

Annual
Report
2022

CHOICE FOR
YOUTH &
SEXUALITY

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LIST OF ABBREVIATIONS

AGG	Advocates Guidance Group	PtY	Power to You(th)
AGM	Annual General Meeting	RHRN2	Right Here Right Now 2
CEFM	Child, Early and Forced Marriage	SDGs	Sustainable Development Goals
CoP	Community of Practice	SoCo	Sollicitatie Commissie (Application Committee)
CPD	Commission on Population and Development	SRHR	Sexual and Reproductive Health & Rights
CS	Capacity Strengthening	UN	United Nations
CSE	Comprehensive Sexuality Education	YA	Youth Advocate
CSW	Commission on the Status of Women	YAP	Youth-Adult Partnership
DEI	Diversity, Equity and Inclusion	YARR	Youth Advocate Reflection Report
DMS	Data Management System	YASRHR	Youth Ambassador for Sexual and Reproductive Health and Rights, Gender Equality and Bodily Autonomy
E4C	Engage for Change	YLO	Youth-Led organization
ED	Executive Director		
FTE	Full Time Equivalent		
HR	Human Resources		
HRC	Human Rights Council		
IAT	International Advocacy Team		
IATI	International Aid Transparency Initiative		
ICFP	International Conference on Family Planning		
iNGO	International Non-Governmental Organization		
LGBTQI+	Lesbian Gay Bi-sexual Transgender Queer Intersex +		
MAS	Multi-Annual Strategy		
MIFD	Multiple and Intersecting Forms of Discrimination		
MIYP	Meaningful & Inclusive Youth Participation		
MoFA	Ministry of Foreign Affairs		
NAG	National Advocacy Group		
NGO	Non-Governmental Organization		
PMEL	Planning, Monitoring, Evaluation and Learning		



DEAR READERS!

2022 marked the year that CHOICE turned 25. Turns out, when it comes to partying, CHOICE stays forever young. We were happy that we could celebrate together with our CHOICE alumni and partners, and proud of how far we have come in these 25 years. As young people all committed to create a world in which all young people can make decisions about their sexual, reproductive and love lives, we have grown together into what CHOICE has become today. And 2022 has definitely contributed to our growth. 2022 has been a year of reconnection. After spending 2 years mainly behind our laptops and being in Zoom calls, we embraced the value of seeing each other and spending time together. We reconnected with CHOICE as a team – with our staff members, Boardies and Youth Advocates – and were happy that we could even welcome our international board members in Amsterdam. We also reconnected with some old friends and connected with new faces, as we relaunched CHOICE's advisory board.

2022 was the last year of CHOICE's Multi Annual Strategy that ran from 2019–2022. This last year definitely contributed to our successes on all our strategic goals! We were able to visit our partners again and provide trainings. For example, we visited Indonesia to work with the Power to You(th) partners on strengthening meaningful and inclusive youth participation (MIYP), and we worked with Youth Wave Malawi on developing their advocacy strategy. Also the Youth Ambassador was able to travel again, and spoke with many young people in Nepal and Uganda (and online) on their needs and experiences on SRHR and sexuality education. We took our advocacy on youth-friendly funding to the next level, by working with fellow youth-led organizations in the We Trust You(th) coalition, holding big donors and international NGOs accountable for how they work with young people. Through our advocacy the mandate of the special rapporteur of violence against women was expanded to include girls, to examine the specific ways that girls are impacted by violence. With our Feminist Futures Champions, we were able to discuss ground-breaking issues and taboos such as pleasure-based comprehensive sexuality education, body literacy, menstruation stigma, and queering SRHR.

2022 was also a year that our work didn't get easier, as opposition to sexual and reproductive health rights grew and civic space became more oppressed. We were left in shock as Roe v. Wade was overturned by the United States supreme court, and equally so when the new penal code in Indonesia was adopted, including a ban on all sex outside of marriage. Luckily, we also saw positive developments: in both Ecuador and Colombia, abortion was decriminalized, and our partners in Benin saw progress as abortion has now been legalised in most circumstances. Meanwhile in our own country the Netherlands, sexuality became more heavily debated than ever, with sexual violence and transgressive behaviour, access to abortion and gender issues being prominent in the public and political debate.

In short, we felt that after 25 years of CHOICE, in 2022 our work was more needed than ever. We're proud of our team and achievements, and we would like to extend a big thank you to all who have supported us and collaborated with us in 2022. We look forward to continuing our joint work in 2023, towards a world in which all young people have the power to make decisions about their sexual, reproductive and love lives!












Jannemiek Evelo
Executive Director

Leander van der Linden
Chair of the Board

CHOICE

Highlights 2022

What a year it was! In 2022, we....

