

Stichting CHOICE for youth and sexuality  
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Behandeld door: A. Koek  
Referentie: 3222.C.18/29037

Geachte mevrouw Metheuver,

Hierbij zenden wij u onze controleverklaring bij de jaarrekening 2018 van Stichting CHOICE for Youth and Sexuality, alsmede een exemplaar waarin verwezen wordt naar het door ons origineel getekende exemplaar. Tevens zenden wij u een door ons geïdentificeerd exemplaar van de jaarrekening.

Het door ons ondertekende exemplaar van de controleverklaring en het geïdentificeerde exemplaar van de jaarrekening zijn bestemd voor uw archief. Het exemplaar van de controleverklaring waarin verwezen wordt naar het door ons origineel getekende exemplaar, zijn bestemd voor inbinding in de jaarrekening. Dit conform het advies van de beroepsorganisatie NBA ter vermijding van fraude met handtekeningen van accountants.

Wij geven u toestemming de controleverklaring met de tekst 'origineel getekend door' gedateerd op 3 juli 2019 op te nemen in de jaarrekening 2018. De jaarrekening dient te worden uitgebracht overeenkomstig het door ons geïdentificeerde exemplaar.

Wij vertrouwen erop u hiermee van dienst te zijn geweest.

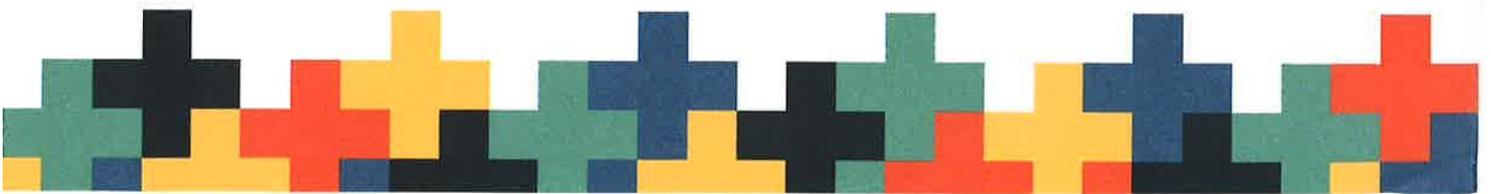
Met vriendelijke groet,  
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# ANNUAL REPORT

CHOICE  
FOR  
YOUTH &  
SEXUALITY



## LIST OF ABBREVIATIONS

<b>ACAT</b>	<b>Advocacy Capacity Assessment Tool</b>
<b>ASK</b>	<b>Access Services Knowledge</b>
<b>CPD</b>	<b>Commission on Population and Development</b>
<b>CS</b>	<b>Capacity Strengthening</b>
<b>CSW</b>	<b>Commission on the Status of Women</b>
<b>ED</b>	<b>Executive Director</b>
<b>GUSO</b>	<b>Get Up Speak Out</b>
<b>HRC</b>	<b>Human Rights Council</b>
<b>LGBTQI</b>	<b>Lesbian Gay Bi-sexual Transgender Queer Intersex</b>
<b>MAS</b>	<b>Multi-Annual Strategy</b>
<b>MoFA</b>	<b>Ministry of Foreign Affairs</b>
<b>MYP</b>	<b>Meaningful Youth Participation</b>
<b>OCA</b>	<b>Organizational Capacity Assessment</b>
<b>PMEL</b>	<b>Planning, Monitoring, Evaluation and Learning</b>
<b>REA</b>	<b>Rights Evidence Action</b>
<b>RHRN</b>	<b>Right Here Right Now</b>
<b>SDGs</b>	<b>Sustainable Development Goals</b>
<b>SRHR</b>	<b>Sexual and Reproductive Health &amp; Rights</b>
<b>TMB</b>	<b>Treaty Monitoring Bodies</b>
<b>UfBR</b>	<b>Unite for Body Rights</b>
<b>UN</b>	<b>United Nations</b>
<b>UPR</b>	<b>Universal Periodic Review</b>
<b>YAP</b>	<b>Youth-Adult Partnership</b>
<b>YIDA</b>	<b>Yes I Do Alliance</b>
<b>YLA</b>	<b>Youth-Led Advocacy</b>
<b>YLO</b>	<b>Youth-Led organization</b>



## Dear readers!

*2018 was amazing! We developed a new training manual on youth leadership skills, young people shined like rock stars on our Youth Pride both during Amsterdam Pride, we launched multiple capacity strengthening tools for youth-led organizations, we increased our presence in the Geneva advocacy spaces and our Rights, Evidence, Action (REA) program was extended for another year as a result of positive results.*

*As a youth-led organization striving for Meaningful Youth Participation (MYP) and youth SRHR we see a growing interest in youth issues and the involvement of young people. The Youth Ambassador SRHR was officially part of the delegation of the Kingdom of the Netherlands at the Commission on Population and Development (CPD), there is a strong emphasis on youth involvement in preparations for the 25th anniversary of the Beijing Platform of Action, the first review of the Sustainable Development Goals (SDGs) and the 25th anniversary of the International Conference on Population and Development (ICPD), and the Dutch ministry of foreign affairs has recently announced to appoint a Special Youth Ambassador with a specific focus on youth issues. We celebrate these important developments with great joy!*

*At the same time we need to continue to closely monitor the extent to which young people are meaningfully included. The midterm evaluations of three of our programs brought about many insights in the best practices and challenges of MYP implementation. During the MYP Summer School, young people from eleven different countries discussed the challenges they face when promoting MYP and we found that many of these overlap across countries. Together we brainstormed solutions, shared best practices, and reemphasized our commitment to keep on working together to make a strong case for MYP.*

*I am super excited that we will start implementing our new Multi-Annual Strategy (MAS) in 2019. Alongside our advocacy and programmatic work, we will take on the role of knowledge broker and power broken, and we will actively advocate for sustainable funding for youth-led organizations. Furthermore, we will intensify the capacity strengthening of starting youth-led organizations and partner on an equal level with sustainable youth-led organizations, to make our SRHR youth movement as strong and big as possible.*

*Because in a time of increasing back-lash against human rights in international advocacy spaces, it is more important than ever to connect with likeminded partners and build a strong case for SRHR and MYP. The coming year will be about extending our current partnerships and engaging in new collaboration with likeminded organizations. We will continue the capacity strengthening of our partners and develop resources to deepen the implementation of MYP, we will strengthen the youth presence in Geneva and New York advocacy spaces and on top of all that we will connect with our partners during our Connector Week and strategize together how to bring the youth movement on SRHR further!*

*I am looking forward to an exciting year and I hope you will be there with us!*

*Kind regards,*

*Nathalie Metheuver  
Executive Director*

## Letter from the board

*2018 was a positive and eventful year for CHOICE and has led to a number of significant new opportunities for the year ahead.*

*The year began with strong momentum as the final execution and implementation of a new volunteer structure was enacted. An important tenet of this development was the establishment of a National Advocacy Group (NAG), which enabled CHOICE to access and influence new domestic policy spaces in the Netherlands and engage with critical stakeholders. The NAG additionally feeds into CHOICE's evidence-based advocacy at the United Nations Commission for the Status of Women and Commission for Population and Development, using data that has been collected regarding Dutch youth and immigration policies.*

*An additional milestone was achieved to expand CHOICE's organizational visibility in the Netherlands in the form of our inaugural float at the Amsterdam Canal Pride in August 2018. This float was placed in the highly-coveted first position in the official parade line-up, garnering significant visibility for CHOICE and its message.*

*The second half of 2018 brought impactful changes in our human resource composition, with the departure of our seasoned Executive Director, Zoë Nussy. Zoë was succeeded by Nathalie Metheuver, an experienced Programme Coordinator at CHOICE and a former Youth Advocate.*

*The Executive Board of CHOICE was also altered with the commencement of the 2018-2020 Board, with three new members replacing four outgoing members. The latest Board configuration is strengthened by its members' diverse areas of expertise across programming, policy, strategy, monitoring and evaluation (M&E), branding and Non-Governmental Organization (NGO) consulting.*

*From a programmatic perspective, 2018 was an exceptional year for CHOICE in terms of capacity strengthening. We executed the first Meaningful Youth Participation (MYP) Summer School in South Africa, we launched our ToC guidelines and MYP Position Paper, and piloted our new training manual on youth leadership skills. We advocated for MYP in Sexual and Reproductive Health and Rights (SRHR) by advocating at the CSW and CPD in New York, and the HRC in Geneva, by creating the Nigeria UPR Shadow Report together with our partner, and by celebrating the extension of our Rights, Evidence, Action Program.*

*What will 2019 hold for CHOICE? The coming months will determine our programmatic scope over the next triennial period, as our team diligently explores new opportunities and deepens existing relationships to pursue the continuation of current programmes post-2020.*

*CHOICE's 2019-2020 Multi-Annual Strategy (MAS) and accompanying planning, monitoring, evaluation and learning (PMEL) framework builds on many of our previous plans and formalizes new priorities that have emerged as a result of best practice and lessons learned in a changing context. The MAS follows five strategic pathways corresponding to the key stakeholders that we seek to engage in the coming years: young people, youth-led organizations, organizations working on youth SRHR, funders and decision-makers.*

*We are examining CHOICE's role in the global and national advocacy spaces and undertaking assessments of where we can contribute the greatest positive impact. Whether this may lead to partnership with new partners or programme implementation in new countries is yet to be determined. Improving accessibility to opportunities remains a vital driver of our work.*

*Furthermore, CHOICE's activities this year will also focus on increasing links between our partners and facilitating cross-regional learning, the latter of which will be exhibited during our Connector Week in Uganda.*

*The Board of CHOICE will also continue its optimization of our governance structure, the discussions of which are informed by previous decisions to work alongside an Advisory Board rather than a Supervisory Board. Sustainable governance is integral to CHOICE's success, and so the Board is meticulously reviewing all considerations.*

*There is much to achieve over the coming year, and the staff, advocates and board are approaching the prospect of new changes, triumphs and challenges ahead with characteristic enthusiasm. Our mandate for 2019 is ambitious, but we are well-positioned to achieve the objectives before us.*

**Gaia Mori – Chair**

**Mayanka Vij – General board member**

**Max Bloem – Treasurer**

**Scarlett Hawkins – Secretary**

The background features a light pink color with several large, overlapping white geometric shapes. At the top, there are two downward-pointing triangles. Below them, a large circle is partially visible, with a smaller circle inside it. At the bottom, there is a large, curved shape resembling a stylized 'S' or a drop. The text is centered over these shapes.

**CHOICE  
FOR  
YOUTH  
AND  
SEXUALITY**

## **CHOICE FOR YOUTH & SEXUALITY**

**CHOICE for Youth & Sexuality (CHOICE)** is a youth-led organization striving to fulfil the Sexual and Reproductive Health and Rights (SRHR) of young people worldwide. When young people's SRHR cannot be guaranteed this has an enormous impact not only on their lives, but also on society as a whole. For example, a girl that marries and becomes pregnant at a young age will most likely drop out of school and has a greater risk of experiencing gender-based violence. A big impact on her personal life. However, the consequences of child marriage and teenage pregnancies also have an enormous societal impact: research has shown that for every year a girl stays in school, she will see a 15% increase in her future income, and women who have completed their education are also more likely to make sure that their children finish school. The impact of the very intimate and personal level as well as at the societal level are also seen in issues related to the (un)free expression of Sexual Orientation, Gender Identity and Expression (SOGIE), the right to safe abortion, the right to comprehensive sexuality education (CSE), youth-friendly health services, the right to sexual pleasure, and many other issues. It makes young people's SRHR a crucial issue to be advocating for - and that is exactly what we do!

