

Annual report

2020



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LIST OF ABBREVIATIONS

ACAT	Advocacy Capacity Assessment Tool
CS	Capacity Strengthening
DRC	Democratic Republic of the Congo
ED	Executive Director
GUSO	Get Up Speak Out
LGBTQI	Lesbian Gay Bi-sexual Transgender Queer Intersex
MAS	Multi-Annual Strategy
MoFA	Ministry of Foreign Affairs
MIYP	Meaningful & Inclusive Youth Participation <i>(term used in RHRN)</i>
MYP	Meaningful Youth Participation
OCA	Organizational Capacity Assessment
PMEL	Planning, Monitoring, Evaluation and Learning
PtY	Power to You(th)
REA	Rights Evidence Action
RHRN	Right Here Right Now
SDGs	Sustainable Development Goals
SRHR	Sexual and Reproductive Health & Rights
TMB	Treaty Monitoring Bodies
UfBR	Unite for Body Rights
UN	United Nations
UPR	Universal Periodic Review
YAP	Youth-Adult Partnership
YIDA	Yes I Do Alliance
YLA	Youth-Led Advocacy
YLO	Youth-Led organization



Dear readers!

2020 – what a year! From wrapping up our programs of 5 years and creating new ones, to dealing with the consequences of a pandemic on our work and refreshing our governance structure, we have been busy.

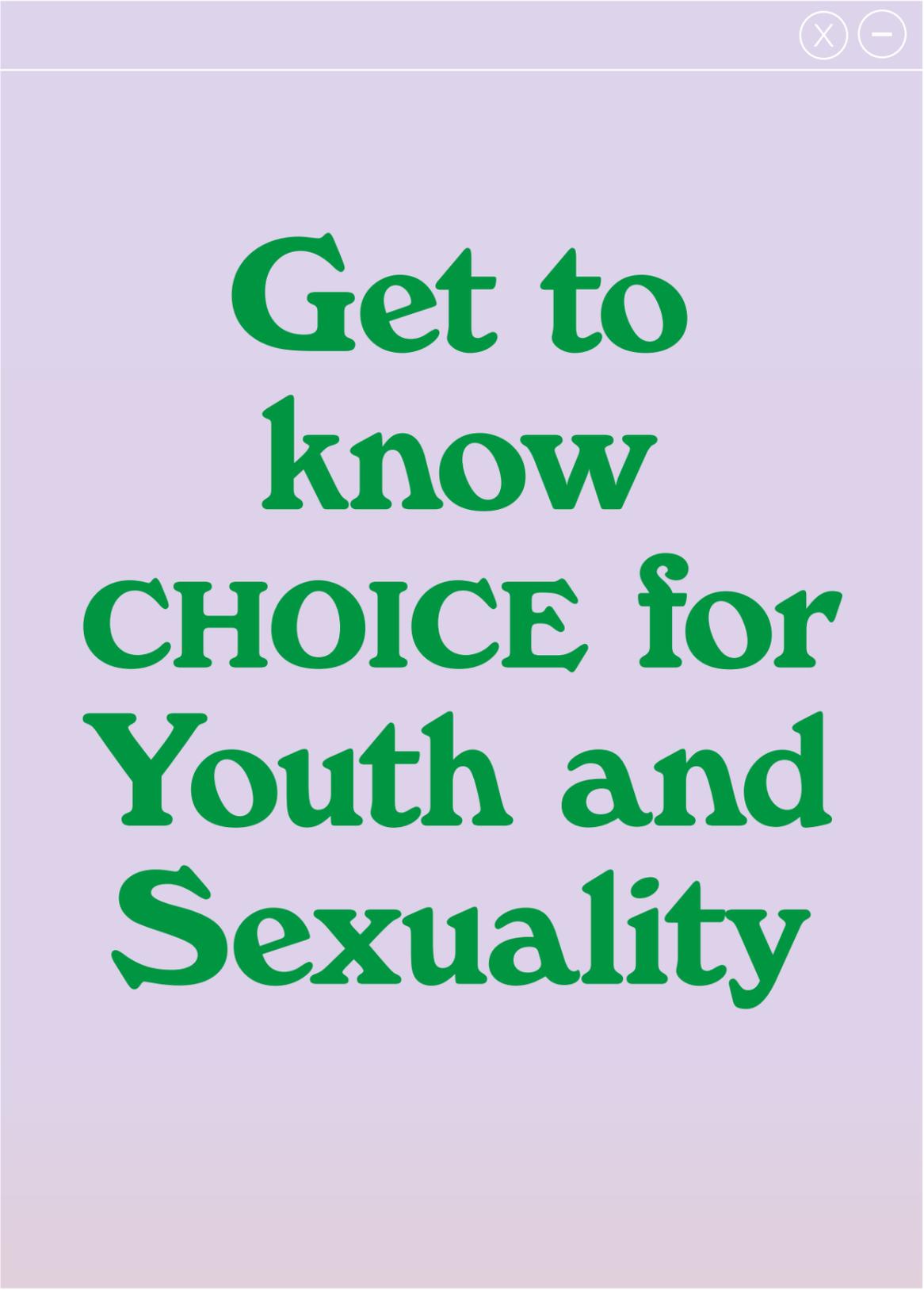
We started the year with many changes in the staff team and a new Executive Director, but also managed to create our new advocacy strategy, with input from many of our past and current partners. Then, the COVID-19 pandemic sent us all home, but we pushed on: we created a team to deal with the practical and more human aspects of working during a global health crisis, moved our partners' Organizational & Advocacy Capacity Assessments (OCA's and ACAT's) online, adapted the delivery modes of our activities, and successfully hosted an online Connector Week with our partners. At the same time, we kept looking ahead and built on the efforts started in 2019 to secure renewed funding. Thanks to everyone's hard work, these efforts were successful: for the next five years, we will be part of two new programs funded by the Ministry of Foreign Affairs, Power to Youth and Right Here Right Now 2. We also secured two new partnerships providing Meaningful Youth Participation expertise to adult SRHR organizations. Within CHOICE, we took time to take a good look at our functioning as we approach a quarter century of existence, and started the organization-wide process of renewing our governance structure with the help of a consultant. Finally, the year ended in celebration as we said a bittersweet goodbye to the four programs that have formed the core of our work for the past five years.

Although many good things have come out of it for CHOICE, this has not been an easy year, including in the global SRHR landscape. Now more than ever, we need to make sure that more young people are capacitated to defend their SRHR, and are given spaces to do so. As we reach the halfway point of our Multi-Annual Strategy (MAS), we plan to evaluate our progress in ensuring this. We also hope to collaborate with more young advocates all over the world, and to keep spreading the word about MYP to other organizations in the field. As always, we thank all of you who trusted and supported us and collaborated with CHOICE over the past year. 2020 proved to us that together, we can always find new ways of keeping on creating a world where every young person has the power to enjoy all aspects of their SRHR.

Enjoy the read!

Jannemiek Evelo
Executive Director

Lara Fizaine
Chair of the Board



Get to know CHOICE for Youth and Sexuality

WHO WE ARE

CHOICE for Youth & Sexuality (CHOICE) is a youth-led organization striving to fulfil universal access to 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. It makes young people's SRHR a crucial issue to be advocating for – which is exactly what we do!

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 CHOICE it has always been about young people. We believe 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.¹ 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!

With young people making up to 42% of the world's population, our voice should not be ignored

WHAT WE DO

CHOICE advocates for the SRHR of young people in multiple ways:

1. We strengthen the capacity of young people to be equal partners in decision-making processes about SRHR
2. We strengthen the capacity of youth-led organizations working on SRHR to be sustainable and connected
3. We strengthen the capacity of organizations working on SRHR to meaningfully include young people and address their needs
4. We advocate for youth-friendly funding



Vision and mission

VISION

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

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 changemakers 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 and spaces for young people to stand up for their sexual and reproductive health and rights and to participate meaningfully. We stand behind our values and walk the talk – we are proudly youth-led!



Where did we work in 2020

Just like the rest of the world we mainly worked from home due to the COVID pandemic. However, our work and the work of our partners continues! In 2020 we worked with young people and partners in the following countries under our different programs:

**KENYA | ETHIOPIA | MALAWI | MOZAMBIQUE
ZAMBIA | NIGERIA | DEMOCRATIC REPUB-
LIC CONGO | NEPAL | UGANDA | SENEGAL
ZIMBABWE | BANGLADESH | INDONESIA
PAKISTAN | BOLIVIA | HONDURAS | CARIBBE-
AN SUB-REGION**

We work in cooperation with local partners as we believe in working together creates the best possible outcomes. 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)
- Associação Coalizao da Juventude Moçambicana (COALIZAO, Mozambique)
- Si Jeunesse Savait (SJS, Democratic Republic of Congo)
- Education as a Vaccine (EVA, Nigeria)
- Jeuniallissime (Democratic Republic of Congo)
- International Center for Sexual Reproductive Rights (INCRESE, Nigeria)



Our work

OUR WORK IN 2020

Our work is guided towards our vision: All young people have the power to make decisions about their sexual, reproductive and love lives! In order to achieve this vision, we have defined five strategic directions that we want to achieve in 2022. These long-term outcomes are:

1. Young people are equal partners in decision-making processes
2. Youth-led organizations are sustainable and connected
3. Organizations working on youth SRHR effectively address the needs of young people
4. Funders structurally provide accessible resources and opportunities to youth-led organizations working on SRHR.
5. Relevant decision-makers structurally integrate MYP and youth SRHR in law and policy-shaping processes.