-  Celebrated our 25th birthday with a party full of glitter!
-  Together with our partner YUWA, CHOICE made a statement at the UN Human Rights Council in support of the renewal of the mandate of the Independent Expert on Sexual Orientation and Gender Identity, which was renewed for 3 years.
-  Provided seed grants to our youth-led partners DAYO and TaYA for inclusion of young people with disabilities
-  Welcomed our international boardies to the CHOICE office in Amsterdam for our birthday party and brainstorming for our new strategy
-  Had 40 people – young people, iNGOs and donors, participate in our workshops with We Trust You(th) on youth friendly funding
-  Successfully concluded our Feminist Futures project, which reached 8,100 people with sex-positive messaging on social media
-  Played Juncture, our advocacy simulation game again, and facilitated it externally as well
-  Facilitated capacity strengthening on Meaningful and Inclusive Youth Participation for a total of 57 young people and adults.
-  Relunched our Advisory Board
-  Supported our Youth Ambassador SRHR to consult with 128 young people across the world to take their input along in the policy of the Dutch Ministry of Foreign Affairs, such as the Feminist Foreign Policy
-  Created more Young & Powerful podcasts on sex workers rights, youth representation and 25 years of CHOICE
And so much more!

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!

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 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. 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.

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!

We are young and we are here!

Work with us!

1. 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. <https://opendknowledge.worldbank.org/handle/10986/29788> License: [CC by 3.0 IGO](https://creativecommons.org/licenses/by/3.0/).

Vision and mission, what we do & our values

VISION

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

MISSION

CHOICE advocates with young people for their sexual and reproductive health and rights and their meaningful participation in the decisions made about their lives. We mutually strengthen the capacity of young people and youth-led organizations, supporting them to be the leaders and changemakers.

WHAT WE DO

CHOICE works on our vision in different 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
5. We advocate for decision-makers to meaningfully include young people and their SRHR needs

OUR VALUES

CHOICE's values are what we stand for as organization. They guide us in making strategic decisions, drafting our organizational policies and processes and in our day-to-day work. Our organizational values are:

- Advocate for change
- Feminism
- Human-rights based
- Inclusive
- Meaningful Youth Participation
- Sex-positive
- Being an ally



Where did we work in 2022

In 2022 we worked with young people and partners in the following countries under our different programs:

BANGLADESH | BENIN | BURUNDI | ETHIOPIA
GHANA | INDIA | INDONESIA | KENYA | NEPAL
MALAWI | MOROCCO | SENEGAL | TUNISIA
UGANDA.

We work in cooperation with local partners as we believe in working together creates the best possible outcomes. Therefore, in our partner countries, we work with local young activists or youth-led organizations, and we invest in strengthening our global youth SRHR network!

Our work

OUR WORK IN 2022

We acted upon our values!

Our values are very important to who we are as CHOICE, and are at the heart of our work. In addition to our organizational values, we also have our team values, which guide how we work together as a team. The team values were determined during the team building trajectory in 2021, and we are proud to share we acted upon them in 2022!

- **Creativity, innovation and growth:** We've been using dynamic and creative methods in our organizational strategic sessions. We had a series of Innovation Thursdays in a new format more focused on content, for example on SRHR & climate change, queer theory and feminist leadership. We re-structured the process for personal development of staff, putting the individual and their learning at the centre. And, we've been innovative in our programmatic work, embracing a more activist mindset and exploring new advocacy spaces.
- **Vision and accountability:** With the development of our new multiannual strategy, we took a big step into the future of CHOICE, and had elaborate discussions on our vision for the organization. We regularly reminded each other on why we do what we do, to make work more than just work. We are a horizontal organization, but feel accountable to each other and made time to share updates on our work with each other.
- **Love, compassion and care:** We showed true care for each other to ensure everyone feels free to express their boundaries, and we encouraged each other to practice self-care and not to make too much overtime. We show appreciation for each other in reflection meetings and beyond, and in fun exercises such as our annual February Loveline tradition.
- **Diversity & inclusion:** Together with consultant Sonali Silva, CHOICE's Diversity, Equity & Inclusion (DEI) working group created a DEI strategy framework for CHOICE, guiding our efforts in the coming years. We have continuous reflection and discussions on how inclusive we are which led, for example, to more emphasis on inclusivity in our capacity strengthening activities, and advocacy work. We took small steps in the office as well, by putting period products in office bathrooms, and we show each other warmth and compassion in our daily interactions.
- **Trustworthy:** We have a supportive and understanding environment in which people feel comfortable to come forward with their issues, because we trust one another. Within CHOICE, we are transparent on how decisions are made and open for questions, for example on programmatic and organizational budgets. We have continuous discussion on CHOICE's role in our programs and in the sector. We show we are a reliable partner by making deadlines on time, and delivering work of high quality that we have produced together.
- **Fun:** we had a lot of fun together in 2022! The highlight was CHOICE's 25th birthday, but we shared many more fun moments together. We did a crazy quiz for our Christmas GM, staff did a cooking workshop, we shared many drinks together, and carried on having a biweekly 'We Work We Play' in the office. The office also got a very nice makeover led by our amazing Office Manager, with new plants and many pictures as proof of our joint fun times.