## **WE ARE YOUNG, AND WE ARE HERE!**

Young people are constantly forced to live with the consequences of decisions that directly affect their lives, and which were made without their input. For example, the impact of

the Mexico City Policy (or Global Gag Rule) signed by Donald Trump in the United States was felt by young people worldwide in 2018 and will continue to affect them. Not only did the Mexico City Policy cause a dramatic decrease in access to safe abortion services, especially for hard-to-reach and vulnerable groups such as young people, it also had other dramatic consequences such as a shortage of contraceptives in health centres, disruption of non-US funded SRHR programs, and a strong back-lash against SRHR in international advocacy spaces. On a more positive note, after a long period of active advocacy, the Supreme Court of India decriminalized section 377 of the Indian Penal Code in September 2018. Section 377 referred to homosexuality as an 'unnatural offence', which was punished with lifelong imprisonment. 'After overturning Section 377, the Indian Supreme Court recognized that sexual diversity in society is natural, and acknowledged the responsibility of the state to fight stigma against homosexuality'

Policies like these have the potential to impact the lives of young people in a positive or (too often) a negative way. In many contexts around the world, young people cannot freely express their sexual orientation. Consensual sex as an unmarried young man or woman is seen as unacceptable, and young people who identify as LGBTI+ cannot freely express themselves because of the high stigma and risks to their lives.

1 See: Psacharopoulos, G., & Patrinos, H.A. (2002). Returns on investment in education: A further update. Washington D.C.: World Bank cited in Glinksy, Allison. M., Magnolia Sexton. and Lis Meyers. 2015. Washington DC; The Child, Early and Forced marriage resource guide task order, Banyan Global. 2 See: <https://pai.org/wp-content/uploads/2018/07/So-Far-So-Bad-the-wide-ranging-Impacts-of-the-GGR-revised-7-17-18.pdf> 3 See: <https://timesofindia.indiatimes.com/india/what-is-section-377/articleshow/66067994.cms> and <https://foreignpolicy.com/gt-essay/india-and-the-global-fight-for-lgbt-rights/>

There is a need for stigma free and comprehensive information about young people's SRHR. There is a need for equal rights for (young) people with diverse sexual orientations, gender identities and expressions, and sex characteristics. There is a need to end stigma of young people's sexuality. Young people have sex, and they need to be able to have it in an informed and safe way.

**CHOICE** believes in the unique and innovative power of young people to be drivers of change, and for this reason we advocate for the meaningful participation of young people in decision-making spaces. Although we celebrate the stories of increased involvement of young people in issues that concern them, we still too often experience that young people are not part of the processes that they should be involved in. With young people making up to 42% of the world's population our voice should not be ignored. Besides, it is our right to participate! And it is not just for the benefit of young people: policies and interventions developed with the meaningful inclusion of young people are more relevant to the lived realities of young people, and have proven to be more effective. **We are young and we are here! Work with us!**

4 Young people under the age of 25. See World Bank. 2018. Atlas of Sustainable Development Goals 2018: From World Development Indicators. World Bank Atlas; Washington, DC: World Bank. © World Bank. <https://openknowledge.worldbank.org/handle/10986/29788> License: CC BY 3.0 IGO. 5 See: <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-participation.pdf> and [https://www.un.org/ga/search/view\\_doc.asp?symbol=A/RES/58/133](https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/58/133) 6 See: <https://www.rutgers.international/how-we-work/research/operational-research/meaningful-youth-participation> and <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4570008/>.

A large, stylized graphic of an eye in white and light pink, centered on the page. The eye has a white outline and a light pink iris. The text "VISION AND MISSION" is overlaid on the eye in a bold, green, sans-serif font.

# VISION AND MISSION

## OUR VISION & MISSION

### THE CHOICE VISION

All young people have the power to make decisions about their sexual, reproductive & love lives!

### THE CHOICE MISSION

CHOICE advocates for young people's sexual and reproductive health and rights and for their meaningful participation in the decisions made about their lives. We strengthen the capacity of young people and youth-led organizations, enabling them to become leaders and change-makers in their local communities.

CHOICE stands behind equal partnerships – we work together with likeminded youth-led organizations around the world, and exchange knowledge and skills. We broker resources, opportunities & spaces for young people to stand up for their sexual and reproductive health and rights and to participate meaningfully. We believe in standing behind your values and practicing what you preach – we are proudly youth-led!



# 2. WHERE DID WE WORK IN 2018?

In 2018 we continued to work with our partners in Africa, Asia and Latin America and the Caribbean. Furthermore, we extended our work on LGBT in the Rights, Evidence, Action program to Nigeria. Under the Right Here Right Now Program, we also supported a youth-led organization in the development of their multi-annual strategy in Nepal. The list below represents all the countries where we work.

For the programs Yes I Do, Get Up Speak Out, and Rights Evidence Action, we work directly with our youth-led partners:

- Network for Adolescent and Youth of Africa (NAYA, Kenya)
- Talent Youth Association (TaYA, Ethiopia)
- Generation Alive (GAL, Zambia)
- Centre for Youth Empowerment and Civic Education (CYECE, Malawi)
- Aliansi Remaja Independen (ARI, Indonesia)
- Associação Coalizão da Juventude Moçambicana (COALIZAO, Mozambique)
- The YP Foundation (TYPF, India)
- Equality Triangle Initiative (ETI, Nigeria)
- Reach A Hand Uganda (RAHU)

**GUSO: KENYA | ETHIOPIA | INDONESIA  
MALAWI | YID | MALAWI | MOZAMBIQUE  
ZAMBIA | KENYA | ETHIOPIA | INDONESIA  
NATIONAL ADVOCACY (CHOICE LOGO)  
NETHERLANDS | REA: NIGERIA | UGANDA  
KENYA | INDIA | RHRN: ZIMBABWE | NEPAL  
CARIBBEAN REGION (representing St. Lucia, Ja-  
maica, Curacao, Guyana, Haiti, Dominican Re-  
public, Suriname, Trinidad & Tobago, St. Vincent,  
Grenadines)**



# WHAT HAPPENED IN 2018

## OUR WORK IN 2018

**CHOICE works via a dual approach: we strengthen the capacity of young people and youth-led organizations to advocate for the rights of young people, while at the same time working together with them to amplify youth voices in decision-making spaces. To bring us a step closer to our mission, in 2018 we have worked on:**

- **Strengthening youth advocates on MYP and youth leadership**
- **Strengthening youth-led organizations to become more sustainable**
- **Conducting research for evidence-based advocacy**
- **Youth-led advocacy**

## STRENGTHENING YOUTH ADVOCATES ON MYP AND YOUTH LEADERSHIP

CHOICE and our partners work on strengthening the capacity of young leaders to do youth-led advocacy. In 2017 we invested in building the theory on meaningful youth participation by developing and rolling out our A-Z of MYP training manual, and the corresponding theory and tools. This training manual focuses on awareness raising of MYP and provides tools on how the current status of MYP in an organization or program can be measured and how it can be strengthened. The target audience of the content of this manual are youth-led and organizations working on youth SRHR. In 2018 we further invested in capacity strengthening on MYP and organized the MYP Summer School.

In September 2018 we also made a start with an MYP e-learning development trajectory. Together with an international team (Indonesia, Ghana, South Africa and the Netherlands) that is working under the GUSO program we had a kick-off workshop to start the development of the e-learning module. The module will be further developed and launched in 2019.

In 2018 we also focused on further strengthening the capacity of young people by developing a training manual on strengthening their individual leadership skills in order to confidently participate in decision-making processes. The manual was drafted in the Netherlands based on a needs assessment of the CHOICE partners and further developed and improved based on the input of our partners during reflection moments in the pilot Training of Trainings (ToTs). The ToT was piloted in Malawi, Mozambique, Indonesia, and Kenya. Partners have already used the format in training young people that work on youth-led advocacy and leadership in their own communities. However, the manual will be formally launched and disseminated with our other youth partners in 2019.

<b>Training of trainers conducted (MYP/youth leadership)</b>	<b>5</b>
<b>Trainers trained (MYP/Youth leadership)</b>	<b>72</b>



## MEANINGFUL YOUTH PARTICIPATION SUMMER SCHOOL

With each of our partners trained on our newly developed MYP theory and tools in 2017, 2018 was a year to deepen MYP in the programs. This was done by providing online technical support to our partners in implementing MYP and supporting their in-country partners. On top of that, we organized the MYP Training of Trainers Summer School in South Africa in August. This Summer School brought together 10 representatives from CHOICE partners and 16 GUSO trainers. The aim of the MYP Summer School was to deepen the knowledge on MYP, to further develop training skills, and to jointly develop solutions for the many challenges that young MYP trainers face in their respective contexts. These challenges ranged from 'how to create interest in an

MYP training at adult-led organizations' to 'how to make a MYP training session more inclusive', to 'how to create a safe space to talk about MYP when both adults and young people are present'.

Onepagers with solutions for each challenge were co-created during the MYP Summer School and shared with all the partners. The training was facilitated by an international team representing CHOICE, NAYA (Kenya), Dance4Life Netherlands and Dance4Life Kenya.



*"The MYP Summer School was a great opportunity to learn more on MYP and deeply internalize the concept. I personally learned that as facilitators we met similar challenges and was glad that by the end of the Summer School we were able to address those challenges." – MYP Summer School participant*

## STRENGTHENING YOUTH-LED ORGANIZATIONS TO BECOME MORE SUSTAINABLE

CHOICE believes that working together with other youth-led organizations strengthens the movement towards the realization of young people's SRHR worldwide. Building on our own experience as a growing youth-led organization, one of our core activities is investing in the growth and sustainability of youth-led organizations. Research on our capacity strengthening work on youth leadership showed that our trainings, long-term support by grants and technical assistance enabled partner organizations to develop their organizational strategies and take a more strategic approach to their work. Based on the recommendations of this research, in 2018, we deepened our work in capacity strengthening of youth-led organizations by creating organizational development tools that are specifically targeting youth-led organizations.

### ORGANIZATIONAL DEVELOPMENT AND ADVOCACY CAPACITY

We developed a youth-friendly Organization Capacity Assessment (OCA). This OCA differs from existing OCAs in that it caters to issues specific to youth-led organizations e.g. access to funding, high turnover and volunteer management. Moreover, the language of our OCA is youth-friendly and the facilitation of the OCA workshop is done in a creative and inclusive way. The first OCA was piloted at our partner organization in Indonesia, Aliansi Remaja Independen (ARI), and was well-received. ARI perceived the OCA as done by CHOICE to be more youth-friendly and more responsive to their needs as a YLO than OCA's they have done in the past. We also implemented an OCA at our partner organization Equality Triangle Initiative (ETI) in Nigeria. Recommendations from both OCA processes were integrated to make the OCA even more youth-friendly and relevant to the needs of our partner organizations.

Many partners asked for CHOICE's support in drafting an advocacy strategy. Therefore, in 2018 we worked on the development of a youth-friendly Advocacy Capacity Assessment Tool (ACAT). The development of the tool was done in cooperation with our partners. The tool was piloted at our partner organization Reach

A Hand Uganda (RAHU). On this process, RAHU states: "We are already working through the action points from the ACAT to advance our advocacy work and using these to improve collaboration with other advocacy organizations and skill further out your advocates."

