



Feminenza International Annual Report 2023



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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.

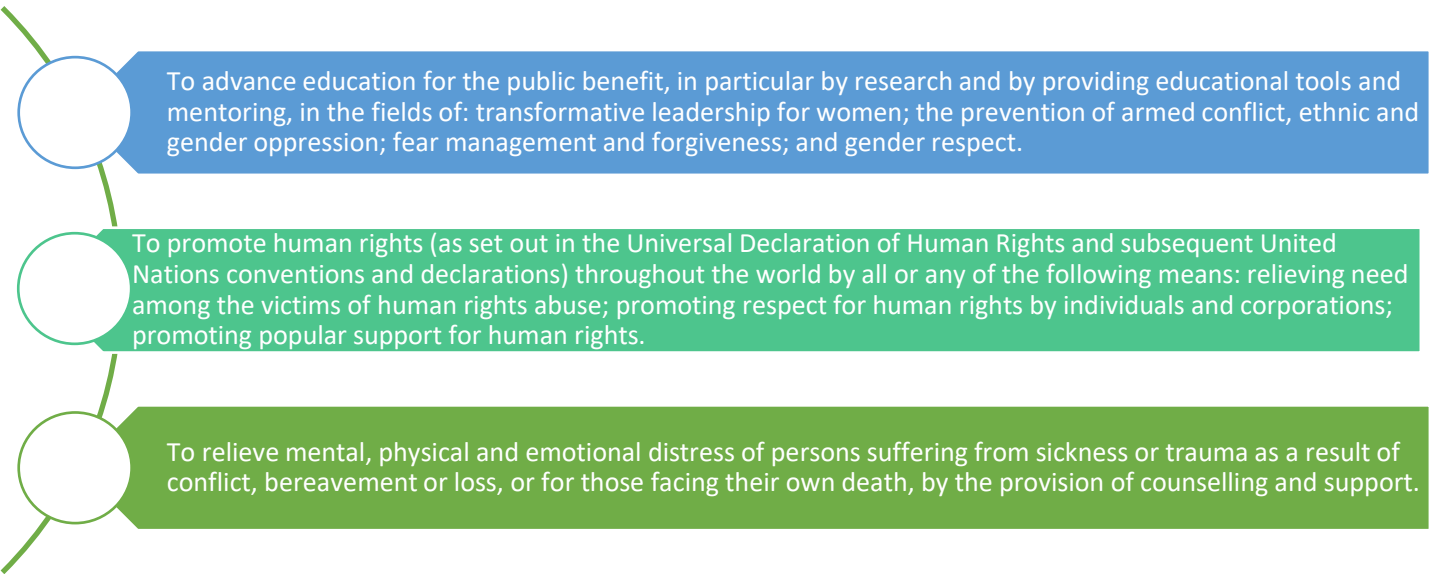
Thus far our work has focused on:

- 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.

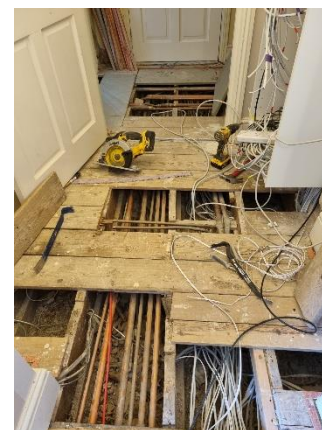
Through the incredible hard work (6000 hours of Feminenza volunteers) and the growing support of specialists and businesses offering their services for free or at cost- including AIMs Electrical, Dempsey Heating, Warmflow, Luke Alder (builder), Brewers (paints), Travis Perkins and Joe Orsi (heritage 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.