Organisational highlights

CHOICE'S 25TH ANNIVERSARY

In April 2022, we celebrated 25 years of CHOICE for Youth and Sexuality. Following months of preparation by a dedicated CHOICE25 working group, we hosted a memorable party for all CHOICErs, old and new, as well as our partners and network within the Netherlands, and abroad. We were also fortunate to have our international board members join the celebrations in person. It was a powerful event, where we could reflect on how far we have come as an organization, and thank all those who have been part of the CHOICE journey so far, as well as look forward to the future of CHOICE. It was a very exciting and full evening, with a raffle, photobooth, guest panel, games, glitter station and a spoken word artist. Following this event, we saw just how far the CHOICE network had spread, and hope to strengthen our alumni connections in 2023 and beyond.

INTERNATIONAL BOARDIES VISITING

For the first time in CHOICE history, and since the inception of having international board members (boardies who live outside of the Netherlands), CHOICE board finally met in person after almost 3 years of online board and working group meetings. This has been timely with CHOICE's 25th anniversary which paved a way for the meeting of the staff and youth advocates and getting more in-depth understanding of how to support CHOICE. Meeting ex-boardies and CHOICErs supported international boardies connect to CHOICE's legacy and how the future can be shaped. Moreover, CHOICE maximized this visit by also kickstarting the process and brainstorming the next multi-annual strategy where the international boardies had fully contributed. The in-person meeting helped the board especially international

boardies take a more detailed look at our dynamics and also made space for more time for reflections and accountability. It was a week filled with collective care, bonding, support, and youth solidarity.

JUNCTURE

2022 also marked the year CHOICE dusted off its SRHR and MIYP advocacy simulation game "Juncture". Juncture is developed as a learning tool through which one can actively advocate for the SRHR of young people in a fictitious country. The participants are placed in a complex and real-life situation, allowing them to develop and apply their advocacy skills in the real world. The participants are placed into various parties and must work together to deal with issues such as teenage pregnancies, early and forced marriages and sexual diversity.



Share-net participants playing Juncture

The game has been a staple of CHOICE since 2015. But as it is best played in-person with a large group of 16-24 people, it was not possible to play for almost 3 years.



The canteen was full for CHOICE's 25th anniversary

In 2022, we focused on strengthening internal capacity and skills to be able to facilitate the entire game. Youth Advocates, board and staff participated in an internal session. Later in the year, we were invited by Share-Net International to facilitate a session during a learning and exchange meeting of their regional hubs.

The Share-Net participants could bring into practice, and experiment with, advocacy strategies they learned during the week in a safe and reflective environment. As such, it contributed to their learning and strategizing which they take back to their local country hubs.

2022 resulted in more internal capacity to facilitate the game and a renewed motivation and valuation for the game. This will be taken over into 2023 and our new MAS, where we challenge ourselves to improve the game, expand the facilitation in a broader network, and investigate the possibilities to offer the facilitation of the game as a service.

For more information on Juncture, or the possibilities of playing the game yourself, contact info@choiceforyouth.org

Our program- matic work

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 in our Multi-Annual Strategy 2019–2022 that we are working towards:

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.

2022 was the fourth and final year of implementation of our multiannual strategy (MAS). We built on the work done in previous years, and have also worked on a new strategy that will guide CHOICE in the years to come.

YOUNG PEOPLE ARE EQUAL PARTNERS IN SRHR DECISION-MAKING PROCESSES

YOUTH CHAMPIONS FOR FEMINIST FUTURES

In March 2022 our Feminist Futures project came to a close. With this project, CHOICE appointed two Youth Champions, one from Nepal and one from India, who have been successful in engaging with local youth on SRHR topics, raising awareness through social media campaigning, and informing local decision-makers and youth about SRHR issues that need addressing in their context. More than 590 young people were engaged through youth consultations and trainings in Pokhara and Kathmandu (Nepal) and rural-urban Nagaland (India), mostly held offline. These consultations gathered data on SRHR topics in their context, including menstruation, consent, pleasure-based comprehensive sexuality education, and youth-friendly health services. The Youth Champions organized meetings with community leaders in e.g. rural-urban Nagaland (India), such as Pastors and health service providers, to capacitate them on issues youth face in accessing their SRHR.

