve resilience.

In 2020-2023 we conducted the Trauma Healing and Community Resilience Development (THCRD) project, part funded by EU Erasmus+. It began as the pandemic was shattering lives, 'a serious threat to mental health, particularly among young people' (OECD,2021), with European youth mental health problems, both significant (37-40%) and severe (6-13%). Youth workers enrolled with stress levels both pronounced (40%) and significantly elevated (10%). The project led to a fall in participant stress levels of 40%. Anxiety levels fell by ~70%. Elevated stress/anxiety dropped to 10-15%. It verifiably improved intactness, self-awareness, resilience whilst in the largest global epidemic for 90 years raged.

A 2024 initiative, called: 'A Resilient Life' was launched

As we were finishing the 2021-23 project, as the world was reflecting on the pandemic, the EU Concilium reported that in 2023, 64% of European youth were still at risk of depression, 49% also reported mental health care needs unmet; the WHO also reported that 30%-80% of youth were more likely to report symptoms of depression or anxiety than adults.

Our services were thus updated to handle the rise in need and underlying elevated risk. A new project was prepared: to help more youth workers to track their risks of stress, anxiety, depression, primary and secondary trauma and to build their own inner capacity to be resilient and more effective in their personal and professional life. This initiative was named '**A Resilient Life**'. As the UK was no longer participating in Erasmus projects and no funding was available to raise resilience in youth and youth workers, an application was submitted through Feminenza Denmark for EU Erasmus funding to cover Europe and the Middle East, whilst we separately sought funding for the UK.

The initiative was formed with the following objectives.

1. Youth workers significantly improve resilience and become effective in tracking and managing their personal and work-related risks of mental ill health (mild to severe).
2. Improved effectiveness in understanding and assisting the young people they work with.
3. Personal and professional development, founded on peer learning, cross-cultural and inter-organisational exchange.
4. Participating organizations access sustainable means to identify mental health risks in their youth workers.

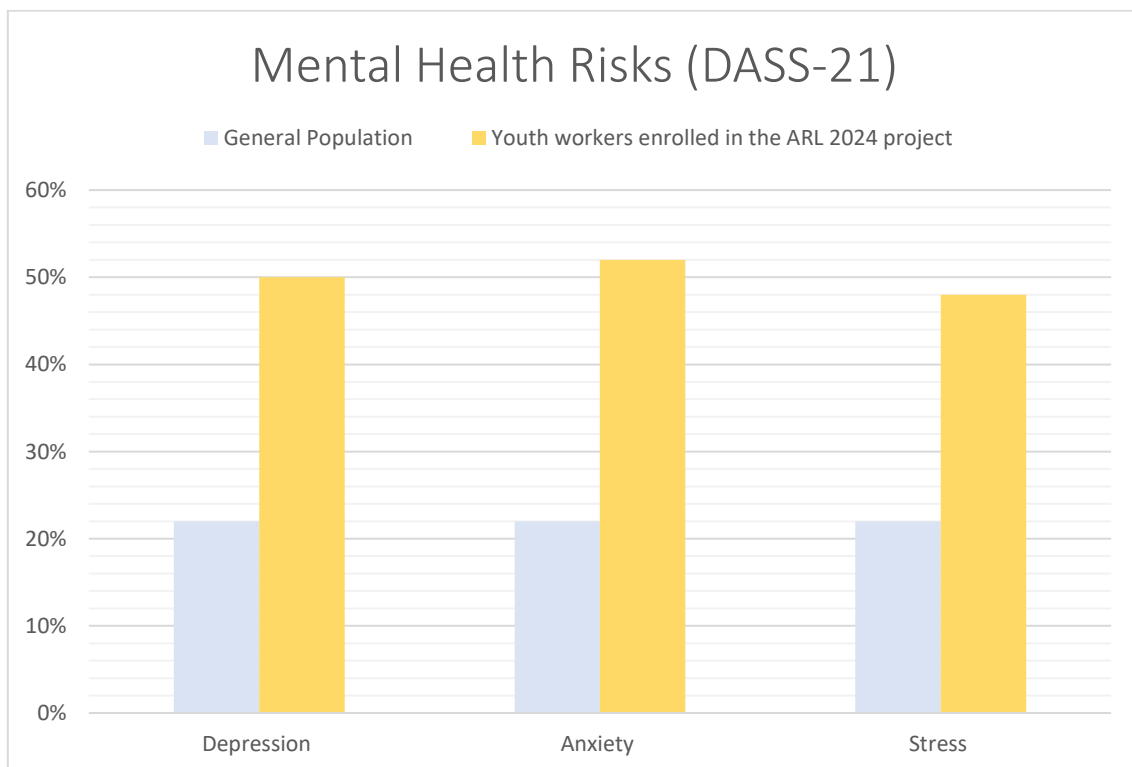




Fifteen NGOs, aware of our track record and the likelihood of EU Erasmus sponsorship to cover their travel and accommodation costs incurred in participating in this project - enrolled 63 youth workers. They came from 11 countries: Denmark, Germany, Greece, Israel, Kosovo, Netherlands, Palestine Territories, Portugal, Romania, Czech Republic and Sweden. European businesses also agreed to sponsoring two individuals who continue to play a leading role in developing resilience for youth in Kenya. Another individual, serving conflict affected youth in the Kurdistan Region of Iraq, also enrolled in the project.

Charities in the UK could not find the funds to participate. They could not cover their staff accommodation and travel costs to the retreat. Facing the cost of living crisis, a rise in demand not seen for 60 years, they also had to struggle with a sharp decline in funding. Brexit didn't help: England's Turing Scheme, supposedly a backstop as the Erasmus programme was removed, could not cover youth workers needing CPD services to improve mental resilience, or for projects designed to lower health risks for youth.

All of the enrolled youth workers came with a strong background in serving marginalised and disadvantaged youth – handling the impact of trauma, sexual abuse, disability, social isolation, substance abuse, general mental health (GAD) conditions, conflict, violence, incarceration, homelessness and prostitution (see Appendix 5). An objective survey found, again, that youth worker' mental health risks have remained significantly higher than Europe's general population since 2020.



Eighteen Femenza volunteers, both women and men, assisted the participants over a full year, with 11 online sessions, spanning two modules: (i) Managing Mental Trauma and (ii) Resilience and Forgiveness. With both modules books and films were identified, some subsidised by Femenza, for ease of access.



About 'Managing Mental Trauma' (MMT) aka 'Foundations of Resilience'

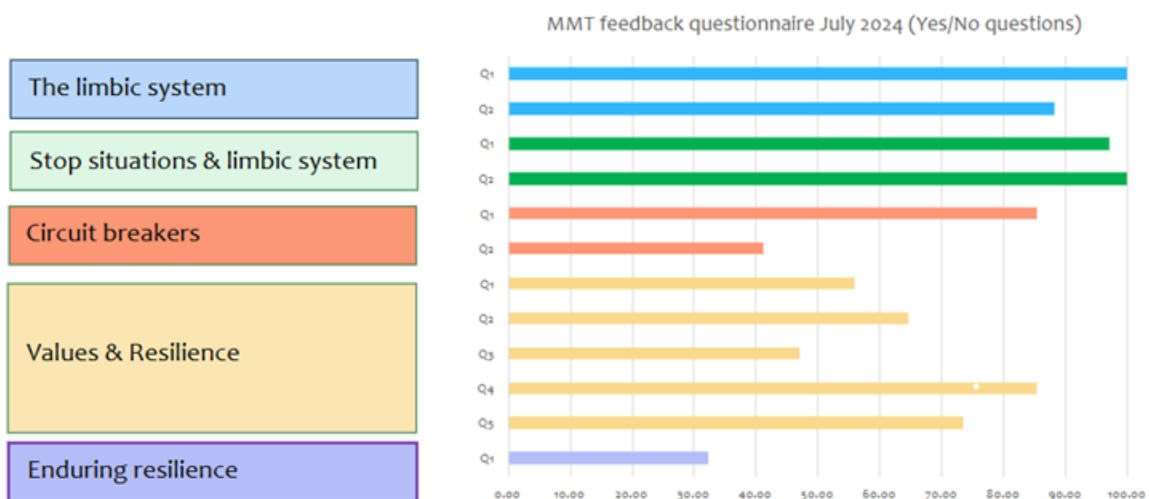
MMT was developed to assist human lives who face, or are at risk of experiencing primary or secondary trauma. It helps one to grasp the working of the brain, the limiting patterns established therein printed by our experiences from the outside-in, and the patterns which press low functioning (depression, anxiety, stress, fear etc.) into place.

It delivers knowledge, skills and choices for attitude shifts which together break adverse patterns, improving resilience, humour. Highly effective with conflict impacted communities since 2006, it comes with a 10 year long international track record, independently verified, in enabling youth and youth workers - with elevated risk of stress, anxiety, depression, primary or secondary trauma – to take charge of their lives significantly.

The approaches and methods we use are drawn from a strong international evidence base.

Following the COVID crisis, and the rapid rise in mental health need, much effort has gone into offering online support to help service users more comprehensively. In some instances that's not worked out well with other agencies. Hence, when significant scientifically peer reviewed reports were issued in 2024 suggesting that online assistance is less effective for those with medium to high risk of stress or anxiety, it became necessary to study these matters ourselves and whether there were mechanisms which could improve options for our service users.

A survey was conducted, measuring and clarifying, where and why our online support **actually delivered a significant difference - and whether any of our online support services were justified.** Participants ranked the value of the content received, and provided candour on the degree to which they had applied the skills provided, in their personal and professional lives.



The surveys found that we are effective in transferring knowledge, skills relating to limbic patterns, in the handling of stop situations and in using inner values to manage attitudes. However it also found that in areas where skills need be practiced repeatedly by participants over an extended period, online sessions are not as effective as in instances where these opportunities were provided in face-to-face retreats. These findings together led to a update in the 2024 'A Resilient Life' initiative for 2024 and onwards.



About Resilience and Forgiveness – within the 2024 ARL Project

From May through to November 2024, ten online sessions on ‘Resilience and Forgiveness’ imparted reflective, self-care practices including:

- developing inner qualities
- overcoming prejudice and stereotyping
- moving from repetitive violence to letting go of the past
- dealing with shame and guilt; the importance of connectedness
- re-humanizing the ‘other’
- separating the person from the influence
- choosing to forgive
- creating a new inner narrative; sustainable platforms for self-forgiveness, release from the past.

One guest in the workshops was Dr. Eileen Boris from Arizona, a consultant, author, speaker, and trainer on the subjects of political forgiveness, multi-track diplomacy, and the healing of nations. Since the 1980’s, she has worked internationally in more than fifteen of the world’s most volatile and war-torn countries, including Liberia, Nepal, Pakistan, India, Israel, and the Occupied Territories. After meeting several times with Dr Boris, we hosted an online exchange between her and the ARL participants about the role of Political Forgiveness.

In the process of delivering this project, five new volunteers underwent an apprenticeship process and assisted in the delivery of this project. Their contribution enabled our entire team to improve tangibly the service we offered.

A survey was conducted, enabling participants to rank how well they grasped the content offered, and the degree to which they managed to apply the skills conveyed in their personal and professional lives. This, like the previous survey, helped us to provide improved assistance during the retreat that followed.

Erasmus+ approved the co-funding of ARL through Feminenza Denmark

EU Erasmus+ agreed to fund a face-to-face retreat. Unfortunately EU administrative delays led to the retreat being moved to February 2025. The outcomes of that retreat will therefore be published in our next report.

The Seven Pillars of Forgiveness (English) was reprinted

The original English version of the booklet went into a further edition and was republished.



Gender Respect Projects

Taking charge of your life – Young Women (18 to 35):

Two sets of workshops were delivered. The ecology facilitated open, active exchange about the lives of women, their struggles, their questions, often leading to profound discussion. The challenge faced by each life to come to know what they want, figured large.

Several expressed appreciation for the experience, including recognising the fact that the young women attending from other countries also face similar challenges.

Subsequently, five more workshops were delivered, with young women from Europe, Kenya, Israel, US and Canada. Approx 8-14 women participated:

- Understanding and navigating through emotions
- Tackling challenges and taking charge of oneself
- Where there is no forgiveness, there is no freedom
- Handling conflicts in relationships
- Growing inner qualities - enhancing one's life

Building our inner strengths – 'Know thyself'

This initiative, piloted from November 2024, consisted of six online workshops, over 12 weeks. Young women attended from Canada, USA, Israel, Holland, Philippines and Kenya, working with three themes:

- The biological self: developing an inner appreciation and value for the body and mind, and all it can do, as a foundation for better mental health and resilience.
- The reasoning self: building character, qualities, emotional stability, inner values as a foundation for a resilient life.
- One's purposes, principles and direction of life.

The process was reflective, facilitated by 'Garden of Words', contemplations, movie clips, interactive and reflective exercises, and group discussions about the challenges of establishing an inner core and finding meaning and settlement in one's life, in a world of relentless social media and often corrosive external influences.

Participants found it healing, better able to see the value of self forgiveness, better positioned to grasp their inner qualities, what they had won in their lives each day and the importance of reflection in shaping what one wants.

Taking charge of our lives, from late 30s and onwards (including the menopause)

In 2024, the responses to a Menopause Survey, conducted with >130 women across the world, informed a series of online workshops, initially for women 37 – 42 years of age, but also for women living with the changes brought by the menopause, its inner and outer consequences. A workshop, '*Women in the peri/post menopause- finding new strength through wisdom and experience*', was delivered to the UN CSW68 Parallel Event conference, on 17 March 2024. Three threads of interaction were provided to 40 women, around the world:



- a) Understanding the impact of changing hormone levels on our physical, mental and emotional states.
- b) What does it mean to be useful after menopause and in our later years?
- c) Re-defining one's identity from the inside out – the inner work of developing qualities.

Surveys conducted after the first workshop led to the following feedback from participants:

- The importance of understanding the hormonal impact
- The value of revising one's inner constitution, living more fully with one's chosen inner qualities.

Two more workshops were provided: *'And who are you now?'* – processes designed to help participants clarify their natural gifts, the qualities they seek to nurture; to let go of what was once useful but is no longer relevant or constructive going forward - to support women in embracing the second half of their lives and stepping into the full contribution possible at this time of life.

This workshop responds to the need in women in later life to find ways of being actively present, engaged with the inner qualities, values they have established; to work for a future which they want – be it with their families, communities, this planet, or just themselves. It helps women to consider what they now want to include in their future.

120 women in total attended the online workshops. Feedback confirmed that the participants valued seeing the importance of 'letting go' and in building forward, through their own decisions. They enjoyed the fact that they were using art, whilst reflecting on importances within their lives; identifying what needs to develop, what doesn't need to change, their purposes in living and the environment needed to sustain what they want. Some experienced a sense of freedom and self-respect as they had time to reflect on what truly mattered, now, and going forward.

The fourth online workshop, titled *'Living with True Inner Human Values (your life, your choices, your future)'* was attended by 80 women from around the world. It served as a reflective process, locating inner values that are lived and evident in one's actions. Locating and naming one's values can assist mental resilience and intactness, as we live the life we choose. Participants expressed an improved well-being, valued being able to make inner centred decisions, with a better grasp of their motives; experienced the ease with which being located in a value enables us to change our state and the impact of coming out from our cherished values.

Following these workshops UN WOMEN contacted us and sought our assistance to arrange further workshops with women in NGOs around the world. That process is presently being worked out.

Exploring the Man-Woman Mystery – an XX XY retreat

In August 2024 we held a retreat for 5 young women and 3 young men, aged 19 -36. It spanned topics requested by the participants:

- A session drawn from the MMT module, described earlier in this report, delivered face to face. It provided a careful set of reflective sessions, to enable the youth present to appreciate that their lives, their patterns, even their sense of identity, was printed very early in their lives and does impact a great deal going forward. Over 3 days they each privately explored their choices in developing inner strength, inner qualities; options to create new pathways of attitude within that change and provide resilience in the face of profoundly adverse experiences.



- In this process they received repeated glimpses of the complex domains that we call gender; the distinct natures and states unique to the feminine and the masculine gender. Hundreds of questions arose, and with peer reviewed, scientific evidence provided, productive discussions formed, individual life stories were shared.
- They increasingly appreciated the fact that in our endeavour to secure human equality, it is important to grasp the fact that masculine and feminine natures were not the same in many areas. In not being the same there is much to learn about, to understand and celebrate.
- We explored the different levels of relationship which can be formed between the genders; and as this proceeded the participants were more able to express the character features of relationships and partnerships they actually want.

Several participants described the retreat as transformative. Some feedback is given below:

"I'll never be the same again!"

"I feel like a completely different person. There has been a deep reorganization inside going on and I value myself more now and see that I am more than I thought I was".

"It was life changing."

All participants reflected a sense of understanding their own gender better and a growing appreciation of the other gender. Two men described that they now felt less judgement about the feelings and impulses arising in themselves as men. *"I feel that I know my gender better and that I am less critical towards myself and other men now."* The aspect of respect arose in the response from one of the men, as he said: *"I have come to see the importance of letting a lady be her own person".*

Several expressed a wish to continue the dialogue, to learn more, understand more about the other gender. It was noted that there was a need to work on certain topics with men and women separately, and it was also suggested to then have more sessions where it would be possible to ask each other questions both ways.

One man requested more dialogue about handling conflicts and how to live in the same home.

[A journey towards greater understanding of self for women](#)

Too often, the pace of life, our history and cultural expectations can leave us feeling at a distance from our true selves and unclear about what we want. In 2024, Feminenza piloted a new online personal development course with the objective of helping women to begin the inner journey of understanding their true nature, assemble the person they want to become, and develop the qualities and values that guide a life of consequence.

Five participants from the UK, Germany and the Netherlands (some Feminenza members, others who were Feminenza alumni) signed up to the year-long pilot, meeting online every two weeks.

The workshops began with an introduction to the inner lives of the feminine, and through practical exercises, storytelling and reflective time, participants began a process of knowing these inner domains, for example: the female; the skills and attitudes they had built in adulthood; the qualities, values and endeavours they were taking on in germinating a distinct life.

In between meetings, participants accessed practical tools, materials to help with their reflective processes.



Six months later we worked through questions which are important in the mindful gathering of a life with practical exercises in developing personal standards and inner human qualities. All participants have signed up for a second year in this process. Extracts anonymised are presented below:

“I see new horizons that I couldn't see before ... opportunities to lead a meaningful life with the help of what we've gone through last year ... not just centred around me. ... It is as if I'm starting to stand up ... for myself ... being honourable to being human.”

“All the work ... gave me a clarity ... acceptance and less judgement ... I stopped beating myself up. It also opened up new possibility ... how to change how I think ... how to let something go or grow something inside myself.”

“The qualities work was important ... always affects other parts [of oneself] when [am] working on a quality.”

“I know that this is helping me get to a place where I can see [what I want]. .. to see things ... this opens my eyes, this opens my heart. ... a real thing ... close to being alive.”

The small group setting enabled trust, openness, and personal growth, while also helping Feminenza refine the format for future courses. The feedback confirmed that this approach can provide women with meaningful tools for self-understanding, resilience, and a more conscious life.



Bereavement Counselling – The Ruby Heart

Research suggests that 55-60% of individuals in the Western world pass away without a will in place, and often the consequences can be dramatic, causing long term difficulties for those left behind. Two large pilots conducted in 2022 confirmed these findings, also confirming that the most pronounced area of need centres on *end-of-life planning/ preparation*. There are several reasons why people avoid writing a will, most notably the discomfort surrounding one's own mortality and the stress of dealing with complex family dynamics. While practical reasons also play a role, emotional factors are often the primary driver.

To address these issues, six online workshops - 'The Departure Box Series – Getting One's Affairs in Order' – have therefore been prepared since 2022. This service aims to reduce anxiety and stress in those facing questions of end of life arrangements, and provides tools and advice to ease the process. It provides assistance on administration, wills, power of attorney (POA) and living wills, disposal of personal effects, final letter writing and promises.

We intend to launch this service by the end of 2025, and on the basis of the 2022 pilots, we are assured that this process will be well received, improve confidence and provide inner settlement during a critical stage of life.

A branding exercise is being undertaken to support the launch, with a dedicated website and brand – The Ruby Heart - to improve access and simplicity of engagement.

- A consultation group, of 40 hospice workers, doctors, mental health professionals, social workers, and nurses, has been established to enable us to be fully primed in understanding how bereavement counselling services are best positioned to assist practitioners and their clients.
- One-on-one interviews commenced in December 2024 and will continue throughout 2025. These conversations will inform the development of support initiatives to strengthen frontline healthcare providers and those in their care.



Leadership development in 2024

1. Feminenza Denmark successfully secured funding from EU Erasmus.
2. The faculties covering MMT and Resilience and Forgiveness actively redesigned their online and face to face experiences and with mentoring from Feminenza International, were highly effective in the delivery of 'A Resilient Life' initiative in 2024 across Europe and the Middle East.
3. With our mentorship, Feminenza Netherlands volunteers secured a 3-year accreditation by Erasmus+ Adult Education in the Netherlands – and were effective in May 2024 in providing special assistance for individuals struggling with entering the Dutch labour market.
4. With Israel undergoing repeated significant conflicts with Gaza, the West Bank, Syria, Lebanon and Iran, the burden of trauma upon Israel's citizens rose to levels which exceeded those seen in 1948, 1964, 1967. Active steps were taken to strengthen Feminenza Israel's team, its board of directors, in May 2024. Commitments were made to help improve assistance to the traumatised from 2025/26 and onwards.
5. Our policies on Safeguarding and Data Protection are now embedded. Every Feminenza chapter now delivers considerable experience in both Safeguarding and Data Protection



Feminenza Centre in Norfolk

Following its purchase in 2022, a two-year action plan was formulated to transform the manor house and grounds to our first Feminenza Education Centre. It also serves as the charity's headquarters.

As a result of further investment and fundraising, work was able to continue in earnest in 2024 with significant major works completed including;

- Emergency lighting installed with 56 nodes, fully commissioned;
- Fire sensor wiring installed, pending final fix in 2025, spanning 64 nodes;
- Replacement of electrical wiring;
- Fall-back pumping stations introduced in the sewage treatment plant and special underground channels to address the risk of flooding by the River Nar
- Replacement of 1/3 of the roof timbers and ~35% of the roof tiles
- Modernising and introducing safety systems in five of the eleven bathrooms
- Significant investment in the woodland environment
- Health and Safety frameworks.

In 2024, volunteers delivered over 9000 hours of assistance at the Education Centre. Local business assisted by giving us deep discounts on materials to update the property.