2020 was the second year of implementation of our MAS, we built upon the foundations set in 2019 and strengthen and expand these in challenging times.

YOUNG PEOPLE ARE EQUAL PARTNERS IN DECISION-MAKING PROCESSES

YOUNG PEOPLE IN INTERNATIONAL UN ADVOCACY SPACES

During 2020, CHOICE continued to support and capacitate our partners under the Right Here, Right Now and Rights, Evidence, Action programs to maximize their meaningful participation in UN decision-making spaces. We engaged in all three Human Rights Council sessions in 2020, and co-wrote and delivered three statements; each calling for meaningful youth participation in different issues, such as the right to education or engagement in the Beijing+25 process. In short, last year we engaged with multiple outcome documents of the UN, including the Human Rights Council, Commission of the Status of Women, High-Level Political Forum, and multiple Special Procedures reports, urging decision-making to practice meaningful youth participation around SRHR policy-making in each process.

CHOICE received the good news of our Advocacy Coordinator, Quirine Lengkeek, being appointed the NGO representative to the Dutch delegation for the 65th session of the Commission on the Status of Women, which will focus on participation in public life (CHOICE's expertise!). With CHOICE in this position, we also pushed for the YASRHR to be included in the delegation (potentially setting a standard for following years). This position showcases our efforts to encourage meaningful youth participation at the Ministry of Foreign Affairs in the Netherlands, and provides an opportunity for a youth perspective in negotiations on issues that affect SRHR globally.

Furthermore, to ensure that young people have the skills and knowledge to be equal partners in SRHR decision-making, CHOICE, under the Right Here, Right Now 2 programme, has developed a framework for a Global Advocacy Academy which will provide advocacy mentorship and learning for young people engaging in UN advocacy processes in New York and Geneva. This framework incorporates the learnings from the previous RHRN program and is in line with CHOICE's MAS objective to create an online learning space to build advocacy skills of young people.

We engaged in all three Human Rights Council sessions in 2020, and co-wrote and delivered three statements; each calling for meaningful youth participation in different issues, such as the right to education or engagement in the Beijing+25 process



The greatest challenge of this year was: how to organize a Connector Week online

YOUTH-LED ORGANIZATIONS (YLOS) ARE SUSTAINABLE AND CONNECTED

CAPACITY STRENGTHENING FOR YOUTH-LED ORGANIZATIONS

Sustainability has always been an important part of our capacity building activities for partners and it became even more important now the programs were coming to an end. Therefore, CHOICE conducted interviews with all its partners about for example how to maintain program results and how CHOICE and its partners can keep supporting each other, even though there won't be a direct working relationship anymore after programs end. The issue of sustainability became a more emerging one due to the COVID pandemic which made implementation of many activities difficult and caused a setback in achieving results. For our youth-led partner organizations, CHOICE conducted different capacity strengthening activities based on their needs.

For several partner organizations, an organizational capacity assessment (OCA) or advocacy capacity assessment (ACAT) was conducted. Due to the Covid-19 pandemic, CHOICE has adapted our OCA and ACAT methodologies to be able to conduct them digitally. With Si Jeunesse Savait (DRC) and EVA (Nigeria) we conducted a hybrid ACAT, in which CHOICE facilitated virtually and participants often collaborated in small groups at their office. Useful recommendations followed on strengthening individual and institutional advocacy capacity, including strategy development and skill-building. For INCREASE (Nigeria) and Jeunialissime (DRC) equal hybrid facilitation systems were used for their OCAs. For our partner in Ethiopia, Talent Youth Association, another approach was chosen. Because at the end of 2020, the public health situation in Ethiopia allowed for TaYA's staff, board members and volunteers to come together, local consultants were contracted by CHOICE to execute the OCA. This has led to useful recommendations that TaYA will implement over the course of their new programs.

Two other youth-led organizations, COALIZAO (Mozambique) and YUWA (Nepal) were supported by CHOICE in developing their multi-annual strategy. After the success-

ful OCA trajectory with Coalizao in 2019, they requested support from CHOICE in drafting a multi-annual strategy as well. As CHOICE couldn't travel to Mozambique to support the process, the same local consultant who conducted the OCA in 2019 was hired to do the MAS process. The MAS process went very smoothly and Coalizao will finish their MAS in the beginning of 2021. YUWA from Nepal is not a formal CHOICE partner, but YUWA and CHOICE have established warm relationships through their work together in RHRN. With the support of the Ariadne Fund, CHOICE found a great opportunity to further support YUWA in their organizational development. By providing a small grant to YUWA, YUWA was able to contract a local consultant who supported them in developing their new multiannual strategy which will be finished early 2021, and which will for the strategic guidance for YUWA's new board. Jeunialissime (DRC) equally requested support developing an MAS following recommendations from their OCA earlier that year. Being a relatively

As part of RHRN, CHOICE implemented two online training trajectories as per requests of YLOs: one on fundraising for YUWA, the youth-led host of the Nepal platform, and one for representatives of youth-led organizations (YLO) from Indonesia on PMEL. Because the trajectories were done online, a mixed-method approach could be used for both, including digital training sessions, coaching calls offering a safe space for questions and tailored practical homework assignment, such as working on an actual proposal. Participants valued the engaging approach that was taken and how real-life examples were used during the training, which made the training very practical and useful in their day-to-day work.

Finally, during several trainings with our partners on Meaningful Youth Participation and Youth Leadership Trainings, one thing participants wanted to learn was how to conduct these trainings in a more youth-friendly manner- a facilitation process that was equally engaging, collaborative and creative and met the needs of

Participants valued the engaging approach that was taken and how real life examples were used during the training

young people in all their diversity. To meet this request, CHOICE developed the Trainer's Guide, a comprehensive document, providing step-by-step guideline that young trainers can use to easily plan and organize trainings in an engaging, creative and efficient manner.

SUSTAINABILITY OF YOUTH-LED ORGANIZATIONS: RESEARCH & SHOWCASING RESULTS

In addition to providing capacity strengthening activities, CHOICE aims to further improve our work on capacity strengthening for youth-led organizations and contribute to their sustainability. Therefore, CHOICE commissioned a research project, aimed at better understanding the sustainability needs of youth-led organizations. The purpose of the research was to further inform the development of our capacity strengthening overview/menu and understand how CHOICE can continue to support and develop appropriate resources that can benefit the long-term sustainability of the YLOs we support. The four-week research process was conducted online using various methodologies and compiled using the inputs of at least 23 youth leaders from different YLOs around the world. The research focused on 4 key themes related to the sustainability of YLOs:

1. Political and legislative environment
2. Social sustainability and the socio-cultural factors affecting sustainability
3. Financial sustainability
4. Need for individual sustainability: self-care wellness, human capacity and psychological sustainability

The results of this research including the key findings and proposed recommendations will further be used to inform future programming, and create well-informed, appropriate tools that meet the needs of our partner YLOs both in the short term and long term.

Furthermore, as 2020 was the last year of CHOICE's main youth leadership programs GUSO & Yes I Do, 2020 was also the year to harvest. Showcasing results of our and our partners work is key for the sustainability of the program results and for us as youth-led organizations in

general. Therefore, CHOICE created a mini-website and booklet called '[5 years of youth leadership](#)', showcasing the most important activities and achievements of GUSO & YID, and sharing stories from 6 young people from our partner organizations.

CONNECTING YOUTH-LED ORGANIZATIONS DIGITALLY: CONNECTOR WEEK

Next to supporting youth-led organizations to become more sustainable, CHOICE aims to connect youth-led organizations globally so they can support each other in their work. Due to the COVID pandemic, the Connector Week could not take place in real-life this year, so we decided to go ahead and organize an online version of the Connector Week from 9 until 13 November. The greatest challenge of this year was: how to organize a Connector Week online?

We started our preparations with sending a needs-assessment survey to all participants, and after this input we started with contacting potential facilitators and trainers, which went quite smoothly as there were quite some people who were interested! Most importantly we didn't want the online Connector Week to be a series of just Zoom webinars. Therefore, we decided to come up with an online platform to 'frame' all the different sessions with. We hired two consultants, Emma and Ben, who created an amazing website. On the website people could find extensive information about each session, find other participants in a forum and a guestbook and look at sessions that took place earlier in case they missed one.

