Feminenza International

Annual Report 2025



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Table of Contents

Executive Summary 4
Introduction 4
A Resilient Life (ARL) 4
A Meaningful Life (AML) 4
Ruby Heart Counselling 5
Developing cohesion, humanity across the globe 5
Transformative Leadership 6
The Feminenza Educational Centre 6
Value Based Partnerships in the UK 6
Policy updates and strategy development 7
About Feminenza 8
A Resilient Life for youth workers in the UK Europe and the Middle East 9
Does 'A Resilient Life' have significance beyond youth? 13
A significant update was made in 2025 14
'Taking charge of your life', a service for young women (18 to 35) 15
AML - A Meaningful Life for women - perimenopause to post menopause 16
Building a state of cohesion for humanity across the globe 17
Assisting communities in Israel and the West Bank to reset 18
Bereavement Counselling – The Ruby Heart 19
Transformative leadership 20
The functional framework in which both genders participate has changed 20
What do we mean by leadership and why does it matter? 21
Feminenza Centre in Norfolk 22
Communications and social media 23
Partnerships and Fundraising 24
Partnerships and securing sponsorship for local, national and international initiatives 24
Funding received in 2025 24
Grants applications submitted 25
Updates to critical policies 26
Safeguarding 26
Data Protection and Confidentiality 26
Appendix 1: Feminenza unison principles and aims 27
Appendix 2: Administrative details 28

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Appendix 3: Structure, governance and management 29
Appendix 4: The Financial Review 2025 30
Introduction 30
Summary of Financial Activities 31

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Executive Summary

Introduction

In 2025, our twenty fifth year of operations, we are responding to global and state challenges which have risen to unprecedented levels. The global economy has been destabilised, a consequence of the COVID pandemic, the war in Ukraine, additional large scale conflicts in Lebanon, Israel, Syria and Iran - which have together generated a surge in ethnic intolerance, marginalised communities, and immigrants seeking asylum. Personal and state level debt has risen sharply, along with the cost of living; lending rates - business and domestic - are both high. Businesses across the UK and Europe are struggling and forced to introduce automation to keep operating costs down, leading to a fall in employment rates for youth and blue collar males in particular. Youth face a serious struggle to find skills, jobs, activities in which their lives have meaning and purpose. The NHS has struggled to cope with the very sharp rise in waiting times and waiting lists since 2020.

A Resilient Life (ARL)

In 2024-2025, we delivered another major initiative to assist 63 youth workers - in the Czech Republic, Denmark, Germany, Greece, Israel, Kenya, Kosovo, Netherlands, the Palestinian Territories, Portugal, Romania, Sweden, the Palestinian Territories, Portugal, Romania, Sweden and the UK. They were all facing serious challenges in serving marginalised and disadvantaged youth, youth refugees, homeless youth, victims of domestic abuse, survivors of wartime sexual violence, and youth suffering from intergenerational war trauma.

Approximately 50% presented with stress and anxiety levels well at twice the prevalence of the European non-clinical adult population; ~40% presented with moderate to severe levels. We assisted them individually to improve their mental resilience and to help improve the outcomes of the youth which they assist daily.

The project was significant in its outcomes: elevated risks were lowered by 30% (depression), ~50% (anxiety) and 60% for stress. Overall 80% reported an increase in self-confidence, understanding and tolerance in their professional and private lives, leading to an improved ability to engage more effectively with both clients and colleagues.

A Meaningful Life (AML)

In recent years significant data has been published enumerating the challenges women face during the menopause. The UK House of Commons menopause workplace study (2022), presented strong evidence of significant mental and physical challenges, severely impacting work performance, careers and capacity to care for their families. One third of women experienced these symptoms before the age of 45.

In early 2025 we initially delivered online workshops for 55 women (from the UK, Europe, the Middle East, North America, Australia and New Zealand) to assist with the challenges of peri and menopause years. The participants reported improved uplift and an improved capacity to build the lives they wanted. Later in the year, we piloted assistance for women in Germany, Netherlands and Denmark (pivotal support was provided to a Feminenza team in the Netherlands). It enabled the participants to get past ingrained attitudes and psychologies, to be more productive, creative and courageous.

In the autumn of 2025 we delivered a five day face to face retreat for 55 women, providing considerable time to pause, reflect. It led each woman to be more engaged in the inner qualities, values, sentiments she wanted to uphold and progress, acknowledging the fact that they were facing rapid changes in

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relationships, family, illness in loved ones and bereavement. It was followed up by four online workshops in which the participants were assisted to self identify and self establish the inner-natures they wanted to advance, recognising that the process of aging is itself a venture in which they can actually and individually create the person they choose.

Based upon the feedback and outcomes, detailed plans are being constructed and tested to ensure that the facilitators are fully prepared to assist. Our aim is to serve two distinct threads across the UK, the Middle East and Europe;

- women experiencing challenges with their families, those in their care, and with their communities;
- women experiencing challenges triggered by the menopause, in the workplace.

Taking Charge of Your Life

The online 'Taking Charge of Your Life' service for young women (18-35) from Europe, Kenya, North America and Middle East provided help for young women to be better equipped to understand and manage their feelings, emotions, relationships; building inner pathways to advance their chosen inner drives.

Ruby Heart Counselling

Six new workshops were piloted with our worldwide membership as part of the Departure Box Series 'Getting One's Affairs in Order'. They provide practical tools, advice to enable individuals facing death or bereavement, to constructively process the changes in mental states, the emotions that arise, the psychological road blocks that present, as well as family dynamics. Feedback has been very strong and positive. In 2026 these services will be released to deliver a much wider public benefit. A global service is planned for 2027.

Developing cohesion, humanity across the globe

In support of UN Security Council Resolution 1325 we have, since 2006, enabled women in Africa to secure peace in the face of incredible odds; many have since been named 'Woman of the Year' by the UN Africa Region and UN WOMEN.

In 2025 we delivered six online workshops to more than 1,500 people (from North and South America, the UK, Europe, the Middle East, and Australia and New Zealand) enabling participants to pause, listen carefully to real-world stories of change, to register and recognize the importance of humanity and the essential sentiments which truly do change conflict risks. Many of the participants reflected afterwards that the processes had been deeply moving, healing, self-motivating.

Israelis and Palestinians have, since October 2023, been exposed to incredible levels of stress, including traumatic stress as armed conflict extended into southern Lebanon, Syria, Iran and also between settlers and Palestinians in the West Bank. Communities in Israel have polarised, with arguments rapidly overtaking discussions. As each day passes, the risk of being vilified, shot or bombed continues to rise and with it, political distrust. Social media influencers have repeatedly vilified Lebanese, Syrians, Palestinians, Israelis for the actions of politicians and activists, including peace activists. A trend which was once significant in the 1980s has erupted again.