Partnerships, Communications and social media

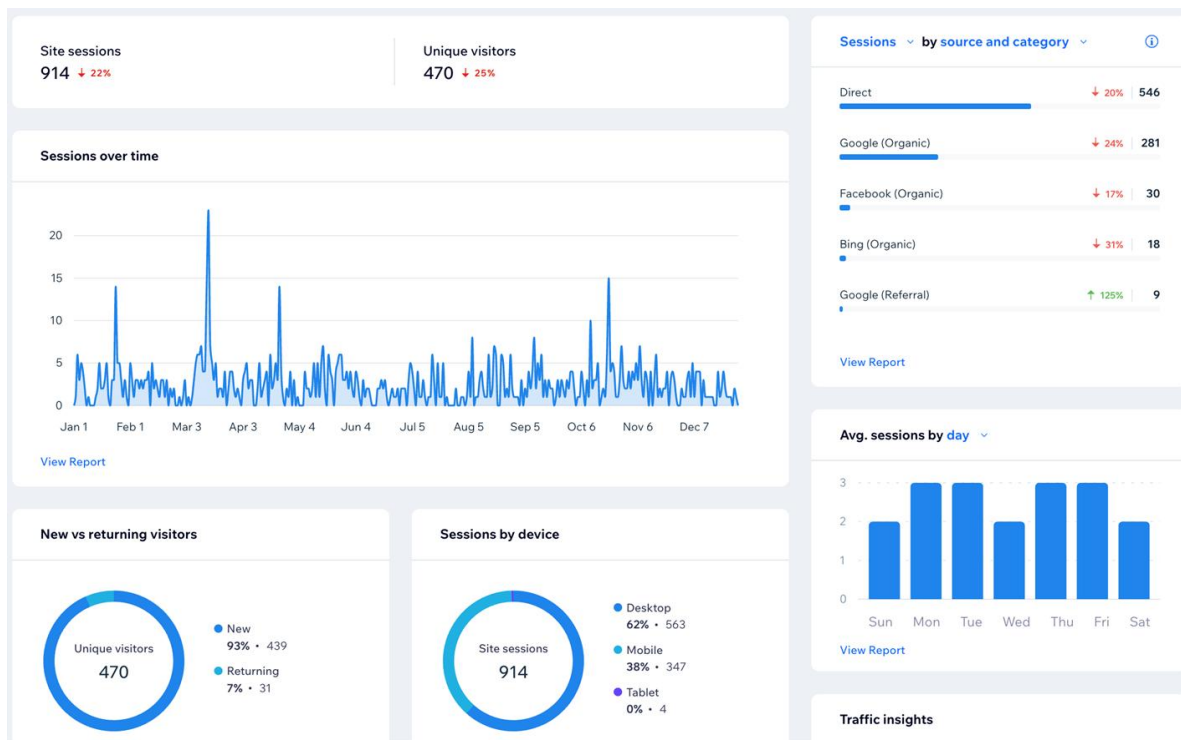
Partnerships in the UK

A dedicated team has been reaching out to businesses, charities and agencies to introduce Feminenza and crucially to share insights and build important relationships. Productive discussions were held with:

- Nelson’s Journey (a bereavement charity which supports children and young people in Norfolk who’ve experienced the death of a significant person).
- The Magdalene group (specialist providers of support for women who experience sexual violence, exploitation, grooming, sex work and coercion).
- The ISMA (International Stress Management Association). They subsequently invited us to participate in their annual conference.
- Spark Sisterhood and Louise Allen (its founder), a charity which supports young women leaving the foster care system. We have since developed a strong collaboration, to assist young women leaving care to improve their capacity to secure productive employment and to develop, sustain mental resilience.

Website and Social Media

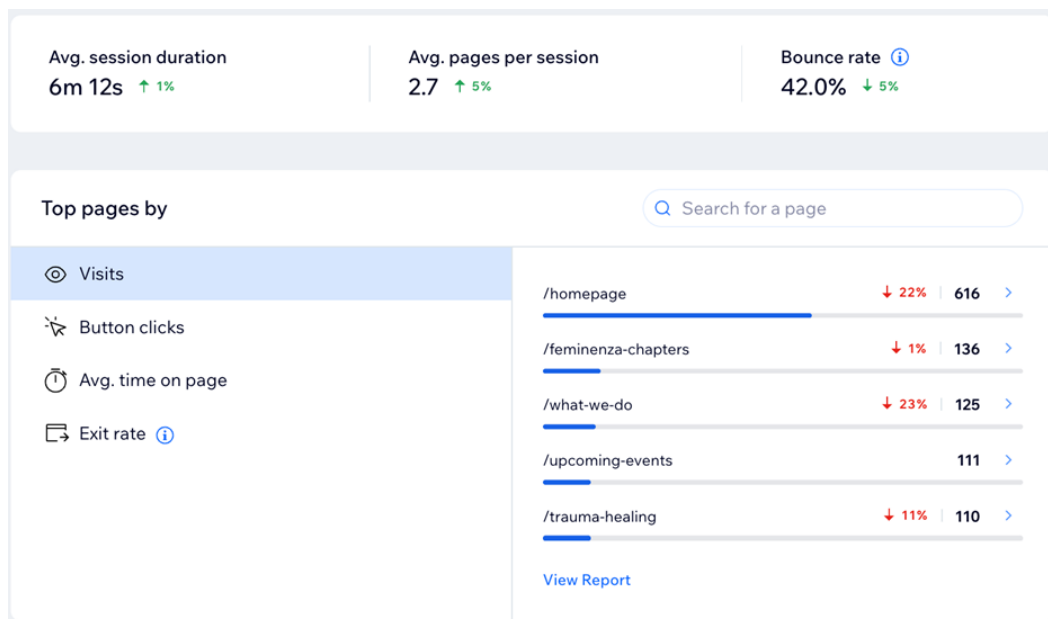
In 2024, positive signs of user quality and retention emerged. Visitor engagement slightly improved: average session duration rose to 6m 12s, pages per session increased by 5% (2.7), and bounce rate decreased to 42%, all suggesting better quality interactions from those who did visit.

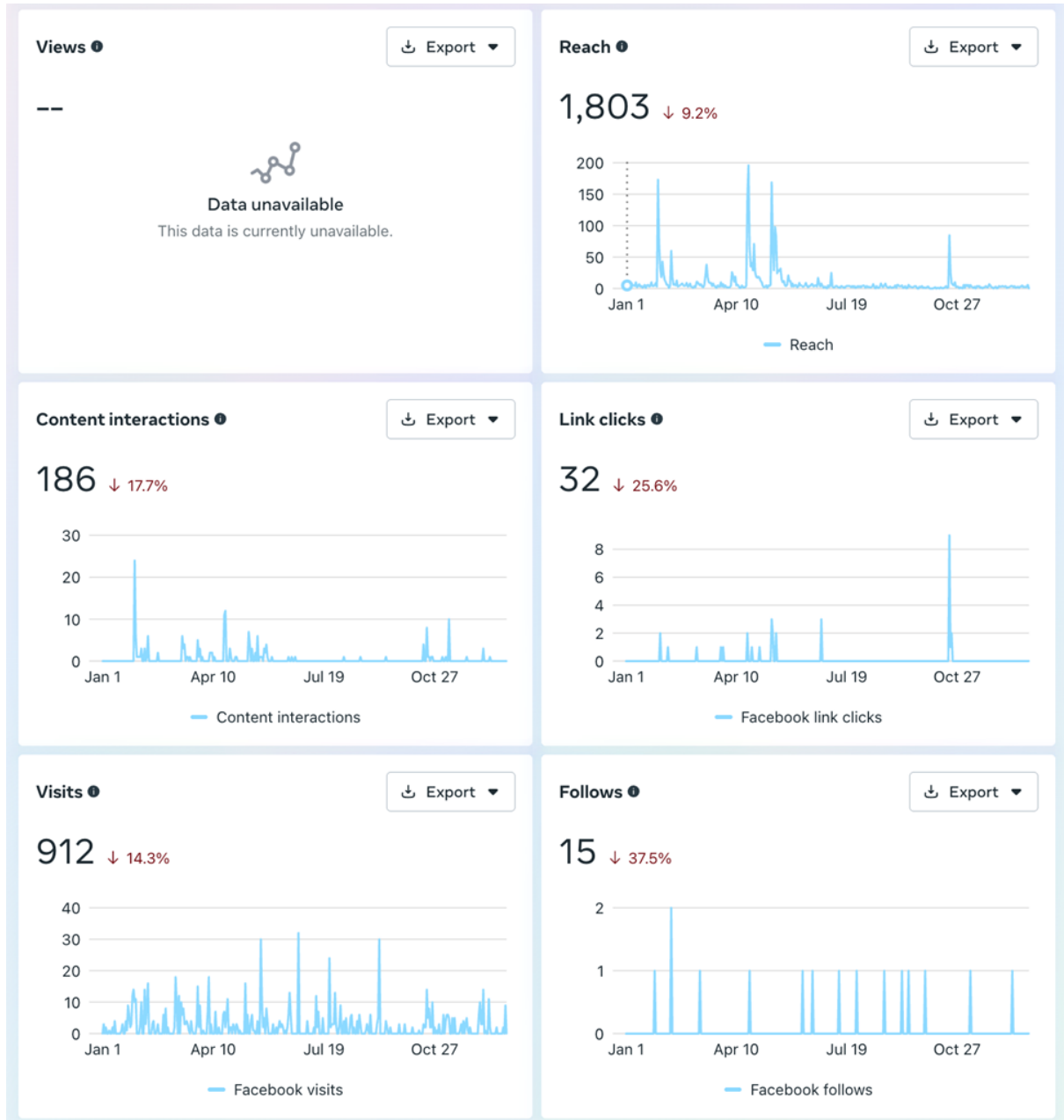




On Facebook, activity was highest from January through April, as the ARL online project commenced delivery. LinkedIn showed moderate growth. While this growth is modest, it suggests potential for greater professional reach if content is aligned with audience interests- and we clearly need to invest further to enable the public to have more active access to the tools we provide, given freely.

Overall, improved session quality and emerging referral traffic indicate there is a foundation to develop from. In 2025, the Communications team will look to continue improving retention, revitalizing core page content, and developing more consistent engagement—especially on LinkedIn and Facebook.





Follower highlights

586
Total followers

72
New followers in the last 365 days



Fundraising

Our membership has continued to support the charity's project work and ongoing renovation work at the Feminenza Education Centre through regular monetary donations via monthly direct debit and one-off donations. In addition to the professional time given in programme design and delivery, the Feminenza Educational Centre renovation work also benefited from over 9000 hours of voluntary work throughout 2024. Members and their families have given their valuable time freely and with great heart and warmth.

In a year where the proportion of people donating to a charity fell to 50% our membership donations increase in 2024 by 87.43% totalling £14,305.22. We are grateful for their support, which has allowed the Health & Safety readiness work at the education facility to continue, aiming for an opening by the autumn of 2025.

New funding leads continued to be added to the external funding opportunities data base. Volunteers undertook free training sessions through The Benefact Group and Get Grants but gaining external funding remained difficult. Many hours of voluntary time went into the preparation and writing of the capital grant and there have been valuable learning outcomes from the process.

Grants applications submitted

Five grants were submitted:

- VCSE IEA application - Successful
- VCSE Capital application - unsuccessful
- Eddie Stobart - unsuccessful
- Women's Health Community Fund - unsuccessful
- The Fore (preliminary registration for allocation) - - unsuccessful

Grant funding received in 2024

During 2024 a total of £22,343.72 was received through fundraising channels.

We received £2,500.00 from The Geoffrey Watling Charity towards Health and Safety readiness and £459.00 from Norfolk City Council to aid repopulation of wooded grounds.

FI launched a GoFundMe page in 2022 <https://www.gofundme.com/f/support-feminenzas-new-education-centre> which continues to yield a small regular income, in 2024 the site raised £1982.08.

£539.65 was secured through PayPal Giving Fund UK, Easy Fundraising and related Gift Aid.

Direct community donations, grassroots initiatives raised £2557.77 in total. Craft and artistic sales secured £364.62. Donations from the public direct to FI were £2193.15.

Individual Giving led to £14,305.22 from members in the UK and elsewhere in 2024. £12,321.26 went specifically to the education facility and £149.74 to educational programmes. The Ruby Heart received direct donations of £701.06.

Throughout the year regular, volunteer led workshops assist youth, youth workers and women, the care and stewardship of animal life, wild and domestic raising. The workshop and initiatives secured a further £1,133.16.



Securing sponsorship for local, national and international initiatives

We strive to improve continuously in our efforts, through diverse channels, focusing on (i) Health & Safety support and refurbishments of the Norfolk education centre and the service users which depend on it; (ii) Alternative funding, to replace the EU's key role for Erasmus+ in the UK, such as Taith in Wales, UK National Lottery funding (iii) Tracking UK FCDO, USAID, US State Dept, SIDA, DANIDA, UN WOMEN, UNDP, GIZ initiatives and develop proposals to assist partner NGOs operating in conflict zones.

★ <https://www.cafonline.org/insights/research/uk-giving-report>



Safeguarding, Data Protection and Confidentiality

Safeguarding

The International Safeguarding Panel carries oversight of Feminenza International's operations, as well as ensuring that the Feminenza chapters based in Denmark, France, Israel, Kenya, Netherlands, Canada and USA, and New Zealand, comply with international best practice – for both online services and 'in person' services. This has led to more than 4000 service user contacts being fully covered by the Safeguarding Officers.

The Whistleblowing Policy was added to our Safeguarding Policy in 2024, and with it, compliance with the updated DBS vetting system was introduced and implemented effectively.

Training for safeguarding and whistleblowing was also updated.

The updated, fully international standards now ensure that each public facing workshop has two safeguarding officers on duty; with one officer for internal events. The number of trained, vetted safeguarding officers has continued to expand.

There were no reported safeguarding incidents internally or externally in 2024.

Data Protection and Confidentiality

Feminenza International has renewed its members as a Data Controller with the Information Commissioner's Office (the ICO) registration number - ZA457681 and the Data Protection Office (DPO) has confirmed there were no reportable incidents in 2024.

Building on the requirements established in Feminenza's Data Protection policy, work has continued in 2024 to ensure that Feminenza protects any personal data it is entrusted with to a high standard.

Across all services, projects, retreats as well as online activities, data privacy and confidentiality is carefully maintained. Time is taken before a project/workshop with the Data Protection Officer to consider personal data that may need to be collected, then to ensure all participants are clear on how their data will be processed, shared and stored. The importance of privacy and confidentiality is reiterated in the safeguarding announcement at the beginning of our workshops as we want all participants to feel confident that any personal data and stories they share are in safe hands.

With the changes in technology (including the widespread use of generative AI) and, as we take look to establish a more mature health and safety strategy for all our activities, 2025 will require further review and updates to our processes and strategy. Toward this, the Board approved the establishment of a Data Protection working group across Feminenza chapters to be launched in 2025.



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 (UK)	1170535
Registered office	c/o Latimers, Como House, Como Road, Malvern, WR14 2TH, UK

Trustees and CEO on the date this report was approved

Trustees	
Chief Executive Officer	Mary Noble (UK)
Finance- Treasurer	Tyson Merriam (Canada)
Charity Secretary	Edith Borst (Netherlands)
Chief Information Officer:	Panagiota Aposkiti (Greece)
Europe, ME, Africa Projects	Monique Weber (Netherlands)

Officers

Including senior management personnel to whom the trustees delegate day-to-day management of the charity on the date the report was approved

Education and Service Development Leads	
Managing Mental Trauma	Desmond O'Sullivan and Sandra Maguire (Ireland)
Ruby Heart Bereavement	Kimberley Ross (NZ)
Forgiveness	Dorthe Madsen (DK)
Gender Respect	Sara Sander (DK), Eileen McGowan (USA)
Operations and Statutory compliance	
UK Grants and Community Fundraising	Lynn Davies (UK)
Project Management	Vera de Witt (Netherlands)
Communications	Lara Javalyn (Canada) and Liliane Oks (Israel)
Data Protection Officer	Johanna Morrison (UK)
International Safeguarding Chair	Sandra Maguire (Ireland)
Bookkeeping	Elena de la Luna (Spain)

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	None



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.

Feminenza International's trustees are also its sole members. 25 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.

Towards the end of the year, one of the Trustees of Feminenza International, had to step down from her function due to unforeseen circumstance. This position has not yet been filled.

Proposals to significant international donors, e.g. 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.

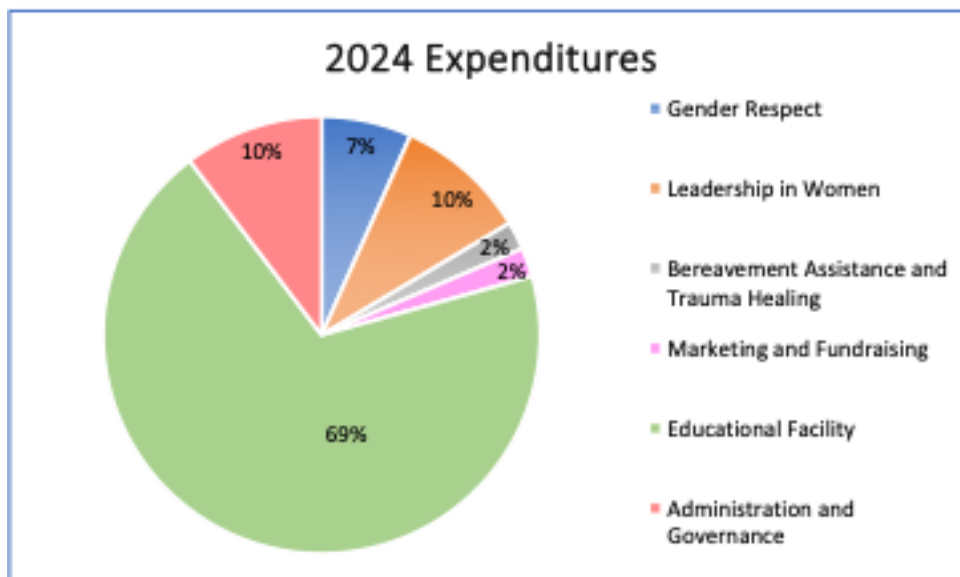


Appendix 4: The Financial Review 2024

Introduction

In 2025, our 2024 financial records went through an Independent Examination as the Charity's income exceeded 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. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

The chart below presents the distribution of expenditure in 2024.



According to our Policy on Financial Reserves, the board of trustees has determined that the minimum reserve that will be required in 2025 is £26,650.00. We also have a restricted reserve of £3,466 which will be used to further the development of our Bereavement Assistance and Support programme. £9,599 has been reserved for repairs, upgrades to the fire and safety system and general operations of our Headquarters in Norfolk and £614 is available from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Statement of Activity
Feminenza International
January 1-December 31, 2024

DISTRIBUTION ACCOUNT	TOTAL
Income	
Bank Interest Earned	£301.50
Gifts and Donations Income	
Gift Aid donations	£10,138.00
Unrestricted	£61,524.14
Total for Gifts and Donations Income	£71,662.14
Income From Property	£8,495.00
Investment Income	£318.99
Reimbursed Expenses	£192.72
Sales of Product Income	£120.00
Services	£21,393.73
Total for Income	£102,484.08
Cost of Sales	
Gross Profit	£102,484.08
Expenses	
Accounting Software	£547.20
Bank charges	£61.95
Dues and Subscriptions	£179.29
Insurance Expense	£3,010.80
Legal, Notary, Advisory Expenses	
Accounting Fees	£1,700.35
Total for Legal, Notary, Advisory Expenses	£1,700.35
Office Supplies	£724.97
PayPal Fees	£433.25
Postage and Delivery	£668.51
Printing and Reproduction	£196.40
Professional Fees	£3,091.89
Public relations	£283.78
Purchases	£1,691.87
Repairs and Maintenance	£22,840.02
Research materials	£597.26
Safeguarding	£36.00
Small Tools and Equipment	£2,316.39
Software	£2,108.71
Technical Equipment	£1,952.86
Telephone & Internet	£1,398.57
Travel and Meetings	
Accomodation	£1,765.00
Subsistence	£6,133.66
Transportation	£5,144.89
Total for Travel and Meetings	£13,043.55
Utilities - Electricity	£4,394.13
Utilities - Heating Oil	£10,165.74



Statement of Activity
Feminenza International
January 1-December 31, 2024

DISTRIBUTION ACCOUNT	TOTAL
Workshop materials	£244.38
Total for Expenses	£71,687.87
Net Operating Income	£30,796.21
Other Income	
Other Expenses	
Exchange Gain or Loss	-£0.03
Total for Other Expenses	-£0.03
Net Other Income	£0.03
Net Income	£30,796.24



Statement of Financial Position

Feminenza International

As of December 31, 2024

DISTRIBUTION ACCOUNT	TOTAL
Called up share capital not paid	
Fixed Asset	
Tangible assets	
Buildings	£1,167,769.00
Furniture and Fixtures	£6,487.50
Machinery and equipment	£5,749.03
Total for Tangible assets	£1,180,005.53
Non-current Assets	
Total for Fixed Asset	£1,180,005.53
Cash at bank and in hand	
Barclays Bank Account	£15,347.73
Barclays Business Savings Account	£43,487.33
FI EURO ACCOUNT	£30,988.76
PayPal	£7,841.24
Petty Cash	£150.00
Petty Cash EURO	£0.56
Wise Euro Account	£3,260.13
Wise GBP Account	£2,675.85
Total for Cash at bank and in hand	£103,751.60
Debtors	
Deposit Protection Scheme	£300.00
Total for Debtors	£300.00
Current Assets	
NET CURRENT ASSETS	£104,051.60
Prepayments and accrued income	
Creditors: amounts falling due within one year	
Trade Creditors	
Credit Cards	
Current Liabilities	
Insurance Claim Payable	£559.96
Security Deposit - Leases	£300.00
Total for Current Liabilities	£859.96
Total for Creditors: amounts falling due within one year	£859.96
NET CURRENT ASSETS (LIABILITIES)	£103,191.64
TOTAL ASSETS LESS CURRENT LIABILITIES	£1,283,197.17
Creditors: amounts falling due after more than one year	
Long term borrowings	£1,137,997.70
Total for Creditors: amounts falling due after more than one year	£1,137,997.70
Provision for liabilities and charges	
Accruals and deferred income	
TOTAL NET ASSETS (LIABILITIES)	£145,199.47



Statement of Financial Position

Feminenza International

As of December 31, 2024

DISTRIBUTION ACCOUNT	TOTAL
Capital and Reserves	
Restricted Funds	£13,679.04
Unrestricted Net Assets	£100,724.27
Net Income	£30,796.24
Called up share capital	
Total for Capital and Reserves	£145,199.55



	Základní škola	Vteřina poté	CSM	SPOR	IHA	ROSA	Amimoni	Women's spirit	KRCT	Blijfgroep	COA	TRC	GAT	Aradat	Rise
Country	CZ	CZ	DK	DK	DE	DE	GR	IL	XK	NL	NL	PS	PT	RO	SE
Psychosocial support, counselling	✓		✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Psychotherapy							✓	✓	✓			✓			
Media communication & campaigns		✓		✓	✓		✓	✓	✓	✓		✓	✓		✓
Helpline (telephone / internet)		✓	✓	✓					✓	✓		✓			✓
Advocacy for social justice & human rights		✓		✓				✓	✓			✓	✓		✓
Informal learning, expressive-creative therapy				✓	✓	✓				✓	✓	✓	✓	✓	✓
Capacity building & vocational training							✓	✓	✓	✓	✓	✓	✓		
Health support						✓	✓	✓			✓	✓			
Peer-to-peer support groups		✓	✓	✓			✓			✓			✓		✓
Shelters, day care centers							✓			✓	✓				
Research				✓					✓				✓		
Legal aid				✓					✓		✓	✓			



Receipts and payments accounts

For the period from	Jan 1 2024	To	Dec 31 2024
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted donations	58,565	-	-	58,565	68,509
Gift Aid Donations	10,138	-	-	10,138	14,889
Sales Income	120	-	-	120	2,506
Services	21,394	-	-	21,394	2,874
Income from property	8,495	-	-	8,495	-
Amazon Royalties	-	-	-	-	124
Grants	-	2,959	-	2,959	2,643
Reimbursed Expenses	193	-	-	193	-
HMRC Charities Gift Aid	-	-	-	-	4,388
Bank Interest Earned	620	-	-	620	241
Sub total (Gross income for AR)	99,525	2,959	-	102,484	96,174
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	99,525	2,959	-	102,484	96,174
A3 Payments					
Accounting Software	547	-	-	547	461
Bank Charges	62	-	-	62	88
Equipment Rental	-	-	-	-	-
Dues and Subscriptions	179	-	-	179	386
Insurance	3,011	-	-	3,011	2,844
Legal, Notary, Advisory Expens	1,700	-	-	1,700	1,350
Legal Fees	-	-	-	-	-
Miscellaneous Expense	-	-	-	-	-
Office Supplies	725	-	-	725	818
Paypal Fees	433	-	-	433	324
Postage and Delivery	669	-	-	669	455
Printing and Reproduction	196	-	-	196	140
Public Relations	284	-	-	284	187
Marketing	-	-	-	-	10
Purchases	1,692	-	-	1,692	3,077
Repairs and Maintenance	22,840	-	-	22,840	38,561
Shipping Freight and Delivery	-	-	-	-	129
Small Tools and Equipment	2,316	-	-	2,316	2,053
Safeguarding	36	-	-	36	24
Software	2,109	-	-	2,109	1,551
Taxes Paid - Council Tax	-	-	-	-	-
Technical Equipment	1,953	-	-	1,953	1,568
Telephone and Internet	1,399	-	-	1,399	1,338
Travel and Meetings, Accommodation,	13,044	-	-	13,044	23,693
Utilities, Electricity	4,394	-	-	4,394	4,037
Utilities, Heating Oil	10,166	-	-	10,166	7,402
Trustee Courses	-	-	-	-	-
Web Hosting	-	-	-	-	-
Workshop Materials	244	-	-	244	312
Professional Fees	3,092	-	-	3,092	6,242
Research Materials	597	-	-	597	148
Meals and Entertainment	-	-	-	-	-
Exchange Gain/Loss	0	-	-	0	877
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	71,688	-	-	71,688	98,075

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	71,688	-	-	71,688	98,075
Net of receipts/(payments)	27,837	2,959	-	30,796	- 1,901
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	27,837	2,959	-	30,796	- 1,901

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays Business Savings Account	29,808	13,679	-
	Barclays Bank Account	15,348	-	-
	Paypal Account	7,841	-	-
	Barclays Euro Account	30,989	-	-
	Wise Euro Account	3,260	-	-
	Wise GBP Account	2,676	-	-
	Petty Cash	151	-	-
		-	-	-
	Total cash funds	90,073	13,679	-
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use		Fund to which asset belongs	Cost (optional)	Current value (optional)
	Machinery and Equipment		5,749	5,749
	Furniture and Fixtures		6,488	6,488
	Buildings - Educational Facility - Ashwood Manor		1,167,769	1,167,769
			-	-
			-	-
			-	-
			-	-
B5 Liabilities		Fund to which liability relates	Amount due (optional)	When due (optional)
	Loan for Educational Facility	Loan amount - £1137997.7	5,790	Yearly
	Insurance Claim Payable		559	Q2 2025
	Security Deposit - Leases		300	Termination of lease
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Tyson Merriam</i>	Tyson Merriam	29-Oct-25

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FEMINENZA
INTERNATIONAL (Charity Number 1170535)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2024.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records;

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Susan Malin ACA CTA
Chartered Accountant
Latimers
Como House, Como Road
Malvern
Worcs.
WR14 2TH

Date *22nd October 2025*

FEMINENZA INTERNATIONAL

England & Wales - Charity number 1170535

Accounts



Feminenza International Annual Report 2023



Reporting Year	2023	
Approval Date	24 th October 2024	
Approved by	Board of Trustees FI	



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Executive Summary

Significant post-COVID19 challenges in the UK and worldwide

At the start of 2023, 31% of the Norfolk female adult population reported high levels of stress and anxiety (ONS). The HSE reported that stress, anxiety and depression rates reported in work settings had doubled over the previous 10 years, with business and government covering just over 20% of the costs from work-related stress. The entire blue light sector, worldwide, was overstretched; many staff were leaving and triggering high use of agency staff. This, in turn, led to diminished spirit, isolation, loneliness at work, stress and depression. Incidents of violence are markedly rising: with staff having to be escorted to and from the workplace. The charity sector has faced a level of growth in unmet need, not seen for 78 years, at a time when charity donations had hit a 50-year low.