One great advantage of organizing an online Connector Week was that it made us able to invite many more people than just two people per organization. We also invited representatives from RHRN, next to staff from YID, GUSO and REA. Some GUSO YCC were also present, just as our own CHOICE youth advocates and staff. Some old staff members were invited too and trainers were also allowed to attend to other sessions. During the whole Connector Week there were around 100 unique participants.



In 2020, CHOICE stepped up our game in the digital world by digitalizing our capacity strengthening on MYP.

ORGANIZATIONS WORKING ON YOUTH SRHR EFFECTIVELY ADDRESS THE NEEDS OF YOUNG PEOPLE

YOUTH ADULT PARTNERSHIP RESEARCH AND TOOLKIT

In 2019 we finalized the YAPs research with Filipa Oitavén and during 2020 we worked on the development of a toolkit where we wanted to bring forward concrete recommendations for Youth and Adult Partnerships. The toolkit could be found online here and will be launched in 2021.

EXPANSION OF THE ROLE OF EXPERT TECHNICAL PARTNER

In 2020 we invested in the development of CHOICE as technical partner, ranging from being a technical partner in a consortium partnership and being an expert in one-on-one partnerships. It contributes to our ambition in our Multi Annual Strategy to be a broker by leveraging our technical expertise on MYP, YLOs and YLA and taking up a capacity strengthening role for other organizations, youth-led and adult-led. In the strategic partnership called Power to You(th), a consortium consisting of Amref Flying Doctors, Sonke Gender Justice and Rutgers, CHOICE owns the role of technical partner. With this role we are able to focus on our specific expertise and strengthen the capacity of other YLOs to take on leadership roles in the governance and implementation of the programme. In Power to You(th) we focus on youth-led organizations in the implementation countries and on global level such as Y-Act, AfriYan and MenEngage Youth Network.

Furthermore, we started two partnerships with adult-led organizations as technical partner. The first one is with EngenderHealth, a partnership granted by the Hewlett Foundation. In this partnership we conduct a Meaningful Youth Participation trajectory for the internal organization of EngenderHealth which focuses on capacity, strengthening and accountability on MYP. The second one is with Share Net International and is planning to start in Q1 of 2021.

E-LEARNING ON MYP

In 2020, CHOICE stepped up our game in the digital world by digitalizing our capacity strengthening on MYP. Under the GUSO program, CHOICE finalized the development of an MYP e-course for trainers that was started in 2019. The MYP e-course for trainers will become available on Trainerslab.net once the transfer of Trainerslab.net to Share-net as the new host of the platform is finalized. In RHRN2, CHOICE together with dance4life developed an e-module on meaningful and inclusive youth participation (MIYP), through which CSOs could learn about the topic, review their MIYP in their organization and get tailored feedback on their action plans for improvement of MIYP. The e-module was completed by 7 CSOs.

We started two partnerships with adult-led organizations as a technical partner

FUNDERS STRUCTURALLY PROVIDE ACCESSIBLE RESOURCES AND OPPORTUNITIES TO YOUTH-LED ORGANIZATIONS WORKING ON SRHR

CHOICE continues to advocate for more accessible funding for YLOs in the international development space. We moderated a session titled 'How to Think Like a Donor: Youth-friendly funding: tips, tricks and challenges' during the Global Youth Festival from RHRN in December 2020, putting young people's and YLOs' experiences in the center. We talked about challenges and opportunities in youth-friendly and youth-focused funding with our guest speaker Veronica Veloso from FRIDA: The Young Feminist Fund.

CHOICE continued offering capacity strengthening and resources to partners to support their fundraising efforts. We strived towards sharing relevant funding opportunities with our partners in the Global South as well as co-developing joint project proposals with them on a few occasions.

CHOICE continued offering capacity strengthening and resources to partners to support their fundraising efforts



RELEVANT DECISION-MAKERS STRUCTURALLY INTEGRATE MYP AND YOUTH SRHR IN LAW AND POLICY SHAPING PROCESSES



ADVOCACY STRATEGY

In 2020, we finished our new 3-year advocacy strategy (2020-2022), in co-creation with our entire organization and our partners from across the globe. CHOICE re-commits itself to pushing boundaries on SRHR and MYP in UN policy spaces, framed under the narrative of youth's right to bodily autonomy. With this focus, we aim to continue to push boundaries, being sex-positive and outspoken on sensitive issues. Our priorities will be centered around youth's access to safe and legal abortions, comprehensive sexuality education, contraceptives and youth-friendly services, as well as full and substantive gender equality for LGBTI+ youth.

POLICY INFLUENCING AT THE NATIONAL LEVEL

At the national level, our work focused on influencing the Netherlands' foreign aid and trade agenda – aiming to ensure the Netherlands continues to make bold commitments towards youth SRHR and MYP. We organized dialogues between parliamentarians and southern activists, submitted policy positions to parliamentarians, and pressured our Ministers to place SRHR as a key priority

in the MFA's COVID-response packages. With the newly established Ambassador for Youth, Work and Education, we worked on setting up a youth advisory council to inform the work of the Dutch MFA, as well as supported the development and roll-out of a new Dutch foreign policy strategy: Youth at Heart. In the lead up to the Netherlands' CEDAW review, CHOICE joined the Dutch CEDAW network (Netwerk VN Vrouwenverdrag binnenring).

INTERNATIONAL POLICY INFLUENCING AND GLOBAL NORM SETTING

2020 was a challenging time in terms of UN policy influencing – as the international community struggled to adapt their methods of work to the online realm during the pandemic. UN Processes were delayed, postponed, reduced in effectivity or access, or fully canceled. Nevertheless, we continued and intensified our efforts to defend and strengthen global norms concerning young

people's sexuality and their MYP in decisions that concern their lives – especially in times of crisis. Particular advances were noted in deepening international norms on how states best operationalize their commitments to MYP, in addition to the establishment of new policy priorities on LGBTI youth, for example on the banning of conversion therapies. Overall, we influenced 12 UN policy outcome documents.

FOSTERING AN ENABLING ENVIRONMENT

During 2020, CHOICE was intending to hold and facilitate multiple language advocacy workshops for youth advocates and UN diplomats under the YouthUpUN, however due to COVID-19 this was not possible. Instead, we sought to create resources that would sensitise diplomats and decision-makers on meaningful youth participation and to inform them of how to be inclusive of youth-friendly language in UN outcome documents. We created a YouthUpUN toolkit, aimed at decision-makers, but also for future use of external youth advocates, to maximise the impact of YouthUpUN.

CAPACITATING YOUTH ADVOCATES

During the latter half of 2020, CHOICE facilitated and coordinated various online trainings and webinars to build the capacity strengthening of youth within our programmes and network. Under the Right Here, Right Now programme, CHOICE was part of the coordination team for the Global Youth Festival; an online four-day event celebrating the successes of the Right Here, Right Now programme, and including capacity building and knowledge sharing sessions. The event was attended by hundreds of SRHR allies, including many young peo-

We influenced 12 UN policy outcome documents

ple. CHOICE was, in particular, the organiser of multiple events, including sessions on Youth-Friendly Funding and reporting on human rights violations.

Under the Right Here, Right Now programme, CHOICE also provided multiple trainings related to strengthening the advocacy skills of youth advocates. We facilitated webinars, in both English and Spanish, on the High-Level Political Forum and how youth advocates can meaningfully participate and advocate towards their state representatives. Furthermore, CHOICE facilitated a training to partners in Zimbabwe to capacitate them in participating in the Universal Periodic Review mechanism.

Moreover, CHOICE delivered a specialised webinar to young people in our networks on the Special Procedures mechanism of the UN; how and why young people should engage. The event included speakers from our partners across the globe, and was attended by 65 people.

COMMUNICATIONS

FURTHER DEVELOPMENT OF YOU(TH) DO IT

In 2020 we further developed the You(th) Do It platform, including its structure and content of the YDI themes. We also continued the online marketing google ads campaign with our third-party. Meanwhile, CHOICE worked with our web developers on making the platform more interactive, youth-friendly and user friendly, by implementing the appropriate web developments. The content for the quiz tool still needs to be written by CHOICE and the capacity strengthening tools pages need to be completed.

INCREASING YOUTH VISIBILITY IN NETWORKS

In 2020 we were present at several online high-level meetings within our network to present and organize workshops, contribute to panels, disseminate our resources and share our experiences. We became co-convenors of the Young Feminist Caucus (a subset of the larger international network, the Women's Rights Caucus) and the Platform for the Future of the ICPD. We participated in and facilitated the Right Here, Right Now Global Youth Festival, the PAX Freedom week.