CHOICE was also asked to facilitate a strategic planning workshop by the youth-led organization YUWA in Nepal. Based on the value of co-creation, we facilitated a workshop in which different levels of the organization jointly discussed their organization's strengths and challenges. After relating those to both internal and external developments, they jointly developed the basic elements of the strategic plan. Participants regarded the workshop as very useful, and based on the outcomes from the workshop, YUWA was able to finalize their strategic plan for 2019-2021 by the end of 2018.

CHOICE traditionally invests a lot of capacity in providing technical assistance to our partners in different areas of the work that they do, such as strategizing together with them to push MYP further in their alliance work, answering technical questions on e.g. planning, monitoring and evaluation (PME), day-to-day support in programme implementation, assisting in fundraising and proposal writing and providing extensive feedback on annual reports and annual working plans to further strengthening their writing skills. This mentorship has paid off as we have observed that in 2018 our partners' reporting skills have improved since the beginning of our partnerships. Reports are more reflexive and to the point, and can therefore play a functional role in learning for the partner organization and accountability to the donor and the general public. CHOICE has also successfully supported our partners in applying for external grants, by providing input on proposals and strategize about how a funding application can be done.

In addition, CHOICE creates youth-friendly resources for young people and youth-led organizations. In 2018 we created youth-friendly guidelines on how to work with a Theory of Change and our MYP Position Paper.



Picture of the outcome of the dreaming exercise, in which participants visualized their ideal future for ARI.



SWOT analysis during the strategy planning workshop at YUWA, NepalMentorship and assistance

ROMANIA

# COMPREHENSIVE SEXUALITY EDUCATION

CONTRIBUTES TO FIGHT AGAINST GENDER-BASED VIOLENCE

## STATISTICS



**30%** of women in Romania have experienced physical and/or sexual violence.  
**1 in 4** women in Romania have been physically or sexually abused at least once in their lives.

VICTIM-BLAMING ATTITUDES ARE COMMON IN ROMANIA. IN A 2014 SURVEY



**55% OF RESPONDENTS** STATED THAT RPE CAN BE JUSTIFIED IN CERTAIN CIRCUMSTANCES.

## EXISTING POLICY



The National Education Inspectorate approved Romania's Education Law in September 2014. A national program addressing domestic violence has been developed for the period 2017-2020.

LIMITED ACCESS

TO SEXUALITY EDUCATION IS LISTED AS AN ENABLING FACTOR



OF VIOLENCE AGAINST WOMEN.

Only **6%** of students participated in the "Health Education" optional school subject during the year 2014-2015.

## POLICY RECOMMENDATION



Sexuality education guides young people towards being respectful and teaches them about positive norms.

Sexuality education contributes to combating gender stereotypes and prevent violence against women.

**1** WE CALL FOR AN INTEGRATED APPROACH TO DOMESTIC VIOLENCE

That includes age-appropriate sexuality education adapted to the different levels of violence.

**2** WE CALL FOR ACTION TOWARDS ENSURING INCREASED ACCESS TO SEXUALITY EDUCATION

and adequate services for all paragraphs.

**SOURCES:** The Gender Institute for Gender Equity, 2014; European Union Agency for Fundamental Rights, 2011; Global Gender 2014; National Centre for Health Evaluation and Promotion, 2005; President's Administration, Departments of Health and Research and Public Health, 2011.

## CONDUCTING RESEARCH FOR EVIDENCE-BASED ADVOCACY

**In 2018 CHOICE expanded our research activities on the issues of CSE and best practices of MYP, which were used in our advocacy efforts.**

### GATHERING EXPERIENCES OF RURAL WOMEN AND GIRLS FOR THE CSW62

To prepare for the Commission on the Status of Women 62 (CSW62), CHOICE conducted a consultation with Dutch rural women and girls about how they are experiencing their SRHR. The consultation consisted of an online survey which was filled by 41 participants. The key issues identified for those young people were the distance to and costs of SRH services, social control and less anonymity which makes it hard to talk about topics like sexual health and LGBTI, and a lack of comprehensive information, specifically related to sexual pleasure, different contraceptives, consent and online sexual behaviour. The outcomes of the research were used in advocacy efforts during the CSW.

Alongside this research, CHOICE supported RHRN advocates from 8 different countries in capturing the successes and barriers that rural women and girls face in their own countries.

### UNITE FOR CSE

CHOICE and YouAct furthered their research and lobby and advocacy work on the quality of Comprehensive Sexuality Education (CSE) in different European countries. CHOICE and YouAct, in collaboration with other youth organizations, facilitated consultations held in Bulgaria, Georgia, Macedonia, Romania, and the Netherlands on the state and quality of CSE in their countries. 67 youth, between 15 and 30 years old, attended the consultations in Bulgaria, Georgia, Macedonia, Romania and the Netherlands.

The key messages from these consultations were presented to Members of the European Parliament (MEPs) at the annual EuroNGOs conference and in additional bilateral meetings at the European Parliament, with a request to address these issues. MEPs were encouraged to support the campaign to translate the research findings into tangible policy reform at the EU level, which was particularly relevant given the expected parliamentary elections between the 23-26 of May 2019.

## RESEARCH ON MYP IN KENYA

NAYA Kenya and CHOICE partnered up to find out which external barriers stand in the way of youth advocates participating in decision making on local and regional levels. The research aimed to pinpoint which external issues constrain youth advocacy in Kenya, and to explore which strategies NAYA utilizes to navigate these barriers, in order to define best practises. The preliminary research outcomes show significant barriers that impede young people's ability to influence decision-making on local and regional levels. Furthermore, it identified several best practices on handling these challenges. The research outcomes will be validated with NAYA at the beginning of 2019 and the best practices will be shared with the public and used in resources afterwards.

Our results in numbers:

Young people consulted in 2018	150
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*RHRN advocates meet with a Dutch delegate for a briefing.*

## YOUTH-LED ADVOCACY

### ADVOCACY IN NEW YORK

*Mentoring (youth) advocates in advocacy in New York at CSW and CPD*

From October 2017 until May 2018 CHOICE organized a mentorship trajectory for RHRN advocates attending the 62nd Commission of the Status of Women (CSW) and the 51st Commission on Population and Development (CPD). The CSW trajectory involved a skill-building webinar on how to conduct meaningful consultations led by Dance4Life, to encourage advocates to consult with young rural women and girls in their countries, and to base their advocacy goals and language for the CSW around the needs and lived realities of those women and girls. Furthermore, both the CSW and the CPD trajectory involved strategy calls, a youth-friendly skills building workshop on UN language and

advocacy and facilitated introduction with governmental delegations attending the CSW/CPD. The intensive preparation and linking allowed the youth advocates to collaborate with other civil society partners, and to try and influence their countries' positions during negotiations. As a result of their efforts, references to comprehensive information on sexual and reproductive health (SRH) and reproductive rights, SOGIE rights, and young women and girls made it into the final outcome document of the CSW. After engaging with these processes, advocates conducted follow-up with the relevant ministries at the national level, ensuring implementation of CSW agreements and accountability.



*Ms. Jayathma Wickramanayake sharing her story that the Youth Speak Up, Speak Out event*

## **YOUTH SPEAK UP, SPEAK OUT!**

During the 2018 session of the Commission on the Status of Women (CSW) in New York, CHOICE, Dance4Life and Women Deliver partnered up to host an evening reception with the aim of strengthening youth voices at the CSW. The event, 'Youth Speak Up, Speak Out!' was created as a safe space for SRHR youth advocates to come together to link and learn during the CSW. Furthermore, while the annual theme of the CSW was 'advancing the rights of rural women and girls', notably few persons from rural areas were in attendance, as the UN is still a very challenging space to access (in particular in terms of finances and understanding the complex processes).

Several of the stories gathered by youth advocates for the CSW were turned into spoken word pieces that were performed during the event, thereby further amplifying the voices of young rural women and girls who were not able to be present in New York. Furthermore, the event provided a good space for RHRN advocates to share the joint position paper and RHRN advocacy agenda with other stakeholders present. The event was experienced as a success, and a highlight for CHOICE was having the UN Envoy on Youth, Ms. Jayathma Wickramanayake, share a personal spoken-word story from her own life!

### HUMAN RIGHTS COUNCIL AND ITS MECHANISMS

CHOICE improved its strategic engagement with the Human Rights Council (HRC) in 2018. CHOICE's strategy is centred around seven key HRC resolutions directly impacting the SRHR of all young people and the enabling environment for our activism. Through our collaboration with policy makers and civil society, CHOICE critically engages with the drafting of these resolutions, stressing the unique vulnerabilities of young people and ensuring resolutions are progressive in their commitments to advancing (youth) SRHR.

In addition, the Universal Periodic Review (UPR) and the Special Procedure (SPs) mechanisms were identified and utilized as key instruments to hold states accountable. CHOICE and our partners use evidence-based advocacy to influence these mechanisms and pressure states to uphold their promises to respect, protect, and fulfil the human rights of all young people.

### GENEVA ADVOCACY MENTORSHIP

Utilizing our growing expertise, and in recognition of Geneva's complexity, CHOICE offered various mentorship trajectories to our partners who engaged with Geneva processes in 2018. The trajectories aimed to inform and capacitate partners to meaningfully and effectively participate in the Geneva processes through providing (online) trainings, technical assistance in the drafting of shadow reports and public statements, as well as sharing our network with likeminded civil society and relevant policy makers.

An example of such participation is the Nigerian Universal Periodic Review, where CHOICE provided technical assistance and support to our Nigerian partner ETI to highlight LGBT issues in the country. ETI submitted a shadow report, spoke on the UPR info panel in Geneva, and had bilateral discussions with over 25 diplomats on their concerns. As a result, thanks in part to our joined efforts, Nigeria received 13 recommendations to advance LGBT rights in the country.

## MEANINGFUL YOUTH PARTICIPATION IN GENEVA

**CHOICE** firmly believes that more needs to be done to make the Geneva space more inclusive for all young people. Too often their participation is lacking or tokenistic, at times despite the best intentions of relevant stakeholders. Therefore, **CHOICE** actively engages with all relevant Geneva-based stakeholders to explore how youth participation can increase and be more meaningful.

In an example of such an undertaking, **CHOICE** partnered with Deloitte, the Dutch mission, OHCHR and UNFPA to host an event on 'ideating youth inclusion'. We brought 25 policy makers and 25 young people together, and through design thinking methodologies, several initiatives were identified that could foster MYP. We will continue our engagement with these potential solutions in the year to come.



### YOUTH AMBASSADOR SRHR

The Youth Ambassador SRHR is a joint program by the Dutch Ministry of Foreign Affairs and CHOICE, and is a good example of a youth-adult partnership. The Youth Ambassador SRHR is an independent youth ambassador working on SRHR issues, aiming to bridge the gap between young people and policy makers at the Ministry of Foreign Affairs and international policy makers by consulting young people on their SRHR issues and bringing these messages to different national, regional and international spaces. The youth ambassador champions meaningful youth participation, advocates at the national and international level and invests in relationships with youth-led organizations, international civil society organisations, UN agencies, the Dutch Ministry of Foreign Affairs and other governments to champion youth SRHR during a time of increased populism and opposition to sexual rights.