In 2023 over 400 volunteers (53 Whole Time Equivalents) delivered 3877 service user encounters. 6000 hours were also volunteered by heating and building trade specialists to update our infrastructure (facilities, technology); assisted by a major drawdown from our reserves, enabling us to sustain effectiveness and continue to improve services.

A Resilient Life – a proven success during the pandemic

Our Trauma Healing and Community Resilience Service, after its fifth year of sponsorship by EU Erasmus+ in the UK, Europe and the Middle East, filed another major report. Those enrolling during the COVID19 pandemic, facing '*a serious threat to mental health, particularly among young people*' (OECD,2021) were reporting, through Eurobarometer (2020-2022), mental health problems both significant (37-40%) and severe (6-13%); 40% with pronounced stress/anxiety levels; 10% with elevated stress and anxiety.

The initiative had strong outcomes, impacting participants' lives privately (~90%) and professionally (81%), leading to improved tolerance/patience and understanding of others; recognition of how efforts to develop inner qualities led to recognition of the strengths/qualities in others, impacting office work culture; self-confidence and being quick to forgive minor irritations with family, friends, co-workers. Participants overwhelmingly confirmed the value of the cross-cultural collaboration and experiences. Stress levels fell by 40%, anxiety by ~70% and overall, elevated stress/anxiety dropped to 10-15%; no severe risks remained - in major contrast to the risk profiles at enrolment. *There was considerable constructive feedback and, drawing upon the latest international evidence the service was redesigned to be even more engaging and renamed to 'A Resilient Life'.*

Bereavement counselling service readied for launch

Since 2019, we have invested significantly in developing services for those approaching death and for those who are affected. Two large scale pilots were conducted, covering many hundreds of participants, in North and South America, Europe, Israel, New Zealand and Australia.

The first was aimed at helping participants to overcome inner obstacles when thinking about death, providing simple undemanding steps through which every life may quietly tidy its belongings, make decisions about one's legacy and decide on how each connected life is to be included in those steps. The second assisted lives to overcome past regret and improve inner well-being. Both were very successful and infrastructure is now being formed to offer these services on four continents by 2025.



Gender respect

Gender Faculty: significant work was developed this year: Workshop content on the peri and post menopause was piloted with members, towards an online workshop for the CSW68 and members of the public in 2024. A 5-day retreat was held for young women, 18-35 yrs. Six subsequent online workshops, 'Taking Charge of Your Life', assisted young women in Kenya, US, Holland, Germany, Canada, India, Iraq and the UK.

Leadership development

Core fundamentals workshops were delivered to women in Australia/New Zealand, USA, Canada, Greece, Israel, Germany, Denmark, Netherlands and the UK, where a retreat was also provided in August 2023. Feedback was strong. Each life we engaged has been tracked and mentoring given when sought; every participant has taken active steps to clarify and act upon her self-chosen importances, standards and principles.

Development of internal leadership in Feminenza

We are a charity entirely staffed by volunteers, with a formal charity presence in Denmark, France, Germany, Israel, Kenya, Netherlands, New Zealand, UK and the USA; with volunteers serving in Australia, Canada, Norway, Spain and Turkey, and active partners in Croatia, Czech Republic, Hungary, Jordan, the Palestinian Territories and Yemen. Every volunteer's engagement with Feminenza includes a journey of significance and proposal and hard-earned intention for the days ahead.

Our teams are continually assisted in their efforts to address addiction, homelessness, stress, anxiety, loneliness and depression; political strife rising in the UK, Europe and the USA; conflict in Ukraine, Israel, Gaza and Lebanon; social media networks encouraging humans to behave in regrettable ways and expediting suffering. We go beyond training our volunteers, our work is to prepare them to live out their own self chosen mission.

21 women have, over 10 years, engaged in 17 retreats and over >110 online activities, in the design and development of our services, improving value for human life everywhere. In 2023, 71% were in leading executive roles in Feminenza International and eight country chapters; 57% serve at board level; 52% have designed evidence based, international best practice courses delivering mental resilience, gender respect, leadership and improved well-being in bereavement; 62% actively liaise with local communities, NGOs and build partnerships both locally and worldwide.

Investments made in 2023 to handle gap in need.

Trauma awareness

Government agencies across the UK have rolled out initiatives for public sector agencies to improve 'Trauma Awareness', to prepare staff to be more understanding of the effects of trauma on both service users and agency staff. There has however been no formal effort made to clarify the actual underlying level of risk of mental ill health through organised anonymised surveys; the assumption being that when clinical assistance is needed, it will be provided. We have since commenced a process of offering municipalities, schools, and government agencies free anonymized surveys to help them become more informed when their workforce, perhaps in specific work groups, develop elevated levels of stress anxiety or depression.



Peri-menopause and post-menopausal services

In response to enquiries from the NHS, business and NGOs, we have been developing a service to assist women through the menopause, to brief managers on how best to improve work settings for women in perimenopausal or post-menopausal years, and to enable civil society to be better prepared.

Seven expressions of humanity

There is a continuing trend, centuries in the making, being reinforced across the planet, in which the arguments are being presented - politically, economically, and amplified across social media – that ‘our common humanity’ is a myth, that some races and/or castes are better than others, and some are sub-human. Since 2006, following our initial collaboration with UNESCO Peer, and efforts in 2009 to implement UN Security Council Resolution 1325 – women at the grass roots leading conflict resolution – we have been developing workshops, called ‘The Seven Expressions of Humanity’, piloted worldwide.

Feedback has been both strong and constructive. We intend to offer this service in the coming years as a next tier service, for alumni of ‘A Resilient Life’, and as a service for conflict-linked service users still struggling with need to re-find their inner warmth for human life.

The Norfolk centre

Over 6000 hours of volunteer time has been invested in the development of the Norfolk centre, improving its capacity to respond to service users locally, with community groups and airbase assistance from Gayton, Marham, Swaffham.



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, 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:

- Developing a resilient life
- Forgiveness as a core feature in the act of living
- The development of gender respect
- Bereavement, letting go of the past and handling loss
- Women having the tools to take charge of their lives
- The rescue, rehabilitation and education of young women/ girls escaping oppression
- 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

To advance education for the public benefit, in particular by research and by providing educational tools and mentoring, in the fields of: transformative leadership for women; the prevention of armed conflict, ethnic and gender oppression; fear management and forgiveness; and gender respect.

To promote 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: relieving need among the victims of human rights abuse; promoting respect for human rights by individuals and corporations; promoting popular support for human rights.

To relieve 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.



Results delivered in 2023

Survey of challenges faced by blue light sector workers

We conducted a broad study with health care workers, hospice workers, counsellors, and other allied professionals to understand their daily struggles and to identify the assistance needed. The interviews were informal but extensive, exposing a vast, internationally present, fabric of pain and anxiety: initially linked to health and safety challenges, incident reporting and accountability obstacles faced during the COVID19 pandemic; exacerbated by growing unmet need - frameworks which once upheld standards have been marginalised in the endeavour to increase productivity and reduce length of stay, discharge windows, etc.

Prior to Covid, staff could rely on stable teams to lean on and bond with through stressful and demanding situations. Today significant staff shortages have appeared, a consequence of staff leaving the profession or not returning to work. This in turn has triggered high use of agency staff, loss of team spirit and rising isolation/ loneliness at work, coupled with stress, anxiety and depression.

Violence: incidents have risen sharply across the world. Staff are often escorted to and from the workplace with security personnel. Fear, anxiety levels are rising. The staff shortages are triggering both stress and burnout.

Workload in 2023

407 volunteers delivered 53 WTE (Whole Time Equivalent) specialist support in 3877 confidential service user encounters in 2023.

Over 6000 hours additional hours were also volunteered by professional project managers, teachers, builders, IT specialists, the local airbase and community groups, to help update the Ash Wood, the facility (facilities, technology) and help us to be equipped to respond to the needs of our service users.

This chapter focuses on the outcomes recorded in 2023. Service user support levels, owing to the sharp cost rises in energy costs, were lowered by more than a half. In 2023 oil for heating and electricity absorbed 43% of all expenditure.

Profound lowering of stress, anxiety and STS in youth workers in the pandemic

From 2021-2023, the EU Erasmus+ initiative co-funded our project, serving 21 NGOs with youth workers from Europe and the Middle East, in a major effort to reduce Secondary Traumatic Stress (STS) when working with vulnerable youth. This 'Trauma Healing and Community Resilience Development (THCRD) project was formed *'to enable youth workers to be more aware and to be equipped in self-care to forestall the risk of STS'*.

Although the application was filed prior to the COVID19 pandemic, it was approved as the COVID pandemic shattered lives, presenting *'a serious threat to mental health, particularly among young people'* (OECD,2021). Eurobarometer surveys (2020-2022) found mental health problems in European youth - significant (37-40%) and severe (6-13%). Europe had not seen this kind of pandemic for 90 years. When we commenced, 40% of our participants enrolled with pronounced stress/anxiety levels; 10% with elevated stress and anxiety; figures which paralleled concurrent Eurobarometer studies.



The entire project experience was rapidly adapted to (i) ensure each participant had improved support, relevant to their needs (ii) captivate, ensure value in the skills transferred; (iii) widen their perceptive canvas; (iv) equip participants to develop and maintain self-starting, self-reflective skills and sustainable resilience (v) address short attention spans. Ten online Zoom sessions were delivered over two years, whilst COVID19 drove mortality and hospital incidents to record levels. As risks of fatal infections dropped, we held a 9 day face-to-face retreat, carefully arranged to address each individual's needs, to establish and maintain within their lives the internationally evidenced techniques, attitudes and competencies which develop and *sustain resilience*.

Outcomes

At the beginning and end of the project we conducted internationally recognised surveys (DASS-21 and Heartlands), as well as interviews with participants and their line managers to assess the strength and weaknesses of the initiative.

The feedback we received was unexpectedly strong. The project had positively impacted participants' lives privately (~90%) and professionally (81%), leading to improved tolerance/patience and understanding of others; recognition of how efforts to develop inner qualities led to recognition of the strengths/ qualities in others, impacting office work culture; self-confidence and being quick to forgive minor irritations with family, friends, co-workers. Participants overwhelmingly confirmed the value of the cross-cultural collaboration and experiences.

Participant stress levels fell by 40%, anxiety levels ~70% and overall, elevated stress/anxiety dropped to 10-15%; no severe risks remained: in major contrast to risk profiles at the start of the project.

- 89% more able to understand, allow for the inner challenges faced within themselves and others;
- 84% made the connection between reflective self-care, forgiveness and the building of intactness and resilience; grasping the role that forgiveness plays in recovering from trauma, inner intactness and fostering resilience;
- 82% actively benefited from their improved understanding of the drivers of anxiety, stress and fear, to recognise and change in behaviour;
- 79% formed a newfound role for compassion;
- 63% successfully applied the circuit-breaker tools, essential to restoring intact mind-states;
- 81% succeeded with self-starting changes into intact mind-states,
- 71% were able to release themselves from past adverse incidents;
- 67% succeeded under pressure;
- 64% found that their efforts to develop an intact mind positively impacted others;
- ~64% experienced a significant breakthrough in forgiving themselves or others; 20-30% rise in willingness to forgive (a marker long associated with reduced stress, better psychological well-being and resilience).

Mentoring and participant support services were robust, reinforced by a strong commitment to communication, active use of Liaison Officers in tracking and responding to the needs of those taking part. The evidence base was considered: *very good*.



Reflections from participants

“It is challenging to work with people who are struggling with mental health and often I can get impatient and not understand their behaviour, but now I am better equipped to deal with that.”

“The project has had an impact on the people I work with, especially now that the people that come to us have multiple vulnerabilities: *the project has helped me not only to deal with them better but be able to see to what extent I can help them.*” “This project has helped me *understand the power of forgiveness*, which has been very helpful in both my personal and professional life.”

“I was touched by the stories I heard and reminded of my own values and how they kept me afloat in difficult situations. The fact that I could lean on my values and not my immediate ‘wants’ has been a true blessing in my life and has kept me away from a lot of potentially ‘bad’ situations.”

“I have acquired methods and techniques of building resilience as an antidote to secondary stress and burnout. We have been given useful self-monitoring tools so that we can recognize symptoms of secondary stress in ourselves and others, and we have also learned self-care practices to counteract the negative effects of stress.”

“The work of Forgiveness was extraordinary. I noticed something in me deeply shifted. My appreciation and value for what forgiveness is and can really cause in one’s life have tremendously grown. It allows you to live in a clean space with other people and with yourself. Being able to be freer inside, trying to get to the route of what has happened and genuinely wanting to understand how that happened, this is so fundamentally important for any life.”

Bereavement Counselling – two large scale pilots delivered

In 2019 we took over the activities of the ‘Ruby Care Foundation’, and the charity has since invested significantly in invigorating the team, its resources and its capacity to test and evaluate its service offerings. This year was significant in that two large scale pilots were conducted, the findings from which are summarised below.

1 ‘Getting Your Affairs in Order’

A large-scale pilot involved many hundreds of participants being engaged from North and South America, Europe, Israel, New Zealand and Australia. It was designed to help service users overcome the latent mental hurdle we face when thinking about death. It offered:

- Simple, undemanding steps, which every life can take without being forced into a traumatised corner.



- In preparing for a future departure, near or far; to quietly, tidy their belongings, make decisions about one's legacy, and decide on how each connected life needed to be included in those steps.

A well-structured questionnaire was issued to evaluate the pilot and feedback was unequivocal:

- Advice was clear, accessible, well-constructed.
- The content and step process gave everyone confidence they could make a start in taking care of things which are important but had hitherto been put off.
- Practical ideas were given which could be immediately implemented.
- Enthusiasm to participate in further pilots, follow-up events, for potentially challenging steps, e.g. making a will on one's own.

2 Handling Regret

This pilot, with 160 participants, proved to be more valuable in its impact than we had hoped. As every life ages, it acquires a large store of events, many of which are tainted by regret. We are usually unaware of that growing burden of noted regret upon inner well-being. This experience of this pilot made a marked difference.

Gender – launch of 'Taking Charge of Your Life'

A 5 day retreat for young women

Young women in today's world face a deluge of challenges and external influences, especially social media, that can easily cause them to spiral into anxiety, self-doubt and crippling mental health issues.

In 2023 a survey was sent to young women between the ages of 18-35 across the world, to find out about their challenges and what they want to know more about. Many responded, and the outcomes provided crucial input for the theme and content of the retreat, best summarised as:

'Living a life that is less subject to the many demands and influences that are upon us all and holding true to whom I want within, and to be and become.'

In August 2023, a 5-day retreat was delivered for women (18-35) from the UK, Denmark, the USA, Canada and Germany, to reflect on inner foundations, values and importances; to impart practices which help one's capacity to make inside-out decisions; to become more equipped to withstand external driving forces and pressures – or, as one participant put it:

'To not become nothing but a sum total of what the outside world put into me'.

Practical tools and frameworks were provided for participants to develop inner emotional resilience, and be less prone to being emotionally reactive; and to take inner steps which capitalise on the hormonal phasing of the menstrual cycle, to build one's own capacity to become self-determined, self-starting, driving one's inside out-self leading development.



There were many warm exchanges, individual reflective contemplative processes, conversations in small groups, artwork and theatre. Every young woman described it as genuine update on the value for being feminine.



Feedback

Taking the time to sit, think, and feel in an atmosphere of acceptance and welcoming has been incredibly healing.

The value of the information and tools I have been given, the ability to take the focus away from my outer self - how I speak, act, look, and come across in general, and focus instead on the inner self - strengthening and understanding it, has allowed me to take a massive step in what I know is the correct direction.



Before I came here, I had frozen - locked myself inside a constant state of focus on the outer self and struggling with even the very basics of being alive. I was frozen in this same place and had been for years, unable to freely move inwardly or outwardly due to the fear of self-criticism and judgement from both myself and others.

I know that I had this ability all along, but all of you in your own ways have freed this ability from a great shroud of pain, fear, and difficulty. You have created a space in which higher influences and sensitivities could present themselves. Where love, acceptance and meaning could begin to grow within. You all have helped me find direction, and allowed me to realise and feel the potency of my value and purpose - which is truly a very great gift. Thank you.

The difference in attitude towards myself is extraordinary - and rather than being overwhelmed and intimidated by the amount of work I now acknowledge I must put into myself the second I leave this place, I am excited. Energised. Grateful for the ability to do so. Which brings a certain sense of knowing and strong peace that I have never experienced before.

Each and every person here has brought something different: some wisdom, sentiment, thought, feeling, nature and/or small personal moment. I respect all of you so greatly. The resonance that you all have created and allowed to settle here feels more like home than anywhere else I have ever been. This is particularly noteworthy, coming from someone who normally can't sleep anywhere but my own bed, very fearful of being alone amongst strangers. None of you have felt like strangers to me.

Followed by a heartbeat of online workshops

Commencing in October 2023, three online workshops were delivered with recipients in Canada, Germany, India, Iraq, Kenya, Netherlands, UK, USA, spanning:

1. Building our inner strength: Know oneself, one's inner lives, and the development options to becoming more of the person one actively seeks within.
2. Setting boundaries and resisting unwanted influences.
3. Building the Qualities of the person you want to become.



Feedback

"I understood the difference between my inner lives and it was very interesting to look at past experience from this new point of view and try to understand which part in me participated, when another part should have been active and wasn't."

"The Garden of Words helped me to understand the different lives."

".. helped me to understand what influences actually are and I think the method of writing another influence on a post it every day will help me" :)

"Helped .. to recognize unwanted influences .. to deal with them and overcome it e.g. mine is social media pressure comparing myself with socialites."

"Give up on shame about past failures and stop letting opinions of others control your life."

"I became more aware and intentional on my growth."

"Setting boundaries is ...self-care ... to create a clear limit of how we'd like to be treated."

"Never lose hope in fighting to achieve my dream and goals."

"I was touched by the human stories and the fact that there are humans out there that are trying under very, very difficult circumstances to stand for something bright."

This service will continue into 2024, announced on social media, through partners and also our website.

Transformative Leadership – developing one's core fundamentals

In the journey to self-determination, and updated opportunity, thence to leadership, the task of stirring a future we deeply seek, value and cherish, there are many inner resources which a woman must come to know, summon, develop, nourish and refine. Inner development and alignment, matched by a continued conscious active quest reflected in refining purpose – these two ingredients form the basis for self-leadership.

The workshops commence with reflective processes in which every participant works to clarify what they want, both short and long term. It is iterative and absolutely necessary to distinguish along the way the features that are driven from within, from those seeking a matching response from without.

It is subsequently accompanied by repeated exercises in clarifying what one will and won't have, the standards one requires within and close in, threaded with one's cherished values.

Every life is complex, far more complex than we may often like to believe. Thus, this journey is fuelled and maintained by our commitment to know, to act upon, to live by, what we want – and what that needs within us.

Eight online experiences piloted in the development of Core Fundamentals

Women from Australia/New Zealand, USA, Canada, Greece, Israel, Germany, Denmark, Netherlands and the UK. A retreat was provided in the UK in August 2023, with feedback considered carefully.

Feedback was strong, with participants taking active steps to clarify and act upon their importances, to live a life against self-chosen standards and principles.



Internal leadership development across Feminenza chapters worldwide

Feminenza has nine formally established charities (Denmark, France, Germany, Israel, Kenya, Netherlands, New Zealand, UK and the USA); with additional volunteers serving in Australia, Canada, Norway, Spain and Turkey, as well as active partners in Croatia, Czech Republic, Hungary, Jordan, the Palestinian Territories and Yemen.

Every country we work in has, since 2022, reported a sharp rise in addiction, homelessness, stress, anxiety, loneliness and depression. Whilst it was argued in the past that these rises have simply reflected the improvement of public records, we have to admit that the challenges within civil society have risen profoundly. Conflicts in Ukraine, Israel, Gaza and Lebanon, the weaponizing impact of social media have expedited human suffering everywhere. In 2021 staff serving in the blue light and youth support sector had reported 64% with primary or secondary traumatic stress. In the UK, around our headquarters in Norfolk faces 31% of the Norfolk female adult population reporting high levels of stress and anxiety (ONS).

Every life has an innate capacity to improve this world. The transformative leadership work starts as an inner development process in which each person clarifies what they want, their intention, where they seek to be useful, why and – continually, reflectively - develop the inner qualities needed to realise their purpose. It isn't easy: we must all still respond to the demands of living every day, caring for a family and coping with waves of pressure. Yet there are women growing in number, willing and able to help both deliver and lead improvements to humanity and civil society across the world. Women juggle with complex lives, and yet make the time to build forward, lift themselves each day and take up the causes they cherish.

Feminenza International has a large number of members (>400), who offer their skills and competencies freely for public benefit. Twenty one have, over 10 years, participated in seventeen retreats, as well as weekly online activities to contribute to Feminenza's services and to improve the value we try to bring to human lives everywhere. By 2023, 71% had taken on an active executive role either in Feminenza International or one of 8 chapters; 57% had accepted fiduciary duties at board level; 52% have drawn upon international evidence to deliver improved courses for mental resilience, gender respect, leadership and bereavement; 62% actively liaise with local communities, NGOs and build partnerships both locally and worldwide.