FUNDRAISING

2020 has been a year in which we had to reimagine fundraising in a COVID-19 landscape. With donors repositioning and responding to the global pandemic, fundraising looks quite different than any other time and more challenging! Our fundraising efforts in 2020 focused on applying to the Dutch MoFA SRHR Partnership Fund, as part of the Strengthening Civil Society policy framework 2021–2025. With major CHOICE programmes that have ended in December 2020, we worked hard for the new strategic partnerships with partner organizations and co-developed programme proposals until October 2020. Towards the end of the year, we were very pleased to receive the formal approval from the MoFA for two new programmes. CHOICE became a consortium partner in the Right Here Right Now 2 programme led by Rutgers, and a technical partner in the Power to You(th) programme led by Amref Flying Doctors. Both programmes will run between the years 2021–2025. We have also developed other proposals in several occasions as CHOICE or with our partners from the Global South.

CHOICE has received continued support from Ariadne Fund in 2020. We would like to thank Ariadne Fund for funding a collaboration project between CHOICE and YUWA, our long-term youth-led partner based in Nepal, to implement an organizational capacity strengthening process. With the grant from Ariadne Fund, we were able to make funding available to YUWA to develop their new organizational multi-annual strategy. This project has been a great opportunity to enhance our broker role to support young people and YLOs who have limited access to funding.

2020 also marked the year in which CHOICE initiated its consultancy trajectories. We kick-started our partnership with EngenderHealth, a leading global organization based in the United States, with the objective of integrating meaningful adolescent and youth participation into EngenderHealth's operations and programming.

2020 marked the year in which CHOICE initiated its consultancy trajectories

Organi- zation

OUR ORGANIZATION

The Team

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 by quarterly management reporting and periodic board meetings.

A board member is selected through an application procedure, where a selection committee consisting of a current board member, a youth advocate and an external advisor recommends a 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 two years with a possibility to extend for two additional two-year terms. Every board member receives a remuneration of EUR 200 per month for their work. Their remunerations are well below the maximums as stipulated in the 'Wet Normering Topinkomen'

Composition of the general board as per 31 december 2020

Max Bloem (Chair) MSc candidate in Health Economics and MA candidate in Care Ethics.

Lara Fizaine (Treasurer) MSc Social Policy and Public Health. Student Research Master Social Sciences.

Mats Stegeman (Secretary) MA International Relations in Historical Perspective. Consultant at The Alignment House.

Giulia Giacometti (General Board Member) MSc Gender Studies. Senior Project Lead at the Dutch National Youth Council (NJR).

Jona Claire Turalde (General Board Member) BA Anthropology. Adolescent Reproductive Health Advocate & Policy Influencer

Enow Awah Georges Stevens (General Board Member) Doctor of Medicine Degree, MD. Sexual and Reproductive Health Clinician.

Composition of the general board on April 1st, 2021

Lara Fizaine (Chair) MSc Social Policy and Public Health. Student Research Master Social Sciences.

Rawan Raad (Treasurer) Medical Student. Program Assistant at the Institute for Reproductive Health and Rights - Sudan.

Mats Stegeman (Secretary) MA International Relations in Historical Perspective. Consultant at The Alignment House.

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Youth Advocates

CHOICE started as an organization run by volunteers, or youth advocates (YAs). That is why our youth advocates still play a significant role in the CHOICE structure. Since 2018 the youth advocates organize themselves in multiple long-term working groups and short-term working groups for projects that come up. Youth advocates are responsible for our external communication, our national advocacy and they manage their own team in terms of selection, evaluation and personal development.

Staff Team

The staff team responsible for the daily management of the organization, the coordination and implementation of our programs, our advocacy work, the partner management, communication and fundraising, supporting the youth advocates, and the finances. The staff team implements the biggest part of our annual work plan and comes together in quarterly meetings to evaluate progress. In 2020, the staff team consisted of an Executive Director, an Office Manager, a Resource Mobilization Coordinator, a Program and Communications Coordinator, three Advocacy Coordinators, four Programme Coordinators and a Programme 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 report to them on a regular basis. The current Executive Director is Lindsay Vogelzang. Lindsay Vogelzang had been working as senior project lead with the Dutch National Youth Council (Nationale Jeugdraad NJR) before she was appointed as Executive Director at CHOICE. The earnings of Lindsay were EUR 48.528 (based on 1.0 FTE/11 months). A total of EUR 21.845 was also paid out to the ex-Executive Director Nathalie Metheuver. The total earnings of the EDs do not exceed the maximum of EUR 189.000 as stipulated in the 'Wet Normering Topinkomens'. In addition, the board of CHOICE follows the 'regeling beloning directeuren van goede doelen organisaties'. The treasurer of the board has calculated that CHOICE has a BSD score of 315 points. This score establishes the maximum salary of the executive director for 2020 at EUR 88.310. With the actual salary of the Executive Director of CHOICE at EUR 52.811 CHOICE remains well below this threshold. Further information regarding the salary of the Executive Director and the remuneration of the board members can be found in the financial section of this report.

FTE

We started the year on 1 January 2020 with 8.77 FTE (excluding the Executive Director). For CHOICE, 1 FTE

is 36 hours/week in accordance with the CAO GGZ. In the beginning of January, there were three staff members added to the team. Two advocacy officers and an Administration Officers due to switches in the team with people leaving and promotions to different positions. This results in 11.67 FTE at the beginning of the year. During the year the Executive Director Nathalie Metheuver left and Lindsay Vogelzang took over this position. Four contracts were temporarily raised with each 0.11 FTE until the end of March 2020. In the months July and August two contracts were raised with 0.11 FTE each due to the extra work COVID caused in redesigning our current work with partners. From September onwards we added a Project Officer to the team because one staff member fell sick for a longer period of time from August onwards. All of this resulted in a total of 11.11 FTE at 31 December 2020 (excluding the ED) and a total average over 2020 of 12.10 FTE (including the ED). In 2020 our FTE are secured for most of the capacity for the years from 2021-2026 due to long-term projects. In the early months of 2021 we plan to add 0.89 FTE to the staff team to replace a staff member who fell ill at the beginning of 2021. In addition, we also plan to temporarily increase three contracts with 4 hours each (0.11 FTE) because of additional funding and reallocation of funding. We will have then 10.33 FTE (excluding the ED).

Advisory Board

CHOICE strongly believes in the merit of youth-adult partnerships in complimenting youth-run endeavors. As such, we have solicited advice in the past from our Advisory Board. This partnership was however put on hold in 2020 as we revised our governance structure and sought to redefine the support needed by the Board. We look forward to building more youth-adult partnerships in 2021!



Multi Annual Strategy

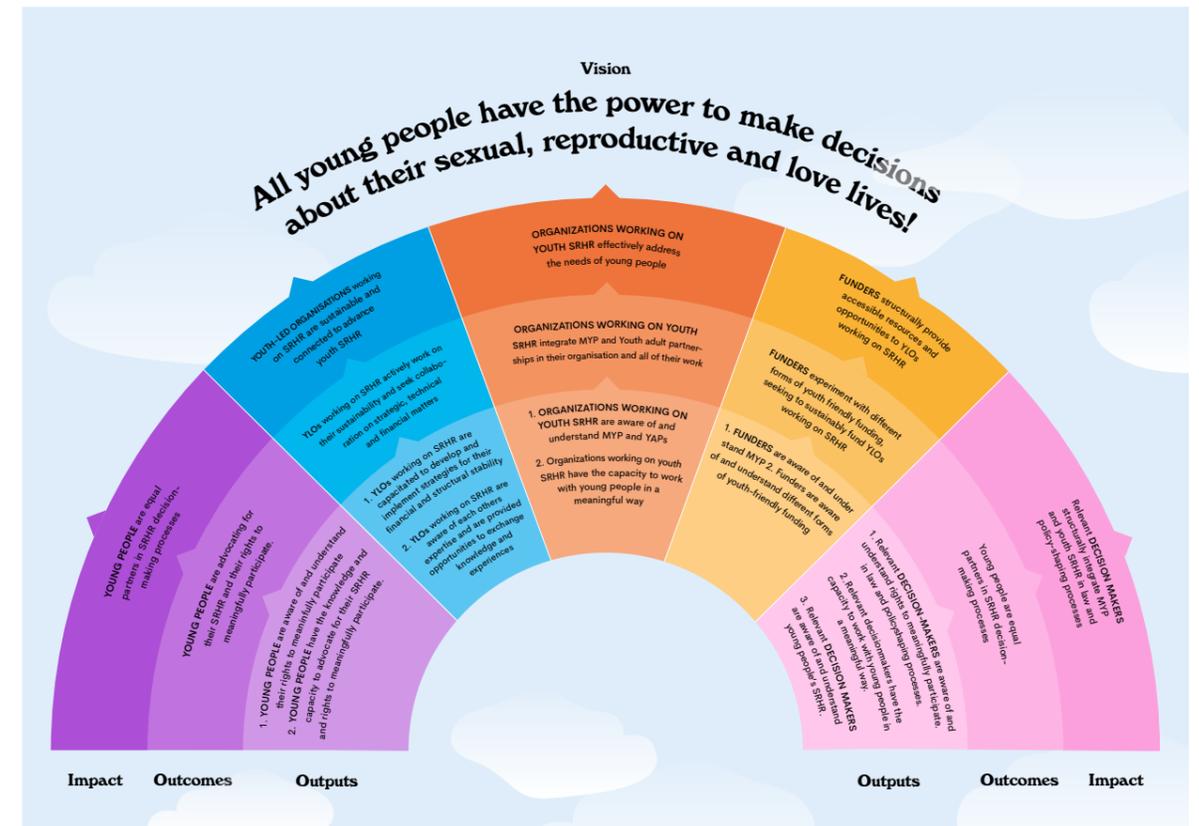
In 2019 we proudly launched our Multi-Annual Strategy (MAS) that guides our work between 2019 and 2022. The strategy was developed in co-creation with the board, staff and youth advocates. The process was supported by a consultant, and external partners of CHOICE also provided input on CHOICE strengths. Our MAS is guided by the CHOICE Theory of Change (ToC) that shows five pathways of change.