Additionally, the two Youth Champions developed separate social media campaigns, which were very successful – together the campaigns have reached around 8100 people! These campaigns have focused on raising awareness of their focus SRHR topics, as well as providing other youth activists relevant to the issues a platform to discuss such issues and have their voices shared.

Moreover, both Youth Champions organized open mic nights within their communities, where they used the format of storytelling to raise awareness and normalize conversations around sexual and reproductive health and rights. The performances provided a window for young people to also connect with each other and create safe spaces, especially for young people who have greater barriers accessing information and discussions surrounding SRHR (specifically on pleasure and consent), such as queer youth.

The project reaffirmed that working with grassroots organizations or local activists is paramount to ensure the full effectiveness of the project; in order to reach the full potential of the work, it was critical to reach as many diverse youth as possible to have a sufficiently representative overview of local youth's SRHR needs and opinions. Taking an intersectional approach meant that spaces provided by Feminist Futures were reflective of the youth population as is, and therefore diverse voices were represented and could share the realities experienced by various identities of youth.

ICFP 2022

In November 2022, three CHOICERs attended the International Conference on Family Planning (ICFP) in Pattaya, Thailand. The Conference served as an important space for (I)NGO's, donors and individuals and young people from all over the world to come together and learn from one another in the movement towards achieving SRHR. CHOICE was able to make many new connections and attend lots of cool workshops such as Climate change and SRHR or why pleasure matters in delivering SRHR! We also got to meet many of our partners IN PERSON for the first time!

CHOICE also made sure that young people's voices were heard loud and clear. Together with partners We Trust Youth, YIELD Hub, EngenderHealth and the YP Foundation we delivered a plenary session entitled "Who Is and Is Not Here: Understanding how young people's identities and experiences impact SRHR programs and initiatives." The goal of the session was to better understand and address intersectionality in SRHR/FP programs. The session aimed at participants to be better equipped to reflect on identify, and analyse the different and changing experiences, needs, and interests of women, girls, men, boys, and people with non-binary gender identities in SRHR/FP programs/initiatives.

JUNCTURE AND YOUTH LEADERSHIP SKILLS TRAINING


In December 2022, CHOICE in collaboration with Dance4Life/Rutgers delivered Juncture (live-simulation game to practice advocacy skills) and a short trajectory on Youth Leadership Skills for the Bangladesh CLT. The training presented a great opportunity to build on the connections and relationships with our partners in Ban-

gladesh and get to know them better, as well as deliver a capacity strengthening training for staff and youth advocates, specifically focusing on strengthening advocacy and youth-leadership skills. A total of 24 young people were engaged through the training and their advocacy and youth-leadership skills were strengthened by delivering interactive skill-building sessions such as public speaking, body language, effective influencing, empathy map, journaling and communication skills. Day 2 focused on Juncture, where participants experienced a real-life simulation game, where they undertook different roles and put their advocacy skills to practice, solving key issues provided to them in case studies focusing on barriers related to SRHR policymaking, youth engagement and influencing key societal actors.

A total of 24 young people were engaged through the training and their advocacy and youth-leadership skills were strengthened by delivering interactive skill-building sessions such as public speaking, body language, effective influencing, empathy map, journaling and communication skills.



Creating mood boards during the training in Bangladesh



**This was an incredible
experience on our
advocacy efforts**

**Godfrey Malongo, Advocacy Leader Youth Wave Malawi,
on the facilitation to develop an organizational advocacy strategy.**



Participants of Youth Wave Malawi working on their advocacy strategy

YOUTH-LED ORGANIZATIONS (YLOS) ARE SUSTAINABLE AND CONNECTED

CAPACITY STRENGTHENING SUPPORT FOR YOUTH-LED ORGANIZATIONS

This year CHOICE facilitated two capacity strengthening sessions for two different YLOs. In February we organized three fundraising training sessions for Talent Youth Association (TaYA), a Youth-Led Organisation (YLO) located in Ethiopia. This was part of a capacity strengthening trajectory on organizational development that started in 2021 with a Planning, Monitoring, Evaluation and Learning training. TaYA indicated that their need for this fundraising training stemmed from their youth volunteers lacking basic knowledge in fundraising. In addition to that, TaYA wanted to explore how they can raise funds as a YLO, search for global funding opportunities and use the opportunities in Ethiopia to mobilize resources. In the sessions, we went over fundraising basics, proposal writing, and relation management, providing the participants with practical tips and handles for resource mobilisation with the aim of contributing to the sustainability of their organisation

In September 2022, CHOICE delivered a workshop for another YLO, Youth Wave Malawi, to facilitate their development of an organizational advocacy strategy. The 4-day training included exercises on power mapping, problem trees, goal setting, international and regional advocacy informational sessions, and more. "This was an incredible experience on our advocacy efforts" shared with us Godfrey Malongo - Advocacy Lead. We also felt the workshop was a success, as it not only produced a draft advocacy strategy, which will be finalized in 2023, but also was a moment for partners to reflect on their successes, talents, and motivations as individuals and organization. It was a fantastic week connecting with our partners in person (after the work being online for so long), and having a space for advocacy-passionate young people to share energy and enthusiasm!

