



Feminenza International Annual Report 2024



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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.

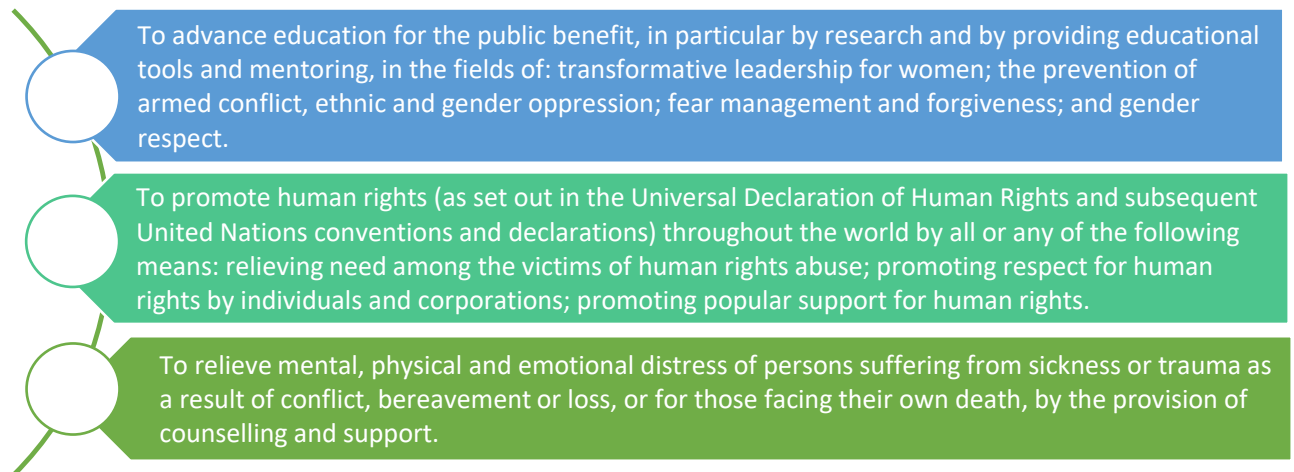
Value Based Partnerships in the UK

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.

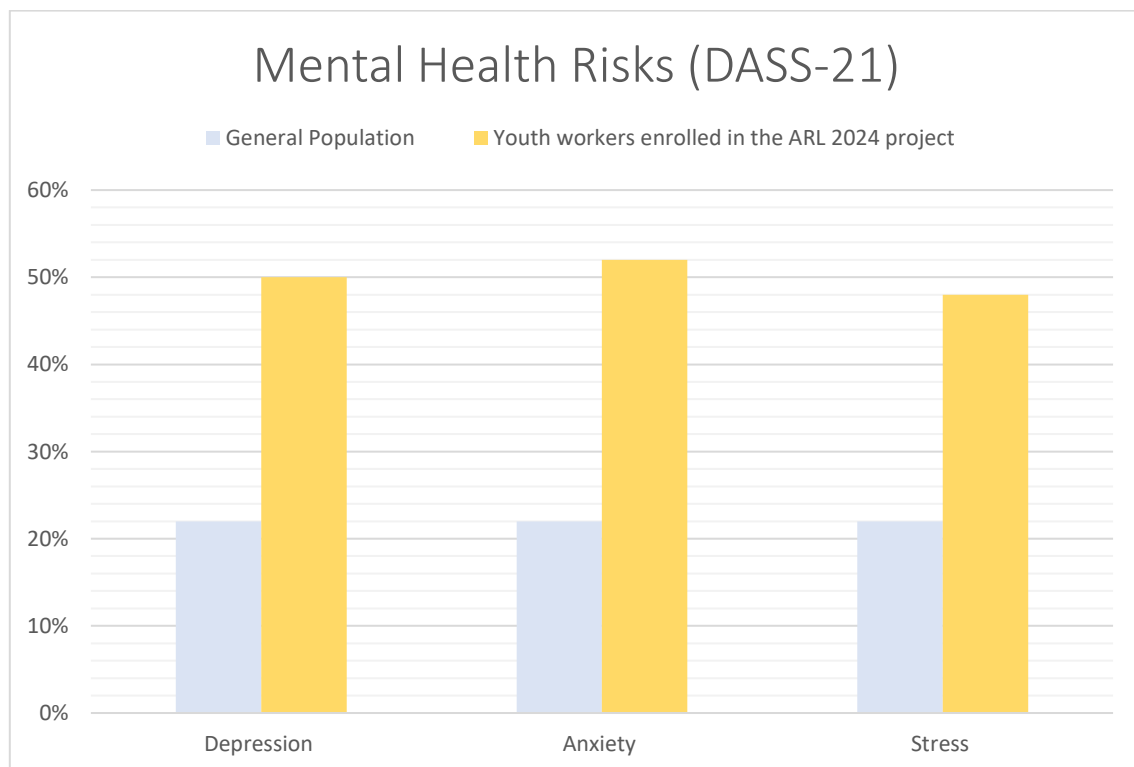




Fifteen NGOs, aware of our track record and the likelihood of EU Erasmus sponsorship to cover their travel and accommodation costs incurred in participating in this project - enrolled 63 youth workers. They came from 11 countries: Denmark, Germany, Greece, Israel, Kosovo, Netherlands, Palestine Territories, 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 Feminenza 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 Feminenza, for ease of access.