In 2018 our Youth Ambassador SRHR, Melodi Tamarzians, focused on access to safe abortion for women and girls and SRHR in humanitarian settings. The Youth Ambassador had a busy 2018 with high-level country visits to Georgia, Armenia, Mozambique, Ethiopia, Rwanda and Jordan; facilitating workshops

on meaningful youth participation, holding consultations and raising awareness to the importance of youth SRHR and services, including access to safe and legal abortion. In drawing attention to these important issues Melodi engaged with policy makers at the African Union, the European Parliament, AIDS 2018 and the United Nations as an expert on the Dutch Delegation to the 51st CPD in New York, delivering the official statement of the Kingdom of the Netherlands. In connecting with wider audiences, Melodi used her platform and profile to de-stigmatize young people and sexuality and hosted a TEDx talk on young people and sexual rights, engaged with media outlets in Georgia and Mozambique and had featured articles in the Dutch press.

During her goodbye event in February 2019, Melodi underlined the importance of the position of a youth ambassador SRHR for the Dutch government. She also underlined the fact that although the position became even more meaningful over the past few years, she still faced issues relating to the implementation of meaningful youth participation in several spaces. To build on this CHOICE and the Ministry are planning a continuation of the Youth Ambassador SRHR program for 2019-2023.

## OVERVIEW OF YASRHR ENGAGEMENTS 2019

- **Country visit: Mozambique – February**
- **Country visit: Georgia – March**
- **Country visit: Armenia – March**
- **Advocacy engagement – Commission on Population and Development – April**
- **Country visit: Jordan – June**
- **Advocacy engagement: MSI Annual donor-partner meeting**
- **Advocacy engagement: AIDS2018 – July**
- **Advocacy engagement: International Conference on Family Planning, Kigali – November**

## COMMUNICATION AND FUNDRAISING

In 2018 we optimized our communication and fundraising strategy to increase our profile among young people and disseminate best practices amongst our peers and colleagues among civil society organisations. Furthermore, our focus for this year was to lay the foundation for a fundraising strategy that will expand our partnerships and celebrate and strengthen our current ones.

### COMMUNICATION

#### Website & Social Media

In 2018 we restructured our websites. While our website is transformed into a lighter version showcasing our work and that of our partners, You(th) Do It! is now the online platform for young people to access resources that will strengthen their capacity in advocating for their SRHR and meaningful participation. It also offers downloadable session outlines and tools on organisational development such as our youth-friendly toolkit on writing a Theory of Change. Furthermore, we increased our outreach on social media to reach more young people. In total, we have over 12.000 followers world-wide.

#### Reaching young people

CHOICE organised several events to reach young people such as an event on Young Women & HIV and an event on young people and HIV/aids, in collaboration with the Amsterdam Youth Force. The intent of these events was to raise awareness on SRHR topics and themes among young people, increase their participation in these dialogues and raise CHOICE's profile with young people.

### PERCENTAGE INCREASE

Instagram	601%
Facebook	10%
Twitter	19%
LinkedIn	38%

## CHOICE'S YOUTH PRIDE BOAT AT AMSTERDAM PRIDE



CHOICE proudly hosted the Youth Pride Boat at Amsterdam Pride. The boat hosted 150 young people and gave a place for young marginalized people to be represented, and to celebrate young LGBT's right to love whomever they choose and live free of discrimination and violence. The Youth Boat brought together young people in all their diversity, among them were young LGBT activists from Ghana and Nigeria, as well as Dutch (LGBT) youth. It is also worth noting that the CHOICE boat was the only one that offered spaces for young people under 21 to participate.

### INCREASING YOUTH VISIBILITY IN INTERNATIONAL NETWORKS

CHOICE participated in several conferences in 2018 to share best practices on MYP and put young people's SRHR on the agenda. We were present at several high-level meetings within our network to present and organize workshops, contribute to panels, disseminate our resources and share our experiences.

### PREPARING YOUNG PEOPLE FOR MEANINGFUL PARTICIPATION: PARTNERSHIP ON MATERNAL, NEW BORN AND CHILD HEALTH (PMNCH) PARTNERSHIP FORUM

Attending a conference can be daunting, especially for young people. Prior to the PMNCH's annual Partnership Forum, CHOICE and our Indian partner The YP Foundation joined-up to facilitate a Youth Meeting to build the capacity of the young people attending and, ultimately, increase the meaningfulness of their participation.

- 87% of the participants said the event was useful and provided them with new skills and information that will help them in their work
- 87% of the participants felt out event contributed to the meaningful participation of the Forum

### FUNDRAISING

In 2018, we have continued to push for a diversified funding base to continue the sustainability of our organization, and of the youth-led organizations we support. This year we laid the foundation for a fundraising strategy, in which we celebrate our current partnerships, and in which we will expand them with other partnerships. Some key highlights and insights of this year include:

#### Extension of the Rights, Evidence, Action (REA) program

We are thankful for Amplify change for supporting CHOICE and RNW Media's Rights, Evidence, Action programme for another year. The extension was granted to the programme so it can expand its work on young LGBTs SRHR.

#### Expansion of our individual donor base

We also saw a slight increase in our individual donor base and donations on the basis of small projects and in-kind donations. Aside from donations from individual philanthropists, CHOICE also received donations from Generation Now, Share-Net, the Female Health Company, Bos Ictea, Homeland, OBVS, Bob Angelofonds and Scouting Nederland. We are thankful for this support and will continue to expand this donor base in the upcoming year.

#### Equal-level partnerships with the Global South

CHOICE has started to explore the possibility of equal-level partnerships with our partners from the Global South and is committed to make co-development of proposals and partnerships with organisations located in the Global South an integral part of our fundraising strategy. Furthermore, we recognize our role as broker for grassroots youth-led organisations and will invest in building their capacity on fundraising. On top of that, we advocate for more youth-friendly funding.

The background features a light pink color with several white, stylized human figures. Each figure is composed of a circular head and a rounded, semi-circular body, arranged in a loose cluster. The figures are semi-transparent, allowing the text to be seen through them.

# 5. ORGANI- ZATION

## TEAM

CHOICE is run by a team of young professionals. We are proudly youth-led, meaning that all of our members are between 16 and 30 years old. In our team there are several structures with different responsibilities: the general board, the youth advocates and the staff team.

### The general board

The general board is the governing body of the organization and determines the policies and organizational strategy. They carry ultimate responsibility for the organization. Their task is to oversee if planned activities and budget are in line with the policies and strategy of the organization and they evaluate the functioning of the executive director. The board has the responsibility to supervise the organization, which is arranged in via quarterly management reporting and periodic board meetings.

A board member is selected through an application procedure, where a selected committee consisting of a current board member, a youth advocate and an external advisor, recommends a possible candidate to the organization. Youth advocates and the sitting board vote for the appointment of the new board members. A board member is appointed for 2 years with a possibility to extend for 2 more years. Every board member received a remuneration of EUR 200 per month for their work. Their total earnings over one year is below the maximum of EUR 187,000 as stipulated in the 'Wet Normering Topinkomens'.

*Composition of the general board as per 31 December 2018*

- Gaia Mori (Chair). MSc, Research Master in Social Psychology, Programme Coordinator at Sanquin Bloedvoorziening.
- Max Bloem (Treasurer). Student Bachelor Liberal Arts & Sciences: Global Challenges, University of Leiden.
- Scarlett Hawkins (Vice Chair – Secretary). BA Global Arts, International Politics –Counterterrorism. Director at Audacity Impact Consulting.
- Mayanka Vij (General Board Member). MSc. Economics and advanced-master International Development Studies. Monitoring and Evaluation Officer at COC Nederland.

The CHOICE board ideally consists of 5 people. However, the former treasurer Marnix Heikamp left the organization per 31 December 2018. Max Bloem, who was previously a general board member, took over the position of treasurer as we continue to search for another general board member.

### Youth Advocates

Our Youth Advocates (YAs) who voluntary dedicate their time to CHOICE have always been at the heart of CHOICE as an organization. With the expansion of the organization over the last couple of years and the development of our programs, the nature of the work of the youth advocates has changed. Based on a self-evaluation and needs assessment, in 2018, they redesigned the Youth Advocate-structure with support from the board and staff.

### Staff team

The staff team is based in our office in Amsterdam and responsible for the daily management of the organization, coordination and quality of subsidy programs and projects, development of resources and fundraising. Every quarter the team reflects on our annual objectives and progress. The team supports our (youth-led) partners and youth advocates in MYP and youth-led advocacy. Our team consists of an Executive Director, Administration Officer/Program Officer, Resource Mobilization and Communication Coordinator, an Advocacy Coordinator and an Advocacy Officer, three Program Coordinators and one Program Officer.

### Executive Director

The Executive Director is responsible for the daily management of the organization. This includes the design, development, and implementation of organizational strategic plans in a cost-effective and time-efficient way. The Executive Director is accountable to the general board and reports to them on a regular basis. In 2018 CHOICE shifted from Executive Director. Zoë Nussy left the organization on the 1st of December and was succeeded by Nathalie Metheuver. Nathalie had been working at CHOICE as a youth advocate (per September 2015) and as a Program Coordinator (per July 2016) before she was appointed as Executive Director. The earnings of Zoë were EUR 53,974 (based on 1.0 FTE)

and the earnings of Nathalie were EUR 4,008 (based on 1.0 FTE). Both earnings do not exceed the maximum of EUR 174,000 as stipulated in the 'Wet Normering Topinkomens'.

## FTE

During 2018 the staff team has grown again. 0.44 FTE was added to the team by expanding the contracts of our resource mobilisation and communication officer with 8 hours per week and hiring an additional program officer for 8 hours per week. The CHOICE staff team – excluding the Executive Director – counts 7.8 FTE at 31 December 2018. An addition of 0.89 FTE was added to the team per 7 January 2019 to fill in the position of program officer, as to bridge the gap that arose when Nathalie shifted from her position as program coordinator to ED.

## ADVISORY BOARD

CHOICE strongly believes in the merit of youth-adult partnerships in complimenting youth-run endeavours. As such, our Advisory Board is comprised of three experienced and seasoned professionals, each with their own expertise in areas CHOICE regularly consults them for. The members of our advisory board are:

- Anneke Wensing – Consultant in fundraising and project management for NGOs
- Daan Rijk – Team Lead Credit Management – Brocacef Phoenix Group
- Ellen Eiling – Senior Policy Advisor Aidsfonds (M&E)
- In 2019, we hope to build on our relationship further and continue to seek their advice on necessary and relevant strategic matters.

## MULTI-ANNUAL STRATEGY

2018 was the year of developing our new multi-annual strategy (MAS) for 2019-2022. Supported by a consultant, four workshop days were organized in which representatives of board, staff and youth advocates jointly defined the strategy. The process also included a session with external partners, to discuss CHOICE's added value and strengths. A working group is currently finishing the process, making sure that the MAS narrative is finished, and that the new strategy is integrated into the CHOICE Theory of Change (ToC) and our Planning, Monitoring, Evaluation and Learning (PMEL) framework.

The new strategy will be launched at the beginning of Q2 2019. A sneak peak of the strategy can be found in the chapter Prognosis 2019.