CHOICE's work in 2019-2022 is defined along the following five strategic directions:

1. Young people are equal partners in SRHR decision-making processes
2. Youth-led organizations working on SRHR are sustainable and connected to advance youth SRHR
3. Organizations working on youth SRHR effectively address the needs of young people
4. Funders structurally provide accessible resources and opportunities to YLOs working on SRHR
5. Relevant decision-makers structurally integrate MYP and youth SRHR in law and policy-shaping processes.

This Multi Annual Strategy guides the work of CHOICE throughout multiple years. The core remains the capacity strengthening of young people and youth-led organizations, capacity strengthening of other organizations on MYP and YLA and advocating for the SRHR of young people. This remains our core business. To achieve this, we defined our proposition through the following areas of work:

- Our role as power broker. Meaning that we are moving beyond the role of knowledge partner into a (power) broker, taking an advisory role between young people and adults and working to shift the power dynamics in decision-making spaces towards young people. By leveraging our technical expertise on MYP, YLOs and YLA we take up a capacity strengthening role for other organizations, youth-led and adult-led. In addition to this, we broker spaces for young people in terms of resources and opportunities.



*On the next page you can view the TOC image in detail.

- Capacity strengthening to YLO's who need support. Meaning our capacity strengthening interventions will mainly focus on YLOs who need support to grow into fully functioning and sustainable organizations.
- Equal level collaborations with Youth-led partners. We aim to work with youth-led partners who are already sustainable on a more equal level in the future, jointly implementing programs on an equal decision-making level. In 2020 we incorporated youth-led partnerships in two fundraising proposals of which one is granted. We keep on seeking for opportunities in 2021 to collaborate with our youth-led partners
- MYP capacity strengthening as consultancy. Meaning we want to provide MYP capacity strengthening to individual partners outside of our regular (consortium) partnerships. The ambition behind this is to generate funding for the capacity strengthening for our youth-led partners.
- Focus on youth-friendly funding and advocating for it. Meaning we want to make an effort to bring funders and YLOs closer together and bridge this gap by promoting best practices and alternative, youth-friendly ways of funding.

Vision

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



Impact Outcomes Outputs Outputs Outcomes Impact

CODE OF CONDUCT AND INTEGRITY POLICY

CHOICE follows the CAO GGZ for remuneration of staff. Furthermore, CHOICE follows the guidelines of CBF's erkenningsregeling, which was granted again in 2020. Since 2018 CHOICE is 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 'kostoerekening 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

In 2020 we revised our Code of Conduct and Integrity Policy, which is in effect as of February 2020. Our position of Confidential Advisor will be taken over by a new staff member in the beginning of 2021 because our previous Confidential Advisor left the organization. The new Confidential Advisor will receive a one-on-one training and will be in position as of March 2021. In 2020 conversations started for the involvement of an External Integrity Advisor which we plan to collaborate with in the first quarter of 2021. This person will activate a general email account for complaints and monitors this. In case of serious issues they will inform Board on next steps in alignment with our Integrity Policy. In addition to this, this person will provide annual trainings to staff about Integrity.

Inappropriate behavior and reporting/complaints

CHOICE considers it crucial to deal with inappropriate behavior. Inappropriate behavior is defined in our Integrity Policy. This includes:

- Sexual harassment
- Bullying
- Aggression and violence
- Discrimination
- Abuse of power

– Financial violations

When inappropriate behavior happens, this can be reported through our complaints procedure or reporting procedure. In 2020, no internal reporting cases or complaints were issued, and the Confidential Advisor was not consulted for cases relating to this.

SOCIAL REPORT

At CHOICE we find it important to strive for a healthy work environment. The COVID pandemic created an extremely challenging work environment for the people working at CHOICE.

As any other organization CHOICE experienced the impact of COVID-19 since the first lockdown in the Netherlands was announced in March. From that moment on we are fully operational from the home-office. In the first stage of the lockdown, we set up a COVID team to mitigate and coordinate the developments of the situation. We shared weekly updated, set out a survey and our trust person reached out to people to check in. In this stage our Office Manager supported our team members with providing necessary supplies to have a vital home office. Later in 2020 we introduced the working from home allowance to compensate team members for costs they make working from home. In 2021, the COVID team will be revived but the focus will be on a sustainable hybrid way of working and how this will work within our organization.

We observe that the workload for our staff and board members is high and are we are mitigating and monitoring this. For example, the teams within staff organize their capacity and programmatic responsibilities flexible in which they can support each other when extra capacity is needed.

Within the staff team we had a 2,85% absence rate. There were two staff members who consulted the health and safety officer in 2020 because of physical and mental health issues.

CHOICE strives to create an international and diverse staff team, because we believe this is beneficial for the understanding of our work, professional and social development of our team members and organization. In the past year the international members of our team conducted and analyzed insights and experiences of being international within CHOICE. This is a learning document

which contributes to CHOICE as an inclusive organization. In 2020 we changed the disadvantage of the pandemic, remote working, into an advantage which provides opportunities for people outside of the Netherlands to join our organization. We opened up the board positions for people abroad which created a very international board team.

CHOICE strives to create an international and diverse staff team, because we believe this is beneficial for the understanding of our work, professional and social development of our team members and organization

PMEL

PMEL is an integral part of our work within the programs. Every program has a PMEL system, for which data is acquired bi-annually. For REA, the program's results were measured internally and reported directly to the donor (AmplifyChange). For YID, GUSO and RHRN we report the data on our PMEL indicators in IATI.

Furthermore, our PMEL framework was developed in 2019. In 2020 our focused was on getting the right Data Management System (DMS) to be able to operationalize our PMEL framework. In addition to getting the staff team acquainted with our new framework and revising the framework at the face of the new advocacy strategy. Additional effort is being made in 2021 to make sure the advocacy strategy is reflected in our PMEL framework and can be measured through our DMS. The concept outline for advocacy specific PMEL will be discussed with the software developer of our chosen DMS.

For the selection process of our DMS, we used a scoping and procurement research done in 2019 on data management systems. In 2020 a data management system called ProMeva was approved and implemented. Three staff members received a training that will support the rolling out of the system within the organization.

CORPORATE SOCIAL RESPONSIBILITY

Starting in 2019 CHOICE was focused on reducing our ecological footprint and we developed guidelines for decision making on travelling since that was a big part of our work. In 2020 we turned out not be travelling at all due to the COVID pandemic. In a way this contributed to reducing our ecological footprint. In 2020 we organised an additional session to see how we can continue reducing our ecological footprint, even when everything turns back to 'normal' again. The outcomes of this and the guidelines we developed in 2019 are the basis of contributing to reducing ecological footprints also after the pandemic.

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, LGBTIQ+ rights, diversity and inclusion, HIV and AIDS, cooperation among civil society organizations and financial management.

CHOICE POLICIES

In 2020 the board and administration officer worked on policy revisions. The policies that have been updated and approved by the board are:

– CHOICE Integrity Policy

Next to policies we also developed an anti-racism position paper following the public discussions on Black Lives Matter, a movement which is true to the values of our organization. This position paper together with a draft of the gender inclusion paper will be developed in 2021 into a Diversity and Inclusion policy. In this policy we want to strongly integrate these important movements and values in our organisational approach.

RISK 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 2019 en 2020 and which we will continue to face in 2021. In the matrix presented below we indicate the risk, impact and probability, and our mitigation actions.

