



WOMENION Annual Report and Financial Statements

30 April 2024

Charity Name WOMENION

Charity Registration Number 1196452

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Chair's Report

This year has been challenging for Womenion, as we faced significant financial difficulties while continuing our vital work supporting vulnerable women across the UK, Ivory Coast, Iran, Bangladesh, and India. Despite the hardships, our resolve remained firm, driven by the needs of the women who depend on our services. Womenion has launched a platform specifically designed to support mental health and domestic violence victims, particularly those from marginalized communities. This platform provides women with the opportunity to contact us and receive assistance in their own language, ensuring that language barriers do not prevent them from accessing the support they need. The platform offers a safe and confidential space for women to share their experiences, seek help, and connect with counselors and advisors who understand their unique cultural and linguistic needs.

By offering support in multiple languages, we aim to make our services more accessible to women facing mental health challenges, especially those who may feel isolated due to cultural or linguistic barriers. This initiative is part of our broader commitment to inclusivity and ensuring that all women, regardless of their background, have access to the help they need.

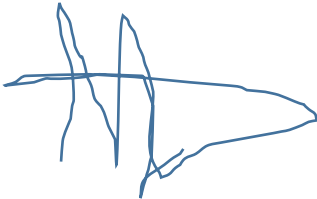
Emmanuel Foundation, under Womenion's guidance, has focused on supporting widows and vulnerable women facing government-led home demolitions. Many of these women have been left homeless, and Womenion has established a GoFundMe campaign to provide much-needed financial assistance. Our fundraising efforts continue as we work towards helping these women regain stability in their lives.

Womenion continues to support Iranian women fighting for basic human rights, particularly in relation to the compulsory hijab. Collaborating with local organizations, we have created platforms to amplify their voices and provide the necessary support to their campaigns for greater freedom.

In addition to this Indian women, both in India and the UK, face unique cultural and socioeconomic challenges. Womenion has provided a safe space for women to share their experiences, particularly around gender-based violence, dowry-related abuse, and forced marriage. By offering platforms for these women to seek help, we are creating a support network that fosters empowerment and resilience.

Despite our financial constraints, we expanded our outreach programs and established a growing online presence to share stories and encourage women worldwide to engage with our platform.

On behalf of the Womenion Trustees,
Maimouna Joanna Emmanuel

A handwritten signature in blue ink, appearing to be 'Maimouna Joanna Emmanuel', written in a cursive style.



Background

Womenion was founded on March 3, 2020, by four women who had recently graduated and were deeply affected by the COVID-19 pandemic and its impact on their mental health. Our mission is to support victims of domestic violence, female genital mutilation, and other harmful traditional practices. We offer emotional support, training, financial aid, and medical assistance while advocating for human rights.

Despite the ongoing challenges of the pandemic and limited financial resources, we have continued to organize activities, such as coffee mornings and outreach events, and have expanded our support network to engage women from various ethnic backgrounds. Womenion's work remains more crucial than ever, as the global struggles for women's rights continue to escalate.

Achievements and Activities

Despite numerous challenges, particularly funding constraints, Womenion has continued its vital work in supporting vulnerable women across the UK, Iran, Ivory Coast, and India.

The Emmanuel Foundation, a key initiative under Womenion, has worked tirelessly to support vulnerable women, particularly widows, affected by the ongoing housing demolitions by the government. Many women have been left homeless, and Womenion has responded

by setting up a GoFundMe account to raise funds for their immediate relief. We are optimistic about meeting our fundraising target in due course.

In Iran, Womenion has focused on amplifying the voices of women fighting for their basic human rights, especially in relation to the compulsory hijab. We have partnered with a local charity to support campaigns for these brave women and ensure that their struggle for freedom is heard globally.

Womenion continues to address the unique challenges faced by Indian women, both in the UK and India, including gender-based violence, forced marriage, and social isolation. We have created platforms where women can share their stories and seek assistance, aiming to foster a supportive and empowering community. We are also working towards expanding our digital presence, encouraging women globally to share their experiences through our online platforms, building a supportive network, and raising awareness about their struggles.