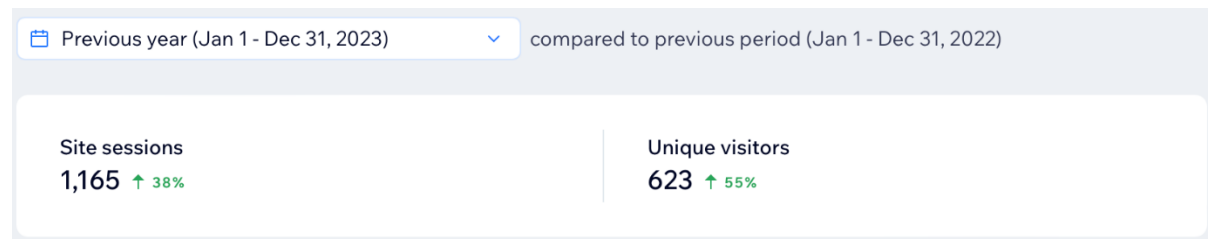
We are grateful for everyone's contribution and for the substantial progress achieved in 2023.



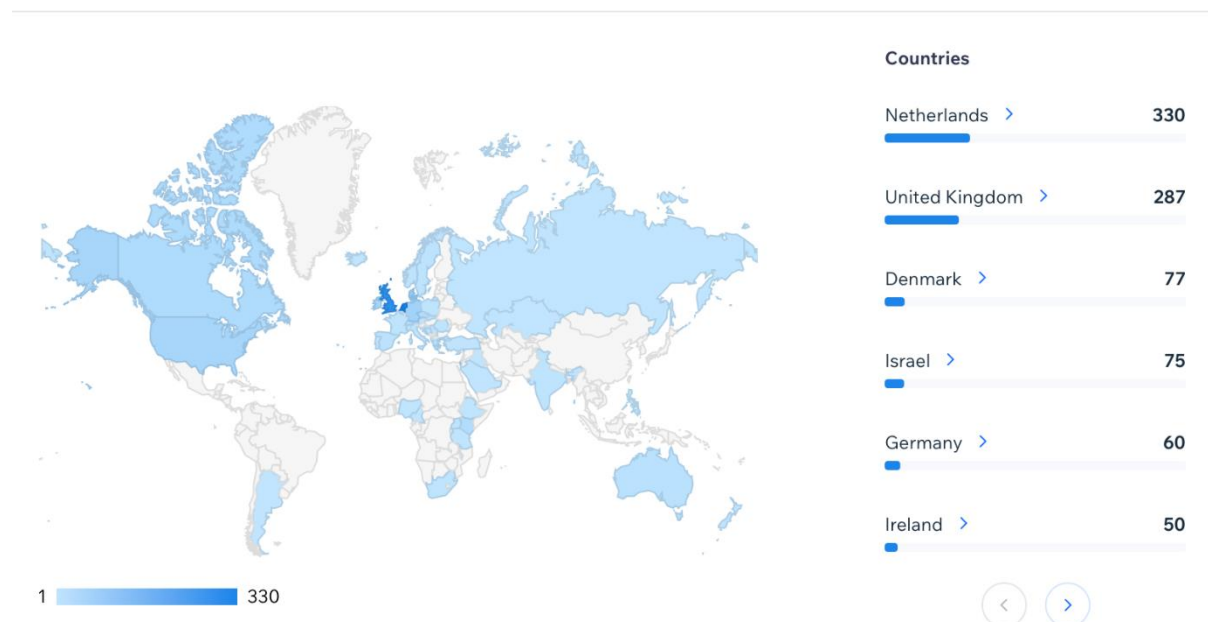
Communications, fundraising and marketing