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

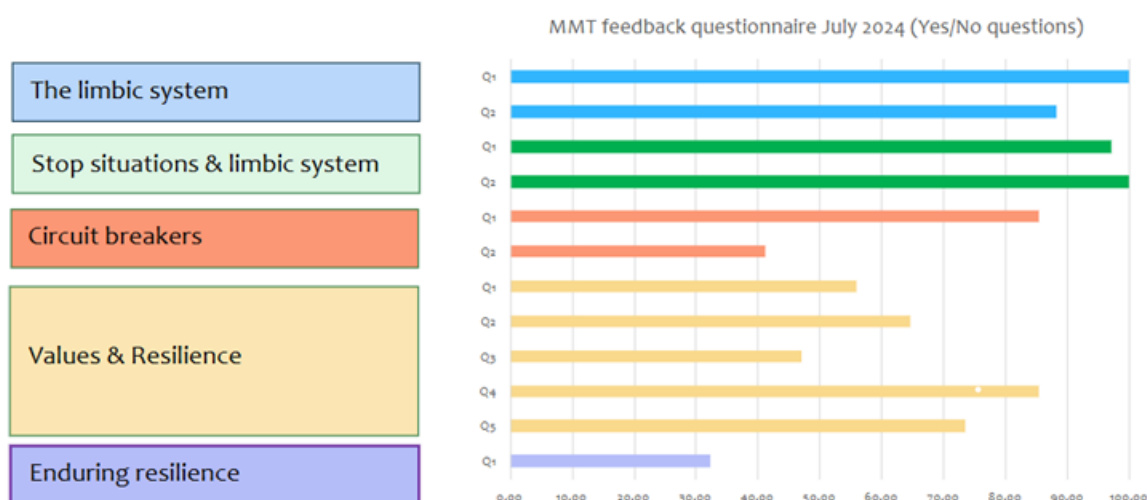
MMT was developed to assist human lives who face, or are at risk of experiencing primary or secondary trauma. It helps one to grasp the working of the brain, the limiting patterns established therein printed by our experiences from the outside-in, and the patterns which press low functioning (depression,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