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

Financial results

INCOME

Total income for CHOICE in 2020 was € 1.468.038, a slight increase of 3,3% compared to 2019. 2020 is the closing year of three major programs funded by the Dutch ministry of Foreign Affairs: Right Here Right Now, Get Up Speak Out and Yes I Do. As budgeted the income from Get Up Speak Out and Yes I Do was lower than last year, since the bulk of the budget on these programmes was already spent in the four previous years. For Right Here Right Now the income in 2020 increased compared to previous years, as CHOICE was given the opportunity to put a third person on this project. Also, through the REA project CHOICE managed to secure a considerable percentage of its income – 21% for 2020.

EXPENDITURE

In 2020 CHOICE spent a total of € 1.433.613. The percentage spent on objectives in 2020 was 85% - a slight decrease compared to the 88% in 2019. This was caused by the decreasing amounts of grants paid out to our partners for the Get Up Speak Out and Yes I Do programmes. Overhead costs increased from 7% to 10% of the total expenditure. This was because CHOICE had an overlap of four months with two directors, which was necessary in a year with three major projects ending and two new major projects starting up. Also, the Covid-19 pandemic had some effects on the overhead spending. Fundraising costs remained stable at 5% of the total expenditure. For 2021 CHOICE also plans to spend extra money on overhead, in order to further professionalize the organization. It is the long-term objective of CHOICE that the percentage of overhead costs does not exceed a 10% threshold.

RESERVES

The positive financial result for 2020 was €34.767. This amount has been added to the general reserve of CHOICE, which by the end of 2020 is standing at € 242.923. This reserve is needed to ensure that CHOICE can meet its contractual obligations regarding salary and organizational costs. These obligations are at a bare minimum estimated to be € 175.000, so the current reserve meets this threshold.

Total income for CHOICE in 2020 was €1.468.038, a slight increase of 3,3% compared to 2019

PROGNOSIS 2021

ORGANIZATION

Several changes will happen within the organization. First of all, our Executive Director Lindsay Vogelzang will leave the organization per 1 April 2021 and will be replaced by Jannemiek Evelo. There will be a handover period of seven weeks in order to guarantee a smooth continuation of our work. Furthermore, our staff team decreased with 2 FTE in 2021 with the ending of Rights, Evidence Action.

In 2021 we will continue the work on our governance reform. A new governance framework was adopted in December 2020 by the board. In 2021 the focus will be on the implementation of this framework under the ownership of CHOICE and supported by the consultant. The main outcome of the implementation phase is CHOICE is well-capacitated in understanding what governance is, how it will operate, and sustained even after significant personnel and organizational changes. We believe the inclusive approach we started in 2020, with a core change group, is contributing to this outcome.

As part of professionalization of our organization, CHOICE will hire an external HR advisor to work together with us on strengthen the HR capacity and HR related issues within the organisation. This person is supposed to start in Q2 in 2021 and will be involved in the organisation for a longer period of time.

Furthermore, we will invest in developing a fundraising strategy for multiple years which will focus on strengthening our relationships with donors and on diversifying our funding streams in the coming year. In line with this ambition, CHOICE will work towards innovation in the second half of 2021 by implementing consultancy services. After a successful implementation and wrap up of current projects in which we offer services as technical partner, we have the intention to invest in a stronger development of this internal movement.

YOUTH LEADERSHIP PROGRAM

In the coming year we will adapt our way of working to a needs-based approach in which partners need to be aware and informed what we can offer as (technical) partner. It also asks from our team to organize a needs-

based offer or our methodology and trainings which is tailored to the needs of our partners. To be able to provide the high quality of our assessments and trainings (e.g. OCA, ACATs, MYP trainings) we will invest in internal capacity building and further virtualize our trajectories and keep on evaluating this approach.

ADVOCACY

We will broaden our advocacy work in 2021 by co-developing the Global Advocacy Academy under RHRN 2 in which youth advocates from all over the world are strengthened in their advocacy. We will also continue to implement the advocacy strategy which has been developed in 2020 and guides our advocacy work the coming years.

IMPACT OF COVID-19

At the moment of writing, we live in a totally different world than we could have imagined one year ago. The past year showed a strong resilience and strength to adapt in our organization and with our partners. However, it also showed a decrease in civil society space, a backlash in access to education and health services for young people and an even more growing inequality worldwide due to vaccination strategies. We showed we can adapt to virtual spaces, but we also feel the impact is different and in a lot of cases even less than we would have achieved in a world where we can be together in advocacy spaces or with our local partners.

For now, it is unclear what the situation will bring. Therefore, we will try to anticipate and set our own priorities to the best we can. CHOICE will strongly focus internally on the health, physically and mentally, of our team members. We will start a working group focusing on a hybrid way of working and what it takes to keep adapting in a rapidly changing world. Externally, we will fight to keep our foot in the door, find the right virtual room to let our voices be heard and strengthen the youth movement. The Connector Week in 2020 showed a resilient youth movement which can become even more stronger because the reach is bigger virtually.

2. ANNUAL FINANCIAL STATEMENTS 2020

2.1. BALANCE AS OF DECEMBER 31, 2020

ASSETS		31-12-2020	31-12-2019
		€	€
Fixed assets	5.1	3.916	6.643
Receivables	5.2	23.629	142.114
Prepayments and other current assets	5.2	25.827	26.408
Cash and cash equivalents	5.3	471.524	400.578
Total		524.896	575.742

RESERVES AND LIABILITIES		31-12-2020	31-12-2019
		€	€
Reserves			
*Continuity reserve	5.4	242.923	208.157
*Current and accrued liabilities	5.5	281.972	367.585
Total		524.896	575.742

2.2. STATEMENT OF INCOME AND EXPENDITURE FOR 2020

INCOME		Actual 2020	Budget 2020	Actual 2019
		€	€	€
Private persons	6.1	2.382	750	384
Companies	6.2	-	-	-
Lottery organizations	6.3	-	-	-
Government subsidies	6.4	1.142.523	1.248.332	1.244.059
Related not-for-profit organizations	6.5	-	-	-
Unrelated not-for-profit organizations	6.6	323.133	343.881	176.113
Total income from fundraising		1.468.038	1.592.963	1.420.556
Sale of products and services	6.7	-	-	-
Other income	6.8	-	-	-
Total income		1.468.038	1.592.963	1.420.556

EXPENDITURE		Actual 2020	Budget 2020	Actual 2019
		€	€	€
Directly allocated to objectives				
Projectcosts - wages & organization		445.148	491.796	352.584
Projectcosts - travel & other direct		282.415	311.506	283.062
Projectcosts		727.564	803.302	635.646
Partner organizations		487.421	576.947	593.800
Total expenditure		1.214.984	1.380.249	1.229.446

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	69.463	105.385	73.302
Management and administration	149.165	105.385	93.106
	218.628	210.770	166.408
Total expenses	1.433.613	1.591.019	1.395.855
	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Result before financial income & costs	34.426	1.944	24.701
Financial results	341	-1.020	-315
Total results	34.767	924	24.386
Appropriation of the result			
Added to continuity reserve	34.767	924	24.386

2.3. CASH FLOW STATEMENT 2020

	2020	2019
	€	€
Cash flow from operational activities		
Surplus/deficit	34.767	24.386
Adjustments for depreciation	4.437	3.793
	39.203	28.179
Changes in work capital		
Changes in accounts receivable	119.065	48.565
Changes in accounts payable	-85.613	-84.655
	33.452	-36.090
Cash flow from investing activities		
Investments in tangible fixed assets	-1.710	-2.393
	-1.710	-2.393
Net cash flow		
Cash flow from operational activities	39.203	28.179
Changes in work capital	33.452	-36.090
Cash flow from investing activities	-1.710	-2.393
	70.945	-10.305
Cash on January 1	400.578	410.883
Cash on December 31	471.524	400.578
Movement cash and cash equivalents	70.945	-10.305

3. EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2020

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.

Fixed assets

CHOICE does not foresee to end its activities any time soon. Depreciation is therefore calculated with the normal ongoing percentages.