In 2025, we worked with 50 women in a village to the north of Israel, helping them to explore the future they wanted; the essential sentiments and the commitment needed to restore their communities to a

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state of cohesion. The process, which lasted a week, was pivotal. Dialogue with women in both the West Bank and Israel commenced and efforts are under way to provide NGOs in both areas with assistance.

More assistance will be delivered in 2026.

Transformative Leadership

Leadership is a role which is normally assigned to individuals with the inherent capacity, when placed at the apex of a chain of command, to deliver the standards, skills, attitudes and values needed when changes are needed and must be made whilst protecting stakeholders and meeting organizational objectives.

Every life is aware of the importance of earning a living, performing well at work, and having the inherent drive to contribute to civil society; to make a difference. Most women are genuinely cognizant that they need to understand their inner feelings and the forces which influence their choices, to be equipped to code within the inner attitudes and sentiments, personal standards and inner qualities they want to emerge and live with. When a woman sees a need for change, or is experiencing the menopause, she faces the need quite strongly, to shape the person she needs within to uphold and advance the sentiment and care for what she loves, for those she loves, and for the humanity she inherently feels is in need of appearing.

Feminenza works from the premise that every individual can in fact handle both journeys. We provide mentoring and courses, free at the point of contact, to enable women to shape their journey. The Transformative Leadership service was originally offered to women in conflict zones, to help them turn around their communities; to advance peace, and advance collaborative economies which build forward lives in their communities. In Europe the Transformative Leadership service is provided as a mentoring experience, accessible within a group and also individually. It delivers a well evidenced service, actively tutoring women to self-start, self-determine and **self-lead**. It is a medium through which women have become more equipped to manage and direct their inner energies, emotions and feelings, to uphold and advance sentiments and qualities they want to sponsor going forward, as a truly genuine, inside-out pathway in *which their capacity to lead is established inside-out and with those whom they assist, in the workplace or at home*. Women from the UK, Netherlands, Germany, Israel and America have benefited over 20 years. Does this work change the outcomes of women? Yes, significantly, and the evidence is independently ratified by UN WOMEN, SIDA and USAID.

The Feminenza Educational Centre

Major projects were completed in 2025: (i) replacement sewage lines (ii) renovation of three bathrooms (iii) final installation and validation of the fire exit lighting and the deployment of fire safety monitoring systems (iv) 26 of the 54 windows were replaced with triple glazed solutions (v) one of the two major staircases was stripped down, strengthened (v) storage systems were introduced (vi) the HSE policy was significantly updated. These changes led to significant improvement in wellbeing of service users on site.

Value Based Partnerships in the UK

Feminenza and the CEO of Spark Sisterhood started a partnership and consequently a new version of A Resilient Life programme was developed, integrating it with Spark Sisterhood's practical life-skills and employability support to create a comprehensive pathway for care leavers and young people who are not in education, employment or training (NEET). The aim is to enable participants not only to secure employment, but also to develop the resilience, confidence and practical skills needed to thrive and remain in work.

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Policy updates and strategy development

Following a global review of the implementation of our Safeguarding and Data Protection frameworks, and a study of legislation, the Safeguarding Strategy and Data Protection Strategy have both been updated in consultation with the Feminenza affiliate chapters.

A new Strategic Plan for 2026-2028 was drafted with the help of all staffers and teams. The priorities will be, apart from the continuing development of programmes, the securing of income and the visibility of Feminenza online and in the world.

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About Feminenza

In 2000, approx. 400 women across the globe established a network of charities, with one shared mission (*'the encouragement of women's futures, working towards a greater mutuality between the genders')*, one set of shared, unifying principles and 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.

The founding charity, 'Feminenza International', which has issued this report, is based in England, the United Kingdom. It has assisted tens of thousands of lives to re-establish peaceful communities in regions where conflict had erupted; helped youth workers to improve their skills and abilities to help youth take charge of their lives. Best efforts have been made to transfer skills and competences to NGOs and grass roots organisations over four continents. Today the network of Feminenza charities extends to Denmark, France, Germany, Israel, Kenya, Netherlands, New Zealand, UK and USA. There is 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 volunteers: 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 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, and include others, there is a process of discovery, both ways. In the last 25 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.

Owing to the fact that we operate entirely on a volunteer base, the number of service users we assist is determined by one factor: the income we receive to cover the expenses we incur. When income levels exceed £150K in a year, the number of beneficiaries can be in the tens of thousands.

This is the annual report of Feminenza International, the founding body based in England, the United Kingdom.

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A Resilient Life for youth workers in the UK Europe and the Middle East

The fundamentals of 'A Resilient Life' (ARL) have been delivered successfully since 2004 across the world, with strong outcomes independently verified by UN WOMEN, SIDA, USAID and UK FCDO.

In 2016, we responded to the rapid rise in mental health issues experienced in Europe's youth by releasing a version, specific to the needs of youth workers and youth. The EU Erasmus programme has sponsored it repeatedly since 2017. The annual projects have, in using independently verified survey tools, enabled us to focus more carefully on each cohort's individual needs and, as a consequence, sustained positive outcomes have sharply risen.

Prior to 2017 (the start of Brexit), ARL services were led by Feminenza International and staffed by volunteers from Denmark, the Netherlands, Ireland, Israel and the UK. Funding for these projects prior to that point was secured from UN WOMEN, UK FCDO, USAID and EU Erasmus. In 2025, two factors figured large on our income (i) Brexit led to EU Erasmus income ceasing for the UK and whilst ARL work in the EU continued it was led by Feminenza Denmark, with the same team serving and with the same volume of work but with the UK not benefiting as much (ii) major changes occurred within USAID leading to support for disadvantaged communities being drastically cut. We nevertheless managed to secure enough funding to cover ARL services to youth workers in 11 countries.

In addition to helping youth workers 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 – we provided an additional component, one which enabled youth organisations to use anonymous surveys to track their ongoing mental health risks. The four objectives of this ARL instance were:

- To equip youth workers to track and manage personal and work-related risks of mental ill-health (ranging from mild to severe), and to profoundly enhance their resilience.
- To improve youth workers' capacity to assist the youth they assist, particularly those facing disadvantage, trauma, conflict, violence, or abuse.
- Through peer learning and cross-cultural exchange and inter-organisational collaboration to improve personal and professional growth in support of the EU Youth Strategy (2019/21).
- To enable participating organisations to access, monitor and address mental health risks among their own youth worker staff.

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.

In February 2025, 28 youth workers from Denmark, Germany, Greece, Israel, Jordan, Kenya, Kosovo, Portugal, Romania and the UK gathered in Corinth, Greece, for a six-day retreat.

It followed 11 monthly online preparatory sessions to: establish foundational knowledge of the anatomy of fear, anxiety, stress, and trauma; to engage remedial steps which foster resilience; to help participants get to know each other.