Significant service improvements and developments in 2023

Trauma Healing Community Resilience Development (THCRD) service, improved and renamed

In 2020-2022, owing to the COVID pandemic, there was a significant change introduced by healthcare providers, to reduce face to face contact and offer telephone or telemedicine encounters instead. That change in approach, whilst crucial during the pandemic, continued after it. It was, in many ways justified: every blue light service, facing considerable financial and human resource constraints, went down this route. However, this change happened to coincide with freshly published international evidence - that service users facing elevated stress, anxiety, depression, or traumatic stress (primary or secondary), benefited far less from online encounters than they did from face to face encounters. The framework for ARL is undergoing significantly change to make use of this evidence to improve outcomes.

ARL is also offered to municipalities, schools, government agencies

In the last three years UK government agencies have rolled out initiatives for public sector agencies to improve 'Trauma Awareness', a major feature of which has been to prepare staff to be more understanding of the effects of trauma on both service users and agency staff. We systematically followed this trend and contacted HSE departments in the various agencies, which did confirm that the courses provided were helpful. However, it was also of significant note that all of the agencies still relied upon staff to seek clinical help when at risk of trauma – none of the agencies we contacted actually conducted routine surveys of mental health risks in their workforce. We have since commenced a process of offering municipalities, schools, and government agencies access to free anonymized surveys to help them become more informed when their workforce, perhaps in specific work groups, develop elevated levels of stress anxiety or depression.

Assisting blue light and the third sector awareness of risks for care workers

As conflicts form on the edge of Europe, and risks of ethnic violence rise increasingly in the UK and overseas, we continue to engage more NGOs, community groups, international aid agencies, charities and women's organisations, to enable their staff and service users to benefit from our services

Rapid rise in European and the Middle East partners, more service users assisted, with EU Erasmus+ sponsorship

In 2023, many more NGOs, communities and charities contacted us and enrolled their staff, volunteers and service users in the ARL initiative. It led to another major application with the EU Erasmus+ programme, backed by the evidence from the 2021-2023 project, to fund work in mainland Europe and the Middle East.

Responses to sharp rise needs in the UK are entirely funded by ourselves

2023 saw a sharp rise in the costs of living in the UK, more families in disadvantaged conditions and the charity sector having to respond to unprecedented rise in need at a time when donations lie at a fifty year low point, and EU funding had ceased due to Brexit. We drew heavily upon our reserves to continue to support service users.



Bereavement support services piloted, courses for counsellors under development

The Ruby Heart initiative is led by a team of specialists from New Zealand, UK, Netherlands, Israel and the USA. The focus of 2023 was to develop and pilot services in North America, UK, Europe, the Middle East and New Zealand. It covered:

- (i) Detailed design of a course for bereavement counsellors, giving those in end-of-life care support simple, practical, supportive tools related to Getting One's Affairs in Order
- (ii) Research and development on the Phase 1 subjects supporting (i) above;
- (iii) Phase 2 counsels and a draft curriculum for courses to be issued.

A Podcast/Vodcast format recordings for 'Getting One's Affairs in Order' is under development. Recordings for Administration and Wills have been beta tested and peer reviewed.

Gender Respect: services for young women and peri/post-menopausal women

Taking charge of your life – for young women

A global survey of young women led to a retreat being sponsored, hosted by the charity at the Norfolk facility, for women aged 18-35, with a shared theme:

Living a life that is less subject to the many demands and influences that are upon us all and holding true to whom I want within, and to be and become.

Online workshops have since been delivered monthly, which verifiably enable participants to distinguish between the outer drivers of their life and those which present within; to build upon the timings and drivers in our physical, emotional and mental cycles, to help shape ourselves, and draw upon inner energies, become more effectively determined – from the inside out. These workshops lead to every life being truly self-starting, confident, warmed to one's self sustained core values and principles.

Taking charge of your life – for peri/post-menopausal women

In the last 5 years, civil society, family and business, has been increasingly willing to engage in considering the fact that, when women enter perimenopausal and post-menopausal years, they undergo a transition both profound and life changing. The inner physical, mental, emotional inner change in fabric is impactful: on careers and employment prospects, on relationships. It is also a time when women are often required to take on a significant burden of care for the elderly. It is a time of transformation and it is a window in which, with the right help, they can build a life of inner cherished importance. After considerable consultation with specialists and businesses, we've prepared a package of workshops for women to assist them with their efforts to self-start, to shape their world from the inside out, due for major launch in 2024/25.

Seven Expressions of Humanity: assisting lives impacted by conflict

There is a continuing trend, centuries in the making, being reinforced across the planet today, in which the arguments are being presented - politically, economically, and amplified across social media – that 'our common humanity' is a myth, that some races and/or castes are better than others, and some are sub-human, leading to oppression, war and genocide.



To address this, we were first asked by UNESCO PEER in 2005 to hold a conference at the UN Regional Office in Nairobi with 180 NGOs from across East Africa, on the subject of 'Humanity and Gender'. After the brutal post-election violence in Kenya in 2007/2008, we made efforts to implement UN Security Council Resolution 1325 – women at the grass roots leading conflict resolution. Since then, workshops have since been developed based upon the 'Seven Expressions of Humanity' and have been worked across the USA, UK, Europe, Middle East, Africa, Australia and New Zealand. Feedback has been both strong and constructive. We intend to offer this service in the coming years in areas of need:

- As a next tier service, for alumni of 'A Resilient Life', individuals (e.g. psychosocial counsellors and youth workers who face continuing problems with their service users being locked into identity) seeking to be more effective in establishing and maintaining inside-out resilience;
- As a service for conflict linked individuals, families and communities to help and equip lives still struggling with the trauma of conflict and the need to re-find their warmth for human life within themselves.

Protect intellectual property and consequential human safety

Tens of thousands of lives have benefited over the last twenty-three years. Our global footprint, the fact that we work with hundreds of NGOs and CBOs, many non-formal, has led to a rise in our services being copied, even plagiarized, sometimes inadequate care given, by those not in our sphere, to maintaining the required attitudes, competencies and standards. Frameworks are now being rolled out, helping partners to understand the importance of those standards; and at the same time inviting those who wish to take on the development journey to receive the support, mentoring and accreditation required in this field.

Feminenza Centre in Norfolk

Our facility in Norfolk is receiving a significant investment. It is our headquarters, a place where we can concentrate our services. It is also a hub where every partner organisation (including Feminenza affiliates) from the UK, Europe, the Middle East, North America and New Zealand may meet, collaborate with and jointly improve the solutions made available, at a time of rising conflict, deprivation, disadvantage and high cost of living.

The work to update the manor house and grounds, to be more effective for service users, follows a two-year action plan formulated in 2022 following consultation with experts and the District and County Council.

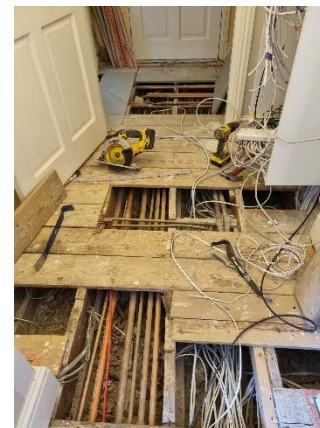
Through the incredible hard work (6000 hours of Feminenza volunteers) and the growing support of specialists and businesses offering their services for free or at cost- including AIMs Electrical, Dempsey Heating, Warmflow, Luke Alder (builder), Brewers (paints), Travis Perkins and Joe Orsi (heritage specialist), volunteers from Marham airbase, Gayton, Diss, Carmarthen the property has been transformed:

- 1.8km of three phase electricity cabling, ethernet cabling, security cabling and emergency lighting. Infrastructure work commenced installation in 2023 and will be completed in 2024. 140 metres of water piping and 300 meters of sewage and drain pipes have been replaced, 20 tons of failed chimney stacks were removed and 30 square meters of roofing was repaired.



- A major kitchen has been completely refitted and another workshop room readied. A very large broken boiler (65 kw) was replaced and its controls updated, with a system that halved oil usage.
- In four significant projects in 2023, 400 saplings were donated and planted by volunteers rebuilding woods in which the centre is located. 118 tonnes of rubble was also removed from the woodland floor along with poisonous shrubs, to restore the wildlife habitat.
- The original swimming pool and pool house has undergone considerable repair and charity sector potential partners are being engaged to enable this facility to benefit more service users, including those with mental health needs and with disabilities.

These initiatives have improved sustainability and safety of this venerable building and its ancient grounds, now made safe. Work will continue in 2024 to bring it up to HSE standards.





There is still much work to be undertaken in 2024 to enable the building to be approved for the public and progress will rely on fundraising activities and successful grant applications. The work undertaken in 2023 speaks to the dedication and determination of many volunteers in ensuring service users have the right support available.

Engage the next generation of volunteers

We are entirely staffed by volunteers. Whilst staff turnover is extremely low, it is essential to support growth in service user volume, services offered in the UK and overseas, infrastructure implementation at our facilities in the UK, and general support staff.

Building capacity in IT computer skills

During the year, another 5 Feminenza representatives were trained to acquire the necessary skills to host small and/or large-scale online meetings over Zoom. Together with the more experienced Zoom Hosts, now active for more than 5 years, they provided seamless support for online meetings allowing our participants/beneficiaries to focus on the content and encourage their engagement.

We are grateful for everyone's contribution and for the substantial progress achieved in 2023.



Communications, fundraising and marketing

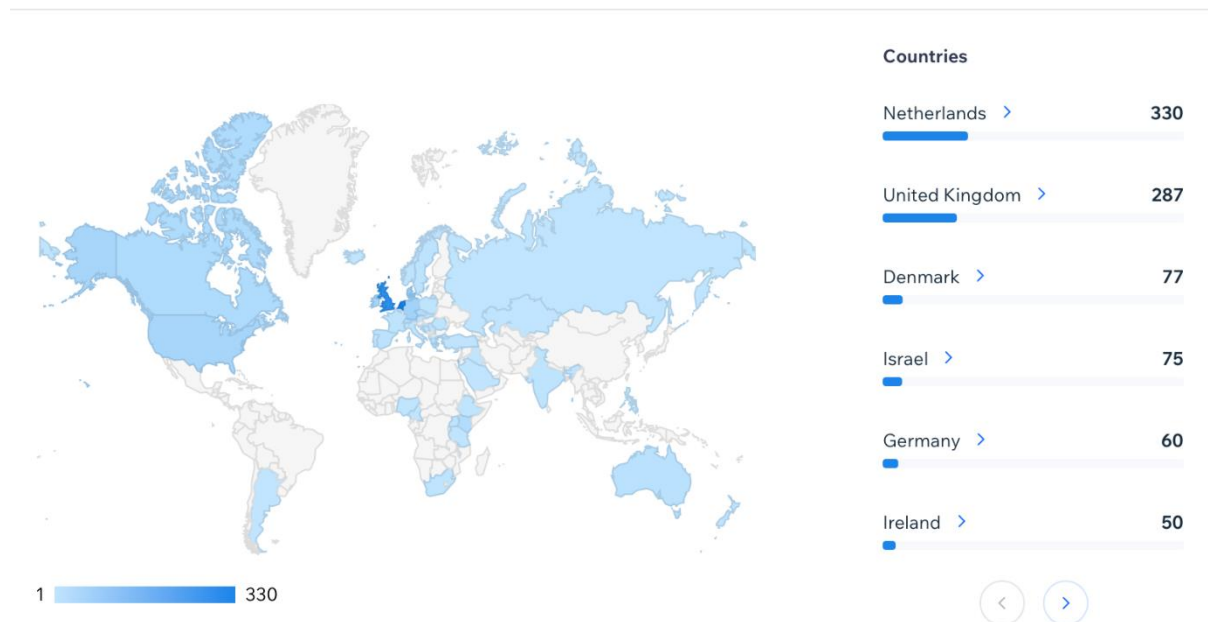
Website

In 2023, the Feminenza website saw an increase in usage by both new users and overall sessions. Traffic was comprised primarily of direct and organic traffic.

Previous year (Jan 1 - Dec 31, 2023) compared to previous period (Jan 1 - Dec 31, 2022)

Site sessions 1,165 ↑ 38%	Unique visitors 623 ↑ 55%
-------------------------------------	-------------------------------------

Sessions by country



New vs returning visitors



- New
94% • 585
- Returning
6% • 38

Sessions by source and category

Direct	↑ 29%	678
Google (Organic search)	↑ 170%	372
Facebook (Organic social)	↑ 38%	36
Bing (Organic search)	↑ 1,200%	26
DuckDuckGo (Organic search)	↑ 75%	7



In 2023, the main focus of website development was the promotion of fundraisers and events. Over the past year, there was a limited number of posts and engagement on social media and the main social activities were posting of events - workshops that were done via Zoom. The number of followers remains the same. The Feminenza Social Media team is in the process of re-evaluation and planning for the coming year with a possible team restructuring.

Social media and website diaries

The third sector suffers from rapid staff turnover and consequently there is a continual need to ensure that third sector workers, including volunteers, are better informed about the resources they can draw upon. The diaries we publish on the website contain significant useful content. Social media bulletins also help to engage those at risk of compassion fatigue.



Fundraising

We are grateful for our membership's continued support of Femigenza's work - not only for their steady, regular monetary donation made via direct debit - but also, for the many hours of their time they give freely. In addition to 53 WTE of professional time given, the Femigenza Educational Centre has also benefited from over 6065 hours of voluntary work throughout 2023.

In support of fundraising efforts and building FI's presence within England and Wales, the decision was taken for the team to concentrate on reaching out to partners and building connections, with the view to running a large project. Partnerships with mostly Welsh NGOs were developed, to prepare for projects funded by the Taith initiative. We worked with Public Health Wales Trauma Informed Initiative, assisting with their surveys and consultations.

New funding leads continued to be added to the external funding opportunities data base. Volunteers undertook free training sessions through DSC but gaining external funding remained difficult. Although the CAF Resilience index 2023¹ increased to 68%, up 6% from December 2022, it was noted only half of charities had confidence they would meet demand for their services in the next 12 months; affordable overheads and energy are still a concern with 31% of charities unable to get support to cope with the costs of utilities.

Grants from trusts

Three grant applications were submitted and we secured a small grant from the Geoffrey Watling Charity, £2,500, to part fund Health and Safety readiness work at the Norfolk Facility in 2024. We are very grateful for the funds and their support.

GoFundMe

We launched a GoFundMe page in 2022 (<https://www.gofundme.com/f/support-femigenzas-new-education-centre>) and raised £3,645.24 in 2023.

Indirect donations from PayPal Giving, eBay and Facebook Marketing

£6,211.77 was secured through PayPal Giving Fund UK, donations from eBay sellers donations, and Facebook donations and related Gift Aid.

Direct community donations, grassroots initiatives

This channel raised £7,770.32. One Initiative, 'Hope in Motion' was led by volunteers and raised £547.57; another, from sponsored walks and runs raised £1,373.57; craft sales secured £135.98. GivaCar donated £5,713.20.

The Gayton community on four occasions volunteered teams exceeding 20 to help clean up the woodland floor and remove poisonous shrubs, to improve the facility's response to local wildlife. Marham airbase held a fund raiser to assist in this effort. Local farmers added to the process, donating use of their machinery and manure to improve the fertility of the southern grounds, helping with the restoration of the grounds and efforts to restore the Ash Wood. Firms sourcing building materials, paint, piping, equipment, boilers, etc have enabled us to deliver significant change at very low cost.

¹ [CAF Charity Resilience Index | CAF \(cafonline.org\)](https://www.cafonline.org)



Individual Giving

Feminenza members donated £7,631.98 in 2023. Volunteers led a workshop to assist with the care and stewardship of animal life, wild and domestic. The project raised a further £282.00.

Securing sponsorship for local, national and international initiatives

We strive to improve continuously in our efforts, through diverse channels, focusing on (i) Health & Safety support and infrastructure for the Norfolk centre and the service users which depend on it; (ii) Alternative funding, to replace the EU's key role for Erasmus+ in the UK, such as Taith in Wales, UK National Lottery funding (iii) Tracking UK FCDO, USAID, US State Dept, SIDA, DANIDA, UN WOMEN, UNDP, GIZ initiatives and develop proposals to assist partner NGOs operating in conflict zones.



Safeguarding, Data Protection and Intellectual Property protection

Safeguarding

Owing to major differences both in culture and statutory provisions for Safeguarding across the world, we elected, in 2021, to establish a Safeguarding Panel, to ensure that international best practice is adopted in every country in which we operate. In 2023, there was a personnel change on the Safeguarding Panel due to one member, Joy Casbon stepping down. Lynn Davies joined, bringing the panel back to full strength. By the end of the year, the panel was Sandra Maguire (Ireland), Bryan Ritz (UK), Carla Ascoytia (US), and Lynn Davies (UK).

The policy of Feminenza International to provide safeguarding cover for all events continued in 2023 and this included providing safeguarding officers for international Zoom events organized by all the Charity's Faculties. Safeguarding covered all internal events, face-to-face activities and Feminenza outreach work.

The Whistle-blowing policy document was approved in 2023 for implementation in 2024.

The pool of safeguarding officers has expanded. Two safeguarding officers are always on duty for each public-facing work, and one officer for internal activities. The panel has continued to carry out DBS checks as required and liaises with all International Chapters to ensure that police checks are carried out and are up to date.

There were no reported safeguarding incidents internally or externally in 2023.

Data Protection and Confidentiality

Data Protection continues to work alongside safeguarding for the Charity's events and activities.

In 2023 the DPO worked with our education teams to ensure all personal data was appropriately gathered and managed throughout the lifecycle of the projects. For all our programmes and workshops whether online or in person, consent forms were gathered clearly detailing what information was required to be collected and how it would be processed. Working with the Safeguarding team, participants and educators were reminded of the importance of keeping any personal stories that were shared private and confidential at the beginning of each workshop. Feedback and assessment surveys conducted as part of these workshops were created with privacy in mind and only gather personal data where strictly necessary.

During the year, a number of our education faculties also issued research surveys to gather information to inform future projects. The DPO was consulted to ensure that any personal data collected was required and participants understood how their data would be processed.

As part of the maintenance of the GPDR policy, owing to the fact that this charity sets the standards for compliance of all affiliated Feminenza charities worldwide, a training pack is in place for Boards to further embed best practices in 2024. We have also created specific guidance for in-person meetings with regards to personal photography during a retreat and this has been added to the preparation guide for future events.

Feminenza International renewed its registration with the Information Commissioner's Office (ZA457681) and is pleased to confirm there have been no reportable data breaches this year.



Copyright & Intellectual Property

Work continued on the development of the Copyright and Intellectual Property strategy in 2023, with a reworking of the original draft into a clearer format ready for Board review in 2024. During this time, the Copyright Custodian appointed by the Board continued to provide advice on how to protect Feminenza's intellectual property. This was a priority to manage for our public events, ensuring that participants received the benefit of our work but also understood the parameters for any further use or sharing thereafter.

Our Education teams draw upon a number of movies, tv clips and recordings to enhance the delivery of our workshops, both on-line, and face-to-face. Guidance has been provided to ensure we are permitted to share any such materials in those environments.



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 (UK)	1170535
Registered office	c/o Latimers, Como House, Como Road, Malvern, WR14 2TH, UK

Trustees and CEO on the date this report was approved

CEO and senior management personnel to whom the charity trustees delegate day-to-day management of the charity on the date the report was approved:

Trustees	
Chief Executive Officer	Mary Noble (UK)
Finance- Treasurer	Tyson Merriam (Canada)
Charity Secretary	Edith Borst (Netherlands)
Chief Information Officer:	Panagiota Aposkiti (Greece)
Europe, ME, Africa Projects	Monique Weber (Netherlands)
UK Grants and Community Fundraising	Lynn Davies (UK)
Partnership and Community Good:	Rebecca Cotton (UK). Withdrew from the Board in Dec 2023

Officers

Including senior management personnel to whom the trustees delegate day-to-day management of the charity on the date the report was approved

Education and Service Development Leads	
Managing Mental Trauma	Desmond O'Sullivan and Sandra Maguire (Ireland)
Ruby Heart Bereavement	Kimberley Ross (NZ)
Forgiveness	Dorthe Madsen (DK)
Gender Respect	Sara Sander (DK), Eileen McGowan (USA)
Operations and Statutory compliance	
Project Management	Vera de Witt (Netherlands)
Communications	Lara Javalyn (Canada) and Liliane Oks (Israel)
Data Protection Officer	Johanna Morrison (UK)
International Safeguarding Chair	Sandra Maguire (Ireland)
Bookkeeping	Elizabeth Halford (UK) and Elena de la Luna (Spain)

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	None



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.

Feminenza International's trustees are also its sole members. 25 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.

Towards the end of the year, one of the Trustees of Feminenza International, had to step down from her function due to unforeseen circumstance. This position has not yet been filled.

Proposals to significant international donors, e.g. 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.

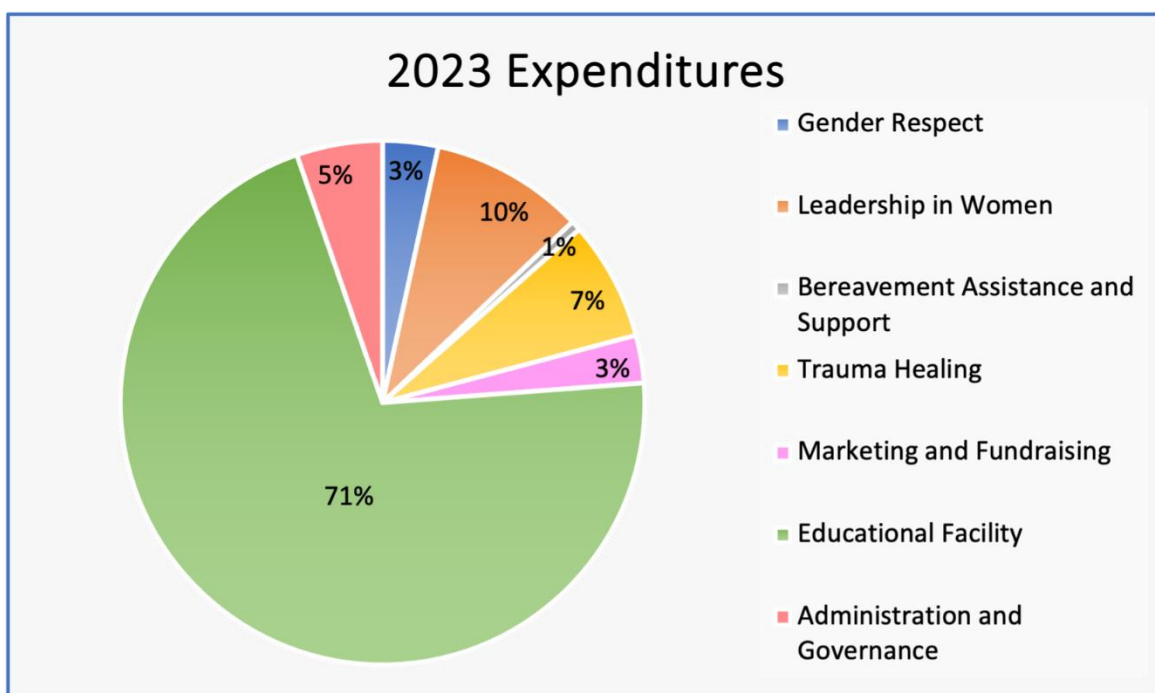


Appendix 4: The Financial Review 2023

Introduction

In 2024, our 2023 financial records went through an Independent Examination as the Charity's income exceeded 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. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

The chart below presents the distribution of expenditure in 2023.