## CODE OF CONDUCT

CHOICE follows the CAO Zorg & Welzijn for remuneration of staff. Furthermore, CHOICE follows the guidelines of CBF's erkenningsregeling, which has been granted again for 2018. Since 2018 is CHOICE also part of Goede Doelen Nederland and therefore we meet the following codes, rules and guidelines:

- SBF-code voor Goed Bestuur
- Richtlijn 650 and Aanbeveling Toepassing Richtlijn 650 'kostentoerekening beheer en administratie'.
- Erkenningsregeling Goede Doelen
- Regeling beloning directeuren van goede doelen
- Richtlijn Financieel Beheer goede doelen
- Handreiking verwerking en waardering nalatenschappen belast met (vrucht)gebruik

## SAFETY AND SECURITY

As both youth advocates and staff members are regularly sent abroad, CHOICE developed a safety and security policy in 2018. This was done in cooperation with a consultant from Expat Preventive. The policy is in place since October 2018. Part of the policy is that all staff members joining CHOICE will be sent on a safety and security training organized by Expat Preventive. As a result, all staff members experienced a three-day safety and security training in 2018.

## MONITORING AND EVALUATION

### CHOICE ToC and PMEL framework

We have been working on a CHOICE organization's ToC and PMEL framework since 2017 by gradually building the PMEL capacity of our staff team and setting up a working group of three staff members that, with the input of others, worked on the creation of our ToC and PMEL framework. A consultant supported us in this process in 2018. We have conducted several sessions to develop and redevelop the ToC and corresponding PMEL framework and drafted a ToC and PMEL framework in 2018. We also started implementing part of the PMEL framework, by capturing the output indicators. However, since we also started the process of drafting a

new multi-annual strategy and we aim that the ToC and the PMEL framework are corresponding to that strategy we will revisit our ToC and PMEL framework and will completely integrate it into our work in as of Q2 2019.

## IATI

Since 2017, CHOICE updates the IATI dashboards with our data every 3 months. This is a Dutch Ministry of Foreign Affairs requirement for the programs RHRN, GUSO and YID. Based on the preliminary CHOICE PMEL framework, CHOICE started reporting on our own organization's indicators in IATI as well in 2018. More reporting will be done once our PMEL framework is ready in Q2 2019.

## CORPORATE SOCIAL RESPONSIBILITY

A sustainable approach is a core component in our work and theory of change. At our office in Amsterdam, we are equally aware of our responsibilities with regard to the environment. Our host organization, Amnesty International, analysed the use of energy of our office building in 2016 and implemented several measures to reduce the ecological footprint of all office users, including CHOICE. Since 2018 the general waste bins in every organization in the Amnesty building have been removed and exchanged for one waste bin that separates green waste, plastic and other waste. Furthermore, although visiting our programmatic target countries is integral to our work, CHOICE has been reflecting on our contribution to CO2 emission. Therefore, travels within the EU are preferably done by train. We plan to work out a guideline system for international travel, as to limit the extent to which we damage the environment to a minimum level.

In selecting and monitoring our international partners, we make sure they share our values and views on what makes a better world for young people. This includes gender equality, LGBTI rights, diversity and inclusion, HIV and AIDS, cooperation among civil society organizations, financial management and sustainability.

## CHOICE POLICIES

In 2018 the board has revised some of our internal policies. The policies that have been updated are:

- CHOICE Gender Policy
- CHOICE Child & Youth Safeguarding Policy
- CHOICE Sexual Harassment Policy
- The board is still in the process of defining our Integrity Policy. This is expected to be finalized in Q1 2019.

## RISKS ANALYSIS AND UNCERTAINTIES

Being a youth-led organization in a changing field of international development brings risks and uncertainties. We have identified several risks that we faced in 2018 and which we will continue to face in 2019. With

	Risks	Impact	Probability	Mitigating actions	Status
1	Turnover of CHOICE staff leading to drop in project implementation and institutional memory loss.	M	H	<ol style="list-style-type: none"> <li>1.Ensure a long and comprehensive handover period.</li> <li>2. Identify people who may be exiting the organization and prepare for their replacement on time.</li> <li>3. Extensive documentation of work and strategies employed are in place for</li> </ol>	<ol style="list-style-type: none"> <li>1.In progress</li> <li>2.In progress</li> <li>3.In progress</li> </ol>
2	Dependency on one main donor.	H	H	<ol style="list-style-type: none"> <li>1. Increase and diversify fundraising sources.</li> <li>2. Ensure full and continuous pipeline of high quality institutional proposals.</li> <li>3. Investigate new funding channels and partnerships creation.</li> </ol>	<ol style="list-style-type: none"> <li>1.In progress</li> <li>2.In progress</li> <li>3.In progress</li> </ol>
3	Shrinking political space in partner countries as well as in the Netherlands limits our freedom of working.	M	M	<ol style="list-style-type: none"> <li>1.Keep close contact with relevant countries and be flexible in program planning.</li> <li>2.Build good relationships with key MPs, MinFA and embassies.</li> <li>3.Show importance of protecting activists and space for civil society to decision-makers and public.</li> </ol>	<ol style="list-style-type: none"> <li>1.In progress</li> <li>2.In progress</li> <li>3.In progress</li> </ol>
4	Funding streams ending at the same time, continuity reserve not high enough.	M	M	<ol style="list-style-type: none"> <li>1. Ensure strong fundraising focus in the next one year and set goals of achieving minimum 2 new funds in 2019.</li> <li>2. Strategically divide staff tasks upon departure of some staff so that continuity fund lasts longer with key staff and lean program implementation team.</li> </ol>	<ol style="list-style-type: none"> <li>1. In progress</li> <li>2. Planned</li> </ol>
5	Reduction in internal capacity within CHOICE with staff, board and advocates.	M	M	<ol style="list-style-type: none"> <li>1.Ensure a capacity building track internally for staff members, advocates and the board of CHOICE. Focus on trainings through internal events such as the Internal Trainings Weekend, Annual General Meeting and General Meetings as well as through external facilitators.</li> <li>2.Provide ample opportunities to advocates to engage and participate in events to increase the 'experienced advocates' pool.</li> </ol>	<ol style="list-style-type: none"> <li>1. Planned.</li> <li>2. Planned.</li> </ol>
6	Turnover of board members out of their term leading to loss of institutional management memory.	M	M	<ol style="list-style-type: none"> <li>1.Ensure a strong handover period and document.</li> <li>2.Stricter screening of newly recruited board members to ensure them serving out their term in its entirety.</li> </ol>	<ol style="list-style-type: none"> <li>1. In progress</li> <li>2. Planned</li> </ol>



**7.**  
**FINANÇIAL**  
**REPORT**  
**2018**

the matrix presented below we indicate the risk, the impact and probability and our mitigation actions. Result CHOICE realized a positive result of EUR 33,003.

## INCOME & EXPENDITURE

### Income

Our total income in 2018 was EUR 1,799,339 which is an increase of 21% compared to 2017. The increase is explained by the fact that both in the Yes I Do program as well as in the Get Up Speak Out program it was planned that 2018 would be the focus year of implementation, hence in this year the budget for each alliance partner would be highest. The actual income resulted in 8% higher than expected. That is because we managed to spend the carry-over from the GUSO unspent from 2016 and 2017 and because of an extension for the Youth Ambassador SRHR program of four months.

### Expenditure

In 2018 we spent a total amount of EUR 1,765,071. Compared to our total income, the amount directly spent on the objectives was EUR 1,614,993, which results in a percentage of 89.8. When we compare the direct spends on the objective to our total expenditures, this number raises to 91.5%. In 2017 these percentages were respectively 89.7% and 91.9%. We therefore managed to keep the balance between our income and expenditure and the amount that is directly spent on our objectives.

Management and organization costs resulted in a total number of EUR 125,811. The actual is 63% higher than the budget 2018. This is the result of extra communication expenses. The expenses of the Pride Board event were to be covered by extra fundraising. However, the raised funds of EUR 10,000 did not cover the total costs of the event of EUR 19,000. The gap was covered by the communication budget. Despite this increase in actual spending, the management and organization costs share of the total expenditure decreased from 7.8% in 2017 to 7.1% in 2018.

Fundraising costs resulted in a total of EUR 24,267, which is about the amount budgeted for. We spent almost five times as much money on fundraising compared to 2017. This is due to the fact that we increased the staff capacity on fundraising with 0.22 FTE.

## DEVIATIONS IN INCOME AND EXPENDITURE

### Salary costs

The actual salary costs of 2018 are higher than expected. This has four main reasons:

1. We increased the FTE for a program officer to support programmatic work.
2. Our advocacy officer and our Executive Director left the organization, which resulted in extra resources spent on staff hours because of the handover period and payment of leftover holiday hours.
3. We hired a researcher to do a research project on MYP with our partner NAYA in Kenya.
4. Because of the expected end of the REA program (2019) and RHRN, YID and GUSO programs (2020) we increased the FTE on fundraising.

- Office expenses

The office expenses are slightly higher than expected because of an extra expenditure for the printer. It had to be replaced, which was not anticipated for.

### General organization costs

During Pride 2018 CHOICE organized an event. The expenses of the event were to be covered by extra fundraising. However, the incoming funds of EUR 10,000 did not cover the total amount of the costs of the event of EUR 19,000. The gap was covered by the communication budget.

### Bank costs

We spent more on bank costs than anticipated. That is because we made more international transfers than planned. Furthermore, the interest is currently very low.

### Reserves

The year 2018 created a result of EUR 33,003. Per 31 December 2018 the continuity reserve equals an amount of EUR 183,771. Since CHOICE is facing financial risks related to the expected ending of programs in 2019 (REA) and 2020 (RHRN, GUSO & YID), this continuity reserves allows for ensuring that CHOICE can meet the contractual obligations, such as salary costs and organizational costs.

When looking at salary and organization costs, CHOICE identified the following contractual obligations that will need to be covered for at least three consecutive months:

- Salaries staff: EUR 88,000
- Financial administration costs: EUR 5,000
- (in)direct labour costs (including insurances): EUR 6,000
- Travel costs of board and staff: EUR 7,000
- Other organizational costs: EUR 7,500

Summing these values up gives a total of EUR 113,500 that should be the absolute minimum for the continuity reserve. The continuity reserve per 31 December 2018 is sufficient to meet this minimal threshold.

Having in mind that our programs will come to an end in 2019 and 2020 and we need to spend additional capacity to make sure that new resources are secured, plus the implementation of the new multi-annual strategy 2019–2021 which will most probably have an impact on the way CHOICE is organized, the continuity reserve is on the lower side compared to what is desirable. CHOICE therefore aims to conservatively grow the continuity reserve in the years to come.

## PROGNOSIS 2019

In 2019 we will focus on starting the implementation of our new MAS. Furthermore, with the ending of the current CHOICE programs coming up in 2019/2020, 2019 will be the year in which new partnerships are formed and existing partnerships are strengthened. The definition of new programs and partnerships provides an exciting opportunity for CHOICE to follow the exciting directions that we set out for CHOICE in the new MAS.

## Becoming a broker

From 2019 onwards, CHOICE wants to expand its role to that of a broker. We aim to become a power broker and see a role for ourselves in bringing young people and adults together and work jointly to shift the power dynamics in decision-making spaces from adults to young people. We will take on an active role in advocating for more direct and indirect funding for youth-led organizations. Also, we take the role of knowledge broker. We will use our technical expertise on meaningful youth participation, youth-led organizations, and inter-

national advocacy and explore the possibility of becoming a consultant on these issues. In this sense, CHOICE will maximize our expertise and the relationships we have established across the public and private sector to create new spaces and opportunities for young people.