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Throughout the six days, participants contributed and learned from one another, sharing meaningful stories from different cultural/societal backgrounds and religious beliefs. These exchanges fostered a cross-cultural appreciation of the unique challenges faced by youth workers in different countries and communities. Games, theatre and music were an integral part of the experience, highlighting the importance of connectedness and deepening the sense of our common humanity, which grounded the work in trust and mutual respect.

From the interviews with participants, there were **several results**:

a) 87% recognised that developing inner qualities also helped them to notice and value strengths/qualities in others.

d) 87% reported being better able to establish healthy boundaries, step back when needed, recharge, and maintain resilience to continue supporting others effectively.



Reduced mental distress: At the start of the project, ~50% of the respondents reported stress and anxiety levels well above the normal range – twice the prevalence typically found in a general European non-clinical adult population. ~40% presented significantly elevated stress and anxiety. Elevated risks were lowered by 30% (depression), ~50% (anxiety) and 60% for stress.

Shift in perspective on forgiveness: Participants reported a significant change in their understanding of what forgiveness entails and how it contributes to personal well-being and resilience. HFS survey results showed a 40% increase in the willingness to forgive, consistent with the qualitative insights gathered from interviews.

Improving resilience of youth workers: Participants reported being better able to recognise and make allowances for the challenges they face and those faced by others, as well as actively benefiting from a deeper understanding of the drivers of anxiety, stress, and fear.

- 80% reported improved tolerance, patience, and understanding of others, which made teamwork easier and improved collaboration, affecting the overall workplace culture.
- 88% (among those working as staff) reported increased self-confidence, which enabled them to face challenges at work more effectively.

Practical tools for resilience: 95% of participants reported gaining more tools and personal resources to draw upon when facing challenging situations in both personal and professional contexts.

Several managers - particularly those directly supervising the participants - reported a **noticeable shift in the participants' personal and professional attitudes**, with improved ability to engage more effectively with both clients and colleagues, and **approaching their work with greater confidence**, understanding, and tolerance.

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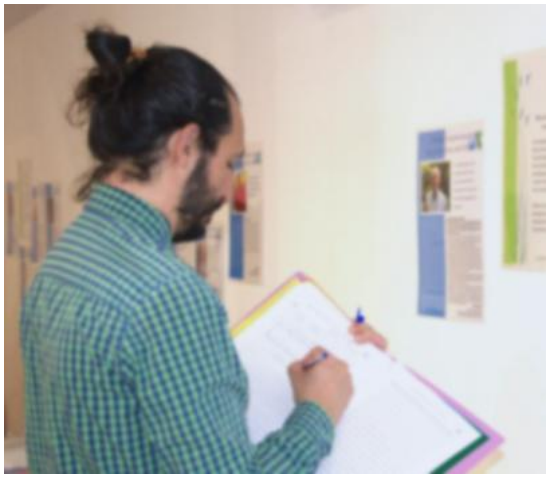


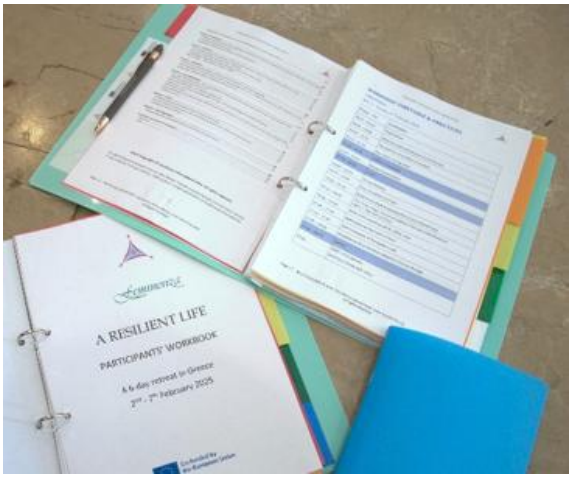




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Does 'A Resilient Life' have significance beyond youth?

ARL was originally intended to enable participants to build inner mental and emotional resilience, to take charge of their lives – irrespective of age, gender or identity. Our Dutch sister organisation took up this option seriously and in 2023 to the present day have extended ARL services to:

- **individuals classified as 'newcomers'**, immigrants who need help to integrate into Dutch society,
- **women in their peri-menopausal years** in Germany, the Netherlands and Denmark.

The ARL service is designed to enable participants to build their capacity to distinguish between (i) the demands we face every day, placed upon us from the outside (ii) the reactive instincts we formed as

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patterns to handle those demands, and the identity which became the face of those patterns (iii) the inner qualities and values we actually want to build forward and therefore sustain within ourselves.

When an immigrant enters a country where their language is generally not known, where women seem more open, where men are less reserved, where the rule of law has a significant role, where one's track record cannot be called upon easily - they will experience a huge uphill challenge, a need to update their identity formation into one which is effective in this setting, compatible with a new set of civil society culture patterns and complex cultured values. With women in their menopausal years there is also a need to pause, take time to reflect on the sentiments, values, qualities we wish to uphold within ourselves and to live with each day. ARL is a foundation experience in both scenarios. AML takes the process to a whole new level, one where inner importances hold precedent.

Strengthening the human capacity to forgive is strongly linked to lowered stress, diminished guilt and shame, and stronger mental well-being. It demands genuine inner reflection towards a shift in attitude. The HFS survey and qualitative surveys 3-4 months after the project clearly showed the benefits participants gained personally and in their work with clients.

A significant update was made in 2025

In 2024 a fundamental redesign of the 'A Resilient Life' experience was formed and subsequently piloted in July 2025 in Germany, the Netherlands and Denmark. It will be rolled out to much larger numbers in 2027.

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‘Taking charge of your life’, a service for young women (18 to 35)

Feminenza Principle 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.

We help women to gather, then bring out of latency the qualities and features they wish to progress into the future; to remain close to the fact that we are all unfinished and have an intrinsic capacity to update and improve; to handle effectively the challenges and proposals which appear in each stage of life.

From January through early July 2025, we delivered on-line workshops with young women from Europe, Kenya, North America and Israel under the title of "Building Our Inner Strength - Know Yourself". Most who attended had been to prior TCoYL workshops. Objectives included:

1) Knowing what you want takes time and is crucial towards living a life of meaning and purpose.

2) Knowing the reason why you want what you want connects you to what’s important for you and to identify your values.

3) Recognizing the different ‘wants’ of the three inner lives: The biological self; the reasoning self; the purpose self.

Ongoing ‘homework’ included finding everyday examples of these three inner features present in all women, to strengthen our ability to recognize these domains within. A further series of 3 workshops was conducted on "Understanding and Navigating Through Emotions".