Womenion continued to provide critical support to marginalized women in the UK and internationally. Vulnerable women in Ivory Coast through financial relief and rebuilding efforts. Advocacy and solidarity with Iranian women seeking greater freedoms. Women from the Indian community, both in the UK and abroad, providing platforms for their stories and helping them navigate cultural challenges.

We plan to further develop our digital platforms to allow more women globally to share their stories, building a supportive community. We are committed to expanding our services and reaching out to women in need worldwide.



The committee of Emmanuel Foundation in Ivory Coast

Financial Review

Income:

- Trustee contributions: £1,500
- Social media platform: £350
- Volunteer expenses: £150
- Website and other expenses: £800
- Total expenses: £1300

Womenion has largely been funded through trustee contributions. The financial challenges have slowed our progress, but we remain committed to seeking external funding sources to support our growth and future projects.

Governance and Structure

1. Trustee Board

Womenion is governed by a dedicated board of trustees, each bringing a unique set of skills and experiences to the organization. The trustees are volunteers who commit their time and expertise to oversee the charity's operations. The trustees are responsible for setting the strategic direction of the charity, ensuring it meets its mission and objectives. They oversee financial management, ensure compliance with legal and regulatory requirements, and provide guidance on major decisions.

The trustees meet regularly, typically on a monthly or quarterly basis, to discuss and plan activities. These meetings are crucial for reviewing progress, addressing challenges, and making decisions on strategic and operational matters.

2. Decision-Making Process

Trustees collaborate to develop and refine the charity's strategic plan, including setting goals, defining priorities, and identifying key initiatives. Trustees are involved in securing funding for the organization, whether through grant applications, fundraising events, or donor engagement. They also oversee financial management, including budgeting, financial reporting, and ensuring proper use of funds. The board addresses ongoing challenges by analyzing issues, discussing potential solutions, and making decisions to mitigate risks. This includes responding to financial constraints, operational hurdles, or changes in the external environment.

3. Special Focus and Roles

This year, the trustees made the significant decision to ask Maimouna Joanna Emmanuel to concentrate specifically on securing funding for the organization. This decision reflects the urgent need to address financial challenges and underscores the importance of dedicated efforts to sustain and expand Womenion's activities.

By focusing on funding, Maimouna Joanna Emmanuel will leverage her skills and networks to seek new funding opportunities, build relationships with potential donors and grantmakers, and develop strategies to enhance the organization's financial stability.