According to our Policy on Financial Reserves, the board of trustees has determined that the minimum reserve that will be required in 2024 is £26,650.00. We also have a restricted reserve of £3,225.00 which will be used to further the development of our Bereavement Assistance and Support programme. £10,855 has been reserved for repairs, upgrades to the fire and safety system and general operations of our Headquarters in Norfolk and £1,378 is available from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Feminenza International

Financial Activities January - December 2023

	TOTAL
Income	
Amazon Royalties	124.33
Bank Interest Earned	240.57
Gifts and Donations Income	
Gift Aid donations	14,889.20
Unrestricted	68,509.10
Total Gifts and Donations Income	83,398.30
Grants	749.69
Grants - Other Chapters	1,893.72
HMRC Charities Gift Aid	4,388.02
Sales Income	1,718.36
Sales of Product Income	787.43
Services	2,874.08
Total Income	£96,174.50
TOTAL	£96,174.50
Expenditures	
Accounting Software	460.80
Bank charges	88.40
Dues and Subscriptions	386.00
Insurance Expense	2,843.97
Legal, Notary, Advisory Expenses	1,349.85
Office Supplies	817.54
PayPal Fees	324.45
Postage and Delivery	455.22
Printing and Reproduction	139.91
Professional Fees	6,242.39
Public relations	186.54
Marketing	9.60
Total Public relations	196.14
Purchases	3,076.60
Repairs and Maintenance	38,561.00
Research materials	147.91
Safeguarding	24.00
Shipping, Freight, and Delivery	129.00
Small Tools and Equipment	2,053.26
Software	1,551.21
Technical Equipment	1,567.68
Telephone & Internet	1,337.76
Travel and Meetings	
Accommodation	5,476.99
Subsistence	8,323.86
Transportation	9,892.26
Total Travel and Meetings	23,693.11
Utilities - Electricity	4,037.39
Utilities - Heating Oil	7,401.92



Feminenza International

Financial Activities January - December 2023

	TOTAL
Workshop materials	311.91
Total Expenditures	£97,197.42
NET OPERATING INCOME	£ -1,022.92
Other Expenditures	
Exchange Gain or Loss	876.84
Total Other Expenditures	£876.84
NET OTHER INCOME	£ -876.84
NET INCOME/(EXPENDITURE)	£ -1,899.76



Feminenza International

Balance Sheet

As of December 31, 2023

	TOTAL
Fixed Asset	
Tangible assets	
Buildings	1,167,769.00
Furniture and Fixtures	4,987.50
Machinery and equipment	5,749.03
Total Tangible assets	£1,178,505.53
Total Fixed Asset	£1,178,505.53
Cash at bank and in hand	
Barclays Bank Account	14,297.07
Barclays Business Savings Account	34,472.10
FI EURO ACCOUNT	15,147.50
PayPal	3,617.80
Petty Cash	433.46
Wise Euro Account	4,531.00
Wise GBP Account	1,956.42
Total Cash at bank and in hand	£74,455.35
Debtors	
Deposit Protection Scheme	300.00
Total Debtors	£300.00
NET CURRENT ASSETS	£74,755.35
Creditors: amounts falling due within one year	
Current Liabilities	
Insurance Claim Payable	559.96
Security Deposit - Leases	300.00
Total Current Liabilities	£859.96
Total Creditors: amounts falling due within one year	£859.96
NET CURRENT ASSETS (LIABILITIES)	£73,895.39
TOTAL ASSETS LESS CURRENT LIABILITIES	£1,252,400.92
Creditors: amounts falling due after more than one year	
Long term borrowings	1,137,997.70
Total Creditors: amounts falling due after more than one year	£1,137,997.70
TOTAL NET ASSETS (LIABILITIES)	£114,403.22
Charity funds	
Restricted Funds	15,458.44
Unrestricted Net Assets	100,844.63
Surplus/(Deficit)	-1,899.76
Total Charity funds	£114,403.31



Receipts and payments accounts

CC16a

For the period
from

01-Jan-23

To

31-Dec-23

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted donations	68,509	-	-	68,509	99,049
Gift Aid Donations	14,889	-	-	14,889	15,563
Sales Income	2,506	-	-	2,506	28
Services	2,874	-	-	2,874	86
Amazon Royalties	124	-	-	124	121
Grants	-	2,643	-	2,643	-
HMRC Charities Gift Aid	4,388	-	-	4,388	-
Bank Interest Earned	241	-	-	241	1
Sub total (Gross income for AR)	93,531	2,643	-	96,175	114,848
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	93,531	2,643	-	96,175	114,848
A3 Payments					
Accounting Software	461	-	-	461	422
Bank Charges	88	-	-	88	71
Equipment Rental	-	-	-	-	423
Dues and Subscriptions	386	-	-	386	35
Insurance	2,844	-	-	2,844	2,909
Legal, Notary, Advisory Expenss	1,350	-	-	1,350	3,800
Legal Fees	-	-	-	-	7,998
Miscellaneous Expense	-	-	-	-	-
Office Supplies	818	-	-	818	220
Paypal Fees	324	-	-	324	356
Postage and Delivery	455	-	-	455	142
Printing and Reproduction	140	-	-	140	1,415
Public Relations	187	-	-	187	-
Marketing	10	-	-	10	352
Purchases	3,077	-	-	3,077	1,021
Repairs and Maintenance	22,131	16,430	-	38,561	23,818
Shipping Freight and Delivery	129	-	-	129	3,884
Small Tools and Equipment	2,053	-	-	2,053	436
Safeguarding	24	-	-	24	-
Software	1,551	-	-	1,551	737
Taxes Paid - Council Tax	-	-	-	-	489
Technical Equipment	1,568	-	-	1,568	29
Telephone and Internet	1,338	-	-	1,338	1,325
Travel and Meetings, Accommodation, Subsistence, Transportation, Travel Insur.	14,985	8,708	-	23,693	24,191
Utilities, Electricity	4,037	-	-	4,037	1,631
Utilities, Heating Oil	7,402	-	-	7,402	6,262
Trustee Courses	-	-	-	-	486
Web Hosting	-	-	-	-	294
Workshop Materials	312	-	-	312	907
Professional Fees	6,242	-	-	6,242	4,916
Research Materials	148	-	-	148	675
Meals and Entertainment	-	-	-	-	-
Exchange Gain/Loss	877	-	-	877	93
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	72,936	25,138	-	98,074	89,152

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	72,936	25,138	-	98,074	89,152
Net of receipts/(payments)	20,595	- 22,495	-	- 1,900	25,696
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	20,595	- 22,495	-	- 1,900	25,696

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Barclays Business Savings Account	19,014	15,458	-
	Barclays Bank Account	14,297	-	-
	Paypal Account	3,618	-	-
	Barclays Euro Account	15,148	-	-
	Wise Euro Account	4,531	-	-
	Wise GBP Account	1,956	-	-
	Petty Cash	433	-	-
		-	-	-
		Total cash funds	58,997	15,458
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	Machinery and Equipment		5,749	5,749
	Furniture and Fixtures		4,988	4,988
	Buildings - Educational Facility - Ashwood Manor		1,167,769	1,167,769
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Long Term borrowings - Loan for Educational Facility	Loan amount - £1137997.7	5,790	£5789.99 loan payment due each year
	Insurance Claim Payable		559	Q42024
	Security Deposit - Leases		300	Termination of lease
			-	

Signed by one or two trustees on behalf of the trustee(s)

Signature 3

Print Name

Date of approval

<i>Tyson Merriam</i>	Tyson Merriam	28-Oct-23

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FEMINENZA
INTERNATIONAL (Charity Number 1170535)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2023.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records;

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



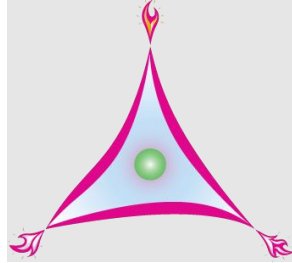
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Date 25th October 2024

FEMINENZA INTERNATIONAL

England & Wales - Charity number 1170535

Accounts



Feminenza International

Annual Report

2022

Reporting Year	2022	
Approval Date	18 th October 2023	
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

Two major Feminaenza projects, started in 2021, carried over into 2022. The Erasmus+ THCRD project and the Forgiveness Development Course. Online meetings were organized on a monthly basis and in November a face-to-face session took place with 26 participants from the Erasmus+ project in Greece. From the FDC course 12 participants opted to proceed with level 2, to become accredited practitioners of this work.

Part of the curriculum included an on-line interview and discussion with Gregory Boyle, founder and CEO of the Homeboy Industries, the world's largest gang intervention- and rehabilitation programme, based in Los Angeles.

A thorough evaluation of both projects, with the help of DASS21, Heartland and ProQol questionnaires took place. Four partner organisations took the DASS21 evaluation tool onboard as part of their own STS assessment with their workforce. An extensive qualitative evaluation took place after the FDC ended. Preparations were made to instruct Liaisons to interview all face-to-face and online participants to the Erasmus+ project.

As part of our communication strategy, STS (Secondary Traumatic Stress) diaries, containing the essentials of the work we do, were posted on our website and social media, following on from the online meetings.

The Bereavement Counselling Faculty piloted worldwide online workshops for 300 members on bereavement related topics such as Administration, Loneliness, Grief, Regret and others. A 5 year Strategic Plan was developed, beginning with the delivery of these counsels in workshops and podcast format in 2024.

New modules were developed as part of the Gender Respect Programme, including modules on Menopause and Core Fundamentals.

Governance and Finance

The FI Board welcomed two new UK Trustees to the Board. With a team, the new trustees undertook intensive fundraising efforts to help financially secure the future of Feminaenza. A Strategic plan was developed to include core funding, project funding and community based funding, including finding partners to apply for joint projects. A GoFundMe page was launched to raise funds for the Educational Centre.

In May, Feminaenza officially acquired an educational training facility in Norfolk, UK. It will serve as the headquarters of Feminaenza International and a venue to conduct seminars, retreats and workshops.

A Data Protection health assessment of ICO was conducted and has prioritised the implementation of the Security Policy. Migration of governance related data of Feminaenza Chapters was completed and stored securely with appropriate permissions on Sharepoint. As part of the privacy policy, a consent refresh process took place in regards to the photographs used on our website.

Safeguarding has been delivered ongoingly into the Erasmus+ and FDC online calls. The Register has been updated and extended to include more officers. A whistle-blower policy was developed in draft.



A compliance check was conducted with Feminenza Chapters in Denmark, Germany, Kenya, Israel, the Netherlands and USA. It covered compliance with governance and finance policies and reporting regulations of Feminenza International.

A new version of the Feminenza website was launched, in 20 different languages, with a new outline and content. A new interview was posted with Diana Nammi, Founder and CEO of IKWRO (Iranian Kurdish Women Rights Organisation).



Our Priorities in 2022

Education

- **Trauma Healing and Community Resilience Development (THCRD).**
 - Continue to overcome the long-term impact of COVID lockdowns. Provide extensive support to youth workers in the UK, Europe and the Middle East. Part funded by the EU Erasmus+ programme, online courses provided to reduce the risk of compassion fatigue in 24 NGOs.
 - Deliver a face to face retreat in Greece for Erasmus participants as part of the mobility project.
- **Forgiveness Development.** Further updates to course, to make full use of online conferencing platforms and to improve access for community workers worldwide. Provide a continuing mentoring channel for aspiring Forgiveness Practitioners.
- **Bereavement Counselling.** Further development of counsels by the Ruby Heart Faculty, to create a course for bereavement counsellors. Try-outs delivered through on-line workshops to relieve stress and suffering and provide easement, especially for those close to dying and those close to them.
- **Gender Faculty programme.** Research and development of content for future workshops.
- **Leadership development.** More women involved in the content development and delivery of current and new projects.

Communication and Networking

- **Development of relationships with Communities and Partners**
 - Engage more partners in the UK and internationally, that have the same values as Feminenza, to strengthen the network and also to cooperate in projects.
 - Learn about the needs of communities and the NGOs, organisations, seeking to assist them, to instruct the further development of Feminenza's programmes and projects.
 - Participation in the CSW67 meeting, organised by UN Women.
- **Platforms used to communicate the impact of Feminenza's work**
 - Launch of new website
 - Social media utilisation

Fundraising

- Strategy and implementation to apply for funding through diverse funding streams (Capital funding, Core Funding, Project funding, crowd funding).
- Research alternative sources of funding to replace Erasmus, such as Taith in Wales, UK National Lottery funding and other UK based educational funding opportunities.



- Track funding opportunities and engagement of partners (e.g. EU, USAID, DIFD, Irish AID, Dutch Aid, DANIDA, UN WOMEN, UNDP, GIZ).

Facilities

- Purchase of Educational Centre
- Assessments and investment to enable this facility to become fully operational in 2023-2024.

Governance

- GDPR compliance in all chapters, and protection of intellectual property and copyright.



Education

Secondary Traumatic Stress support for youth workers in the UK, Europe and the Middle East

An EU Erasmus+ co-funded project for 21 NGOs, 85 youth workers from Europe and the Middle East, to reduce Secondary Traumatic Stress (STS) when working with vulnerable youth.



The project objectives are:

1. The establishment of continual reflective, self-assessment and self-monitoring;
2. Grasp of the anatomy and drivers of fear, anxiety, trauma, worry and STS;
3. Establishment of reflective self-care practices evidenced in fostering resilience and intactness;
4. Inter-cultural collaboration, across borders, with youth workers handling similar challenges – improving awareness and connectedness.

Project activities: preparation and face-to-face retreat

We began the project as the COVID pandemic was shattering lives, presenting 'a serious threat to mental health, particularly among young people' (OECD,2021). Eurobarometer surveys (2020-2022) found mental health problems in European youth - significant (37-40%) and severe (6-13%). **Europe had not seen this kind of pandemic for 90 years.**

- 40% of our participants enrolled with pronounced stress/anxiety levels;
- a further 10% enrolled with elevated stress and anxiety
- figures which paralleled concurrent Eurobarometer studies.

Hence the entire project experience was continually adapted to (i) ensure each participant had improved support, relevant to their needs (ii) captivate, ensure value in the skills transferred; (iii) widen their perceptive canvas; (iv) equip participants to develop and maintain self-starting, self-reflective skills and sustainable resilience (v) address short attention spans.

Our team of eighteen women and men faced an enormous challenge: redesigning the content to meet their individual needs; providing regular catch-up sessions to accommodate their changing work schedules. A continuing quality improvement process was applied to adapt to the changing needs of our participants. Participants supported the learning fabric, collaborated across 11 countries, shared meaningful stories from widely different cultural/societal backgrounds/religious beliefs, delivered captivating presentations.



A Partner Working Group with representatives from all partners in the project, served as the project board, with all duties of governance, policy review and ratification of plans and activities. Together these monitoring and governing frameworks enabled a significant number of adverse project events and logistical challenges to be overcome; and to maintain strong, evidence-based accountability, including learning outcomes, project impact, partner value and impact, participant social and professional impact.

Central in 2022 was the module ‘the Seven Pillars of Resilience and Forgiveness’, which established attitudes and transferred skills that reinvigorate intactness, develop inside-out decision making, and build a comprehensive understanding of the part that forgiveness plays in healing, leaving the past behind, defusing revenge, rehabilitating from shame and victimhood (including Stockholm syndrome).

The preparation in 2022, together with 2021 preparations in Managing Mental Trauma and Gender respect, provided the base platform for the face-to-face retreat.

In November 2022, after 21 months of online monthly workshops, the long awaited 6-day face-to-face mobility retreat took place in Korinthos, Greece. We assembled a Hosting Team which tracked and expedited visas, travel and pick-ups, first aid, HSE, safeguarding, special needs response; local cultural expeditions and cultural exchanges; ensured COVID19 protections were effective; provided participants with schedules and workbooks.

Together with the Feminenza facilitators, 32 people attended. The location and the protected time allowed for the establishment of values, mental skills and attitudes and to apply these in one’s daily and professional life.

Erasmus YouthPass certificates were issued in December 2022 to those who attended the mobility activity. Most were unfamiliar with YouthPass, so we provided briefings, supporting documentation, and guided their use of the forms.

Throughout the year, participants collaborated, connected between diverse cultures, religions, geographies, finding their shared humanity. The project partners worked together to (i) ensure reliable attendance (ii) protect time for participants to work through the books and media provided (iii) inform us if any problems arose or special challenges or concerns needing effective action.

Challenges

In addition to the elevated stress and anxiety levels presented by the pandemic, the pandemic also presented challenges for participants:

With each COVID19 surge, workshops had to be postponed and additional support provided for participants who were serving communities with greater risks of stress, anxiety, depression, morbidity, mortality and adverse incidents. Between 2021 and 2022, all project partners faced incredible cash flow and human resource shortages – which again constrained the capacity of participants to benefit.



Most participants however made their best efforts and some needed regular help to cope. Liaison Officers assisted and helped partners to secure protected time for participants. Nevertheless, participants were repeatedly withdrawn with each pandemic wave.

However with each lockdown, many participants were forced to seek alternative employment, alongside other extreme challenges. Some were not willing or able to meet vaccination requirements, others were stopped from attending the face to face retreats due to work or family constraints.

Some of the participants faced with additional hurdles when attending the retreat:

- In Jordan a bureaucratic hold was placed on 3 participants forcing travel to be cancelled, reportedly due to COVID19 related staff shortages at the visa issuing authorities.
- Two participants, working for an international Danish NGO based in Jordan, were refused travel; one due to an erroneous Greek Consulate objection, another following a Middle East government's decision that a female doctor could only travel if accompanied by a man.
- Israel placed a hold on the West Bank Palestinians travel for PCFF, a peace advocate NGO. A special permit with partner support was sought, using prior precedent, where the Palestinian participants could travel with Israelis 'within a delegation'. It was effective.

One partner, Freedom Gate, due to staff constraints asked to be relieved of its hosting duties. Feminenza took over the hosting and it was handled smoothly.

Out of 85 participants that enrolled in 2020, 53 eventually dropped out. Participants' drop-outs led to the financial efficacy being undermined. To offset the impact of last-minute cancellations on the mobility, partners filed a hotel deposit. This reduced some of the financial risk and allowed the retreat to take place.

Communication and social media

Following each workshop 'STS project diaries' were posted on the Feminenza website ([STS Diaries page](https://www.feminenza.org/stsdiaries) - <https://www.feminenza.org/stsdiaries>) and Facebook ([Facebook](#)). Partners used content from these streams to disseminate into their networks, over the internet and social media.

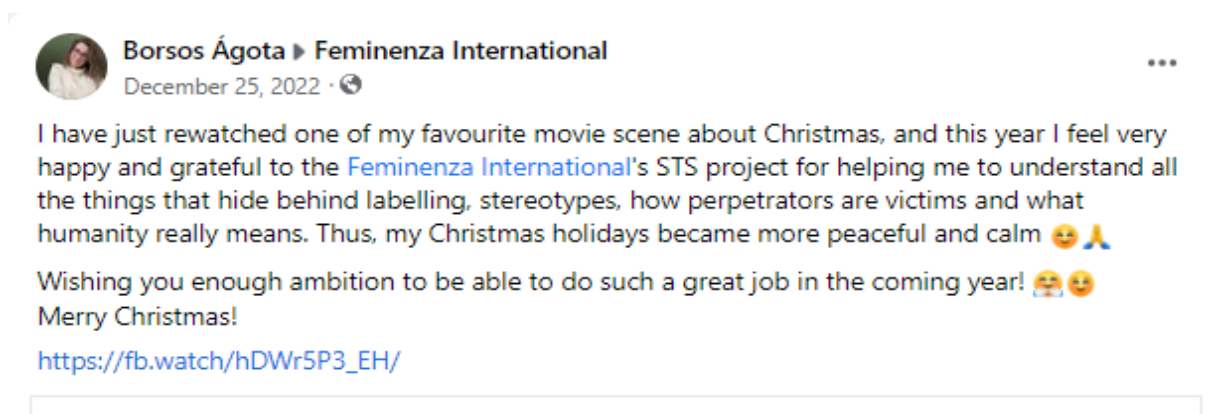
During the face to face meeting, each day an activity post was put on the Feminenza social media channels. Most partners actively assisted with communications, relaying daily social media posts/photos, including the 'STS Project Diaries'.

Participants posted their experiences on their networks and were key to raising perception about the value of Erasmus projects:

- Mamoun Krheisat, youth worker at Desert Bloom, Jordan - http://www.dbjo.org/en/home/news_detail/51
- Danielle Litt-Halpern, youth worker at Women's-Spirit Israel



- [Borsos Ágota | Facebook](#) (youth worker at Asociatia Áradat)





Monitoring and Evaluation

A project Management and Education team (12 people) and a Partner Liaison team (10 people) ensured active tracking and risk monitoring: weekly team meetings were held; a risk register and issue logs were kept and discussed; liaisons allowed for open communications and addressing issues at the point with partners; attendance records were kept and followed up when needed; project budget and risk were monitored.

In 2022, three out of the four survey frameworks were applied in addition to the participant reports. They included DASS-21 and the Heartland Forgiveness Survey (HFS), internationally recognised surveys which measure depression, anxiety, stress, regret, and forgiveness. The surveys enabled individuals to assess risks, take stock and, in some instances, seek additional help. The team was always available to assist any individual who sought additional help.

Three rounds using these surveys were conducted between March 2021 and February 2022, undermined by the pandemic induced sudden falls in participants. The fall in denominators led to the surveys being reissued - prior to the mobility event, and a final one will be issued in February 2023 to keep statistical confidence intervals tight, with consistent cohorts.

More than 82% responded (to both surveys), warmly identifying their efforts, challenges and where they needed more help. The responses led to the face-to-face being updated to cater for their emerging needs.

Meanwhile, qualitative surveys clarified the degree to which participants had valued the application of the tools provided and the inner reflective processes of module 2: Forgiveness. The Forgiveness module led to profoundly deep, diverse, and individual experiences recorded, strongly underlining the part it plays in the development of resilience.

The third survey, a DASS-pilot for partners, had a special benefit: it helped to monitor corporate staff stress anxiety levels. Three partners enrolled, two were pleased with the contribution and wanted to establish a permanent process. The third had a change of senior staff which confirmed that its staff found it helped them, but stated that they already had other methods in place, without disclosing them.

Follow up interviews with participants and their managers and the final DASS and HFS will be issued in February 2023. The final project and impact results therefore will be shared in the 2023 annual report.

During the face-to-face session, participants were given workbooks to aid their self-directed reflections during and after each workshop session. Protected time was assigned for daily reflection and to enable participants to consider their learning needs, backed with the evening exchanges, including artwork sessions. Group discussions were integral. Feedback sessions were also included in the agenda after each of the activities, which provided useful information to fine-tune the programme for the next mobility day. At the end of the day, participants had individual time to reflect on what



they had learned, what was important and what they wanted to improve and work on, against their personal learning objectives. Participants collaborated, shared real life stories, facilitated discussions, and led theatrical illustrations.

Sharing a few reflections

“I have acquired methods and techniques of building resilience as an antidote to secondary stress and burnout. We have been given useful self-monitoring tools so that we can recognize symptoms of secondary stress in ourselves and others, and we have also learned self-care practices to counteract the negative effects of stress.”

“The project has had an impact on the people I work with, especially now that the people that come to us have multiple vulnerabilities, the project has helped me not only to deal with them better but be able to see to what extent I can help them.” “This project has helped me understand the power of forgiveness, which has been very helpful in both my personal and professional life.”

“I knew about Forgiveness, but on a theoretical level. I did not have much experience with it. I think that before the retreat I only had references from religion, and it was like ‘you have to do it, otherwise it is a sin’. But now it is very different. Now I see Forgiveness as a possibility to let things go, to leave the past behind, to feel better... and I know now that I believe in the power of forgiveness.”

“The retreat experience made me realise that it does not matter where we are from, or our life philosophy or religion... connection between human beings is always possible. Mary talked about... the experience of Humanity, we are all humans with common needs and common goals..., I feel this is what I experienced, it was very impressive to be together, not sure why it was so special... it is difficult to find the words to explain it.”