We aim to improve our networking / marketing skills in order to reach more young women. Each call had an average of 8 participants. Some reflections from surveys are given below:

> “What has been most useful to my life has been changing the negativity in my mind and focusing on the positive sides of what the Lady in me wants. This has shifted my focus in life.”

> “Recognizing and naming my emotions like anger, fear and worry gives me power over them. I realized that managing emotions is not about avoiding them, but responding to them in a healthy and productive way.”

Outcomes are carefully studied. Every participant surveyed confirmed experiencing an improved awareness of their inner states, inner processes and have become better able to decide how to respond in challenging situations rather than go into avoidance or just being reactive.

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AML - A Meaningful Life for women - perimenopause to post menopause

In recent years significant data has been published enumerating the challenges women face during the menopause. As an example, UK House of Commons menopause workplace study (2022), sampled 200 women in perimenopausal years. 81% reported difficulty sleeping; 75% problems with memory/concentration; 72% hot flushes & night sweats; 69% anxiety/depression; 57% joint stiffness/aches; 52% changes in mood; 50% heavy periods; 41% palpitations; 41% headaches; 13% recurrent UTIs; 11% other issues; 1% no issues. The workplace challenges were more significant: 72% were less able to concentrate; 70% experienced more stress; 67% felt less confident in their abilities; 48% experienced less patience with others; 34% felt less physically capable; only 8% did not experience an adverse impact in their work whilst transiting the menopause.

38% of the women surveyed reported these problems arising between 46 and 50. However one third of women surveyed experienced these symptoms before the age of 45. It is therefore important for civil society and businesses to be equipped to respond to women facing these challenges from 38 years or over.

In the last four years we have been constructing services specifically for women facing these challenges. In 2025 the following activities were conducted.

1. Online Zoom Workshops on "Living with True Inner Human Values", with 55 women, from the UK, Europe, the Middle East, North America, Australia and New Zealand. The workshop focused on the challenge of the peri and menopause years. Participants found the work brought strength and uplift as they built on the inner knowledge of what's important to each of their lives.

2. Pivotal support was provided to a Feminenza team in the Netherlands, which assisted 30 women in post menopausal years, an ongoing initiative to help women get past ingrained attitudes and psychologies which stop them from taking up the second half of their lives in a productive, creative and courageous way.

3. A five day retreat for 55 women was delivered with considerable time for reflection, which led to improved cognizance and engagement of the inner qualities, values, sentiments each individual wanted to uphold, progress, sustain, as they experienced rapid changes in relationships, family, illness in loved ones and bereavement. It was followed up by four online workshops in which the participants were assisted to self identify and self establish the inner-features they wanted to sustain the inner natures they desired.

Potential services have since been piloted both online and also face to face, in small and large groups. Based upon the feedback and outcomes detailed plans are being constructed and tested to ensure that the facilitators are fully prepared to assist. Our aim is to serve two distinct threads across the UK, the Middle East and Europe;

- women experiencing challenges with their families, those in their care, and with their communities;
- women experiencing challenges triggered by the menopause, in the workplace.

In both scenarios it is important for women to be better positioned, equipped to reshape their lives and choices; to develop a broader, deeper appreciation of the significance of the time they are entering, a stage of life which onsets with the menopause.

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Building a state of cohesion for humanity across the globe

We continue to deliver assistance in upholding our fifth principle 'we are world citizens, part of one human race, committed to finding and establishing the unifying perceptions and values that bridge the differences between all peoples', assisting communities - in Australia, New Zealand, Africa, North America, the Middle East, Europe and the UK – to develop cohesion. UN WOMEN, SIDA, USAID and the FCDO have repeatedly reviewed and confirmed both the value and value for money they found with our involvement.

With Feminenza's fourth principle 'we uphold values that respect the uniqueness and sanctity of all life and the diversity and nature of cultures', we assist individuals and communities to take charge of their lives, to become self-determined and, improve the community dynamics around them, including ethnic and gender oppression. In support of UN Security Council Resolution 1325, we assisted dozens of women to play a pivotal role in securing peace in the face of incredible odds; many have since been named 'Woman of the Year' by the UN Africa Region and UN WOMEN.

We delivered six online workshops in 2025 based on content from a Feminenza publication, 'The Seven Expressions of Humanity'. Attended by more than 1,500 people, from North and South America, the UK, Europe, the Middle East, and Australia and New Zealand, we provided participants with real-world stories and reflective questions to allow the participants to register and recognize the different aspects of humanity that were worked on. Many of the participants reflected afterwards that the processes had been deeply moving, healing, even melting.

"I wonder what it touches in me about humanity that I am not familiar with, absolutely not familiar with, which has been all this time, all these years, taken for granted..."

"It wasn't academic. There was no dominance. What mattered is what got talked about. That's compared to what we see lots of times that things get lost in the things that don't matter.

"Thank you very much for a powerful impacting process and stories of the state of humanity."

"It was deeply moving, unique to each life. To hear the men speak - there was such longing in them and relief to be in the place they found themselves, human at last and no longer limited and frozen by the lack of warmth, the lack of humanity that pervades all lives at the moment."

"…each act of humanity, no matter how small, is .. to be cherished, nourished, upheld ..so, each day is a warming opportunity to grow more humanity, to allow us all to not feel ashamed at being human."

"I can feel it resonating in my systems (the references given and the stories shared really help) and I've found it more possible to apply it in my life too. This is the real work, moment by moment. I needed this reminder. It's not about being perfect but about practicing, practicing and practicing some more."

"It is the self responsibility and the conscious awareness of what I am processing that is the very challenge and the red thread that I see and face including the forgiveness and the understanding first of all to myself, secondly to others putting something else in place to create that clean space…"

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"I feel better equipped to deal with much that is happening in the world today.."

"It was healing parts of me that had sadness and hopelessness with the realism of what is at stake. It was resurrecting the inner flame of hope and trust in the future. This evening was a lighthouse of humanity in action."

"I felt it got to the heart of what humanity is all about. It brought all the threads together and progressed in a logical way. You took care to bring all ages and experiences in the affair with you, and I felt it really landed in a deep way."

Assisting communities in Israel and the West Bank to reset

Israelis and Palestinians have, since October 2023, endured incredible levels of trauma and conflict, with armed conflict rapidly developing in southern Lebanon, Syria, between settlers and Palestinians in the West Bank, and more recently, Iran. Communities across the state of Israel have become polarised, with dialogue loaded by political rhetoric and hate speech. Even within Israeli and Palestinian villages, arguments are now rife; every day appeared with rising risk of being vilified, shot at, or bombed. A trend of political distrust has appeared, one in which social media has repeatedly judged Lebanese, Syrians, Palestinians, Israelis for the actions of politicians or specific militias - a trend which had risen to very high levels in the 1980s and was overcome at the time with multilateral efforts. Armed conflict has appeared in the Middle East on an unprecedented scale, saturating every media channel.