## Advocacy

In 2019 we will continue with our advocacy efforts in both New York and Geneva and advocate for progressive language in UN outcome documents and the meaningful participation of young people in international decision-making spaces. These efforts will be integrated into our new advocacy strategy, which will be developed in 2019.

We also look forward to the continuation of our partnership with the Ministry of Foreign Affairs in selecting a total of 4 new youth ambassadors SRHR, freedom of choice and gender equality in the coming 5 years.

## Youth Leadership Program

Within our youth leadership program we will work on integrating the lessons learned regarding MYP from the midterm evaluation studies of the current programs. One of the key outcomes was that MYP can be strengthened by strengthening Youth-Adult Partnerships (YAPs). This needs to be done by investing in communication and cooperation between young people and adults. CHOICE will conduct research on best practices of YAP and develop strategies to address common issues in implementing MYP and YAP.

Furthermore, we will continue to invest into the capacity strengthening of our partner organizations. We will conduct multiple Organizational Capacity Assessment to help identify strengths and areas of improvement for the organizations, and develop and implement a corresponding action plan, to jointly make sure our partners will be another step closer to becoming a strong, sustainable and independent organization.

## Fundraising

2019 will be a year of intensified focus to ensure the continuity of the organization beyond 2020. CHOICE will explore cooperation with new and existing partners. Based on the donor mapping for youth-led organizations that will be published in Q2 2019, we will also engage

in contact with multiple funders beyond the funders we are currently working with already. In the contact with donors, we will not just focus on ensuring our own funding, but also make the pledge for funders to invest more in youth-led organizations.

### **Communication**

In 2019 we will focus on the development of a strategy to better communicate the impact that we make with our work. Furthermore, we will revise our YOU(TH) Do It! online platform, to make it more interactive and youth-friendly.

**ANNEX I**  
**FINANCIAL STATEMENTS 2018**

**2. ANNUAL FINANCIAL STATEMENTS 2018**

**2.1. BALANCE AS OF DECEMBER 31, 2018**

<b>ASSETS</b>		<b>31-12-2018</b>	<b>31-12-2017</b>
		<b>€</b>	<b>€</b>
Fixed assets	5.1	8.042	5.554
Receivables	5.2	183.360	192.269
Prepayments and other current assets	5.2	33.727	333.672
Cash and cash equivalents	5.3	410.883	305.959
<hr/>			
<b>Total</b>		<b>636.011</b>	<b>837.454</b>
<b>LIABILITIES</b>		<b>31-12-2018</b>	<b>31-12-2017</b>
		<b>€</b>	<b>€</b>
<b>Reserves</b>			
* Continuity reserve	5.4	183.771	150.769
* Current and accrued liabilities	5.5	452.240	686.685
<hr/>			
<b>Total</b>		<b>636.011</b>	<b>837.454</b>

## 2.2. STATEMENT OF INCOME AND EXPENDITURE FOR 2018

INCOME		Actual 2018 €	Budget 2018 €	Actual 2017 €
Private persons	6.1	5.385	15.500	1.604
Companies	6.2	2.500	-	-
Lottery organizations	6.3	-	-	-
Government subsidies	6.4	1.434.124	1.300.835	1.077.139
Related not-for-profit organizations	6.5	13.035	-	13.965
Unrelated not-for-profit organizations	6.6	344.295	347.167	398.975
Total income from fundraising		1.799.339	1.663.502	1.491.684
Sale of products and services	6.7	-	-	-
Other income	6.8	-	-	-
<b>Total income</b>		<b>1.799.339</b>	<b>1.663.502</b>	<b>1.491.684</b>

EXPENDITURE		Actual 2018 €	Budget 2018 €	Actual 2017 €
Directly allocated to objectives				
Projectcosts - wages & organization		405.723	397.318	361.281
Projectcosts - travel & other direct		339.523	316.980	277.345
Projectcosts		745.246	714.298	638.625
Partner organizations		869.748	798.553	699.249
<b>Total expenditure</b>		<b>1.614.993</b>	<b>1.512.851</b>	<b>1.337.874</b>

*The amount for Partner organizations reflects the funds CHOICE has contracted and paid out to her partners. CHOICE monitors the actual spending by her partners according to an approved procedure. At the time of writing, not all partner spendings were accounted for. CHOICE does not foresee any upcoming problems in this regard.*

## Fundraising and administration costs

Fundraising costs	24.267	24.832	4.081
Management and administration	125.811	74.497	114.101
	150.078	99.329	118.181

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<b>Total expenses</b>	<b>1.765.071</b>	<b>1.612.180</b>	<b>1.456.056</b>
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	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Result before financial income & costs	34.268	51.322	35.628
Financial results	-1.265	-500	-486
Total results	33.003	50.822	35.142

### Appropriation of the result

Added to continuity reserve	<b>33.003</b>	<b>50.822</b>	<b>35.142</b>
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## 2.3. CASH FLOW STATEMENT 2018

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Cash flow from operational activities		
Income	1.799.339	1.491.684
Expenditure	1.766.336	1.456.541
Cash flow from investment activities	33.003	35.142
Change in liabilities during the year	-234.445	222.568
Change in assets during the year	-306.367	455.915
	71.922	-233.347
Movement cash and cash equivalents	104.924	-198.204
Liquid assets at the end of the financial year	410.883	305.959
Liquid assets at the start of the financial year	305.959	504.163
<b>Movement cash and cash equivalents</b>	<b>104.924</b>	<b>-198.204</b>

### 3. EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2018

#### 3.1. GENERAL

The financial statements of CHOICE for Youth and Sexuality have been drawn up in accordance with Guideline 650 of the Dutch Accounting Standards Board.

#### 3.2. ACCOUNTING PERIOD

These financial statements have been drawn up on the basis of an accounting period of one year. The financial year is concurrent with the calendar year.

### 4. ACCOUNTING PRINCIPLES

#### General

The accounting principles are based on historical cost. Unless otherwise indicated, assets and liabilities are included at nominal value. Income and expenditure are allocated to the period to which they apply.

#### Transactions in foreign currencies

Transactions denominated by foreign currencies are converted at the exchange rate applying on the transaction date. Monetary assets and liabilities denominated by foreign currencies are converted at the exchange rate applying on the balance sheet date.

#### Use of estimates

In accordance with general principles, when drawing up the financial statements, CHOICE must make certain estimates and suppositions that partly determine the amounts included.

#### (Government) Subsidies

Subsidy income is incorporated on the balance sheet in the same year as the subsidy grant/commitment with the donor becomes active. The amount can never exceed the amount as shown in the subsidy grant/commitment. Subsidy income is allocated based on the realised indirect and direct project costs, implying that this income is only reflected if and when the related costs have been made. Commitments for funding of future expenditures are not recorded as a receivable.

#### Continuity reserve

The continuity reserve has been created to warrant the continuity in the case of (temporary) drop in income.

#### Donations and contributions

Donations and contributions are recorded in the year in which they were generated.

#### In kind donations

In kind donations are recorded in the year in which they are granted and are valued at the fair value in The Netherlands.

#### (Government) Subsidies

Subsidy income is incorporated on the balance sheet in the same year as the subsidy grant/commitment with the donor becomes active.

#### Cost allocation

Costs are allocated to the objective, fundraising income and management and administration on the basis of the following criteria:

- \* directly attributable cost is allocated directly;
- \* indirectly attributable cost is apportioned according to a formula based on the number of staff working on the relevant activity.

In doing so, CHOICE follows guideline 650, as well as the recommendation regarding management and administration costs drawn up by the Fundraising Institutions Association (VFI).

## 5. EXPLANATORY NOTES TO THE BALANCE SHEET

### 5.1. FIXED ASSETS

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Acquisition costs	14.147	11.974
Accumulated depreciation	-6.105	6.420
Divestments	-4.387	
	8.042	5.554
	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Fixed assets previous year	5.554	8.770
Depreciation for the year	-4.072	-3.216
New investments	6.560	-
	8.042	5.554

*During 2018 CHOICE acquired 8 new computers.*

*Depreciation percentage is 33%. All assets are used for the day-to-day management of the organisation.*

### 5.2. RECEIVABLES, PREPAYMENTS AND OTHER CURRENT ASSETS

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Receivables donors & subsidies	183.360	192.269
Decommissioned grants	-	50.574
Prepaid grants for next year		250.632
Deposits and securities	3.130	3.130
Prepayments and other advances	30.597	29.337
	<b>217.087</b>	<b>525.941</b>

*Receivables have a duration period with a maximum of one year.*

The major receivable donors and subsidies are as follows:

	<b>2018</b>	<b>2017</b>
	<b>RHRN</b>	<b>RHRN</b>
	<b>€</b>	<b>€</b>
Situation as of 1 January	-4.048	-915
Interest	3	10
Received	213.728	213.728
Subsidies received in advance	209.683	212.823
Claimed/granted subsidy	-212.626	-216.871
<b>Subsidies received in advance</b>	<b>-2.943</b>	<b>-4.048</b>

	<b>2018</b>	<b>2017</b>
	<b>REA</b>	<b>REA</b>
	<b>€</b>	<b>€</b>
Situation as of 1 January	-187.054	-15.575
Interest	-	-
Received	362.680	227.496
Subsidies received in advance	175.626	211.921
Claimed/granted subsidy	-342.555	-398.975
<b>Subsidies received in advance</b>	<b>-166.929</b>	<b>-187.054</b>

### 5.3. CASH AND CASH EQUIVALENTS

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Bank current account and deposit	410.338	305.289
Petty Cash	545	670
	<b>410.883</b>	<b>305.959</b>

*The cash equivalents include a bank deposit of EUR 392.404 with an average interest of 0,03%. All cash equivalents are immediately claimable.*

## 5.4 RESERVES

### Continuity reserve

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Situation as of January 1	150.769	115.627
Profit or loss before appropriation	33.002	35.142
<b>Situation as of 31 December</b>	<b>183.771</b>	<b>150.769</b>

*A continuity reserve is created to cover risks in the near future and to ensure that the fundraising organization can continue to meet its obligation in the future.*

## 5.5 CURRENT AND ACCRUED LIABILITIES

	<b>2018</b>	<b>2017</b>
	<b>€</b>	<b>€</b>
Subsidies received in advance	308.186	515.312
Contract obligations	67.991	92.946
Holiday provision	36.457	34.344
Contributions for national insurance, income tax and pensions	22.123	16.559
Creditors	8.408	15.963
Other accrued liabilities	9.075	11.560
	<b>452.240</b>	<b>686.685</b>

*Within the other accrued liabilities is a reservation of EUR 2.010 for a possible wage tax claim*

The two largest subsidies received in advance are:

<b>Proceedings subsidies</b>	<b>2018</b>	<b>2017</b>
	<b>GuSo</b>	<b>GuSo</b>
	<b>€</b>	<b>€</b>
Situation as of 1 January	298.201	200.566
Interest	89	251
Received	433.417	504.688
Subsidies received in advance	731.706	705.505
Claimed/granted subsidy	-588.660	-407.305
<b>Subsidies received in advance</b>	<b>143.046</b>	<b>298.201</b>

<b>Proceedings subsidies</b>	<b>2018</b>	<b>2017</b>
	<b>Yes I Do!</b>	<b>Yes I Do!</b>
	<b>€</b>	<b>€</b>
Situation as of 1 January	199.642	137.134
Interest	60	171
Received	554.590	475.793
Subsidies received in advance	754.293	613.098
Claimed/granted subsidy	-593.279	-413.456
<b>Subsidies received in advance</b>	<b>161.014</b>	<b>199.642</b>