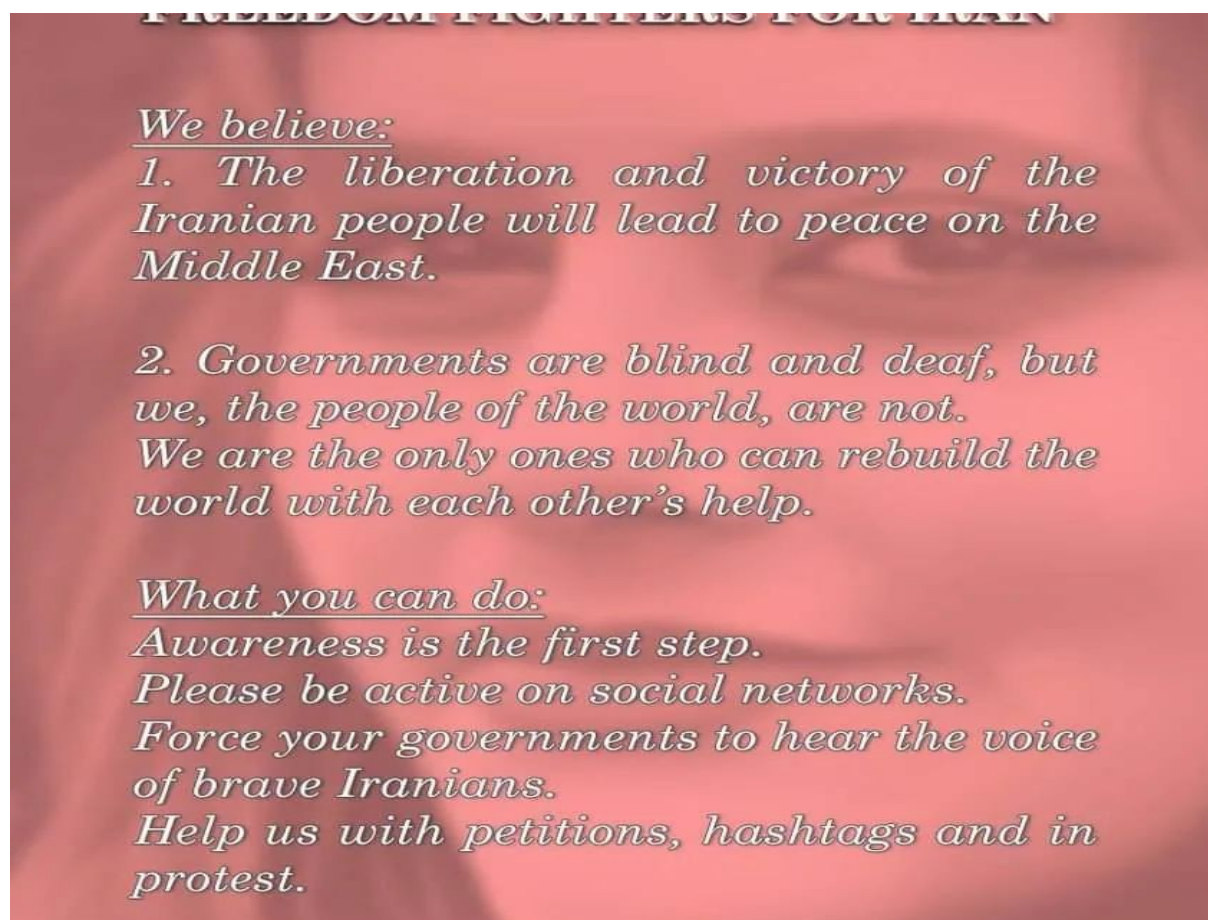
4. Accountability and Transparency

The board ensures that Womenion maintains high standards of accountability and transparency. This includes regular reporting to stakeholders, maintaining accurate records, and adhering to governance best practices.

The charity undergoes regular audits and reviews to assess financial health, operational effectiveness, and compliance with regulations. Findings from these reviews help inform decision-making and drive continuous improvement.

5. Future Considerations

As Womenion grows, the board may consider recruiting additional trustees with specific skills or expertise to support the charity's evolving needs. Periodic reviews of governance practices ensure that the board remains effective and responsive to the organization's needs. This includes evaluating the effectiveness of meetings, decision-making processes, and overall board performance. By maintaining a robust governance structure and a committed board of trustees, Womenion ensures that it operates effectively and remains focused on its mission to support vulnerable women.



Our work include support Iranians groups that are fighting for women human' rights.

Risk Management

1. Financial Sustainability

- 9 Regularly review financial statements, budget forecasts, and funding sources to identify potential shortfalls or areas of concern. Explore diverse funding streams including grants,

donations, and fundraising events to mitigate dependency on a single source. Implement budgetary controls and financial monitoring systems to ensure expenditures align with available resources.

2. Volunteer Management

Develop clear recruitment processes and provide comprehensive training to volunteers to ensure they understand their roles and responsibilities. Establish mechanisms to regularly assess volunteer performance and address any issues promptly. Offer support and supervision to volunteers to maintain high standards of engagement and ensure they feel valued and motivated.

3. Safeguarding Vulnerable Women

Implement and regularly update safeguarding policies to protect the women you serve. This includes procedures for reporting and managing concerns about abuse or neglect. Conduct thorough Criminal Records Bureau (CRB) checks for all volunteers and staff members who interact with vulnerable groups to ensure their suitability. Provide training for all staff and volunteers on safeguarding issues, including recognizing signs of abuse, appropriate responses, and maintaining confidentiality.

4. Implementation of Stricter Policies

Regularly review and update safeguarding policies and procedures to ensure they remain effective and compliant with current regulations. Establish clear protocols for managing and responding to safeguarding incidents, including immediate actions and follow-up procedures. Create channels for staff, volunteers, and the women you support to provide feedback on safeguarding practices and suggest improvements. By focusing on these areas, Womenion hope to strengthen its risk management framework, enhancing both its operational resilience and the safety of the women it supports.