In 2025, with significant onsite risks, we provided face to face assistance to more than 50 women in a village in the North of Israel. Together they engaged in a workshop we guided. They reflected quietly and in small groups discussed the nature of the future they wanted to advance, if possible; the sentiments which were important and they wished to both uphold and continue to advance in their lives; the future they sought for humanity itself.

The workshop, lasting a week, was pivotal. Dialogues with women in both the West Bank and Israel commenced and efforts are under way to provide NGOs in both areas with assistance.

More workshops are intended for 2026. Four more workshops are being developed and piloted, so that more communities can access this substance.

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Bereavement Counselling – The Ruby Heart

In the world today, information on the necessary steps and the online resources needed to 'Get One's Affairs in Order' is abundant and easy to access. However, research suggests that many people still struggle with making the preparations necessary at the end of life. The impediments faced are not always due to a lack of information but rather the emotional and psychological challenges that arise when considering one's own mortality and the family dynamics that exist that make estate planning difficult.

Based on a series of trial sessions in 2025, and peer reviews and consultation with our network of hospice workers, doctors, mental health professionals, social workers, and nurses from around the world, we have updated our online workshops within 'The Departure Box Series – Getting One's Affairs in Order' to better address these challenges. As a result, the launch of the series will be scheduled in 2026, to ensure we are able to provide a service which effectively address our service user's needs.

Further support materials including workbooks and other online resources have been identified as an important ingredient in successfully taking people through the necessary steps to ensure their affairs have been sorted. Our branding efforts and online presence, including a dedicated website, are being designed with this in mind.

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Transformative leadership

The functional framework in which both genders participate has changed

Since the 1970s there have been global reports which have frequently recorded a rapid rise in mental health challenges experienced by both genders, from the very young to those in their 50s. In the 1990s, suicides in young males rose rapidly, heavily linked to adverse school and university results, significant periods of unemployment and, since 2000, drug addiction. In 2021 another shift appeared, with the COVID pandemic: rapid rises in mental health challenges in women, young and old, appeared across Europe, North America and on the Pacific Rim.

It is often postulated that these reports of rising problems, whilst attention grabbing, were likely misleading, the argument being that improved clinical diagnostics and digital reporting had enabled the press to present headlines without properly presenting the underlying facts and trends. Whilst it is true that every state has, since the 1970s, significantly improved its international reporting on the causes of illness and death and, as a consequence, enabled the public to be more aware of rising challenges with ADHD, autism, bipolar disorders, as well as chronic physical and mental conditions, the data itself has not been misrepresented. It is important to reconsider that, *also since the 1970s*, the functional framework in which both genders participate *has changed profoundly*.

- High school and university level certification rates, by age, in women and girls outpaced the certification rates of men and boys.
- Educational outcomes of males (17-25) dropped whilst the educational outcomes of females rose in the same age group.
- Career development rates of men (20-30) were subdued, whilst the careers of women in the same age band continue to rise.

Industrial automation expanded rapidly from the 1970s and on. It led to a sharp decline in blue-collar manufacturing, industrial and transport jobs. Men experienced a fall in *mean per capita income*, whilst employment of women rose, and with it came a rise in their per-capita income. Consequently men struggled to secure an adequate income, to keep up with family duties as fathers and co-carers. That curve of job loss and income constraint is consistent with suicide rates of men under 45 years of age.

With the tilt towards the feminine gender playing a larger role in emerging workforces, the burden on women in handling domestic labour and caregiving did not decrease. What was once a time poverty trend with men has shifted significantly towards women. Today a larger percentage of women experience time poverty challenges than men and the trend has accelerated.

Women today, with same or greater income than men, continue to handle a higher burden in childcare, domestic work and care for the elderly. The dual duties have led to unprecedented levels of stress, anxiety and depression (more than 1 in 5 reporting a diagnosable mental health condition in the UK and Europe), with steeper challenges for women leaving foster care (approaching 1 in 3).

Successful women are forced to navigate a narrow ‘double bind’, having to balance time and effort to succeed with the warmth required to be accepted; perimenopausal women (more than 2 in 3) experience these challenges more severely, facing a wide range of significant mental, physical and emotional issues.

The optimal age window for any life to establish an effective career and business reputation lies most often in the range of 25 to 35, a window which adversely impacts female fertility. In order to step away

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from a fast-tracked career for childbirth and early infant care, permanent setbacks are experienced in income, career paths and retirement savings.

Even as women surpass men in earning university degrees, they still hit significant barriers at the highest echelons of corporate and political power. Today, high achieving women in technology, politics and digital entertainment face ongoing, elevated levels of online harassment, often with targeted digital backlash. Social media autobots have sponsored a cultural counter-reaction. The drive for women to be set free from the shackles of historic patterns led to what we today call feminism.

What do we mean by leadership and why does it matter?

Civil society often assigns leadership to individuals whom it believes have the inherent capacity, when placed at the apex of a chain of command, to deliver the standards, skills, attitudes and values needed when changes are to be made, are necessary and where ongoing and future wellbeing of stakeholders must be sustained during the change. In some instances human wellbeing is allowed to take a second place, with profitability and economic performance assigned a higher priority.

We, all of us, recognise the importance of earning a living, performing well at work, and having the inherent capacity to contribute to civil society and also make a difference. In parallel, most women are increasingly cognizant of the need to develop within, to understand their inner feelings and drives, to code into themselves the inner attitudes and sentiments, personal standards, inner qualities they want, to enable the natures they want to sponsor, to emerge, *instigated inside out*. This is not easy when social media bots promote denigrating, ill-founded opinion; or when one is solely validated from the outside in.

Women who are essential to community development, women who need to take charge of their lives, women who experience the menopause – all strongly experience the need to emerge, to shape the person they want to uphold and advance within, whilst advancing the sentiment and care for those they love, and the humanity they inherently feel is in need of appearing.

Feminenza's services work on the basis that every individual can in fact handle both journeys and thus we provide mentoring and courses, free at the point of contact, to enable women to develop their inner, self elected, journey.

The Transformative Leadership service was originally delivered in conflict zones, helping women to turn around communities in armed conflict, to establish and advance peace, and to develop economies which enabled all lives in their communities to advance. Our work with women was, from 2008 to 2015, a leading example of the benefits of women leading peace, a global demonstration of UNSCR resolution 1325. Our outcomes, independently audited by UN WOMEN, SIDA and USAID, led to Feminenza International being assigned the status of a UN Observer, a major contributor to UN CSW activities worldwide.