BUILDING A STRONGER YOUTH MOVEMENT

As part of both Right Here Right Now 2 and Power to Youth program, CHOICE is hosting Communities of Practice – spaces dedicated to exchanging knowledge and

learnings especially on MIYP. The MIYP Community of Practice (CoP): The first CoP for the RHRN2 program, has now been operating for over a year! The CoP creates a safe online space within the program for young people to learn from one another and to strengthen their capacities to be at the forefront of the youth movement. As the MIYP CoP was the first CoP of the Right Here Right Now 2 program, its lessons have been implemented in the other CoP that have been formed within the program. The learnings from the MIYP CoP have also been used to The CoP has also provided the CHOICE team with valuable lessons about facilitating an inclusive and mutually-strengthening CoP – which will help them to better engage in mutual capacity strengthening and work towards CHOICE's mission. One of these lessons is to share ownership with a diverse group of young people, which has led to the creation of the CoP Core Organising Group who will steer the direction of the CoP and take part in facilitating sessions and are excited to see what 2023 has in store with this new model in place.

At the start of 2022, CHOICE launched the permanent MIYP Thematic Working Group (TWG) 'Engage4Change' (E4C) group, with the objective to connect young people in our Power To You(th) partnership to link and learn from each other, to create a safe and inclusive space to engage in knowledge and capacity sharing, share experiences, tools and resources, and identify gaps and solutions related to MIYP, youth leadership, YLO sustainability, youth-led advocacy and more. To work towards these goals, in 2022, a total of 3 quarterly meetings were organized, with participants from all 7 countries attending. Key priority areas the group focused on in 2022 were: Country-country linking and learning on MIYP, and MIYP and Youth-led advocacy. The first meeting invested heavily in team building and coming to a shared understanding of concepts like 'youth', 'youth-led organisation' and 'MIYP'. In the second meeting, 2 YLOs from Malawi and Ghana were invited to share their learnings, best practices and key recommendations on implementing innovative seed grants on MIYP. The importance of Youth-Adult

partnerships came out strongly, as well as the need to measure the impact of youth participation, and the need to contextualize MIYP tools and resources according to the needs of the young people and the realities they live in. The third meeting addressed questions like “What does youth-led advocacy look like to you?”, “why we need to talk about youth-led advocacy, and what makes it meaningful”. Participants reflected on situations in which they had felt excluded/unheard, and then on situations where they felt included/heard in a meaningful way, to examine the differences. We then shared particular challenges, opportunities and best practices with regard to youth-led advocacy. The importance of coalitions (stronger together), evidence-based advocacy, and developing tools to measure MYP in policy engagement, were some key ideas shared.

SEED GRANTS ON INNOVATIVE MIYP INTERVENTIONS AT THE COUNTRY LEVEL

To strengthen the implementation of MIYP within the Power to You(th) and Right Here Right Now 2 programs, CHOICE launched a seed grant initiative (up to 5,000 EUR each) for our youth-led partners to pilot creative interventions on MIYP and Youth Adult Partnerships. The goal was to create a space for interventions that are innovative and that cannot be implemented under the current grants. We sought proposals for interventions to improve the inclusion of youth within the current partnerships or in the implementation areas where our partners work. In the Power to You(th) program CHOICE granted the seed grant to the following organizations: Youth Wave Malawi, Youth Advocates Ghana and 2030 Youth Force Indonesia. In Malawi, our partner Youth Wave used the grant to implement a project on the involvement of young people and adults in the village and area development committees of Machinga and Dedza districts to strengthen MIYP. The engaged in activities to promote youth-adult partnerships by raising awareness and targeted advocacy campaigns on the importance of including youth in decision-making structures; training both youth and adults on MIYP and Youth-Adult Partnerships. In Indonesia, the seed grant was used by 2030 Youth Force Indonesia to organize “You(th)Takeover”, which is a series of awareness-raising and capacity-building

activities on MIYP and YAPs in decision-making spaces, where youth champions ensure meaningful participation in the decision-making process and act as a bridge to the decision-makers and youth. The project hopes to enable youth to have more access to the decision-making spaces in the government and to be meaningfully involved in the decision-making process that may affect their life. In Ghana, Youth Advocates Ghana used the seed grant to worked on strengthening the knowledge and awareness of young people on existing policy-making institutions and processes to promote meaningful and inclusive youth participation in SRHR decision-making processes from the grassroots (district) level and national level.