## 6. EXPLANTORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

### 6.1. INCOME FROM PRIVATE PERSONS

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	€	€	€
Donations and contributions	5.093	15.000	1.565
In-kind donations	293	500	39
	5.385	15.500	1.604

### 6.2. INCOME FROM COMPANIES

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	€	€	€
Donations and contributions	2.500	-	-
In-kind donations		-	-
	<b>2.500</b>	<b>-</b>	<b>0</b>

### 6.4. GOVERNMENT SUBSIDIES

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	€	€	€
Dutch Ministry of Foreign Affairs ASK -	-	1.728	
Dutch Ministry of Foreign Affairs RHRN	212.626	213.728	216.871
Dutch Ministry of Foreign Affairs GuSo	588.660	451.517	407.305
Dutch Ministry of Foreign Affairs Yes I Do!	593.279	571.765	413.456
Dutch Ministry of Foreign Affairs Youth Ambassador 16-18	29.252	23.825	37.779
United Nations	10.307		
Other government subsidies		40.000	
	<b>1.434.124</b>	<b>1.300.835</b>	<b>1.077.139</b>

**6.5. INCOME FROM RELATED NOT-FOR-PROFIT ORGANIZATIONS**

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
dance4life	-		6.000
KIT Sharenet	12.035		7.965
Other organizations	1.000		
	<b>13.035</b>	<b>-</b>	<b>13.965</b>

**6.6. INCOME FROM UNRELATED NOT-FOR-PROFIT ORGANIZATIONS**

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Mannion Daniels Amplify Change <sup>(REA)</sup>	342.555	322.167	398.975
International AIDS society	240		
Other institutions	1.500	25.000	-
	<b>344.295</b>	<b>347.167</b>	<b>398.975</b>

**FINANCIAL RESULTS**

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Income from interest	79	250	224
Bank and other financial expenses	-1.344	-750	-710
	<b>-1.265</b>	<b>-500</b>	<b>-486</b>

**J EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES**

	Actual 2018 €	Budget 2018 €	Actual 2017 €
Total project costs	1.614.993	1.512.851	1.337.874

**Spending percentage**

*Below, the proportion of the total expenditure on the objective(s) to the total income has been represented as a percent for the relevant years:*

	Actual 2018 €	Budget 2018 €	Actual 2017 €
Total direct expenditures for the objectives	1.614.993	1.512.851	1.337.874
Total income	1.799.339	1.663.502	1.491.684
Spending percentage	89,8%	90,9%	89,7%

*Below, the proportion of the total expenditure on the objective(s) to the total expenditure has been represented as a percent for the relevant years:*

	Actual 2018 €	Budget 2018 €	Actual 2017 €
Total direct expenditures for the objectives	1.614.993	1.512.851	1.337.874
Total expenditure	1.765.071	1.612.180	1.456.056
Spending percentage	91,5%	93,8%	91,9%

**K FUNDRAISING COSTS**

## Fundraising costs

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Fundraising costs	24.267	24.832	4.081

**Cost percentage fundraising**

Below, the proportion of the fundraising costs to the total direct fundraising income has been represented as a percent for the relevant years:

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Fundraising income	1.799.339	1.663.502	1.491.684
Fundraising costs	24.267	24.832	4.081
Cost percentage fundraising	1,3%	1,5%	0,3%

**L MANAGEMENT AND ADMINISTRATION**

## Management and administrative costs

	<b>Actual 2018</b>	<b>Budget 2018</b>	<b>Actual 2017</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Management and administrative costs	125.811	74.497	114.101
Total expenditure	1.765.071	1.612.180	1.456.056
Management and administration percentage	7,1%	4,6%	7,8%

## 7 EXPLANATORY NOTES TO ALLOCATION OF EXPENDITURE

## SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

<b>Appropriation Expenditure</b>	<b>Objective €</b>	<b>Raising funds €</b>	<b>Management and Administration €</b>	<b>Total 2018 €</b>	<b>Budget 2018 €</b>	<b>Total 2017 €</b>
Grants to partners	869.748			869.748	798.553	699.249
Direct project costs	339.523			339.523	316.980	277.345
Staff costs	329.306	19.696	102.115	451.117	408.047	403.608
Accommodation costs	22.051	1.319	6.838	30.208	27.450	24.352
Office and general expenses	54.366	3.252	16.858	74.476	61.900	51.502
<b>Total</b>	<b>1.614.993</b>	<b>24.267</b>	<b>125.811</b>	<b>1.765.071</b>	<b>1.612.930</b>	<b>1.456.056</b>

## 7.1 SPECIFICATION COSTS

APPROPRIATION	ACTUAL 2018 €	BUDGET 2018 €	ACTUAL 2017 €
SALARIES	304.214	266.578	271.439
SOCIAL SECURITY	48.674	42.652	43.430
PENSION	46.490	35.928	36.583
TOTAL STAFF COSTS	399.379	345.158	351.452
ILLNESS INSURANCE	6.678	7.500	8.100
TRAININGS FOR STAFF	12.159	12.000	12.968
HEALTH SERVICES STAFF	-223	750	853
TRAVEL STAFF TO OFFICE	16.994	19.612	18.472
OTHER TRAVEL EXPENSES	2.235	500	291
INTERNSHIP COSTS	831	1.000	0
REPRESENTATION BOARD	12.328	13.000	11.472
REPRESENTATION STAFF	736	2.000	2.303
TOTAL INDIRECT STAFF COSTS	51.739	56.362	54.458
RENT	13.667	15.000	13.479
OFFICE COSTS	2.877	2.000	1.737
WRITE OFFS	4.072	3.250	3.216
IT	9.592	7.200	5.921
TOTAL ACCOMODATION	30.208	27.450	24.352
VOLUNTEER EXPENSES	3.473	2.500	2.713
BOARD DECLARATIONS	2.610	2.000	2.446
MEMBERSHIP FEES	3.445	2.500	3.061
WEBSITE HOSTING	66	2.000	1.062
FOUNDATION COSTS	5.610	5.000	6.916
STAFF DECLARATIONS	1.782	350	555
FUNDRAISING	3.433	5.000	16
COMMUNICATIONS	30.485	10.000	13.796
OTHER GENERAL COSTS	443	300	254
TOTAL GENERAL ORGANISATION	51.348	29.650	30.820
FINANCE ADMINISTRATION	18.076	15.000	15.059
ACCOUNTANT	2.626	7.000	1.266
PAYROLL SERVICES	2.426	2.500	2.055
ADVICE	0	3.000	0
TOTAL ACCOUNTANT & ADMIN	23.128	27.500	18.380
	<b>555.801</b>	<b>486.120</b>	<b>479.462</b>

## 7.2 PAYMENT OF DIRECTORS

During 2018 CHOICE has had two executive directors:

Directors during 2018	Nathalie Metheuver	Zoë Nussy
Started	1 december 2018	1 januari 2018
End	31 december 2018	31 december 2018
FTE	100%	100%
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€ 3.582	€ 47.140
Pension	€ 427	€ 6.834
Taxable expenses	€ 0	€ 0
Total salary costs	€ 4.008	€ 53.974
WNT maximum per year	€ 174.000	€ 174.000
WNT maximum in proportion	€ 14.500	€ 174.000
Directors during 2017	Zoë Nussy	Elsemieke de Jonge
Started	1 maart 2017	1 januari 2017
End	31 december 2017	30 april 2017
FTE	100%	100%
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€ 33.672	€ 16.412
Pension	€ 5.194	€ 2.296
Taxable expenses	€ 0	€ 0
Total salary costs	€ 38.866	€ 18.708
WNT maximum per year	€ 168.000	€ 168.000
WNT maximum in proportion	€ 140.000	€ 56.000

### 7.3 SALARIES BOARD AND DIRECTORS

#### Directors

Name	Zoë Nussy	Name	Nathalie Metheuver
Function	Executive director	Function	Executive director
Active during 2016	January - december 2018	Active during 2016	dec-18
Parttme percentage	100%	Parttme percentage	100%
Former top functionary	No	Former top functionary	No
Contract of employment	Yes	Contract of employment	Yes
Goede Doelen Nederland maximum	€ 81.270	Goede Doelen Nederland maximum	€ 6.772,50
Salary 2018	€ 47.140	Salary 2018	€ 3.582
Pension contribution 2018	€ 6.834	Pension contribution 2018	€ 427
Total salary 2018	€ 53.974	Total salary 2018	€ 4.008

The Board has determined the remuneration policy, the level of the remuneration of the management and the level of other remuneration components. The policy is updated periodically. When determining the remuneration policy and determining the remuneration, N. N. Metheuver follows the Regeling belonging directeurs van goededoelenorganisaties (see [www.goededoelennederland.nl](http://www.goededoelennederland.nl)). The regulation sets a maximum standard for annual income based on the weighting criteria. The Board weighed the situation at N. N. Metheuver. This led to a so-called BSD score of 315 points with a maximum annual income of EUR 81,270 (1 FTE / 12 months). The actual annual income of the management relevant for the assessment, based on the applicable ceilings, was TOTAL IN EUR for Z. Nussy (1 FTE / 12 months): 53,974, for N. N. Metheuver: 4,008 (1 FTE / 1 month). These rewards remained within the applicable ceilings. The amount and composition of the remuneration are explained above.

**General Board**

Name Esther van Duin  
 Function Chair General Board  
 Active during 2018 January - August 2018  
 Parttme percentage not applicable  
 Former top functionary No  
 Contract of employment No  
 WNT maximum € 17.400  
 Board stipend 2018 € 1.700  
 Active during 2017 January - December 2017  
 Board stipend 2017 € 2.000

Name Gaia Mori  
 Function Chair General Board  
 Active during 2018 September - December 2018  
 Parttme percentage not applicable  
 Former top functionary No  
 Contract of employment No  
 WNT maximum € 8.700  
 Board stipend 2018 € 800

Name Gaia Mori  
 Function Secretary General Board  
 Active during 2018 January - August 2018  
 Parttme percentage not applicable  
 Former top functionary No  
 Contract of employment No  
 WNT maximum € 11.600  
 Board stipend 2018 € 1.600  
 Active during 2017 September - December 2017  
 Board stipend 2017 € 700

Name Scarlett Hawkins  
 Function Secretary General Board  
 Active during 2018 September - December 2018  
 Parttme percentage not applicable  
 Former top functionary No  
 Contract of employment No  
 WNT maximum € 5.800  
 Board stipend 2018 € 700

Name Marnix Heikamp  
 Function Treasurer General Board  
 Active during 2018 January - December 2018  
 Parttme percentage not applicable  
 Former top functionary No  
 Contract of employment No  
 WNT maximum € 17.400  
 Board stipend 2018 € 2.400  
 Active during 2017 September - December 2017

Name	Marijke Bleeker
Function	Member General Board
Active during 2018	January - August 2018
Parttme percentage	not applicable
Former top functionary	No
Contract of employment	No
WNT maximum	€ 11.600
Board stipend 2018	€ 1.600
Active during 2017	January - December 2017
Board stipend 2017	€ 2.000