In Europe the Transformative Leadership service is provided as a mentoring experience, accessible within a group and also individually. It delivers a well evidenced service, enabling every woman to self-start, develop what she wants to embed in herself, to **self-lead**. It is a medium through which women have become more equipped to manage and direct their inner energies, emotions and feelings, to uphold and advance sentiments and qualities they want to sponsor going forward, as a truly genuine, inside-out pathway in *which their capacity to lead is established inside-out and with those whom they assist, in the workplace or at home*. Women from the UK, Netherlands, Germany, Israel and America have benefited over 20 years.

Does this work change outcomes? Yes, significantly.

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Feminenza Centre in Norfolk

The Education Centre, built in 1837, was purchased in 2022, to improve service availability and public benefit. Its engagement has far exceeded expectations and what it seems to make possible continues to surprise us every year.

It is important to be aware that all of these services to the public, all of its public benefit, is delivered by volunteers. Both Feminenza volunteers and service users have responded with eagerness to the warm, rich Georgian charm of the Centre; its quiet ancient rural woodlands and wildlife which together, provide a unique setting. Volunteer participation has risen sharply; they gather from all over the EU, the Americas, Africa, New Zealand and the Middle East, work together, transfer skills and collaborate to improve lives on four continents.

The Centre has proved to be essential to women of all ages. Every year more women attend, rebuild their lives and go onto make a profound difference. Every year, thousands of hours of internationally sourced volunteer time is secured to assist in both the maintenance and upgrade of the facility.

The property sits in four hectares: one packed with woodland including trees with preservation orders, two with open spaces which have become a home for wildlife. The final hectare includes the main building and is also burgeoning with wildlife. The Centre education facility spans 825sqm, with 32 rooms (eleven bedrooms with bathrooms, three kitchens, a large dining room, a laundry room, large meeting rooms, and a pool house with changing rooms and a small exercise room.

It is also a facility which, given its size and age, requires much maintenance. In 2025 major renovations were undertaken on the roof, and sewage pipes below ground. We completely renovated three of the eleven bathrooms, completed a three year project to install a modern fire exit system, as well as the deployment of modern fire safety monitoring systems. Twenty six of the fifty four windows were replaced with 0.9u triple glazed solutions, leading to an annual saving in heating costs exceeding 21%. One of the three large staircases was fully renovated and fully strengthened. An external storage facility was added spanning 40sqm to enable us to respond to maintenance requirements swiftly.

The fire alarm system has proved useful. It informed us repeatedly of instances which led to a rapid response and risk reduction before an actual fire commenced. Lessons were learned, leading to the HSE policy being updated significantly.

All together, these changes led to significant improvement in wellbeing of service users on site.

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Communications and social media

On the 4th December 2025, five individuals volunteered to deliver a regular pulse on Feminenza's social media accounts (Instagram, Facebook). The social media messaging were grouped to cover five domains:

- A Resilient Life
- A Meaningful Life
- Humanity
- Ruby Heart
- When Feminine Leads.

We hired an external digital content creator to assist in the development of Social Media templates. By the end of the year, the following results were recorded (between 4 October 2025 and 31 December 2025 - in which we released 15 posts as part of our initial trials):

Social Media Account	Views	Viewers	Interactions	New followers
Facebook Feminenza North America	2700	435	306	6
Facebook Feminenza International	15,200	2,600	1,400	27
Instagram Feminenza	39,300	8,000	1,300	72

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Partnerships and Fundraising

Partnerships and securing sponsorship for local, national and international initiatives

During the year, Feminenza made significant progress in developing a new Care to Career programme through a partnership with Spark Sisterhood. Spark Sisterhood is a UK charity founded by Louise Allen, who draws on her own lived experience of growing up in care and her subsequent work as a foster carer to support young women leaving the care system. The charity equips care leavers with practical life skills, mentoring and employment opportunities, helping them build the confidence and skills needed to move into sustainable careers.

To explore how our organisations could work together, we invited Louise to our Education Centre for an intensive programme development workshop. Together we examined the challenges faced by care leavers, foster carers and professionals working within the care system. The discussions led us to a new version of Feminenza's A Resilient Life programme, integrating it with Spark Sisterhood's practical life - skills and employability support to create a comprehensive pathway for care leavers and young people who are not in education, employment or training (NEET). The aim is to enable participants not only to secure employment, but also to develop the resilience, confidence and practical skills needed to thrive and remain in work.

The development work also generated strong local support. We secured interest from businesses across Norfolk to provide work experience for participants, while the local Jobcentre expressed its commitment to supporting referrals and helping eligible participants access travel bursaries to remove barriers to attendance. Together, this enabled a fully costed and budgeted project to be scoped, with clear delivery plans. As a result, the Care to Career programme became a priority for Feminenza and formed the focus of several major funding applications submitted during the remainder of the year, laying the foundations for future delivery (see the Funding and Grants section of this Annual Report for further details).

- GoFundMe Page, started in 2022, continues to yield a small regular income. In 2025 the site raised £1893.86. https://www.gofundme.com/f/support-feminenzas-new-education-centre.
- Paypal Giving Fund, Easy Fundraising and Ebay sales. £389.21 was secured.
- 'Feminenza On the Move'- supporters led this effort, raising £586.92.
- The Gift Shop raised £920.44.
- Donations for the Education Centre were £3784.27.
- General donations £2064.28 were received during 2025
- Ruby Heart Fund received £171.00.

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.

Funding received in 2025

One of the key findings from the CAF 2026 Giving Report, which reflects on 2025 giving, shows the British public donated an estimated £14 billion to charities. Around a fifth of all donations were made via Direct Debit and standing order, remaining the most popular ways of giving. The estimated total of public

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donations was down 10% on 2024 figures.[1] UK Giving Report 2026 | CAF And yet Feminenza International has retained its support from its dedicated membership with a total of £12,623.03 in monthly donations and £17,355.99 in yearly pledges, coming through regular direct debit payments supporting educational programme design and delivery, and the refurbishment work at The Feminenza Education Centre.

Much of the first part of the year was taken up with building strong links with the Spark Sisterhood Charity with a view to applying for joint funding to assist young, care experienced women build a resilient life and find their place within employment; supported by the FI Resilient Life Workshop and Spark Sisterhood's experience with this cohort. Following meetings held at the Feminenza Education Centre in June, Brugnello Gomes, FI Policy Advisor produced research and support documentation ready for grant applications. Johanna Morris produced detailed budget requirements.

Grants applications submitted

FI submitted the following grants throughout 2025:

- The Steel Charitable Trust – July 2025
- Breckland Environmental Initiative Grant Application – September 2025
- John Lewis Foundation – Building Happier Lives – September 2025
- Support Spark Sisterhood in a joint application to The English Lotto for C2C program – October 2025.
- Educational Opportunity Foundation Application First Stage – December 2025
- Sainsbury Family Charitable Trusts – December 2025
- Kristina Martin Charitable Trust – December 2025
- The Wooden Spoon – December 2025
- Forrest Family Trust – December 2025
- The Headley Trust – December 2025

In October 2025 our ability to search for new funding leads from external funders was greatly enhanced by the addition of our own, bespoke, CRM constructed and supported by Ofer Dotan. The CRM provides a comprehensive facility to search the wider internet for funding opportunities, relevant partners and their contact details. The assistance this has brought to the grant application process is evidenced by the increase in the number of grant applications submitted between October and December 2025. This is a powerful tool which will benefit all Chapters as we move into 2026.