Website

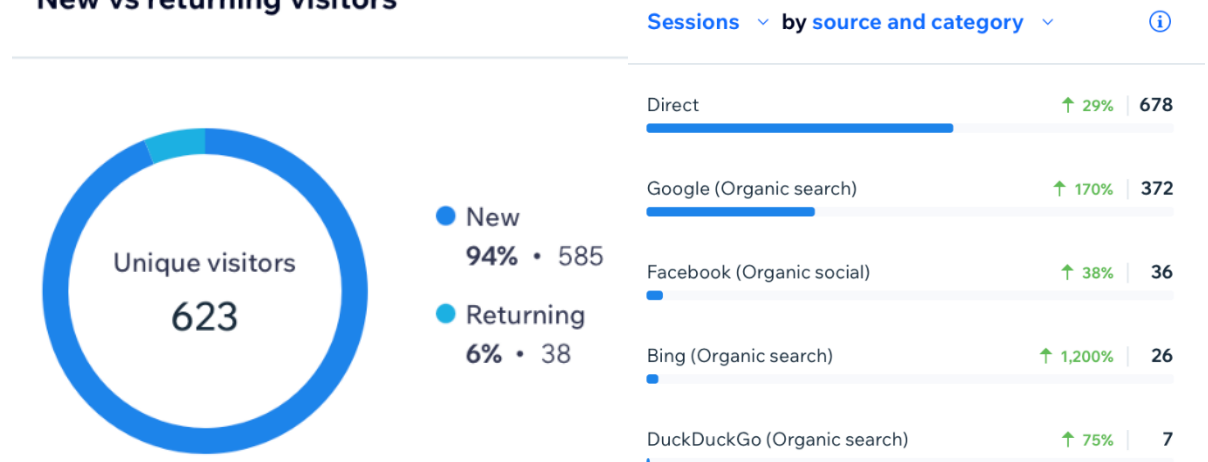
In 2023, the Feminenza website saw an increase in usage by both new users and overall sessions. Traffic was comprised primarily of direct and organic traffic.



Sessions by country



New vs returning visitors





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 Feminenza'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 Feminenza 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-feminenzas-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 \(cafonline.org\)](#)



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.

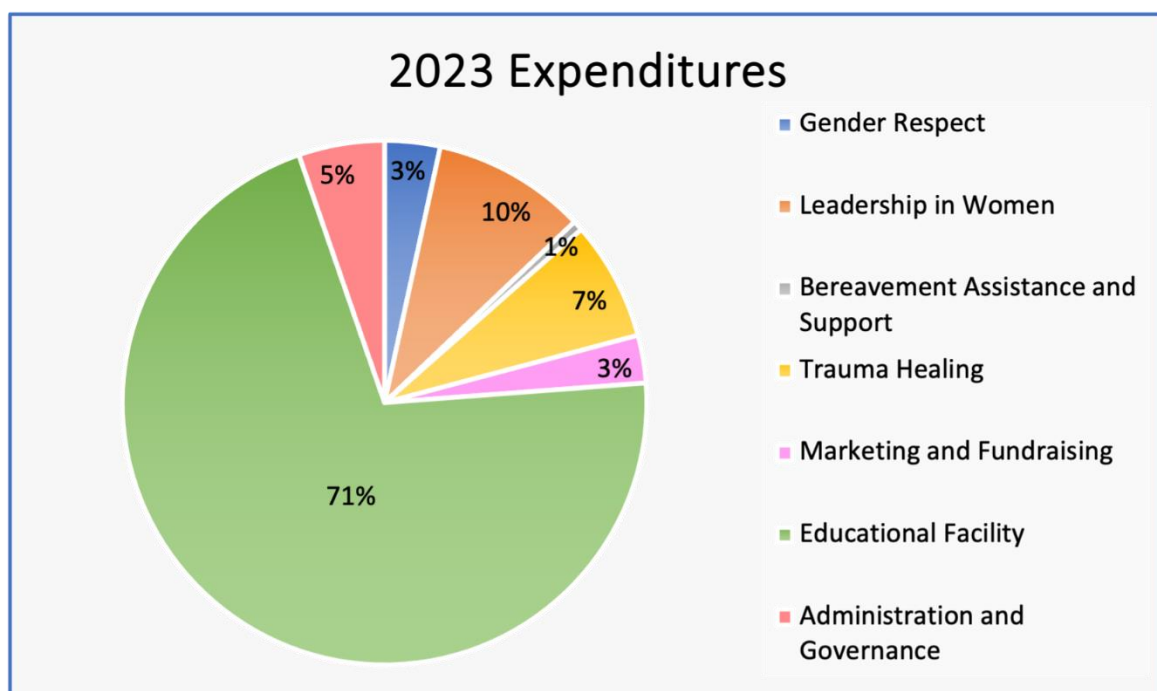


Appendix 4: The Financial Review 2023

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
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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	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 Expenses	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
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds 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		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 Q42024
	Insurance Claim Payable		559	Termination of lease
	Security Deposit - Leases		300	
			-	

Signed by one or two trustees on behalf of the trustees

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.



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

Date 25th October 2024