“Understanding the European culture and values was one of my objectives from attending this project that gave me the ultimate experience to understand the European common values. This also helped me to deal with people coming from different social and cultural backgrounds which also help me when dealing with Palestinians and Israelis. In my work as summer camp manager where both Palestinian and Israeli young people are invited, I always try to concentrate on the human side of the conflict and this project gave me high-quality ideas to plan for the next summer camp.” (a participant coming from the Palestinian Territories)”



Impressions from the face-to-face retreat:





Forgiveness Development

Following on from 2021 a series of online workshops continued from January till October to work the Seven Pillars of Forgiveness with two different groups of participants; youth workers partaking in the Erasmus+ project and the Forgiveness Development Course (NGO workers and individuals intending to carry out community projects locally where forgiveness is needed and can be remedial).

With every workshop and Pillar of Forgiveness the educational content went through an update: coming closer to the core of what each pillar offers as remedy and a pathway to building resilience, and also improving the way in which the content can best be shared and worked with a particular group of people. This led to an increasingly more practical approach.

The team of facilitators was also extended to meet the requirements for workshops now and in the future.

For participants to discuss what impacted and stayed with them that was relevant to their lives, a written survey was developed to round off the online forgiveness workshop series, with an opportunity to have dialogue amongst participants and facilitators around the survey. This also assisted in shaping the face to face 3 day workshop for the Erasmus+ participants, in order to deepen the work, and assist in establishing and maintaining a forgiving attitude as part of strengthening resilience and finding remedy for oneself and others.



In the development of the online workshop on Hope, Forgiveness Pillar 6, the work of Father Gregory Boyle with Homeboys Industry in L.A was brought in as one example of hope. Contact was made with Father Boyle, who generously agreed to meet online and have a dialogue with both groups of participants and facilitators about applying forgiveness in life. This was a highlight for the participants.

For the participants in the Forgiveness Development Course there were additional separate online sessions to assist participants develop their individual forgiveness projects locally in Iraq, England, Kenya, Australia and in the Netherlands.

The youth workers in the Erasmus project met for 3 days of furthering the forgiveness work which took place in November. Theatre, group work, demonstrations and participant presentations of relevant forgiveness examples were successfully brought in. Issues such as finding self-forgiveness, separating the person from the act; building a forgiving attitude to be remedial and strengthen resilience, were all actively worked.

Feedback from participants about the impact 3 months on, showed that 63% of participants in the retreat experienced a breakthrough in forgiving themselves or others - an increased capacity to let go and forgive; increasing resilience. Here are a few quotes:

"Without the burden of those unforgiven things that one carries around, it is easier to focus on what is really important. Now I feel it is easier for me to get rid of these continual irritations caused by others, so I feel I have more energy to focus on what is important".

"Forgiveness is a path, not only in our professional work but in our daily life. It is a challenging dynamic. It is not static; it is accessible to everyone. It was amazing to see how people who went through terrible situations can connect with it, but it also appears in our life. I think forgiveness and resilience work together. The project has helped me by finding and cultivating my coping strategies and reflecting upon them."

MMT

2021 saw an updating of the former Understanding and Managing Fear (UMF) content for the Erasmus+ STS programme, broadening its coverage to Managing Mental Trauma (MMT); taking a deeper dive into the anatomy of the brain's programming and how Trauma (primary and secondary) and stop situations repetitively limit a person, keep them in a state of low functioning and stop them taking charge of their lives; offering means and ways to break the hold of low function states and build resilience through activating the higher functioning parts of our brain by accessing and practicing the values and qualities that are important to our lives.

During 2022 - in preparation for the 6-day in-person retreat in Greece for the STS programme - this MMT upgrade needed to be applied to the face to face content of the former UMF work before delivery. The team commenced work in August and more intensively in September resulting in a 2-day module during the retreat covering: a recap and theaterisation of the key content of the online workshops; the relationship between fear and stop situations; a three stage experience to identify one's fears, gather the fortifying qualities to handle them and beginning to take charge on the pathway of resolve; overall, building a stronger fabric of self-established resilience: inner values, inner qualities, resolve.

The evaluation of the 6-day retreat showed that 80% of participants had developed and sustained the competencies transferred (below):

- The anatomy and physiological drivers of anxiety, fear, trauma, revenge and STS
- The benefits of games, humour, dance, songs as mental circuit breakers



- The inner resources (qualities and values) which reduce stress, anxiety, depression and regret – improving resilience (evidenced-based)

Quotes from participants:

"I used to think I was fearless and then I found myself in the retreat making a list of so many fears. The set-up of the Field of Fear was so nicely done, it was a great experience. But I did not blame or punish myself, this was a very caring and gentle exercise. The whole experience gave me so much hope, I still can picture in my mind some of my fears surrounded by my qualities. It was such an enlightening experience. I keep the workbook close by and review my notes from time to time."

"Currently, I am working on getting to know my qualities. When I am in a difficult situation, I first lay out my qualities in front of me like an imaginary wall. I tell myself this situation is nothing compared to the qualities I have, or I call over a previous situation where I used these qualities. It's good to get to know your qualities and promote them in yourself, highlighting the best of you."



Bereavement Counselling

In 2022 the Ruby Heart Bereavement Counselling Faculty took several significant steps forward in developing the strategy for the Faculty, structuring the curriculum and writing counsels.

The **objectives set for 2022** were met in the following ways:

1. Research and development has continued for a wide range of the 86 counsels across the various countries that have Ruby Heart groups.
2. Counsels have been drafted within the 'Getting One's Affairs in Order' set of subjects such as 'Administration' (including Wills, Personal Effects and Power of Attorney) and these as a group have also been developed into a viable workshop.
3. The Administration Workshop has been trialled with over 80 UK members and arrangements have already been made to deliver this workshop in Europe and Israel, North and South America and New Zealand/Australia in 2023.
4. Progress for the 2022 objectives for workshops being developed for other counsels to the public was as follows:
 - Loneliness Counsel - a workshop was developed and delivered within the Network with 65 participants in March 2022.
 - Grief Counsel - a trial public workshop via Facebook/Instagram took place as a training exercise in November 2022.
 - Regret Counsel - research and development was continued throughout the year with a planned delivery within the Network in March 2023.
 - Other counsels - there was some initial progress in developing workshops for Means and Ways Support, Promises, Ceremonies, Anger, Resignation and Inevitability; however more work is required before trialing within the Network.

A request was made in late 2022, from a Femienza supporter, for help with the loss and grief associated with adoption – both in the birth mother, and the adopted child. This issue will be further explored and developed in 2023.

Key Objectives for 2023

1. To create internal systems and processes to support curriculum development.
2. To form a leadership team for the Faculty.
3. To establish working teams from within the existing membership to develop course materials and to locate and utilise the skills base already existing within the Ruby Heart membership.
4. To decide on a block of 10 out of the 86 counsels to develop for both workshops/podcasts in 2023 and to start to group other blocks of counsels for future workshops from 2024.
5. To establish a platform for accountability and storage of research.

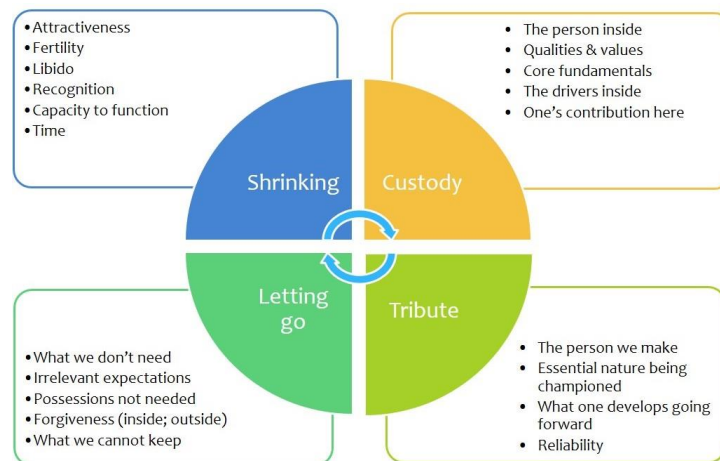


Gender Faculty

The Gender Faculty was established in 2022 with a core international team holding weekly research calls and reaching out to medical experts in the field of the menopause, eg in Denmark. The Faculty focuses both on supporting women and women going through menopause and beyond.

A 5 day team retreat took place in December, in the newly acquired educational centre in Norfolk to establish the core objectives of the faculty for the next 3 years, focusing on young women, and women reaching the second half of their life, comprising the Mid-Life crisis and Menopause.

The inner stages of development from perimenopause to the end of life.



The Objectives of the Gender Faculty in 2022:

- **The gathering of compelling empirical evidence and research:**
 - * Understanding the female body: researching the development of the brain and the endocrine system through key life stages: childhood, puberty, pregnancy /childbirth, menopause.
 - * Research on hormones and the effect of values on mind states.
 - * How does coming to know who you are on the inside and taking charge of your life assist with hormonal changes / difficulties?
 - * How do our perceptions about aging influence the way our bodies respond?
 - * The distillation of information from specially tailored surveys - to inform workshop content.
 - * To craft input out from the surveys for the Femienza website.
 - * To prepare survey evidence in support of funding applications (both qualitative and quantitative).
 - * Build resources: compile a library of stories, interviews, film-clips.
- **The development of course content, on-line and face to face, for young women, perimenopausal women, and women in later stages of life.**



Objectives for 2023

- An international survey will be created to find out from as many young women as possible, aged 18-35, what their key challenges are, and what workshops they would be most interested in.
- Workshops will be designed and offered to young women aged 18-35, under the heading of 'Taking Charge of Your Life', via on-line workshops and face to face retreats.
- Workshops and Menopause café sessions will be developed for peri-menopausal and post-menopausal women.
- The Core Fundamentals project, which was piloted with the Feminenza membership throughout 2021-2022, will also be developed further inside this faculty.

Leadership development for Feminenza chapters

2022 was a year where COVID-19 still had its impact but where specific measures and limitations were let go of gradually. This meant that most of the work done by the Feminenza team still took place online, apart from a strategic gathering in August 2022 which brought together those spearheading the development of the organisation and its work into the world internationally.

Significant progress was made in 2022 in expanding the cadre of facilitators, safeguarding officers and technical support teams, for the Managing Mental Trauma and Forgiveness Faculties, as well as the newly established Gender Faculty.

All participants in the transformational leadership programme (25) which entered its 9th year stepped up either by delivering online workshops or facilitated by safeguarding, liaising with participants and partners, providing online video call support and the evaluation framework for the outcomes of the EU Erasmus+ Secondary Traumatic Stress & Resilience project. This has caused an upskilling of the group and has created a broader base to handle future projects.

Furthermore the group is increasingly taking on leadership roles which extended this year into more participation at Board level in chapters in Israel, North America and Canada.



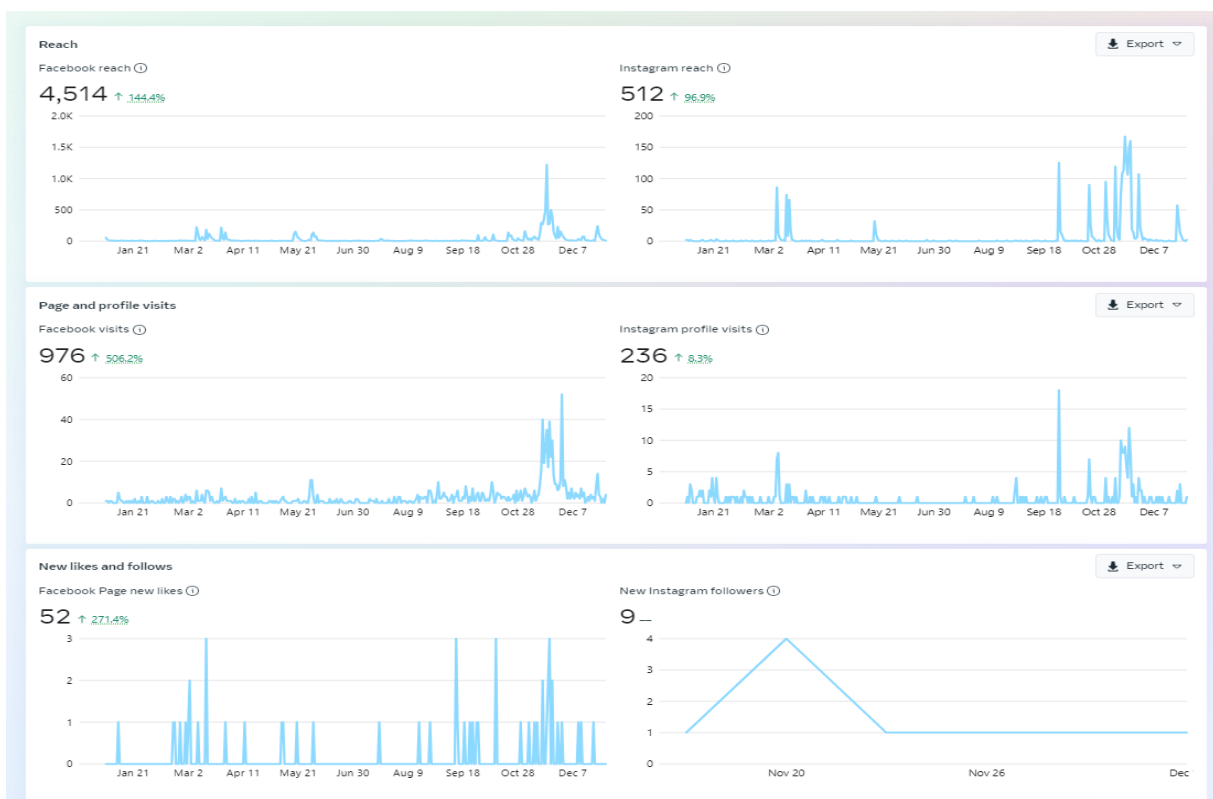
Website, Social Media and Marketing

In 2022, the new Femienza website went live with a new look and feel, and using a new platform, WIX. In addition to updated text and images, the site underwent a restructuring of content navigation and also has expanded its multi-lingual reach as the site is translated into over 20 languages.

In 2022 Social Media efforts focused on reporting the progress of the Erasmus Plus funded project – Secondary Traumatic Stress building resilience with youth resilience. Regular posts and articles were published, to inform and include our audience in the process and the ongoing workshop content.

One of the Social media efforts was publishing the Go Fund Me page to fundraise for the Educational Centre, which ended up raising over 15,000 GBP.

New User traffic and Page Views to the Femienza.org website in 2022 both decreased by 32% and 33% respectively. 88% of the website visitors were New Users.



In social media, the amount of engagement, including number of followers and likes, continues to increase but has slowed since 2021. Facebook page reach increased by 185.3% over the year and includes Facebook page visits. New Facebook likes and followers have increased by 420% and 407.1% respectively. We also realized a 121.6% increase in Instagram visits. Currently, we do not use any paid advertising for our social channels, thus the social engagement is entirely organic.

On LinkedIn – from the 4th quarter of 2022 and trending into 2023, based on currently available data, new followers have increased by 24% from last year. This is nearly the same rate of growth during the same period the previous year.



Fundraising

Fundraising continued throughout 2022 against the difficult backdrop of increased demand being reported by 3 in 5 charities. Rising delivery costs, coupled with the worsening impact of the cost-of-living and energy crisis, has affected donations for most charities. The CAF Charity Resilience Index score showed a clear decline of nine percentage points relating to funding capacity, reaching a low of 62% in December 2022. *

Following the acquisition of the Femienza Education Centre in May '22, fundraising has focused on capital fundraising for property renovations. As the 2021 Erasmus+ Youth Mobility STS project and the Forgiveness Development Course continued up to October 2022, no further project funding was sourced in 2022.

The acquisition of the Education Centre will, in the medium to long term, reduce our dependency on third party, expensive venue hire and improve the running costs of the project courses we provide. Securing and holding a capital asset gives confidence to trust funds, equity houses and grant providers we approach for funding.

A team of committed volunteers have given their time this year to concentrate on capital grant research and grant writing. In the second half of the year a sub team was formed to specifically look at fundraising for necessary grounds/woodland maintenance.

As funding has traditionally come through regular donations from our 90 UK membership donating approx. £12K pa, grant applications have been a new area for us, and knowledge and experience has been gained as the year progressed. Our members have continued to support, and we are grateful not only for their monetary donations, but also for the many hours of their time they give. The Femienza Educational Centre has benefited from over 3000 hours of voluntary work.

A further 2022 – 2024 UK Funding Plan has been drawn up, initiated, and followed, covering the following 4 channels.

1. Grants & donors funding from external sources.

During 2022 a database of 58 possible external donors has been researched and submitted. Five funding applications were put forward to:

1. The Clothworkers Foundation for £274,000
2. The Screw Fix Foundation for £5,000.
3. The Garfield Weston Foundation for £58,000
4. Better Community Business Network (BCBN) for £3000
5. Woodland Trust for a Community Tree pack.

The first 4 listed applications were refused due to oversubscription. In December the Grounds Fundraising team were successful in securing 105 saplings from the Woodland Trust, for delivery in March 2023.

Following the UK's exit from the EU, FI is no longer eligible to apply for project funding from The EU's Erasmus+ fund. The devolved Welsh Government has established a funded international learning exchange programme, called Taith. In the later quarter of 2022 encouraging discussions were held between FI and Taith and it is hoped to further build ties in 2023 towards securing funding for workshops. Discussion around project funding also took place with The National Lottery funds of England and Wales. Research into alternative project funding continues into 2023.



2. Online 'crowd' sourced & social media funding activities.

In September 2022 A GoFundMe page <https://www.gofundme.com/f/support-femignenzas-new-education-centre> was set up with a target of £122,600, to raise funds for renovations. By the end of 2022 the initiative had raised **£15,749**. Members were encouraged to forward on to friends and family and we had a positive response to the launch. The page remains active going forwards.

Money has also been raised through small eBay and Facebook Marketing sales.

3. Community/Grassroots activity fundraising

Planning for Community Sponsored events has taken place, and these are planned to start early 2023.

Sales of craft produce donated by members has been researched with a Memorandum of Understanding ready for use between FI and members. It is hoped sales of members' craft produce will increase as sales become possible on the Femigenza website.

4. Individual Giving.

The generous donation of a car to Femigenza was auctioned through the GiveaCar organisation in December raising £5,713. The funds from this came through in January. GiveaCar was so impressed with the work Femigenza does, they reduced their admin fees.

Individual members from across FI's international network have donated £20,513 to support the refurbishment work, and Gift Aid has been claimed where appropriate. On top of this amount, donations from FI Chapters in Denmark and the Netherlands contributed £40,877.

Information regarding bequests has been made available and research into receiving bequests from overseas has been carried out.

Website enhancements have taken place (see section above), the 'Donations' facility was enhanced. Further research into allowing payment flexibility internationally and to specific Femigenza projects continues.

During the final quarter of 2022 the fundraising team concentrated on sourcing and contacting NGOs with the aim of partnering in future project work. Not only to find further individuals and groups we can support and offer our services to, but also to enable FI to gain greater public and sector recognition.

As momentum grows and skills build in producing successful capital grant applications, the team remain confident FI is in a good position going forward to receive grants; both capital and core, from trust funds, equity houses, grant providers and business.

*[charity resilience index.pdf \(cafonline.org\)](https://www.cafonline.org/charity-resilience-index.pdf)



Initiative to establish a strategic education centre

In May 2022, Feminenza completed the purchase of our first educational training facility in the UK. A large manor house in rural Norfolk built in 1837, the venue offers exciting opportunities for our work to reach more people with 825sqm of space for workshops and meetings, along with 11 bedrooms, a large dining hall and kitchen, five meeting rooms, parking and 9.5 acres of woodland.

Prior to the purchase, the board followed Charity Commission guidance (CC29, CC33) and extensive due diligence was undertaken with detailed reports from a local Chartered Surveyor (compliant with the Charities (Qualified Surveyors' Reports) Regulations 1992) and extended legal, environmental, electrical and municipal checks undertaken.

Following consultation with the Charity Commission to ensure there was no conflict of interest, the board purchased the property for £1.15m via a generous interest-free loan agreement with our CEO who, together with her husband, independently purchased the title deed to the neighbouring property allowing for them to manage the renovation work the property requires and ensure the facility's ongoing security and maintenance.

The new facility provides the crucial infrastructure to enable Feminenza to equip, train and develop enough resources to double the number of workers in charities benefiting in 2022/3, thereby doubling access to those in their care (international and local). By 2025 output capacity will double again.

The facility operates as our Headquarters and is where we will develop educational content; conduct community retreats, workshops and seminars; host educational and mentoring processes; provide face-to-face counselling; extend much more of our know-how, and enable a five-fold increase in:

- The number of people benefiting from our work, face to face and online.
- The range of NGOs, charities, local and international communities and cultures able to benefit, ensuring sustainability.
- Partners: local and foreign NGOs and charities as we work towards a more humane world.
- Supporting content (workbooks, videos, podcasts)

To convert this building and make it suitable to host the public there is considerable work needed. Detailed structural and specialist surveys, and discussions with the District and County Councils have enabled an action plan to be formed to meet national, county and district certification standards. The plan spans two years and includes the following urgent work: (i) Replacing windows which are warped and rotten; (ii) replacing aged wiring and adding fire and security systems (iii) treating areas of rising damp, infected timber and making good; (iv) sewage treatment plant upgrades to comply with current legislation; (v) replacing leaking plumbing in the oldest section of the building.

The repairs require substantial funding with an estimated initial budget of £170,500. A fundraising team for this purpose was established (see their section of the report above). To enable the most urgent work to begin on the facility, £15,749 was raised via a GoFundMe campaign supported by our members who shared with their networks, friends and families. In addition, we received donations from Feminenza Denmark, and Feminenza Stichting Netherlands on the understanding that their teams will benefit from in-person training at the facility and in support for the international audiences the facility will be accessible to in the future. These donations enabled work to begin in earnest on the facility from June 2022.



34 Volunteers from across Feminenza's International network (UK, Ireland, Netherlands, Denmark Greece, Canada, Israel and the US) provided 3500 hours of their time to begin the repairs to the plumbing, windows, interiors and to restore the woodland. We also worked alongside a number of skilled local contractors and specialists providing some of the essential sewage, heating and roof repairs required. In addition to supporting local businesses, this has helped to make the facility part of the local community and to establish long lasting relationships.

Thanks to the efforts of our volunteers and contractors/specialists, work began on all of the areas identified in the renovation plan for 2022. £23,818 was spent on repairs and maintenance with a further £2823 on purchases (small tools and fit out costs) and £423 on equipment hire.

Whilst work will continue into 2023 and completion is dependent on additional funding, the transformation of the facility in just 6 months of ownership is inspiring and the potential of the facility is unmistakable. The Board thanks all those people who have worked with us to realise our ambition.



Building standards, competencies and visibility

Safeguarding

The FI Safeguarding Panel continued to liaise with the Safeguarding leads across Chapters in 2022 to ensure compliance: ensuring Feminenza representatives are up to date with Police Checks, a Statement of Commitment, Code of Conduct and training.

The Erasmus workshop programme running in this year was fully covered with two safeguarding representatives per event, as planned, and the training of representatives was clearly evident in the smooth running and dealing with issues that arose during the programme. Safeguarding cover was also provided during the live Erasmus workshop event in Greece later in the year.

A police check this year was completed for New Zealand and all UK reps were automatically updated using the update service. Other international updates will need to be applied in 2023 for Europe, the USA and Israel.

Training was arranged for all new and existing reps, and we focused on the updating of Safeguarding procedures for our workshops, which continued to be predominantly on Zoom. We have continued to expand the pool of Safeguarding Officers to ensure two Safeguarding Officers are on duty for each public-facing workshop and one Officer for inward internal events, with a Breakout Room available in the event that a participant wished to speak with a Safeguarding Officer.

Data Protection: With the majority of work still happening online, the focus again this year was for the DPO to work alongside Safeguarding. During this year a Whistleblowing Policy was written and in 2022 the review process of the policy was begun. The aim is to implement and inform representatives of the new policy during 2023

Data Protection:

To facilitate the Erasmus and Forgiveness Development Course, the DPO worked alongside the education and project team to ensure participants' personal data was managed securely and in accordance with Feminenza's Data Protection Strategy. As part of the preparation for the retreats in Greece, the DPO answered queries from the project team and created and managed a media consent process. This helped to facilitate the collection of data for formal Erasmus+ project reporting and some wider use for Feminenza's website and to demonstrate Feminenza's benefits to future donors etc.