Plans for the Future

1. Securing Office Space

Establishing a physical office space is a priority to create a dedicated environment for staff and volunteers, enhance operational efficiency, and improve the organization's visibility. The search for office space will focus on finding a location that is accessible for both staff and the community served. The space should be adequate for current needs and scalable to accommodate future growth.

An office will provide a central hub for administrative functions, facilitate better coordination among team members, and serve as a location for meetings, training sessions, and community outreach activities.

2. Hiring a Project Worker

The new project worker will be responsible for managing day-to-day operations of specific projects, coordinating activities, and ensuring that project goals are met efficiently and effectively. The recruitment process will focus on finding a candidate with the relevant skills and experience in project management, ideally with a background in working with vulnerable populations or in the non-profit sector.

The addition of a project worker will help streamline operations, enhance the organization's ability to implement projects, and improve overall program delivery.

3. Expanding Services

Plans include increasing the range of services offered in current operational areas. This may involve developing new programs, enhancing existing services, and reaching more beneficiaries within the local community. Womenion aims to strengthen its presence internationally, particularly in countries where it currently operates, such as Ivory Coast, India, and Bangladesh and Iran. This may involve establishing partnerships with local organizations, expanding outreach efforts, and adapting services to meet local needs.

Evaluating and enhancing existing services to ensure they meet the evolving needs of the beneficiaries, incorporating feedback, and exploring innovative approaches to service delivery.

4. Seeking Further Funding

Intensify efforts to apply for grants from governmental bodies, foundations, and other funding organizations. This includes researching potential grant opportunities, preparing detailed proposals, and building relationships with funders. Develop strategic partnerships with businesses, community organizations, and other stakeholders. These partnerships can provide additional funding, resources, and support to advance Womenion's mission. Organize and participate in fundraising events and campaigns to generate additional revenue. This may include charity events, online crowdfunding campaigns, and donor engagement activities.

5. Strengthening Organizational Impact

Implement robust monitoring and evaluation systems to track the effectiveness of programs, assess impact, and identify areas for improvement. This data will inform decision-making and demonstrate the organization's value to funders and stakeholders. Increase community engagement efforts to build awareness of Womenion's work, strengthen relationships with supporters, and enhance the organization's profile within the community. Invest in the professional development of staff and volunteers to build organizational capacity and ensure that the team has the skills and knowledge needed to achieve Womenion's goals. By focusing on these key areas, Womenion aims to build a solid foundation for future growth, enhance its impact, and ensure the sustainability of its programs and service

Conclusion

Our journey has been marked by both triumphs and trials. Financial constraints have posed substantial hurdles, from losing our website to struggling with inconsistent funding. Yet, these challenges have only strengthened our resolve. Through the creation of the Emmanuel Foundation in Ivory Coast and the launch of our GoFundMe campaign, we have demonstrated our determination to support widows and women affected by government policies and societal pressures. Our activities, including fundraising events and advocacy, have provided much-needed assistance and raised awareness about critical issues like domestic violence and forced displacement.

Our determination is reflected in our proactive approach to overcoming these obstacles. The board of trustees, including Maimouna Joanna Emmanuel, Rupa Talukder, Roya Modaresi and Maria Sessegnon, and Roya Modaresi, has been instrumental in navigating these challenges, constantly seeking innovative solutions and opportunities for growth. Despite the setbacks, we have managed to sustain and expand our support network, attracting attention from local politicians and garnering community support.

Looking ahead, our hope is to build on the momentum we have gained. We are focused on securing additional funding, hiring key personnel, and establishing a more robust infrastructure to enhance our outreach. By doing so, we aim to continue providing vital support to women in need, ensuring that our mission of empowerment and advocacy remains steadfast.

Womenion's story is one of perseverance and hope. Our commitment to supporting vulnerable women is unwavering, and we are dedicated to ensuring that our mission reaches every individual who needs our help. With determination as our guiding force and hope as our driving motivation, we are confident that we will overcome the challenges and continue making a meaningful difference in the lives of those we serve.