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

	2020 €	2019 €
Acquisition costs	16.481	14.771
Accumulated depreciation	-12.565	-8.129
	<u>3.916</u>	<u>6.643</u>
	2020 €	2019 €
Fixed assets previous year	6.643	8.042
Depreciation for the year	-4.437	-3.793
New investments	1.710	2.393
	<u>3.916</u>	<u>6.643</u>
	2020 €	2019 €
Accumulated depreciation start of the year	-8.129	-6.105
Depreciation for the year	-4.437	-3.793
Divestments during the year	0	1.769
	<u>-12.565</u>	<u>-8.129</u>

During 2020 CHOICE acquired new laptops

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

	2020 €	2019 €
Receivables donors & subsidies	23.629	142.114
Decommissioned grants	-	15.784
Other debtors	10.269	2.245
Deposits and securities	3.130	3.130
Prepayments and other advances	12.429	5.249
	<u>49.456</u>	<u>168.521</u>

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

The major receivable donors and subsidies are as follows:

	2020 Engender €	2019 Engender €
Situation as of 1 January	-	-
Interest	-	-
Received	-	-
Subsidies received in advance	-	-
Claimed/granted subsidy	4.051	-
Subsidies receivable	4.051	-

	2020 Yes I Do! €	2019 Yes I Do! €
Situation as of 1 January	-49.966	161.014
Interest	-	44
Received	-330.240	410.984
Subsidies received in advance	380.206	572.042
Claimed/granted subsidy	399.783	522.076
Subsidies receivable	19.577	-49.966

5.3. CASH AND CASH EQUIVALENTS

	2020 €	2019 €
Bank current account and deposit	470.868	399.956
Petty Cash	656	623
	471.524	400.578

The cash equivalents include a bank deposit of EUR 427.565 with an average interest of 0%. All cash equivalents are immediately claimable.

5.4 RESERVES

Continuity reserve	2020 €	2019 €
Situation as of January 1	208.157	183.771
Profit or loss before appropriation	34.766	24.386
Situation as of 31 December	242.923	208.157

A continuity reserve is created to cover risks in the near future and to ensure that the organisation can continue to meet its obligations in the future.

5.5 CURRENT AND ACCRUED LIABILITIES

	2020 €	2019 €
Subsidies received in advance	153.640	253.892
Contract obligations	-	-
Holiday provision	43.123	38.133
Contributions for national insurance, income tax and pensions	26.761	19.712
Creditors	27.977	45.848
Other accrued liabilities	30.470	10.000
	281.972	367.585

Within the other accrued liabilities is a reservation of EUR 30.000 for audit costs.

The four largest subsidies received in advance are:

Proceedings subsidies	2020 GuSo €	2019 GuSo €
Situation as of 1 January	153.162	143.046
Interest	-	41
Received	255.982	464.305
Subsidies received in advance	409.144	607.392
Claimed/granted subsidy	-360.987	-454.230
Subsidies received in advance	48.157	153.162

Proceedings subsidies	2020	2019
	RHRN	RHRN
	€	€
Situation as of 1 January	-5.243	2.943
Interest		20
Received	341.028	235.428
Subsidies received in advance	335.785	232.505
Claimed/granted subsidy	322.942	237.748
<hr/>		
Subsidies received in advance	12.843	-5.243

Proceedings subsidies	2020	2019
	YA 19-23	YA 19-23
	€	€
Situation as of 1 January	50.763	
Interest	-	
Received	80.768	80.768
Subsidies received in advance	131.531	80.768
Claimed/granted subsidy	58.810	30.005
<hr/>		
Subsidies received in advance	72.721	50.763

Proceedings subsidies	0	0
	REA4	REA4
	€	€
Situation as of 1 January	-	
Interest		
Received	337.770	
Subsidies received in advance	337.770	
Claimed/granted subsidy	317.851	
<hr/>		
Subsidies received in advance	19.919	-

6. EXPLANATORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

6.1. INCOME FROM PRIVATE PERSONS

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Donations and contributions	2.382	500	363
In-kind donations	0	250	21
	<u>2.382</u>	<u>750</u>	<u>384</u>

6.4. GOVERNMENT SUBSIDIES

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Dutch Ministry of Foreign Affairs RHRN	322.942	341.028	237.748
Dutch Ministry of Foreign Affairs GuSo	360.987	386.493	454.230
Dutch Ministry of Foreign Affairs Yes I Do!	399.783	432.700	522.076
Dutch Ministry of Foreign Affairs Youth Ambassador 19-23	58.810	88.111	30.005
	<u>1.142.523</u>	<u>1.248.332</u>	<u>1.244.059</u>

The subsidies for the programmes of RHRN, GuSo and Yes I Do run from 2016 till 2020.

The subsidy for Youth Ambassador 19-23 runs from January 2019 till December 2023.

6.6. INCOME FROM UNRELATED NOT-FOR-PROFIT ORGANIZATIONS

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Mannion Daniels Amplify Change (REA)	311.851	337.770	166.221
Engender Health	4.051		
International AIDS society	-		4.125
Other institutions	7.231	6.111	5.767
	<u>323.133</u>	<u>343.881</u>	<u>176.113</u>

FINANCIAL RESULTS

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Income from interest	4	-	15
Bank and other financial expenses	337	-1.020	-330
	<u>341</u>	<u>-1.020</u>	<u>-315</u>

EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Total project costs	1.214.984	1.380.249	1.229.446

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 2020	Budget 2020	Actual 2019
	€	€	€
Total direct expenditures for the objectives	1.214.984	1.380.249	1.229.446
Total income	1.468.038	1.592.963	1.420.556
Spending percentage	82,8%	86,6%	86,5%

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 2020	Budget 2020	Actual 2019
	€	€	€
Total direct expenditures for the objectives	1.214.984	1.380.249	1.229.446
Total expenditure	1.433.613	1.591.019	1.395.855
Spending percentage	84,7%	86,8%	88,1%

FUNDRAISING COSTS**Fundraising costs**

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Fundraising costs	69.463	105.385	73.302

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:

	Actual 2020	Budget 2020	Actual 2019
	€	€	€
Fundraising income	1.468.038	1.592.963	1.420.556
Fundraising costs	69.463	105.385	73.302
Cost percentage fundraising	4,7%	6,6%	5,2%

MANAGEMENT AND ADMINISTRATION**Management and administrative costs**

	Actual 2019	Budget 2019	Actual 2019
	€	€	€
Management and administrative costs	149.165	105.385	93.106
Total expenditure	1.433.613	1.591.019	1.395.855
Management and administration percentage	10,4%	6,6%	6,7%

7.1 EXPLANATORY NOTES TO ALLOCATION OF EXPENDITURE

SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

Appropriation	Objective	Raising funds	Management & Administration	Total 2020	Budget 2020	Total 2019
Expenditure	€	€	€	€	€	€
Grants to partners	487.421			487.421	576.947	593.800
Direct project costs	282.415			282.415	311.506	283.062
Staff costs	374.476	58.435	125.483	558.394	592.981	444.333
Accommodation costs	18.294	2.855	6.130	27.279	31.305	23.699
Office and general expenses	52.379	8.173	17.552	78.104	78.280	50.960
Total	1.214.984	69.463	149.165	1.433.613	1.591.019	1.395.855

	ACTUAL 2020 €	BUDGET 2020 €	ACTUAL 2019 €
Salaries	386.739	410.607	306.396
Social security	61.878	65.697	49.023
Pension	62.384	62.327	46.509
Total staff costs	511.002	538.631	401.928
Illness insurance	8.079	6.000	7.430
Trainings for staff	15.797	13.600	7.969
Health services staff	1.514	2.000	0
Travel staff to office	3.027	15.000	9.926
Working from home allowance staff	4.257		
Other travel expenses	613	2.550	3.963
Internship costs	632	1.200	1.420
Board - representation & allowance	11.330	12.500	11.028
Representation staff & advocates	2.145	1.500	668
Total indirect staff costs	47.393	54.350	42.405
Rent	14.233	15.810	13.909
Office costs	2.629	3.000	958
Write offs	4.437	3.570	3.793
IT	5.980	8.925	5.040
Total accomodation	27.279	31.305	23.699
Volunteer expenses	559	1.500	1.226
Board declarations	217	1.500	1.021
Membership fees	8.193	6.500	3.424
Website hosting	2.312	0	0
Foundation costs	6.130	7.500	6.712
Staff declarations	313	510	974
Fundraising	17.960	19.950	9.480
Communications	5.168	5.000	5.935
Consultant governance structure	6.375	10.000	
Other general costs	0	510	1.428
Total general organisation	47.226	52.970	30.201
Finance administration	21.213	15.810	18.955
Accountant	3.123	5.000	1.385
Payroll services	4.493	1.500	419
Advice	2.048	3.000	0
Total accountant & admin	30.877	25.310	20.759
	663.777	702.566	518.992

7.2 PAYMENT OF DIRECTORS

During 2020 CHOICE has had two executive directors:

Directors during 2020	Lindsay Vogelzang	Nathalie Metheuver
Started	1 februari 2020	1 januari 2020
End	31 december 2020	14 mei 2020
FTE	1,0	1,0
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€ 44.472	€ 20.063
Pension	€ 3.688	€ 1.782
Taxable expenses	€ 368	€ 0
Total salary costs	€ 48.528	€ 21.845
WNT maximum per year	€ 189.000	€ 189.000
WNT maximum in proportion	€ 173.250	€ 70.875
Goede Doelen maximum per year	€ 88.310	€ 88.310
Goede Doelen maximum in proportion	€ 80.951	€ 33.116
Directors during 2019	Nathalie Metheuver	Zoë Nussy
Started	1 januari 2019	1 januari 2019
End	31 december 2019	31 januari 2019
FTE	1,0	1,0
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€ 49.393	€ 1.635
Pension	€ 4.033	€ 0
Taxable expenses	€ 0	€ 0
Total salary costs	€ 53.426	€ 1.635
WNT maximum per year	€ 181.000	€ 181.000
WNT maximum in proportion	€ 181.000	€ 15.083
Goede Doelen maximum per year	€ 86.578	€ 86.578
Goede Doelen maximum in proportion	€ 86.578	€ 7.215