In the RHRN2 program, TaYA (Ethiopia) and Dream Achievers Youth Organization (DAYO, Kenya) implemented their seed grant activities last year to strengthen the implementation of MIYP and Youth-Adult Partnerships. Both YLOs carried out activities aimed at catering to the needs of youth with disabilities, addressing a gap in their organizational and programmatic work plans. The seed grant project of DAYO has been finalized. They have reached in and out of school youth with disabilities to voice their needs, enhance their advocacy skills and



CHOICers and members of Youth Wave Malawi brainstorming together

influence key decision making. The youth champions have also come up with a document with commitments from different (SRHR-related) technical working group heads on enhancing youth participation for youth with disabilities. In Ethiopia, the project is still ongoing. Young volunteers have been working on the development of an app to ensure the inclusion of youth with disabilities by trying to overcome the barriers in communications and giving people with different types of impairments more chances to participate. The app contains local languages, sign language, audio-visuals and additional research, and will be launched in Q1 of 2023. The project ended up being more time-consuming than expected, and therefore the project period has been extended to March 2023.

All in all, the seed grants in RHRN2 have enabled space for inclusive engagement of youth-led organizations, as some YLOs have used this opportunity to highlight the needs of youth with disabilities with the goal of enabling them to be at the forefront of the youth movement. In Power To You(th), YLO are using innovative strategies targeted at strengthening Youth-Adult Partnerships (with community leaders, local and national decision-makers) so adults to realise the value and potential of MIYP!



Power to You(th) participants and CHOICERs together for the MIYP training

"This should be a basic training to all staff prior to discussing our two Plan youth Programs."

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

CAPACITY STRENGTHENING ON MEANINGFUL AND INCLUSIVE YOUTH PARTICIPATION

Due to relaxing COVID-19 restrictions, CHOICERs were able to engage in Global Strategic Meetings of the Power to You(th) and Right Here Right Now 2 programs. As part of the face-2-face Global Strategic Meeting of PtY held in Nairobi, Kenya in March 2022, CHOICE organized a MIYP and value clarification session. The session included a plenary on MIYP as a core value of PtY, an introduction to CHOICE's Flower of Participation. The session led to key discussions and insights which highlighted how MIYP can be perceived differently by different people, and there is no one right form of MIYP, but it depends from country to context to people. As this was the first time we were able to meet the other organizations working on the Power to You(th) program, this meeting was an important moment for relationship building. To enable linking and learning between YLOs, as part of the trip, CHOICE also planned a partner visit to the Network for Adolescent and Youth of Africa (NAYA), a youth-led organization in the PtY Kenya Country Team and CHOICE's long-time youth-led partner. As part of the visit, CHOICE was accompanied by Youth Wave Malawi, another youth-led partner in PtY. This served as a great opportunity to link 2 YLOs in the programme, one very experienced and one very eager to learn and grow from the shared experience. During this meeting, mutual capacity strengthening was achieved, as the YLOs were able to share best practices on advocacy and specific challenges faced by YLOs to interesting conversations on the sustainability of YLOs.

During the Global Strategy meeting for the Right Here Right Now 2 program in Kenya we were able to meet partners from each of the RHRN2 countries in person. It was extremely valuable to make these connections, share lessons learned and create priorities for 2023. The priorities of the Global Meeting such as Youth at the Forefront and Inclusivity linked very well to CHOICE's expertise on MIYP. For CHOICE's MIYP seed grant, we visited a secondary school for boys with a physical impairment with DAYO (Dream Achievers Youth Organization), where

we learned about the impact of the mentorship sessions and some of the recommendations the boys had for key decision makers regarding the SRHR of young people with a disability. We also visited the other Kenyan partners. Overall, this was an important moment to strengthen relationships between partners, which will benefit our work in the years to come.

CHOICE also facilitated two workshops with the Right Here Right Now 2 and Power to You(th) programs. In October 2022, in collaboration with Rutgers Indonesia, CHOICE conducted a training on Meaningful and Inclusive Youth Participation with their PtY partners. The 3-day training kicked off with a MIYP exhibition by each partner organization showcasing their efforts and activities so far on MIYP in the contexts and communities they work with, and also to share any lessons learnt and best practices with other partners. The training also included an inspiring session on the history of youth participation and activism in Indonesia and other experiential sessions to explore different dilemmas and solutions to challenges when it comes to putting MIYP into practice. The training culminated with the co-creation of action plans to deepen the quality of youth participation for each organization, moving forward in 2023. At the end of the workshop, one young participant said, "The MIYP training process has changed my perspective on MIYP. In particular, MIYP is not a static concept about involving youth, but a dynamic and context-based concept" (translated from Bahasa to English).