Name	Jelena Lucija Brodnjak
Function	Member General Board
Active during 2018	January - August 2018
Parttme percentage	not applicable
Former top functionary	No
Contract of employment	No
WNT maximum	€ 11.600
Board stipend 2018	€ 1.600
Active during 2017	January - December 2017
Board stipend 2017	€ 1.600

Name	Mayanka Vij
Function	Member General Board
Active during 2018	September - December 2018
Parttme percentage	not applicable
Former top functionary	No
Contract of employment	No
WNT maximum	€ 5.800
Board stipend 2018	€ 800

Name	Max Bloem
Function	Member General Board
Active during 2018	September - December 2018
Parttme percentage	not applicable
Former top functionary	No
Contract of employment	No
WNT maximum	€ 5.800
Board stipend 2018	€ 800

**7.4 DRAFT BUDGET 2019**

Budget 2019	Actual 2017	Actual 2018	Budget 2019
Income			
BuZa MFS II			
BuZa ASK	€ 1.728		
Dance 4 Life / Youth ICPD	€ 6.000		
St. Utopa			
Dura			
Jongeren ambassadeur jan15-aug16			
BuZa - Right here right now	€ 216.871	€ 212.626	€ 223.728
BuZA - Get up speak out	€ 407.305	€ 588.660	€ 486.208
BuZA - Yes I Do (Plan)	€ 413.456	€ 593.279	€ 516.985
Amplify Change - Rights Evidence Action	€ 398.975	€ 342.555	€ 136.760
Youth Ambassador sep16 - aug18	€ 37.779	€ 29.252	
Sharenet - YouAct	€ 7.965	€ 12.035	
UN		€ 10.307	
International AIDS Society		€ 240	€ 2.931
Nieuwe subsidies - overheid			€ 20.000
Nieuwe subsidies - stichtingen		€ 4.500	€ 15.000
Indivuele donaties & consultancy (9110, NLBB)	€ 1.565	€ 5.593	€ 10.000
In kind donaties (9115, NLBB)	€ 39	€ 293	
Interest	€ 224	€ 79	€ 250
<b>Total income</b>	<b>€ 1.491.908</b>	<b>€ 1.799.418</b>	<b>€ 1.411.863</b>

**Projectcosts**

BuZa MFS II			
BuZa ASK			
Dance 4 Life / Youth ICPD			
St. Utopa			
Dura			
Jongeren ambassadeur jan15-aug16			
BuZa - Right here right now	€ 67.268	€ 55.198	€ 84.248
BuZA - Get up speak out	€ 273.856	€ 394.361	€ 421.519
BuZA - Yes I Do (Plan)	€ 305.138	€ 494.091	€ 277.471
Amplify Change - Rights Evidence Action	€ 302.721	€ 228.236	€ 62.043
Youth Ambassador sep16 - aug18	€ 19.645	€ 19.888	
Sharenet - YouAct	€ 7.965	€ 7.033	
UN	€ 10.454		
International AIDS Society	€ 10	€ 1.524	
Nieuwe subsidies - overheid			
Nieuwe subsidies - stichtingen			
Indivuele donaties & consultancy (9110, NLBB)			
In kind donaties (9110, NLBB)			
Interest			
<b>Total projectcosts</b>	<b>€ 976.593</b>	<b>€ 1.209.271</b>	<b>€ 846.805</b>

## Net Income

BuZa MFS II	€ 0	€ 0	€ 0
BuZa ASK	€ 1.728	€ 0	€ 0
Dance 4 Life / Youth ICPD	€ 6.000	€ 0	€ 0
St. Utopa	€ 0	€ 0	€ 0
Dura	€ 0	€ 0	€ 0
Jongeren ambassadeur	€ 0	€ 0	€ 0
BuZa - Right here right now	€ 149.603	€ 157.428	€ 139.480
BuZA - Get up speak out	€ 133.449	€ 194.299	€ 64.689
BuZA - Yes I Do (Plan)	€ 108.318	€ 99.188	€ 239.515
Amplify Change - Rights Evidence Action	€ 96.255	€ 114.319	€ 74.717
Youth Ambassador sep16 - aug18	€ 18.134	€ 9.365	€ 0
Sharenet - YouAct	€ 0	€ 5.001	€ 0
UN	€ 0	€ -147	€ 0
International AIDS Society	€ 0	€ 230	€ 1.407
Nieuwe subsidies - overheid	€ 0	€ 0	€ 20.000
Nieuwe subsidies - stichtingen	€ 0	€ 4.500	€ 15.000
Individuele donaties & consultancy (9110, NLBB)	€ 1.565	€ 5.593	€ 10.000
In kind donaties (9110, NLBB)	€ 39	€ 293	€ 0
Interest	€ 224	€ 79	€ 250
<b>Total Net Income</b>	<b>€ 515.314</b>	<b>€ 590.147</b>	<b>€ 565.058</b>
Personnel- and organization cost			
Salarissen en werkgeverslasten	€ 351.452	€ 399.379	€ 404.298
Overige personeelslasten	€ 54.458	€ 51.739	€ 55.300
Kantoorkosten	€ 24.352	€ 30.208	€ 30.750
Algemene organisatiekosten	€ 30.820	€ 51.348	€ 41.500
Accountant en administratiekosten	€ 18.380	€ 23.128	€ 29.000
Rentelasten en bankkosten	€ 710	€ 1.344	€ 1.000
<b>Total</b>	<b>€ 480.172</b>	<b>€ 557.145</b>	<b>€ 561.848</b>
<b>Total result</b>	<b>€ 35.143</b>	<b>€ 33.002</b>	<b>€ 3.209</b>
Continuïteitsreserve einde jaar	€ 150.769	€ 183.772	€ 186.981

**Supervisory Board**

*During 2017 CHOICE has disbanded the Supervisory board. The members of the supervisory board did not receive any payments.*

<b>Name</b>	Ellen Marion Eiling
<b>Function</b>	Member supervisory board
<b>Active during 2017</b>	January - June 2017
<b>Parttime percentage</b>	not applicable
<b>Former top functionary</b>	No
<b>Contract of employment</b>	No
<b>WNT maximum</b>	€ 8.400
<b>Board stipend 2017</b>	€ 0

<b>Name</b>	Frouke Karel
<b>Function</b>	Member supervisory board
<b>Active during 2016</b>	January - June 2017
<b>Parttime percentage</b>	not applicable
<b>Former top functionary</b>	No
<b>Contract of employment</b>	No
<b>WNT maximum</b>	€ 8.400
<b>Board stipend 2017</b>	€ 0

<b>Name</b>	Anneke Charlotte Wensing
<b>Function</b>	Member supervisory board
<b>Active during 2016</b>	January - June 2017
<b>Parttime percentage</b>	not applicable
<b>Former top functionary</b>	No
<b>Contract of employment</b>	No
<b>WNT maximum</b>	€ 8.400
<b>Board stipend 2017</b>	€ 0

<b>Name</b>	Daan Johannes Cornelis Rijk
<b>Function</b>	Member supervisory board
<b>Active during 2016</b>	January - June 2017
<b>Parttime percentage</b>	not applicable
<b>Former top functionary</b>	No
<b>Contract of employment</b>	No
<b>WNT maximum</b>	€ 8.400
<b>Board stipend 2017</b>	€ 0

**7.4 BUDGET 2018**

	<b>Actual 2016</b>	<b>Budget 2017</b>	<b>Actual 2017</b>	<b>Budget 2018</b>
<b>Income</b>				
BuZa MFS II	€ 17.095			
BuZa ASK	€ 10.367		€ 1.728	
Dance 4 Life / Youth ICPD	€ 13.125		€ 6.000	
St. Utopa	€ 1.779			
Dura	€ 8.325			
Jongeren ambassadeur jan15-aug16	€ 19.506			
BuZa - Right here right now	€ 200.744	€ 193.728	€ 216.871	€ 213.728
BuZA - Get up speak out	€ 238.177	€ 486.953	€ 428.501	€ 451.517
BuZA - Yes I Do (Plan)	€ 313.532	€ 491.043	€ 442.834	€ 571.765
Amplify Change -				
Rights Evidence Action	€ 15.575	€ 231.333	€ 294.229	€ 322.167
Youth Ambassador sep16 - aug18	€ 11.039	€ 34.888	€ 37.779	€ 23.825
Sharenet - YouAct			€ 7.965	
Nieuwe subsidies - overheid				€ 40.000
Nieuwe subsidies - stichtingen				€ 25.000
Indivuele donaties & consultancy (9110, NLBB)	€ 1.220	€ 1.030	€ 1.565	€ 15.000
In kind donaties (9115, NLBB)	€ 169	€ 515	€ 39	€ 500
Interest	€ 251	€ 309	€ 224	€ 250
<b>Total income</b>	<b>€ 850.905</b>	<b>€ 1.439.799</b>	<b>€ 1.437.736</b>	<b>€ 1.663.752</b>
<b>Projectcosts</b>				
BuZa MFS II	€ 1.390			
BuZa ASK	€ 6.460			
Dura	€ 3.073			
Jongeren ambassadeur jan15-aug16	€ 8.325			
BuZa - Right here right now	€ 59.014	€ 72.000	€ 67.268	€ 74.248
BuZA - Get up speak out	€ 146.634	€ 335.322	€ 295.052	€ 336.803
BuZA - Yes I Do (Plan)	€ 208.710	€ 332.732	€ 334.516	€ 421.015
Amplify Change -				
Rights Evidence Action	€ 500	€ 175.500	€ 197.975	€ 225.917
Youth Ambassador sep16 - aug18	€ 5.914	€ 17.225	€ 19.645	€ 12.050
Sharenet - YouAct			€ 7.965	
Nieuwe subsidies - overheid				€ 28.000
Nieuwe subsidies - stichtingen				€ 17.500
<b>Total projectcosts</b>	<b>€ 440.019</b>	<b>€ 932.779</b>	<b>€ 922.421</b>	<b>€ 1.115.533</b>

Personnel- and organization cost				
Salarissen en werkgeverslasten	€ 268.033	€ 326.655	€ 351.452	€ 351.685
Overige personeelslasten	€ 28.363	€ 54.050	€ 54.458	€ 56.362
Kantoorkosten	€ 25.282	€ 28.200	€ 24.352	€ 27.450
Algemene organisatiekosten	€ 46.273	€ 41.650	€ 30.820	€ 33.650
Accountant en administratiekosten	€ 20.972	€ 30.460	€ 18.380	€ 27.500
Rentelasten en bankkosten	€ 294	€ 750	€ 710	€ 750
<hr/>				
<b>Total</b>	<b>€ 389.217</b>	<b>€ 481.765</b>	<b>€ 480.172</b>	<b>€ 497.397</b>
<b>Total result</b>	<b>€ 21.669</b>	<b>€ 25.255</b>	<b>€ 35.143</b>	<b>€ 50.822</b>

## 8. OTHER

### 8.1 LIABILITIES NOT PRESENTED ON THE BALANCE SHEET

CHOICE has a rental contract with Amnesty International which is renewed that every year, and which can be cancelled with a 9 month notice. The rental contracts is worth € 13.500 per year.

### 8.2 SUBSEQUENT EVENTS

No subsequent events occurred after balance sheet date which affect the annual report.

Amsterdam, March 2018

#### General board

Chair	Gaia Mori
Secretary	Scarlett Hawkins
Treasurer	Max Bloem
General Board Member	Mayanka Vij

**AUTHOR**

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**DESIGNER**

Britt Duppen

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