7.3 BOARD CHOICE 2020 & 2019

Board CHOICE 2020

Chair	Max Bloem			
Active during 2020	jan-dec			
Former top functionary	no			
Contract of employment	no			
WNT maximum	€ 28.350			
Board stipend 2020	€ 2.400			
Treasurer	Lara Fizaine			
Active during 2020	jan-dec			
Former top functionary	no			
Contract of employment	no			
WNT maximum	€ 18.900			
Board stipend 2020	€ 2.400			
Secretary	Giulia Giacometti	Mats Stegeman		
Active during 2020	jan-sep	oct-dec		
Former top functionary	no	no		
Contract of employment	no	no		
WNT maximum	€ 14.175	€ 4.725		
Board stipend 2020	€ 1.800	€ 600		
General member	Mayanka Vij	Georges Enow Awah	Jona Claire Turalde	Giulia Giacometti
Active during 2020	jan-aug	oct-dec	oct-dec	oct-dec
Former top functionary	no	no	no	no
Contract of employment	no	no	no	no
WNT maximum	€ 12.600	€ 4.725	€ 4.725	€ 4.725
Board stipend 2020	€ 1.600	€ 600	€ 600	€ 600

Board CHOICE 2019**Chair**

Active during 2019	Gaia Mori jan-may	Max Bloem jun-dec
Former top functionary	no	no
Contract of employment	no	no
WNT maximum	€ 11.313	€ 15.838
Board stipend 2019	€ 1.000	€ 1.400

Treasurer

Active during 2019	Max Bloem jan-may	Lara Fizaine jun-dec
Former top functionary	no	no
Contract of employment	no	no
WNT maximum	€ 7.542	€ 10.558
Board stipend 2019	€ 1.000	€ 1.400

Secretary

Active during 2019	Scarlett Hawkins jan-may	Kelly Groen jun-nov	Giulia Giacometti dec
Former top functionary	no	no	no
Contract of employment	no	no	no
WNT maximum	€ 7.542	€ 9.050	€ 1.508
Board stipend 2019	€ 1.000	€ 1.000	€ 200

General member

Active during 2019	Mayanka Vij jan-dec	Giulia Giacometti jun-nov
Former top functionary	no	no
Contract of employment	no	no
WNT maximum	€ 18.100	€ 9.050
Board stipend 2019	€ 2.400	€ 1.200

7.4 BUDGET 2021

Budget 2021	Actual 2019	Actual 2020	Budget 2021
Income			
BuZa - Right here right now	€ 237.748	€ 322.942	€ 5.000
BuZA - Get up speak out	€ 454.230	€ 360.987	€ 10.000
BuZA - Yes I Do (Plan)	€ 522.076	€ 399.783	€ 15.000
Amplify Change - Rights Evidence Action	€ 166.221	€ -6.000	€ 0
International AIDS Society	€ 4.125	€ 0	€ 0
Youth Ambassador jun19 - dec23	€ 30.005	€ 58.810	€ 99.811
Rights Evidence Action 2020	€ 0	€ 317.851	€ 20.000
Sprint with NJR	€ 0	€ 1.960	€ 0
Ariadne Fonds	€ 0	€ 5.271	€ 6.833
Engender Health	€ 0	€ 4.051	€ 32.025
Power to You(th)	€ 0	€ 0	€ 252.164
BuZa - Right here right now 2	€ 0	€ 0	€ 518.107
Youth Champions Feminist Futures	€ 0	€ 0	€ 37.833
Sharenet - Strengthening MYP	€ 0	€ 0	€ 5.604
Nieuwe subsidies - stichtingen	€ 5.767	€ 0	€ 0
Indivuele donaties & consultancy (9110, NLBB)	€ 363	€ 2.382	€ 1.000
In kind donaties (9115, NLBB)	€ 21	€ 0	€ 0
Interest	€ 15	€ 4	€ 0
Total income	€ 1.420.571	€ 1.468.042	€ 1.003.377
Projectcosts			
BuZa - Right here right now	€ 73.401	€ 67.481	€ 0
BuZA - Get up speak out	€ 357.779	€ 276.080	€ 0
BuZA - Yes I Do (Plan)	€ 346.395	€ 252.945	€ 0
Amplify Change - Rights Evidence Action	€ 80.856	€ 1.431	€ 0
Sharenet - YouAct	€ 1.835	€ 0	€ 0
International AIDS Society	€ 3.020	€ 0	€ 0
Youth Ambassador jun19 - dec23	€ 13.576	€ 20.005	€ 41.878
Rights Evidence Action 2020	€ 0	€ 145.438	€ 0
Sprint with NJR	€ 0	€ 691	€ 0
Ariadne Fonds	€ 0	€ 5.263	
Engender Health	€ 0	€ 0	€ 13.125
Power to You(th)	€ 0	€ 0	€ 91.500
BuZa - Right here right now 2	€ 0	€ 0	€ 106.808
Youth Champions Feminist Futures	€ 0	€ 0	€ 21.993
Sharenet - Strengthening MYP	€ 0	€ 0	€ 2.640
Total projectcosts	€ 876.862	€ 769.335	€ 277.944

Personnel- and organization cost

Salarissen en werkgeverslasten	€ 401.928	€ 511.002	€ 546.043
Overige personeelslasten	€ 42.405	€ 47.393	€ 107.186
Kantoorkosten	€ 23.699	€ 27.279	€ 28.310
Algemene organisatiekosten	€ 30.201	€ 47.226	€ 43.270
Accountant en administratiekosten	€ 20.759	€ 30.877	€ 28.000
Rentelasten en bankkosten	€ 330	€ 164	€ 1.200

Total	€ 519.323	€ 663.941	€ 754.009
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Total result	€ 24.386	€ 34.767	€ -28.576
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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, April 14th 2021

General board

Chair	Lara Fizaine
Secretary	Mats Stegeman
Treasurer	Rawan Raad
General Board members	Giulia Giacometti
	Jona Claire Turalde
	Enow Awah Georges Stevens

AUTHOR

Lindsay Vogelzang

DESIGNER

Britt Duppen

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INDEPENDENT AUDITOR'S REPORT

To: the Board of Stichting CHOICE for youth and sexuality, Utrecht,
The Netherlands.

A. Report on the audit of the financial statements 2020 included in the annual report

Our opinion

We have audited the financial statements 2020 of Stichting CHOICE for youth and sexuality based in Utrecht, The Netherlands.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Stichting CHOICE for youth and sexuality as at 31 December 2020 and of its result for 2020 in accordance with the Guidelines for annual reporting 650 "Fundraising Organisations" of the Dutch Accounting Standards Board and the Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2020;
2. statement of income and expenditure for 2020; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing as well as the Policy rules implementation WNT, including the Audit Protocol WNT. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting CHOICE for youth and sexuality in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore, we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the Audit Protocol under the Standards for Remuneration Act (“WNT”), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(j) of the WNT Implementing Regulations. This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

B. Report on the other information included in the annual report

In addition to the financial statements and our auditor’s report thereon, the annual report contains other information that consists of the management board’s report.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements. Management is responsible for the preparation of the other information, including the management board’s report, in accordance with the Guidelines for annual reporting 650 “Fundraising Organisations” of the Dutch Accounting Standards Board.

C. Description of responsibilities regarding the financial statements

Responsibilities of the Board for the financial statements

The Board is responsible for the preparation and fair presentation of the financial statements, in accordance with the Guidelines for annual reporting 650 “Fundraising Organisations” of the Dutch Accounting Standards Board and the Policy rules implementation of the Standards for Remuneration Act (WNT). Furthermore, the Board is responsible for such internal control as the Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Board is responsible for assessing the foundation’s ability to continue as a going concern. Based on the financial reporting framework mentioned, the Board should prepare the financial statements using the going concern basis of accounting unless management either intends to dissolve the foundation or to cease operations, or has no realistic alternative but to do so.



The Board should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit assignment in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion. Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, as well as the Policy rules implementation WNT, including the Audit Protocol WNT, ethical requirements and independence requirements.

Our audit included e.g.:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the foundation's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern;
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Amsterdam, 20 April 2021

Dubois & Co. Registeraccountants

Signed on original by:
J.J.M. Huijbregts RA