The DPO also provided initial guidance for the Friends of Feminenza Scheme, designed a consent refresh process for the new website and undertook three sub-processor reviews.

Further steps were taken this year to embed the principles of UK-GDPR (General Data Protection Regulation) and the Data Protection Act 2018. Training was provided to new members of the Young Women's Leadership group and specific guidance was created for the Education Faculties which focused on Do's and Don'ts before, during and after a retreat, building on lessons learned and previous experiences. A review of a photo and video archive (pre-GDPR) was completed, reducing the number of records held and ensuring they were stored securely.



In Q3 2022, we undertook a voluntary Data Protection Health Assessment on the ICO website. There were no major findings but one point highlighted was a need to codify a Security Policy so the DPO worked with the CIO to put this in place. The assessment also enabled the DPO to identify some additional areas to focus on for 2023, so in consultation with the CIO, these were added to the Strategic Plan for IT and Structure for 2023/24. Feminenza's registration with the ICO was updated and renewed and we are pleased to confirm there were no reportable breaches in 2022.

Copyright & Intellectual Property

Following the appointment of a Copyright Custodian in 2021, research has been undertaken to create Feminenza's first Copyright and Intellectual Property Strategy. The policy is currently in draft and outlines Feminenza's copyright strategy (what is protected, how it is protected, how it is enforced etc.) and notes the responsibilities of Feminenza Representatives to ensure that: (1) When using third party materials –they do not knowingly or unknowingly infringe the third party's copyright which could lead Feminenza to be held liable. (2) When using or sharing Feminenza materials and content – they protect the work so that it cannot be misappropriated by another organisation. Further work with Feminenza's Policy Advisor is required to complete the Strategy and create an implementation plan.

In addition, the Copyright Custodian has supported the Forgiveness Faculty to request formal approval for a number of movie and television clips to use as part of the Erasmus+ and Forgiveness Development Course (online and during the retreat) and provided guidance where needed on fair use. A process to request and gather approvals was followed and a formal approval log was created to track any approval conditions.

In support of a fundraising initiative, the Copyright Custodian drafted a memorandum of understanding for the Board to enable Feminenza's symbol and a short description of the charity to be printed on a number of hand crafted greeting cards. These cards were created and sold by a company run by one of Feminenza' volunteers who had agreed to donate the profits of these cards to Feminenza.

Building capacity in computer skills

During the year, another 5 Feminenza representatives were trained to acquire the necessary skills to host small and/or large-scale meetings over Zoom whilst existing Zoom hosts supported the large number of online meetings taking place for the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course.



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
6. Rebecca Cotton
7. Lynn Davies

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)

Partnership and Community Good: Rebecca Cotton (UK)

Grants and Community Fundraising: Lynn Davies (UK)

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) and Liliane Oks (Israel).

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.

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 2022

Introduction

In 2023, our 2022 financial records went through an Independent Examination as the Charity's income exceeded 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. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

Our expenditures for the year 2022 were in the following areas:

Leadership in Women

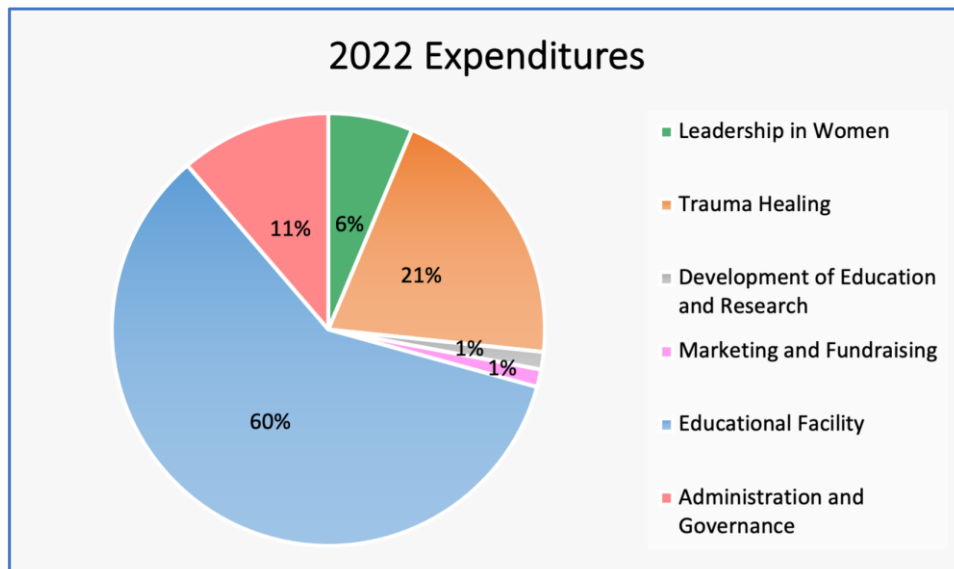
Trauma Healing

Development of Education and Research

Marketing and Fundraising

Educational Facility

Administration and Governance





According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2023 is £24,300.00 and is maintained in order to cover fluctuations in income as well as any possible risks to the organization. This reserve is significantly higher than in previous years due to the purchase on our Educational Facility. We also have a restricted reserve of £4,000.00 which will be used to further the development of our Bereavement Counselling Programme and a restricted reserve of £6,056 which will be used for the Erasmus+ THCRD programme. £26,444 in donations was received for repairs and upgrades to our Educational Facility in Norfolk and £1,453 is available from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Feminanza International

Financial Activities

January - December 2022

	TOTAL
Income	
Amazon Royalties	120.84
Bank Interest Earned	1.05
Gifts and Donations Income	
Gift Aid donations	15,563.27
Unrestricted	99,048.70
Total Gifts and Donations Income	114,611.97
Sales of Product Income	28.11
Services	85.59
Total Income	£114,847.56
TOTAL	£114,847.56
Expenditures	
Accounting Software	422.40
Bank charges	71.41
Dues and Subscriptions	35.00
Equipment Rental	423.00
Insurance Expense	2,909.29
Legal, Notary, Advisory Expenses	3,800.10
Legal fees	7,997.70
Total Legal, Notary, Advisory Expenses	11,797.80
Office Supplies	212.50
Stationary	7.54
Total Office Supplies	220.04
PayPal Fees	356.41
Postage and Delivery	141.85
Printing and Reproduction	1,414.67
Professional Fees	4,915.51
Public relations	
Marketing	351.55
Total Public relations	351.55
Purchases	1,020.98
Repairs and Maintenance	23,818.39
Research materials	674.74
Shipping, Freight, and Delivery	3,883.81
Small Tools and Equipment	436.22
Software	737.08
Taxes Paid - Council tax	489.05
Technical Equipment	28.99
Telephone & Internet	1,324.83
Travel and Meetings	
Accommodation	12,480.89
Subsistence	4,814.38
Transportation	6,514.70
Travel Insurance	381.04
Total Travel and Meetings	24,191.01



Femienza International

Financial Activities

January - December 2022

	TOTAL
Trustee Courses	486.00
Utilities - Electricity	1,630.68
Utilities - Heating Oil	6,262.17
Web Hosting / Domains	294.13
Workshop materials	907.35
Total Expenditures	£89,244.36
NET OPERATING INCOME	£25,603.20
Other Expenditures	
Exchange Gain or Loss	-92.81
Total Other Expenditures	£ -92.81
NET OTHER INCOME	£92.81
NET INCOME/(EXPENDITURE)	£25,696.01



Feminenza International

Balance Sheet

As of December 31, 2022

	TOTAL
Fixed Asset	
Tangible assets	
Buildings	1,150,000.00
Furniture and Fixtures	1,438.60
Machinery and equipment	3,577.13
Total Tangible assets	£1,155,015.73
Total Fixed Asset	£1,155,015.73
Cash at bank and in hand	
Barclays Bank Account	38,778.65
Barclays Business Savings Account	1,426.05
FI EURO ACCOUNT	49,682.12
PayPal	27,418.67
Wise Euro Account	1,609.51
Wise GBP Account	370.00
Total Cash at bank and in hand	£119,285.00
NET CURRENT ASSETS	£119,285.00
NET CURRENT ASSETS (LIABILITIES)	£119,285.00
TOTAL ASSETS LESS CURRENT LIABILITIES	£1,274,300.73
Creditors: amounts falling due after more than one year	
Long term borrowings	1,157,997.70
Total Creditors: amounts falling due after more than one year	£1,157,997.70
TOTAL NET ASSETS (LIABILITIES)	£116,303.03
Charity funds	
Restricted Funds	37,953.32
Unrestricted Net Assets	52,653.74
Surplus/(Deficit)	25,696.01
Total Charity funds	£116,303.07



Receipts and payments accounts

CC16a

For the period
from

01-Jan-22

To

31-Dec-22

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted donations	99,049	-	-	99,049	25,599
Gift Aid Donations	15,563	-	-	15,563	8,027
Sales of Products	28	-	-	28	1,482
Services	86	-	-	86	1,391
Amazon Royalties	121	-	-	121	135
Grants (Erasmus+)	-	-	-	-	-
HMRC Charities Gift Aid	-	-	-	-	1,831
Bank Interest Earned	1	-	-	1	-
Sub total (Gross income for AR)	114,848	-	-	114,848	38,465
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	114,848	-	-	114,848	38,465


A3 Payments					
Accounting Software	422	-	-	422	578
Bank Charges	71	-	-	71	28
Equipment Rental	423	-	-	423	-
Dues and Subscriptions	35	-	-	35	35
Insurance	2,909	-	-	2,909	248
Legal, Notary, Advisory Expenss	3,800	-	-	3,800	-
Legal Fees	7,998	-	-	7,998	-
Miscellaneous Expense	-	-	-	-	10
Office Supplies	220	-	-	220	963
Paypal Fees	356	-	-	356	127
Postage and Delivery	142	-	-	142	847
Professional Fees	-	-	-	-	6,105
Printing and Reproduction	1,415	-	-	1,415	-
Public Relations	-	-	-	-	181
Marketing	352	-	-	352	451
Purchases	1,021	-	-	1,021	-
Repairs and Maintenance	23,818	-	-	23,818	-
Shipping Freight and Delivery	3,884	-	-	3,884	-
Small Tools and Equipment	436	-	-	436	-
Safeguarding	-	-	-	-	48
Software	737	-	-	737	784
Taxes Paid - Council Tax	489	-	-	489	-
Technical Equipment	29	-	-	29	1,724
Telephone and Internet	1,325	-	-	1,325	1,924
Travel and Meetings, Accommodation, Subsistence, Transportation, Travel Insur.	24,191	-	-	24,191	2,687
Utilities, Electricity	1,631	-	-	1,631	-
Utilities, Heating Oil	6,262	-	-	6,262	-
Trustee Courses	486	-	-	486	-
Web Hosting	294	-	-	294	273
Workshop Materials	907	-	-	907	21
Professional Fees	4,916	-	-	4,916	-
Research Materials	675	-	-	675	173
Meals and Entertainment	-	-	-	-	-
Exchange Gain/Loss	93	-	-	93	4
Sub total	89,152	-	-	89,152	17,203

A4 Asset and investment purchases, (see table)					
CCXX R1 accounts (SS)	-	1	-	-	2023-10-25

B5 Liabilities

Long Term borrowings - Loan for Educational Facility	Loam amount - £1157997.7	5,790	£5789.99 loan payment due each year
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Tyson Merriam	25-Oct-23

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FEMINENZA
INTERNATIONAL (Charity Number 1170535)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2022.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records;

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Susan Malin ACA CTA
Chartered Accountant
Latimers
Como House, Como Road
Malvern
Worcs.
WR14 2TH

Date 23rd October 2023

FEMINENZA INTERNATIONAL

England & Wales - Charity number 1170535

Accounts



Feminenza International

Annual Report

2021

Reporting Year	2021	
Approval Date		
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

Following the emergence of the COVID global pandemic in January 2020, 2021 was another year of unique challenges, with the pandemic continuing to force a lockdown and severe restrictions on travel.

This also created a new opportunity – to invest all our efforts at the start of 2021 in redesigning and shifting the Erasmus+ Mobility THCRD project, which had been approved in September 2020, completely online. This allowed for a fully updated two year programme to be designed, focussing on Managing Secondary Traumatic Stress (STS), to run all the way through 2022, culminating in a face to face meeting in Greece in November 2022.

This was accepted by Erasmus. Throughout 2021 we ran the STS project for 87 participants, in 2 groups online, partnering with 21 organisations working in Croatia, Czech Republic, Denmark, France, Greece, Iraq, Israel, Italy, Jordan, the Netherlands, Romania, the UK and Yemen, with almost weekly webinars.

The updated 2-year STS project enabled us to create 3 new modules on Managing Mental Trauma (MMT), replacing the Understanding and Managing Fear module. It includes research into trauma and the brain, gender specific trauma and the role of values and qualities in building mental resilience.

The FDC (Forgiveness Development Course) was delivered throughout 2021, for 44 participants from Denmark, Germany, Iraq, Israel, Kenya, the Netherlands, Turkey, UK and USA. A Project and Evaluation basics Module was developed, and 27 prospective Level 2 participants were mentored to deliver a project in their community (from 2022-2024). A successful crowdfunding campaign paid for books for some of the participants from Iraq.

Extensive work was done to evaluate both projects: measuring the impact through use of DASS and HFS and ProQOI. The questionnaires were translated into participants' languages, including Arabic, Hebrew and Swahili. All the data was analysed, with the results to be published in 2022.

The Ruby Heart Bereavement Counselling Faculty created 5 International teams to continue research and develop practical counsels and workshops on Wills, Power of Attorney, Final Letter Writing, Administration, Disposal of Personal Assets and Grief. In December, the Faculty contributed to a 5-hour webinar about preparing for death, with over 800 participants worldwide.

A new psychology course for women to take better charge of their lives was created and piloted. A core team, with a background in counselling and psychology, ran a series of monthly international webinars with 30 Feminenza volunteers, to help women understand some of the less conscious influences they are affected by at different stages of life. The feedback was very positive, and it will be furthered in 2022.

The Safeguarding Strategy was further implemented to include training and safety checks for Feminenza representatives in Greece, Israel and Turkey. The Safeguarding procedures were updated to offer better guidance on webinars and more Feminenza volunteers were trained as safeguarding officers.

Work commenced to migrate our website onto a WIX platform, content updated in all languages. Our social media footprint was restructured to enable course participants to collaborate and share content. The THCRD STS diaries formed an important pillar of our online story made public.

A decision was made to secure a strategic education centre in Norfolk after a long search that encompassed almost all of the UK.



Our Priorities in 2021

Education

- Forgiveness Development. Significant update to the course, to make full use of online conferencing platforms and to improve access for community workers worldwide. Provide a continuing channel for aspiring Forgiveness practitioners.
- Trauma Healing and Community Resilience Development:
 - Expand the education team.
 - Overcome the impact of COVID lockdowns. Provide extensive support to youth workers in the UK, Europe and the Middle East. Part funded by the EU Erasmus+ programme, online courses provided to reduce the risk of compassion fatigue in 24 NGOs.
 - Fundamental redesign of the Understanding and Managing Fear module and Gender respect modules to enable more effective outcomes via online workshops.
- Core Fundamentals: course materials formed, with the pilot aimed at Femigenza members in 2022.
- Bereavement: continue development of curriculum to develop bereavement counsellors. Try-outs delivered through online workshops.
- Leadership development. More women enrolled. More taking on leadership within Femigenza International and also within Femigenza charities elsewhere in the world: to develop, organize, maintain and deliver Femigenza services for public benefit.

Facilities

A nationwide search conducted to locate a potential facility to serve as a strategic education centre in the UK:

- to enable us to assist more communities and charity partners
- to concentrate resources and improve effective utilization of our volunteer base.

Fundraising

- Research and develop strategies for core funding and capital funding to support growth as we come out of lockdown.
- Research alternative sources of project funding to replace Erasmus.
- Track funding opportunities and engagement of partners (e.g. EU, USAID, DFID, Irish AID, Dutch Aid, Danida, UN Women, UNDP, GIZ).



Communication and Networking

- Engage more CBOs and charities in the UK.
- Widen spectrum of channels used to communicate the impact of Feminenza's work.
 - Commence migration of the website to WIX platforms
 - Improve social media presence
 - Provide partners and potential partners access to more robust stakeholder communication channels
- Enable participants on our courses to share experiences and collaborate.

Governance

- Continued watch on GDPR compliance, and protection of intellectual property and copyright.



Education

Secondary Traumatic Stress support for youth workers in the UK, Europe and the Middle East

An EU Erasmus+ co funded project for 21 NGOs, 85 youth workers from Europe and the Middle East, to reduce Secondary Trauma Stress when working with vulnerable youth.



The project objectives are:

1. The establishment of continual reflective, self-assessment and self-monitoring
2. Grasp of the anatomy and drivers of fear, anxiety, trauma, worry and STS
3. Establishment of reflective self-care practices evidenced in fostering resilience and intactness
4. Inter- cultural collaboration, across borders, with youth workers handling similar challenges – improving awareness and connectedness

64% of those enrolled on the course reported a prior history of PTSD or secondary traumatic stress.

An international team of eighteen women and men redesigned the content to better assist youth workers, delivered the workshops, provided project management, communications, and supported participants through repeated COVID surges and lockdowns. The coursework, originally planned over 8 months was extended to span over two years. It provided tools in:

- Gender respect
- Managing mental trauma
- Seven pillars of forgiveness.

In each session participants actively contributed by telling their own stories and sharing examples from their work situation. At times participants were asked to help prepare a specific part of a workshop theme. Many practical tools were offered to start to apply in people’s daily and professional life. Significant progress was made in seeing the relevance of Forgiveness to maintain and increase one’s resilience.



Participant value based, qualitative surveys reported that the course in 2021 led 97% to better understand themselves; 89% to grasp the challenges faced by others and themselves better; 63%, when faced with moments of bias or stop situations were able to use circuit breakers effectively; 81% were able, when stressed, to locate the mind-state of values and become increasingly intact.

'The knowledge helped me to think more and deep about myself and gave me more information about why I am acting in such way. I understood the motivation and resilience and what it does'

'Have used it at our seminar for my committee in SPOR, I found these circuit breakers helped lighten the atmosphere and gave us a fun time. This helped us not feel to tired due to all we had to do, and I think it helped

'I try to practice it daily, in small ways and I hope it will become even stronger and spread throughout all I do. I find it gives more meaning and satisfaction to my ordinary daily life'

Communication and social media



Secondary Traumatic Stress – Project Diary

- To assist the participants the STS project diary was posted on the Feminenza website, <https://www.feminenza.org/stsprojectdiary/> and propagated over social media channels by our partners in Greece, www.freedomgate.gr; Netherlands www.deregenboog.org; and Romania www.aradat.ro.

Evaluation

The evaluation process, which is embedded in the project, offered **tools to monitor self-care and personal resilience.**

Three surveys were sent to every participant, to set a baseline to measure the intended outcomes of the project:

- 1) Depression, and Anxiety & Stress Scale (DASS-21)
- 2) The Heartland Forgiveness Survey (HFS),
- 3) Professional Quality of Life (ProQOL) survey.

An initial survey had already identified that 64% of the participants had a prior history of direct primary trauma or secondary traumatic stress.



Full project results will be shared in our 2022 report, but to give a first impression of our findings:

The DASS-21 survey gives an indication of issues having a significant effect on a person's mental health at present.

Results of the DASS-21 in **March 2021** showed the percentage of our participants who measured significantly above the 'normal' levels in the general population, as follows:

March 2021	Depression	Anxiety	Stress
General Population	22%	22%	22%
Participants	43%	39%	46%

The DASS-21 survey in **June / July 2021**, showed that these figures had gone down:

June/July 2021	Depression	Anxiety	Stress
General Population	22%	22%	22%
Participants	23%	34%	29%

The midyear assessment report to Erasmus, covering project activities and budget and finance was received well, stating that: *"Overall, this Interim Report demonstrates a very solid project is being planned"*.

Challenges

COVID-19, lack of mobility, lockdowns, continued to generate distress, anxiety, fear and paranoia, disrupting the personal and professional lives of participating youth workers. In Croatia there was an earthquake which impacted the teams there. Mortality and morbidity took its toll. Participants struggled to keep up with their professional workload under these pressures and found it difficult to sustain their diary commitments. To assist we put on additional online sessions, with accompanied recordings to help all participants catch up; it was important that, for those attending, we provided a safe space. Liaison officers were assigned to maintain continuing contact, understand and help us, where possible to take account of each individual's challenges. The task proved to be intense.

To overcome limitations in face to face access, our team completely redesigned the coursework and collaborative experience to enable those participating to have fuller support online; with additional assistance given to enable participants to apply and maintain the learnings in their professional and private lives.

Owing to the spread of COVID Delta, then Omicron, and the consequential impact of participant availability, the final scheduled face-to-face retreat was postponed three times and slipped back to November 2022.

With the drop in COVID risks, the project is now more stable. It is expected to complete in early 2023.



Forgiveness Development

41 Participants from 13 countries (Australia, Canada, Denmark, Germany, Greece, Iraq, Israel, Kenya, New Zealand, Spain, Turkey, UK, USA) signed up for the FDC Course, Level 1 (inner development) with the option of continuing with Level 2 (developing a community project towards becoming a licensed Forgiveness Practitioner). Some participants, notably from Kenya and Kurdistan (Northern Iraq), work for established NGOs with highly traumatized groups, including ISIS genocide survivors. Some of these NGOs may be willing to support them in their project.



13 online workshops took place between 31st January – 19th December. The content of the workshops introduced participants to the multi-faceted process of forgiveness, through the 7 Pillars of Forgiveness, the inner challenges involved in this inner development journey, and the causative benefits, working with real issues, stories, examples. 3 workshops focused on project design, development and evaluation. The Level 1 course will be completed in early 2022.

26 participants signed up to Level 2 and have had individual sessions, on their community project design with their assigned Femina mentor.

Some feedback from participants after the level 1 FDC:

"Today I focus more on the future and have left past wounds to heal. I hold my values closer to heart and mind."

"Forgiveness has enabled me to develop a positive response and I am able to resolve an unforgiven situation i.e areas affected by conflict."

"It has been an eye opener to me and I have been able to find peace in myself. The work of forgiveness process helped me to understand the importance of letting go of the past, I made a strong decision to refuse to be a slave of hatred and anger. I took a step of making myself a better person by embracing love and freedom."



Forgiveness



What happened?

Who do I hold accountable?

What future from here?

Understanding

Remedy

Enhancement

Continuance

Freedom

Warmth

Hope



Bereavement Counselling

The research team, formed in 2020, consists of volunteers from 13 countries. It has continued the research and development of a curriculum, with these aims:

- i) To assist those who experience bereavement and loss
- i) Create an education plan for bereavement counsellors

86 subjects were identified as important territories for the curriculum.

In 2021, the following topics were drafted, as counsels, under the title of 'Getting One's Affairs in Order':

- o Wills
- o Power of Attorney
- o Personal Effects
- o Final Letter Writing
- o Administration

Work is also underway on these counsels:

- o Means and Ways Support
- o Promises
- o Ceremonies

The Counsel on Final Letter Writing was peer reviewed by over 40 Feminenza members from 15 countries, early in 2021.

A second team was formed in mid 2021 to assist the project, with volunteers from over 11 countries, including doctors, nurses, care givers and teachers. They, in turn, researched the following counsels.

- o Anger
- o Resignation
- o Inevitability

Bereavement Counselling objectives for 2022

Continue in both groupings to research and develop the curriculum based on the identified subjects.