As at the end of the year none of the grant funding requests were successful, with all responses from funders stating the unprecedented high demand of funding requests received as the reason for not being able to support FI's work.

[1] Thank you for downloading the UK Giving Report 2026 | CAF

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Updates to critical policies

Safeguarding

The International Safeguarding Panel plays a crucial role in ensuring the safety and well-being of participants in Feminenza International charity's educational activities in the UK while rigorously implementing the charity's safeguarding policy across its international chapters. Safeguarding activities encompass a wide range of educational opportunities for volunteers, including both online and in-person experiences, to assist Feminenza International in safely delivering its global initiatives. Safeguarding takes place at our retreats at the Education Centre in Norfolk, workshops in diverse locations, virtual and in-person international gatherings, and group retreats.

In 2025, our policies remained robust for whistleblowing, conducting criminal checks, and safeguarding and whistleblowing training presentations for new volunteers. Our commitment to protection led to an expanded pool of safeguarding officers, ensuring that two officers are present at each external workshop and one at each internal event. Additionally, the new DBS updating system introduced by the UK Government last year has been executed seamlessly. Importantly, we are proud to report that there were no safeguarding incidents, and eight new DBS applications were processed successfully in the UK.

Data Protection and Confidentiality

Feminenza International has renewed its registration as a Data Controller with the Information Commissioner's Office (ICO) under registration number ZA457681. The Data Protection Officer (DPO) has confirmed that there were no reportable data protection incidents in 2025.

FI's Board, in 2025, secured representatives from Feminenza operations in North America, the Netherlands, the United Kingdom, and Denmark, establishing a Data Protection Working Group, sharing experiences and strengthening our processes and policies. The members undertook GDPR training and exchanged insights on regional requirements and practical experiences.

Our approach is grounded in the principle that privacy must be respected at all times, and that trust must be upheld through consistent and responsible action. A revision to the Privacy Policy is in draft to address emerging technologies such as generative AI, as well as emerging legislative requirements. It is likely to be ratified in 2026.

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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.

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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)
Partnerships and Networking	Johanna Morrison (UK)

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	
A Resilient Life	Dorthe Madsen (DK), Desmond O'Sullivan (IR),
A Meaningful Life	Miriam Abrahamson (IL)
Forgiveness	Dorthe Madsen (DK)
Humanity	Sara Sander (DK), Lilliane Oks (IL)
Ruby Heart Bereavement	Kimberley Ross (NZ)
Gender Respect	Eileen McGowan (USA), Dorthe Madsen (DK)
Transformative leadership	Mary Noble (UK)
Operations and Statutory compliance	
UK Grants and Community Fundraising	Johanna Morrison (UK)
Project Management	Vera de Witt (NL)
Communications	Lara Javalyn (CA) and Liliane Oks (IL)
Data Protection Officer	Johanna Morrison (UK)
International Safeguarding Chair	Sandra Maguire (IRL)
Bookkeeping	Elena de la Luna (ES)

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

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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.

Lynn Davis stepped down from her Trustee role and in November Johanna Morrison joined the Feminenza International board as Trustee. She brings a high level of legal experience and competency which is an important addition to the skill set of the Feminenza International Board. Lynn Davis continues to do her sterling work in the fundraising efforts of Feminenza in the UK.

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.

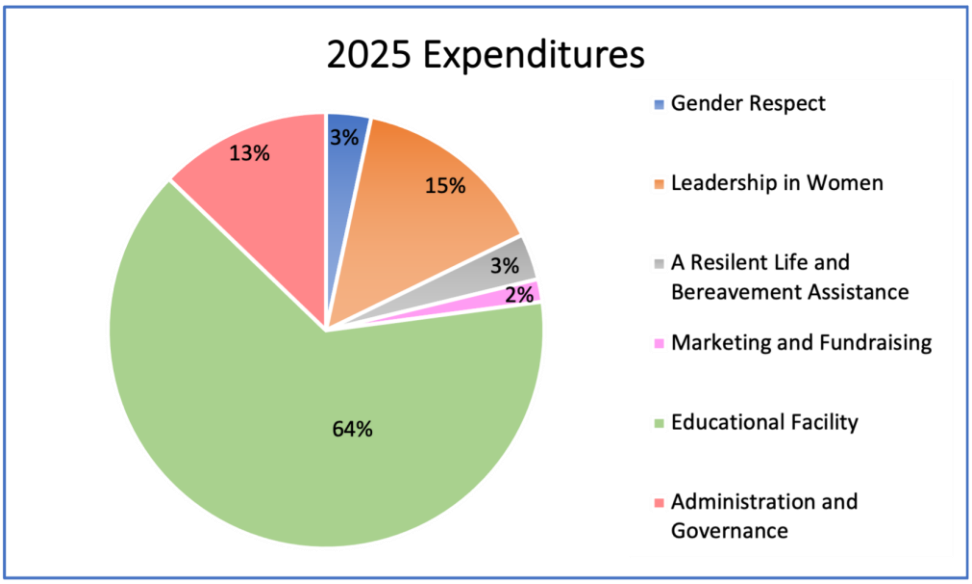
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Appendix 4: The Financial Review 2025

Introduction

In 2026, our 2025 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 Total Expenditures in 2025



According to our Policy on Financial Reserves, the board of trustees has determined that the minimum reserve that will be required in 2026 is £26,650.00. We also have a restricted reserve of £3,637 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.