We also took some time to reflect on and evaluate our signature MYP Trainings which includes the Flower of Participation. We commissioned Catalystas Consulting to conduct an evaluation on the effectiveness and impact of our MIYP workshop/trajectory. After each workshop, the workshop is evaluated. This gives us an understanding of the immediate benefits of the training, but we know less about the trainings' long-term effects and the sustainability of the change in behaviour and knowledge of the participants. Catalystas Consulting will provide recommendations based on the evaluation of the effectiveness and impact of the previous trainings, which will be implemented by the CHOICE team in 2023. In this way the outcome of the consultancy is three-fold; 1) the evaluation can be used to show the long-term impact of the trainings that coalitions or organizations can expect from the MIYP training/trajectory, which helps them to evaluate if the MIYP training would be useful for them, 2) the recommendations will be used by CHOICE to increase the impacts that the trainings will have, 3) it enables CHOICE to learn about how to make its trainings more impactful. The consultants have started their data collection in Q4 and will continue collecting data in Q1 of 2023. The report with recommendations for strengthening the effectiveness of the MIYP trajectory will be presented in March 2023.

CREATION OF NEW TOOLS

In 2022, CHOICE and Sonke/MenEngage with support from the Engage4Change Thematic Working Group, worked on the development of a PtY MIYP Checklist Guideline for PtY YLOs and CSOs, that will help them assess the level of MIYP in their organizations to measure and implement an MIYP approach. In 2023, we will support Sonke/Men Engage to pilot the MIYP Checklist with organizations in Malawi and Uganda. We are also conducting meetings with the PMEL Thematic Working Group to develop learning/reflection questions to further support the monitoring of MIYP in programmatic activities.

This year, CHOICE also created a Digital Facilitation Guide, building on the existing CHOICE Trainer's Guide. The guide will equip organisations and young people to deliver effective trainings and meetings in vir-

tual spaces. The guide focusses on tips and tricks for creating inclusive and meaningful online spaces for all participants to a meeting and/or training. The guide will further strengthen the facilitation skills of young people and organizations and support them to create a space in which a diverse group of young people will be able to meaningfully engage in meetings and/or trainings. In Q1 and Q2, we collected the experiences and challenges of joining online meetings from people from the RHRN2 and Power to You(th) programs, ranging from consortium organizations to country coalition organizations, and other CHOICE partners. Together with Dance4Life we collected the solutions from our partners and the Dance4Life trainers to challenges that are often encountered in digital facilitation. Survey respondents who indicated that they wanted to contribute to the guide did so in Q3 and the content of the guide was finalized in Q4. The designer is currently finalizing the design of the digital facilitation guide. The design is being finalized in Q1 of 2023 after which the guide will be launched and shared with RHRN2 coalitions and organisations.

YOUTH-ADULT PARTNERSHIPS

January 2022 marked the beginning of our partnership with Plan International, which sought to leverage CHOICE's meaningful youth participation expertise to support Plan to reflect and examine how to mainstream this value in their organization. We conducted a policy review and focus groups with seven of Plan's Country Offices to examine the current strengths and challenges in each of their work. This identified major strengths

At the end of the workshop in Indonesia, one young participant said, “The MIYP training process has changed my perspective on MIYP. In particular, MIYP is not a static concept about involving youth, but a dynamic and context-based concept” (translated from Bahasa to English).

(including strong safeguarding approaches, commitment to youth participation, and critical awareness and reflexivity) and challenges (such as bureaucratic hurdles, developing a shared understanding of MIYP across a global organisation, and increasing flexibility of funding). We then delivered a virtual capacity strengthening trajectory to the seven Country Offices to facilitate discussion on MIYP, as well as a workshop with the Swedish National Office who supported the partnership. This resulted in increased knowledge and positive attitudes towards MIYP as an approach which was fed into Country Office specific action plans. Reflecting on the process, participants shared that they felt they: “were able to share our context, [CHOICE] actually showed us how to participate meaningfully” and suggested “This should be a basic training to all staff prior to discussing our Powering the Movement and LEAD [youth programs within Plan].” We are pleased that in Q4 of 2022, we developed a Concept Note for a second phase of our collaboration where we will support the rollout of action plans, commencing in Q1 of 2023.



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

WE TRUST YOU(th) INITIATIVE

2022 was the year in which CHOICE's advocacy for youth-friendly funding really took shape through our co-leadership of the We Trust You(th) Initiative, one of CHOICE's biggest endeavors so far under this strategic pathway.