- Drafted counsels on all topics
- Workshops and podcasts developed for the public on:
 - o Loneliness Counsel
 - o Grief Counsel
 - o Regret Counsel
 - o Getting One's Affairs in Order (includes Wills, Personal Effects and Power of Attorney)



Leadership development for Feminenza chapters

In August 2021, participants from this project took up significant roles in the functional leadership of this charity, as well as sister charities worldwide, as examples:

1. *The delivery of the Erasmus+ Youth Mobility – THCRD – STS project:* designing and delivering workshops; providing liaison for participants and partners; designing and conducting evaluations; safeguarding.
2. *The delivery of the Forgiveness Development Course:* to 41 participants from 13 countries.
3. *Project Management*
4. *Commission on the Status of Women 65 (CSW).* Leading participation in the Commission of the Status of Women (CSW) 65 which took place from 15 - 26 March 2021, facilitated by the fact that 3 Feminenza organisations have Special Consultative status with ECOSOC, the Economic Social department of the UN. The priority theme this year was: *'Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls'*.



We met thousands of committed young women around the world and developed ways to contribute further to the well being of women, through future CSW events.

5. *Communications:* They have together transformed our online and social media presence, delivering improved social media visibility, the infrastructure for an improved web portal and training to deliver podcasts.
6. *Taking up more leading roles in Feminenza chapters:*
 - a. Two were appointed to the FI Board to lead fundraising and partnership development campaigns.
 - b. Others now play an active role in other Feminenza chapters (Denmark, Netherlands, Germany, Israel and North America) either as Board members, as trustees or staff members.
7. *Continuing to developing Safeguarding surveillance worldwide.*



Website

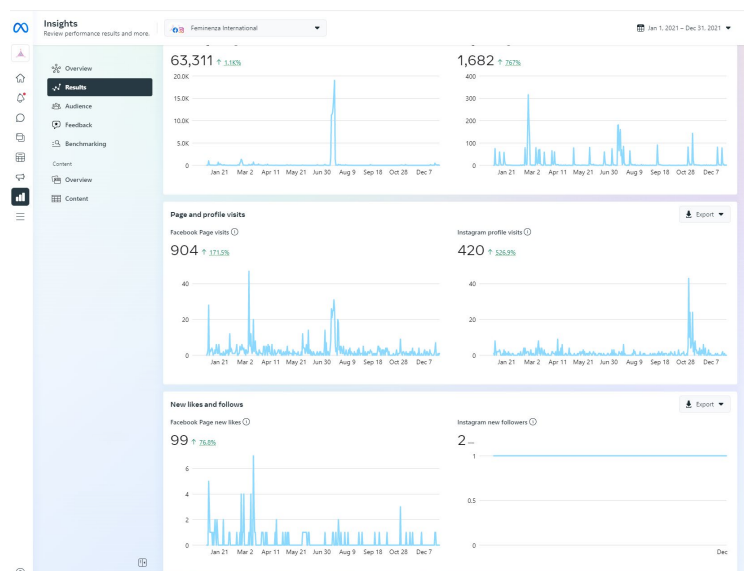
Feminenza.org: New articles in support of the Erasmus project (STS Diaries) on the subjects of Managing Mental Trauma and Forgiveness were posted on the website in 2021. With the site evaluation complete in 2020, a more stable and feature-rich website platform has been acquired and all existing content has been ported to a test site. Additional content, a new design, and an official site launch are planned for 2022.

Social Media & Marketing

The STS (Secondary Traumatic Stress) project diaries blog has increased visibility and followers each month on Facebook, LinkedIn, Twitter, and Instagram. Traffic to the Feminenza.org website in 2021 increased by 77.33%. 80.98% of the visitors are new users with an increase of 42.79% in page views.

On social media, the number of followers and likes has increased as well. We are showing an increased Facebook page reach by 1700% over 2021, with a 224% increase in Facebook page visits and 526.9% in Instagram visits. New likes and followers have increased by 130.2%

On LinkedIn – from the 4th quarter of 2021 trending into 2022 –based on currently available data, new followers have increased by 25% from Last year.



The posts help the participants share the content and therefore disseminate the learning gained in the sessions and in their life.



Fundraising

A crowdfunding campaign was conducted to raise funds for the recommended books and films for participants to the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course who had difficulty in purchasing them. An amount of £1671.17 and 32 people supported this initiative. It allowed funding of important learning materials for participants from Iraq.

2021 represented a significant year of change in our approach to fund raising. Prior to this point we could rely upon repeated grants from the EU's Erasmus programme; however Brexit brought that to an end. Scotland elected not fill the consequential gap for youth worker development; England did the same; Wales elected to establish Taith (still under development); Northern Ireland commitments to youth development funding continue, at the point of writing this report, to remain unclear. Youth workers in England and Wales typically operate in an environment with extreme constraints, with communities with rapidly rising communication challenges; within teams with high staff turnover and little continuous professional development. The loss of Erasmus+ mobility will mean that upwards of 400 youth workers a year may not have access to the funding or support to receive the training and mentoring they need to forestall the risks of PTSD and Secondary Traumatic Stress.

Prior to 2021 we had relied entirely on a large body of reliable professional volunteers (90 from the UK, some 500 globally). Whilst this had, hitherto, kept our operating costs down, the constraints placed by volunteers working part time meant that we were not fully equipped or staffed to enable the resource base to be fully developed and deployed.

We have spent much of 2021 researching, identifying potential trust funds, equity houses and grant providers that may respond to this challenge and consider covering some of the project funds and working capital needed to address these needs. Three threads became central to our work in 2021:

- To extend access to more charities, NGOs, CBOs, businesses that would benefit from our counselling, training, mentoring.
- To reduce our dependency on third party provided (often expensive) venues; to establish our own education centre and with it to improve our operating cost-per-participant. An intensive campaign was executed through our global membership to secure the capital needed.
- To establish the public recognition needed to attract enough core funding to be able to fully organise and operate efficiently across the UK and, at the same time, support sister charities across the globe.

The UK Fundraising Plan for 2022-24 has been formed. It focuses on three channels:

- **Community campaigns** to support the expenses of the organisations with which we work. Since 2006 our GiveAGirlAChance campaigns have raised capital annually to assist with the rescue, rehabilitation and education girls and women escaping abuse, violence, female genital mutilation and conflict trauma in Africa and the Middle East; to equip orphanages; to support community cohesion. In 2022 our resources will be reassigned to raise one time capital to support the development of the education centre.
- **International humanitarian or human development assignments**, significant since 2004 and commissioned by EC, USAID, UK FCO, SIDA, DANIDA, NORaid, UN WOMEN, UNDP or the US State



Department) have periodically boosted income by £50-100K in a given financial year. One such project, EC funded – which still serves the UK- is due to complete in early 2023. We shall intensify efforts to establish a reliable stream of work and thus funding, to make use of our entire network of Feminenza charities.

- **Campaigns to cover our own one-time capital needs.** In 2019-2021 Feminenza members worldwide successfully secured the funds needed to make an offer on the property in Norfolk. For 2022, fully aware of Britain's high inflation and negative growth, depressed outcomes for fund raising efforts, we have set a conservative target for capital funds raised: £12,500. We need to learn how best to approach capital grant providers.



Initiative to establish a strategic education centre

An important priority area in 2021 was:

- Find and purchase a property that can function as a central Feminenza Education Centre.
- Create a fundraising plan for renovations and enhancements of the Centre.
- Establish a draft business plan for activities that can take place there.

The business case for our own centre

Demand within the UK for our services has risen sharply. Aware of this rapid rise and during a careful study (2016-2019) of the constraints in utilisation, output and efficiency, it became clear that rising costs in workshop venues, and a shortage of affordable venues in the UK to deliver both residential and non-residential workshops, which generally span 5-7 days, had, since 2008, become our most significant challenge and constraint in improving efficiency and outputs. We have had to look to places such as Holland, Denmark, Germany, Greece and Kenya to host our events.

Having a centre located in England would put us in a better position to respond to the increasing prevalence of mental distress and trauma in youth, and the increasing burden of responding to the needs of refugees and disadvantaged communities in the UK. In 2021, we began looking at the option to purchase, contract for, or lease a part, or whole, of a facility, with the aim of establishing the first Feminenza Educational Training Facility in the UK. Our intention was to find a suitable location where we would be able to host various in-person workshops and training programmes to respond to our education load and to provide a space for the Charity's head office.

Finding and purchasing a property; funding the repairs and renovations

The criteria we set out for our search included the need for a property that is financially viable given the Charity's current and projected resources, has good transport links and includes meeting rooms, overnight accommodations, kitchen and dining facilities, office space and an outdoor space suitable for work of an inner contemplative nature.

Research was also undertaken into grants available to charities in the UK which could help to develop properties with the aim of improving energy efficiency and sustainability.

The COVID lockdowns oddly helped. Properties had come on the market linked to failed hotel/apartments, holiday complexes, etc, at a lower than average market price; the vendors were seeking a rapid cash settlement. A search spanning England and Wales and Southern Scotland, led to forty-four properties being given a detailed on site review. With each site, we modelled its impact on operating expenses, accessibility, travel time and costs, resource utilisation potential, etc. Two properties were initially financially viable. Structural and specialist surveys were commissioned.



- One property, in Norfolk, passed the extended environmental, legal and municipal checks. An offer was made and accepted. The purchase will be finalised in May 2022, with a financial plan in place to complete its fit out and secure certification by the end of 2022, with a five-year plan of repairs and update as recommended by the surveyor and specialists. The plan will take into account our annual core incomes and public fundraising performance between 2019 and 2022. The models confirmed we could afford the purchase whilst operating at present output levels, as long as our previous core annual income commitments were maintained and the fundraising outcomes from previous years could be repeated. The purchase of the property was agreed, at board level, on the basis that we raised output levels year on year and addressed key risks. The capital for the purchase, the cost of fit out and the cost for renovation will be covered, in 2022, by funds from three sources: The principal sum of £1.5 million from member capital pledges, our reserves and zero interest loans which will entail £6Kpa payback at zero interest.
- £30K of remaining reserves will contribute to the fit-out and the initial year of repairs and update.





Building standards, competencies and visibility

Safeguarding

In 2021, the FI Safeguarding Panel liaised with the Safeguarding leads across Chapters to ensure compliance: ensuring Femina representatives are up to date with Police Checks, a Statement of Commitment, Code of Conduct and training. This year, our facilitators in Turkey, Israel, Greece were assisted in acquiring safeguarding police checks for the first time.

Implementation of the Safeguarding Policy in our chapter in New Zealand was still in progress by end of 2021. (Police Checks were delayed due to lockdown).

Safeguarding training was provided, on-line, for all Femina Representatives and Safeguarding officers.

Throughout 2021, we focused on continual learning and updating of Safeguarding procedures for our workshops, which were predominantly on Zoom due to the Covid pandemic. We expanded the pool of Safeguarding Officers to ensure two Safeguarding Officers were on duty for each workshop, with a Break Out Room available in the event that a participant wished to speak with a Safeguarding Officer.

One minor incident and one major incident was reported, managed and dealt with according to policy requirements. An outcome was that our Safeguarding Announcement, delivered at the beginning of all workshops, was reviewed and updated against the content of each workshop.

Data Protection:

With the majority of work still happening online, the focus this year was for the DPO to work alongside project teams (Erasmus, Forgiveness Development Course) to ensure processes were in place for recordings of calls, participant records and the use of media for communication and marketing. The DPO provided advice and training to the educators and wider team throughout the year in accordance with Femina Data Protection Strategy and answered queries that course participants had about our processes. To facilitate these projects, the DPO also conducted third-party supplier risk reviews for the use of a new survey tool called Qualtrics which was selected after review as it allowed for surveys (which included sensitive personal data) to be collected anonymously and also for Click Up which was used for project management. Copyright policy and Intellectual Property right drafted. Copyrights ensured for film clips used in the Forgiveness work.

GDPR Policy was further implemented in relation to use of Zoom: with new consent forms and use of new tools to help tag photos /videos and use of Qualtrics to gather survey information compliant with GDPR.

With the progression of the Tasaru Girls Project, the DPO worked closely with the team to design processes and contractual agreements that would best protect the children's personal data ready for when the course launches in 2022.

Lastly, further steps have been taken towards maturing our processes in accordance with UK-GDPR (General Data Protection Regulation) and amended Data Protection Act 2018. This includes the creation of a media database and research on tools to track consent for media (photos, workshop recordings, quotes etc) which we aim to implement in 2022.



Copyright & Intellectual Property

The Copyright Custodian appointed by the board last year, has continued to work with the Erasmus + and Forgiveness Development Course to advise on content which can be shared during the online workshops and in accompanying workbooks/communications. As part of this, the copyright custodian has standardised the process of collecting approval from third parties whose work we seek to explore in our workshops by creating a log of works used in our sessions and tracking when consent was provided and any associated conditions. In addition, the copyright custodian has contracted over 25 distributors, authors and actors to request their permission/licence to share their works with Feminenza. Many have provided their approvals at discounted rates or free of charge in support of Feminenza's charitable work.

Building capacity in computer skills

During the year, another 10 Feminenza representatives were trained to acquire the necessary skills to host small and/or large-scale online meetings over Zoom. The greater team of Hosts provided support in both the Erasmus+ Youth Mobility STS project and the Forgiveness Development Course meetings that took place exclusively over Zoom.



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
6. Rebecca Cotton
7. Lynn Davies

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)

Partnership and Community Good: Rebecca Cotton (UK)

Grants and Community Fundraising: Lynn Davies (UK)

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) and Liliane Oks (Israel).

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.

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 2021

Introduction

In 2022, our financial records (of 2021) went through an Independent Examination as the Charity's income exceeded 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. The Board reviewed all the comments of the Independent Examiner and proceeded with the implementation of their recommendations.

Our expenditures for the year 2021 were in the following areas:

Gender Respect and Counseling which includes Ruby Heart Bereavement Counseling, Understanding & Managing Fear and Trauma Healing

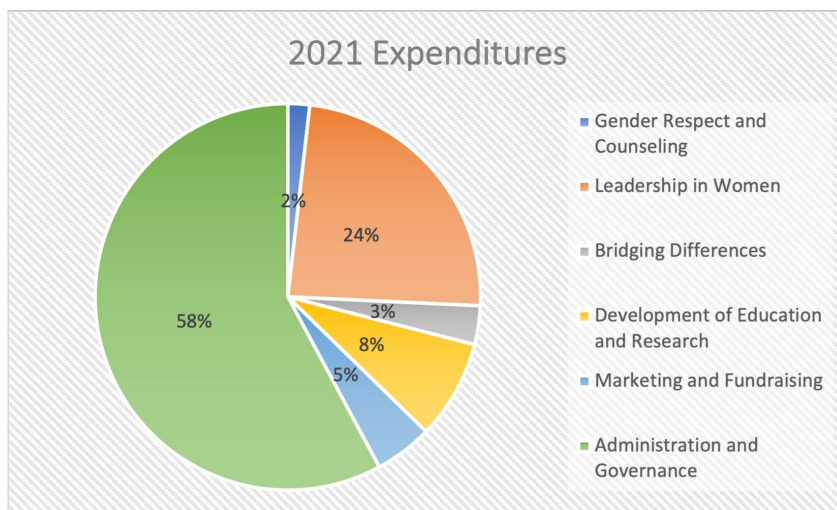
Leadership in Women

Bridging Differences which includes Forgiveness & Reconciliation

Development of Education and Research

Fundraising and Marketing

Administration & Governance





According to our Policy on Financial Reserves, the board of trustees has determined that the minimum amount of reserves that will be required in 2022 is £7,800.00. 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 and a restricted reserve of £24,264 which will be used for the Erasmus+ THCRD programme. £2,573 in donations was also received for an Educational Facility and £1,671 was received from our Books for Changemakers initiative which makes up the remainder of our Restricted Funds.



Feminenza International

Financial Activities

January - December 2021

	TOTAL
Income	
Amazon Royalties	134.87
Gifts and Donations Income	
Gift Aid donations	8,027.50
Unrestricted	25,598.89
Total Gifts and Donations Income	33,626.39
Grants	24,264.79
HMRC Charities Gift Aid	1,831.68
Sales of Product Income	1,482.07
Services	1,390.63
Total Income	£62,730.43
TOTAL	£62,730.43
Expenditures	
Accounting Software	578.37
Bank charges	28.17
Dues and Subscriptions	35.00
Insurance Expense	248.15
Miscellaneous Expense	10.00
Office Supplies	963.00
PayPal Fees	126.97
Postage and Delivery	847.20
Professional Fees	6,105.17
Public relations	181.09
Marketing	450.79
Total Public relations	631.88
Research materials	172.94
Safeguarding	48.00
Software	784.01
Technical Equipment	1,723.66
Telephone & Internet	1,924.45
Travel and Meetings	
Accommodation	388.00
Subsistence	1,234.23
Transportation	1,064.39
Total Travel and Meetings	2,686.62
Web Hosting / Domains	272.66
Workshop materials	21.38
Total Expenditures	£17,207.63
NET OPERATING INCOME	£45,522.80
Other Expenditures	
Exchange Gain or Loss	-3.86
Total Other Expenditures	£ -3.86
NET OTHER INCOME	£3.86
NET INCOME/(EXPENDITURE)	£45,526.66



Feminenza International

Balance Sheet As of December 31, 2021

	TOTAL
Fixed Asset	
Tangible assets	
Machinery and equipment	3,577.13
Total Tangible assets	£3,577.13
Total Fixed Asset	£3,577.13
Cash at bank and in hand	
Barclays Bank Account	44,627.37
FI EURO ACCOUNT	28,027.38
FI Ltd. account	0.00
PayPal	11,291.97
Petty Cash	0.00
Petty Cash EURO	0.00
Transferwise Euro account	3,083.18
Transferwise GBP Account	0.00
Total Cash at bank and in hand	£87,029.90
Current Assets	
Prepaid Expenses	0.00
Undeposited Funds	0.00
Total Current Assets	£0.00
NET CURRENT ASSETS	£87,029.90
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)	£87,029.90
TOTAL ASSETS LESS CURRENT LIABILITIES	£90,607.03
TOTAL NET ASSETS (LIABILITIES)	£90,607.03
Charity funds	
Restricted Funds	32,508.95
Unrestricted Net Assets	12,571.45
Surplus/(Deficit)	45,526.66
Total Charity funds	£90,607.06



Receipts and payments accounts

CC16a

For the period from	1-Jan-21	To	31-Dec-21
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted donations	25,599	-	-	25,599	25,117
Gift Aid Donations	8,027	-	-	8,027	6,912
Sales of Products	1,482	-	-	1,482	331
Services	1,391	-	-	1,391	9,748
Amazon Royalties	135	-	-	135	80
Grants (Erasmus+)	-	24,265	-	24,265	-
HMRC Charities Gift Aid	1,831	-	-	1,831	-
Reimbursed Expenses	-	-	-	-	-
Sub total (Gross income for AR)	38,465	24,265	-	62,730	42,190
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	38,465	24,265	-	62,730	42,190
A3 Payments					
Accounting Software	578	-	-	578	496
Bank Charges	28	-	-	28	-
	-	-	-	-	-
Dues and Subscriptions	35	-	-	35	106
Insurance	248	-	-	248	248
Miscellaneous Expense	10	-	-	10	1,447
Office Supplies	963	-	-	963	213
Paypal Fees	127	-	-	127	233
Postage and Delivery	847	-	-	847	352
Professional Fees	6,105	-	-	6,105	-
Printing and Reproduction	-	-	-	-	262
Public Relations	181	-	-	181	293
Marketing	451	-	-	451	-
Room Rental	-	-	-	-	150
Safeguarding	48	-	-	48	-
Software	784	-	-	784	480
Technical Equipment	1,724	-	-	1,724	21
Telephone and Internet	1,924	-	-	1,924	1,981
Travel and Meetings, Accommodation, Subsistence, Transportation	2,687	-	-	2,687	10,940
Trustee Courses	-	-	-	-	28
Web Hosting	273	-	-	273	262
Workshop Materials	21	-	-	21	527
Professional Fees	-	-	-	-	-
Research Materials	173	-	-	173	-
Meals and Entertainment	-	-	-	-	-
Exchange Gain/Loss	4	-	-	4	5
Sub total	17,203	-	-	17,203	18,032
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	17,203	-	-	17,203	18,032
Net of receipts/(payments)	21,262	24,265	-	45,527	24,157
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	21,262	24,265	-	45,527	24,157

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
	Barclays Bank Account	36,383	8,244	-
	Paypal Account	11,292	-	-
	Barclays Euro Account	3,762	24,265	-
	Transferwise Euro Account	3,083	-	-
	Total cash funds		54,521	32,509
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Machinery and Equipment	3577.13	-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Tyson Merriam	20-Oct-21

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FEMINENZA
INTERNATIONAL (Charity Number 1170535)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2021.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records;

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Susan Malin ACA CTA
Chartered Accountant
Latimers
Como House, Como Road
Malvern
Worcs.
WR14 2TH

Date 24th October 2022

FEMINENZA INTERNATIONAL

England & Wales - Charity number 1170535

Accounts



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

Femenza.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 Femina 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 Femina. Funds were raised by a Femina 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 Femina 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 Femina'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 Femenza 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*

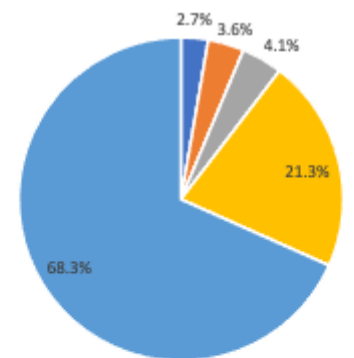
Bridging Differences *which includes Forgiveness & Reconciliation*

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.





Femienza 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



Femienza 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



Receipts and payments accounts

CC16a

For the period
from

01-Jan-20

To

31-Dec-20

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Unrestricted donations	25,117	-	-	25,117	31,815
Gift Aid Donations	6,912	-	-	6,912	7,252
Sales of Products	331	-	-	331	765
Services	9,748	-	-	9,748	3,638
Amazon Royalties	80	-	-	80	117
Grants (Erasmus+)	-	-	-	-	3,035
HMRC Charities Gift Aid	-	-	-	-	1,718
Reimbursed Expenses	-	-	-	-	16,522
Sub total (Gross income for AR)	42,190	-	-	42,190	64,862
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	42,190	-	-	42,190	64,862
A3 Payments					
Accounting Software	496	-	-	496	194
Cash Awards and Grants	-	-	-	-	3,373
Dues and Subscriptions	106	-	-	106	35
Insurance	248	-	-	248	444
Legal, Notary, Advisory	1,447	-	-	1,447	2,486
Office Supplies	213	-	-	213	1,385
Paypal Fees and Bank Charges	233	-	-	233	288
Postage and Delivery	352	-	-	352	56
Printing and Reproduction	262	-	-	262	398
Public Relations	293	-	-	293	-
Room Rental	150	-	-	150	300
Software	480	-	-	480	86
Technical Equipment	21	-	-	21	1,061
Telephone and Internet	1,981	-	-	1,981	2,499
Travel and Meetings, Accommodation, Subsistence	10,940	-	-	10,940	39,639
Trustee Courses	28	-	-	28	-
Web Hosting	262	-	-	262	26
Workshop Materials	527	-	-	527	280
Professional Fees	-	-	-	-	1,070
Research Materials	-	-	-	-	16
Meals and Entertainment	-	-	-	-	673
Exchange Gain/Loss	5	-	-	5	-
Sub total	18,032	-	-	18,032	54,309
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	18,032	-	-	18,032	54,309

<i>Net of receipts/(payments)</i>	24,157	-	-	24,157	10,553
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	24,157	-	-	24,157	10,553

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	FI Ltd Account	2	-	-
	Barclays Bank Account	27,295	4,000	-
	Paypal Account	7,852	-	-
	Barclays Euro Account	3,736	-	-
	Transferwise Euro Account	1,385	-	-
	Total cash funds		40,271	4,000
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
B2 Other monetary assets	Details	to nearest £	to nearest £	to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	Machinery and Equipment	809.39	-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

B5 Liabilities

		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>Tyson Merriam</i>	Tyson Merriam	28-Oct-21

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FEMINENZA
INTERNATIONAL (Charity Number 1170535)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2020.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records;

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Susan Malin ACA CTA
Chartered Accountant
Latimers
Como House, Como Road
Malvern
Worcs.
WR14 2TH

Date 25 October 2021