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Summary of Financial Activities

Feminenza International

Financial Activities
January-December, 2025

	Total
Revenue	
Bank Interest Earned	£677.42
Gifts and Donations Income	
Gift Aid donations	£9,459.00
Restricted	£171.00
Unrestricted	£51,435.58
Total for Gifts and Donations Income	**£61,065.58**
Income From Property	£5,492.00
Miscellaneous Income	£332.41
Reimbursed Expenses	£56.10
Sales of Product Income	£819.08
Services	£24,314.93
Unapplied Cash Payment Income	£0.00
Total Revenue	**£92,757.52**
Gross Profit	**£92,757.52**
Expenditures	
Accounting Software	£681.27
Bank charges	£78.20
Dues and Subscriptions	£88.25
Insurance Expense	£4,000.39
Legal, Notary,Advisory Expenses	£1,258.30
Miscellaneous Expense	£54.96
Office Supplies	£515.55
Stationary	£52.16
Total for Office Supplies	**£567.71**
PayPal Fees	£399.10
Postage and Delivery	£468.60
Printing and Reproduction	£338.20
Professional Fees	£3,658.14
Public relations	£27.47
Marketing	£488.29
Total for Public relations	**£515.76**
Purchases	£2,134.65
Repairs and Maintenance	£19,983.58
Research materials	£32.21
Safeguarding	£103.20
Small Tools and Equipment	£817.85
Software	£1,878.29
Technical Equipment	£320.21
Telephone & Internet	£1,264.67
Travel and Meetings	
Accomodation	£2,972.66
Subsistence	£7,299.64
Transportation	£2,808.22
Total for Travel and Meetings	**£13,080.52**
Trustee Courses	£25.82

Cash Basis Thursday, 22 October 2026 01:41 PM GMT-04:00 1/2

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Feminenza International

Financial Activities
January-December, 2025

	Total
Utilities - Electricity	£4,577.70
Utilities - Heating Oil	£6,343.00
Workshop materials	£88.59
Total Expenditures	£62,759.17
Net Operating Revenue	£29,998.35
Other Expenditures	
Exchange Gain or Loss	£144.40
Total Other Expenditures	£144.40
Net Other Revenue	-£144.40
Net Income	£29,853.95

Cash Basis Thursday, 22 October 2026 01:41 PM GMT-04:00 2/2

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Feminenza International

Balance Sheet

As of 31 Dec, 2025

	Total
Fixed Asset	
Tangible assets	
Buildings	£1,197,290.39
Furniture and Fixtures	£6,487.50
Machinery and equipment	£6,049.03
Total Tangible assets	**£1,209,826.92**
Total Fixed Asset	**£1,209,826.92**
Cash at bank and in hand	
Barclays Bank Account	£9,627.16
Barclays Business Savings Account	£51,971.21
FI EURO ACCOUNT	£16,978.82
PayPal	£7,820.30
Petty Cash	£210.00
Petty Cash EURO	£0.56
Wise Euro Account	£10,575.78
Wise GBP Account	£3,930.22
Wise USD Account	£2,670.12
Total Cash at bank and in hand	**£103,784.17**
Debtors	
Deposit Protection Scheme	£300.00
Total Debtors	**£300.00**
NET CURRENT ASSETS	**£104,084.17**
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)	**£103,224.21**
TOTAL ASSETS LESS CURRENT LIABILITIES	**£1,313,051.13**
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)	**£175,053.43**
Capital and Reserves	
Restricted Funds	£13,850.04
Unrestricted Net Assets	£131,349.51
Surplus/(Deficit)	£29,853.95
Total Capital and Reserves	**£175,053.50**

Cash Basis Thursday, 22 October 2026 02:25 PM GMT-04:00 1/1

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CHARITY COMMISSION FOR ENGLAND AND WALES

Charity Name	No (if any)
Feminenza International	1170535

Receipts and payments accounts

CC16a

For the period from	Jan 1 2025	To	Dec 31 2025

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	51,436	-	-	51,436	58,565
Gift Aid Donations	9,459	-	-	9,459	10,138
Sales Income	819	-	-	819	120
Services	24,315	-	-	24,315	21,394
Income from property	5,492	-	-	5,492	8,495
Miscellaneous Income	332	-	-	332	-
Grants	-	-	-	-	2,959
Reimbursed Expenses	56	-	-	56	193
Restricted Donations	-	171	-	171	-
Bank Interest Earned	677	-	-	677	620
Sub total *(Gross income for AR)*	92,586	171	-	92,757	102,484
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	92,586	171	-	92,757	102,484
A3 Payments					
Accounting Software	681	-	-	681	547
Bank Charges	78	-	-	78	62
Equipment Rental	-	-	-	-	-
Dues and Subscriptions	88	-	-	88	179
Insurance	4,000	-	-	4,000	3,011
Legal, Notary, Advisory Expenss	1,258	-	-	1,258	1,700
Legal Fees	-	-	-	-	-
Miscellaneous Expense	55	-	-	55	-
Office Supplies	568	-	-	568	725
Paypal Fees	399	-	-	399	433
Postage and Delivery	469	-	-	469	669
Printing and Reproduction	338	-	-	338	196
Public Relations	27	-	-	27	284
Marketing	488	-	-	488	-
Purchases	2,135	-	-	2,135	1,692
Repairs and Maintenance	19,984	-	-	19,984	22,840
Shipping Freight and Delivery	-	-	-	-	-
Small Tools and Equipment	818	-	-	818	2,316
Safeguarding	103	-	-	103	36
Software	1,878	-	-	1,878	2,109
Taxes Paid - Council Tax	-	-	-	-	-
Technical Equipment	320	-	-	320	1,953
Telephone and Internet	1,265	-	-	1,265	1,399
Travel and Meetings, Accommodation,	13,081	-	-	13,081	13,044
Utilities, Electricity	4,577	-	-	4,577	4,394
Utilities, Heating Oil	6,343	-	-	6,343	10,166
Trustee Courses	26	-	-	26	-
Web Hosting	-	-	-	-	-
Workshop Materials	89	-	-	89	244
Professional Fees	3,658	-	-	3,658	3,092
Research Materials	32	-	-	32	597
Meals and Entertainment	-	-	-	-	-
Exchange Gain/Loss	144	-	-	144	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	62,902	-	-	62,902	71,688

A4 Asset and investment purchases, (see table)					
Improvements to property	29,521	-	-	29,521	
Machinery and Equipment	300	-	-	300	
Sub total	29,821	-	-	29,821	-
Total payments	92,723	-	-	92,723	71,688
Net of receipts/(payments)	- 137	171	-	34	30,796
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	90,072	13,679	-	103,751	-
Cash funds this year end	89,935	13,850	-	103,785	30,796

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

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Barclays Business Savings Account	38,122	13,850	-
	Barclays Bank Account	9,627	-	-
	Paypal Account	7,820	-	-
	Barclays Euro Account	16,979	-	-
	Wise Euro Account	10,576	-	-
	Wise GBP Account	3,930	-	-
	Wise USD Account	2,670	-	-
	Petty Cash	211	-	-
		-	-	-
	Total cash funds	89,935	13,850	-
	(agree balances with receipts and payments account(s))	OK	OK	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		6,049	
Furniture and Fixtures		6,488	
Buildings - Educational Facility - Ashwood Manor		1,197,290	
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Loan for Educational Facility	Loan amount - £1137997.7	5,790	Yearly
Insurance Claim Payable		559	Q2 2025
Security Deposit - Leases		300	Termination of lease
		-	
		-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Tyson Merriam	29-Oct-26

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 2025.

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

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

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

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

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

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

Date 25 October 2026