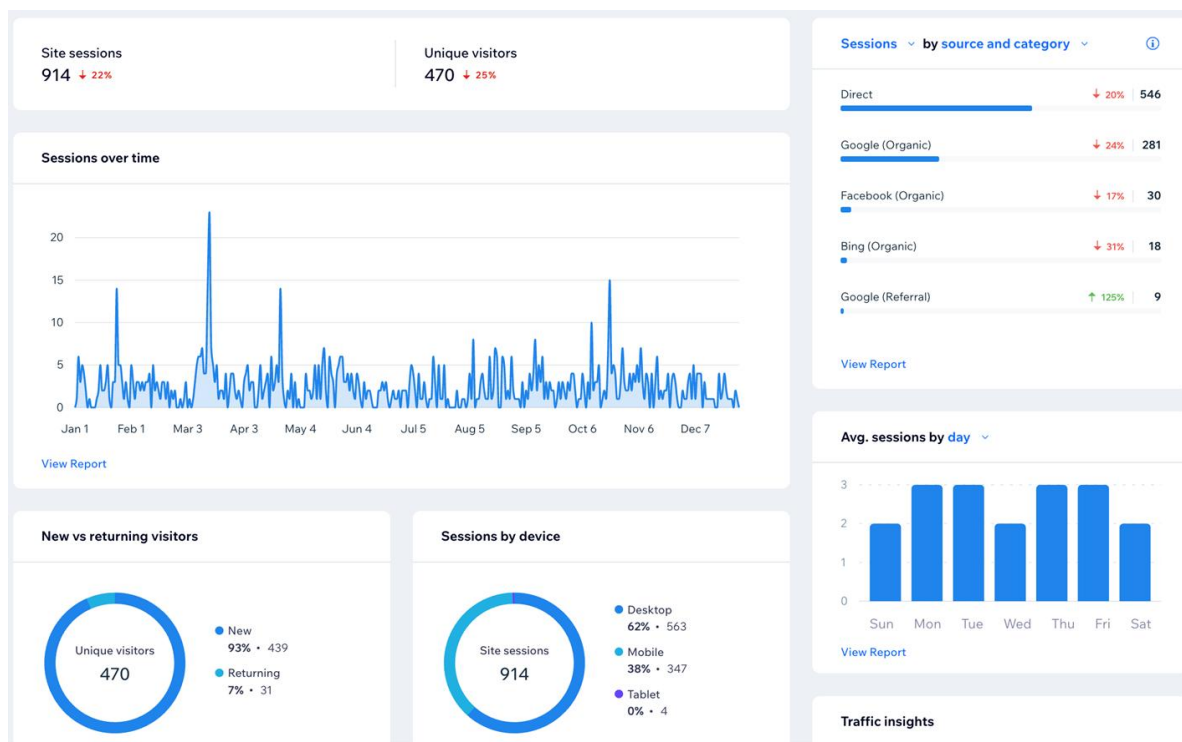
Partnerships in the UK

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

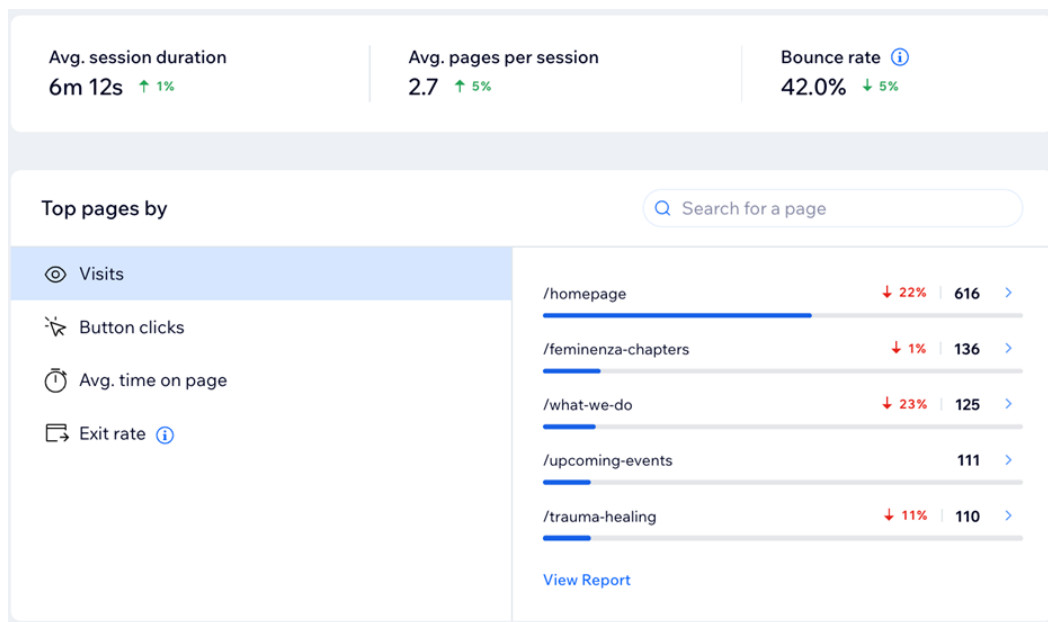
In 2024, positive signs of user quality and retention emerged. Visitor engagement slightly improved: average session duration rose to 6m 12s, pages per session increased by 5% (2.7), and bounce rate decreased to 42%, all suggesting better quality interactions from those who did visit.

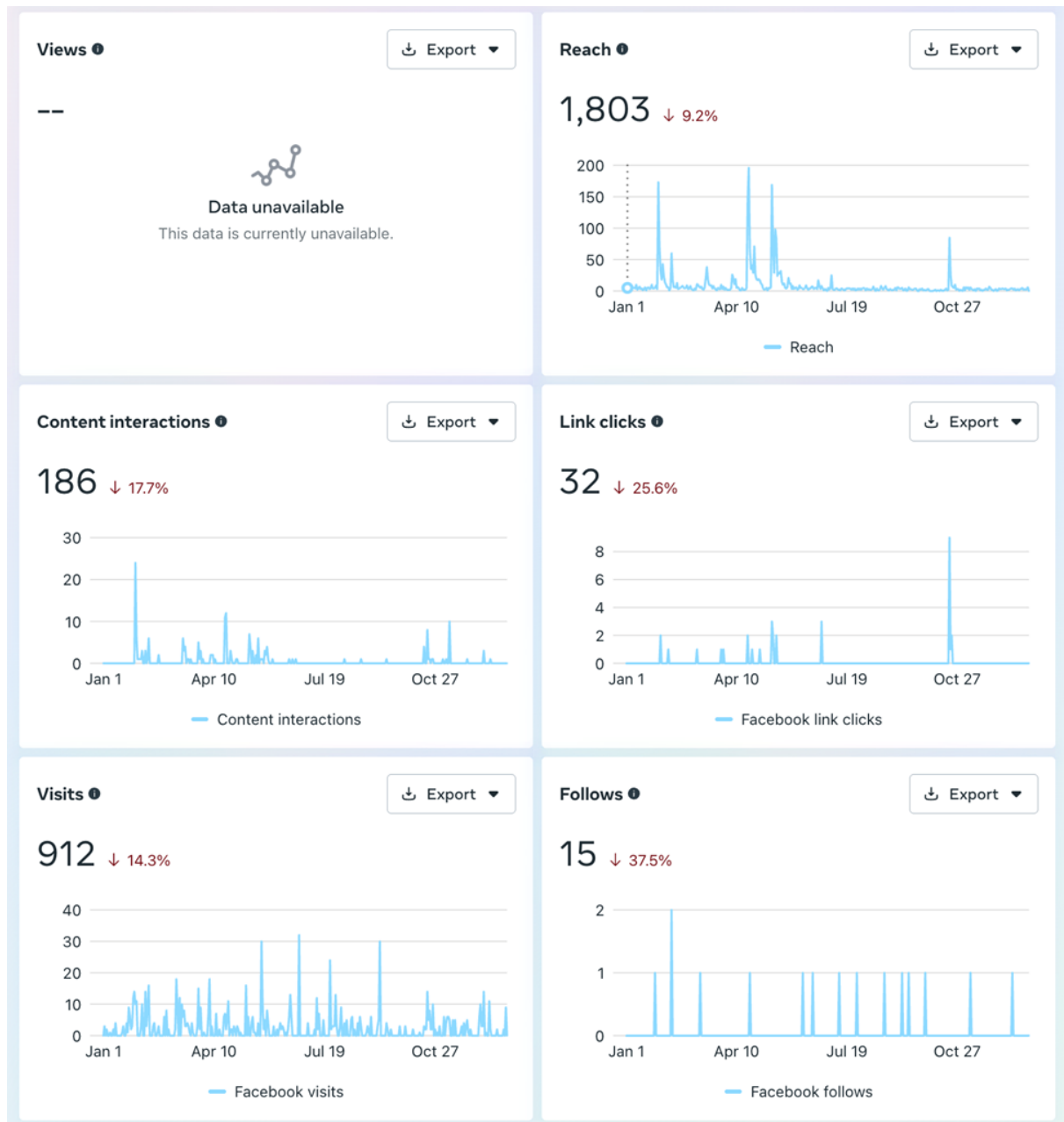




On Facebook, activity was highest from January through April, as the ARL online project commenced delivery. LinkedIn showed moderate growth. While this growth is modest, it suggests potential for greater professional reach if content is aligned with audience interests- and we clearly need to invest further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

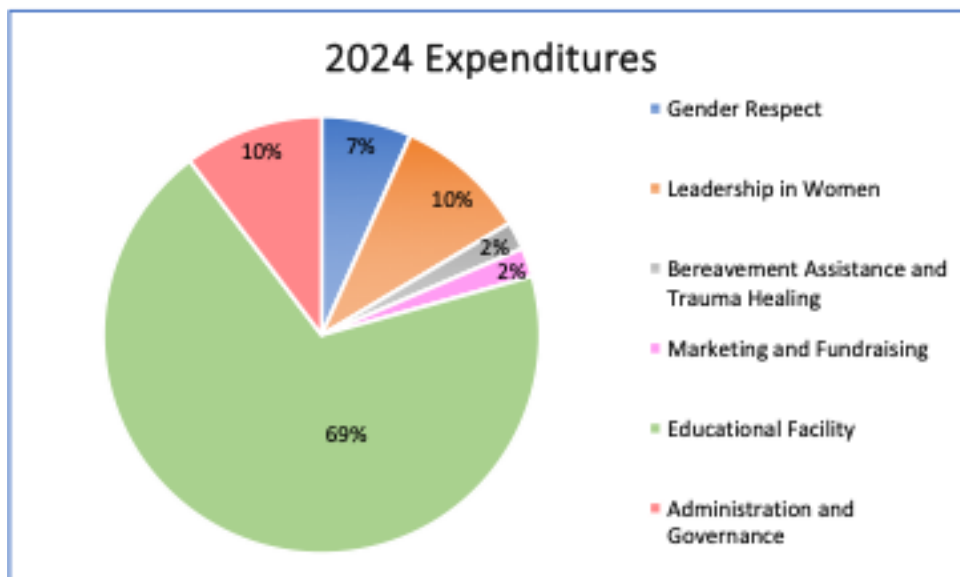


Appendix 4: The Financial Review 2024

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	
Accommodation	£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

Appendix 5: Partner Organisations 2024

[illegible]



	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 Expenss	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
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	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
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities		Loan amount - £1137997.7	5,790	Yearly
	Loan for Educational Facility		559	Q2 2025
	Insurance Claim Payable		300	Termination of lease
	Security Deposit - Leases		-	
			-	

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*