At the end of 2021, We Trust You(th) put out a public challenge to donors and NGOs to take specific concrete action to improve how they partner, fund, and support young people. This aimed to facilitate action on issues that had remained internal conversations solely amongst donors and iNGOs. The challenge was launched in November 2021 and it was accepted by 100+ donors and iNGOs globally. The challenge ran for a period of 6 months from January to June 2022. To practically help the challenge acceptors make tangible progress in how they partner with young people, We Trust You(th) collaborated with other youth and youth focused-NGOs and donors to solve practical problems. We Trust You(th) co-hosted three practical problem-solving workshops in partnership with Elevate Children Funders Network, EngenderHealth, and Children's Rights Innovation Fund. The workshops were attended by over 40 attendees from 23 different organizations and addressed the following areas

- Who is viewed as skilled?
- From surface-level collaboration to in-depth collaborative agreements with youth
- Rethinking the proposal development process.

To help others who had accepted the challenge or who wanted to improve their ability to equitably partner with young people, We Trust You(th) shared lessons and recommendations through communications channels and public events. Additionally, via this initiative, a CHOICE Program Coordinator was awarded a scholarship to attend the June 2022 Philea Forum in Barcelona, co-facilitating an in-person workshop alongside Philea's Child and Youth Thematic Network, filled with 100+ foundation representatives CHOICE a platform to communicate We Trust You(th)'s message directly to major European funders.



We Trust You(th) at the Philea Forum in Barcelona

CONTINUED ADVOCACY FOR YOUTH-FRIENDLY FUNDING

In addition to our work with We Trust You(th), our partnership with Plan International has proven to be a fruitful avenue for amplifying our message on resourcing and supporting young people effectively and equitably. In May 2022, CHOICE was invited to a panel discussion hosted by Giving Women and moderated by Plan, in which our Resource Mobilisation Coordinator spoke directly to funders and emphasised the importance of examining donor-grantee power dynamics, offering needs-based capacity strengthening and building trusting, mutually enriching relationships between funders and local/youth-led organisations.

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

POLICY INFLUENCING ON YOUTH SRHR AND MIYP IN GENEVA AND NEW YORK UN PROCESSES

At the 66th session of the Commission on the Status of Women (CSW66) CHOICE engaged in language advocacy and mobilized with other feminist civil society organizations and youth advocates. The priority theme of CSW66 was 'Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes'. Climate change is not CHOICE's expertise. This inspired us to organize internal learning sessions, such as an Innovation Thursday on the topic and a GAG session where Arrow trained other members on the basics of climate change/crises and SRHR. We also actively engaged in providing input to the document ensuring the inclusion of MIYP and youth SRHR, and we made sure to share our knowledge with other activists. CHOICE, as co-convenor of the Women's Rights Caucus, facilitated sessions about UN language advocacy. We were very glad to see that CHOICE's resources on the CSW (in English, French and Spanish) and UN language were shared widely.

The priority theme of the Commission on Population and Development (CPD) this year was: 'Population and sustainable development, in particular sustained and inclusive economic growth'. CHOICE gave inputs to include language on youth, child, early, and forced marriage (CEFM), decent work and equality and non-discrimination in relation to the priority theme. The NGO consultations made the process around the CPD more accessible and transparent than before such consultations were held (this was only implemented last year). The Netherlands was in the Bureau this year, and CHOICE/MoFA's YAS-RHR was part of the official Dutch delegation. This year the pushback focused mainly on comprehensive sexuality education (CSE) and language around multiple and intersecting forms of discrimination (MIFD). However, we celebrated that the final text included more references to human rights than last year! Also, the fact that for two years in a row, an outcome document was adopted at

CPD, shows (renewed) political commitment of Member States to the ICPD programme of action which is important for our lead-up to ICPD+30 in 2024!

At the 50th session of the Human Rights Council CHOICE influenced resolutions including the renewal of the mandate of the Special Rapporteur on Violence Against Women, and Elimination of Discrimination Against Women and Girls. The renewal of the mandate of the Special Rapporteur on Violence Against Women was extended, and CHOICE's advocacy contributed to expand the mandate of the special rapporteur of violence against women to include girls, 'to examine the specific ways that girls are impacted by violence'. During negotiations a brief provided to diplomats by CHOICE was cited by at least 5 countries, and had been shared to other states from diplomats also. The resolution on Elimination of Discrimination of Violence Against Women and Girls was focused on participation, and included language such as 'full enjoyment of all human rights by all women and girls includes sexual and reproductive health and reproductive rights' and 'enact policy and take actions to promote, protect, respect, and fulfill girls' rights to participation, online and offline, in all areas of life, free from discrimination.' which CHOICE (along with other GAG partners and other members of civil society) advocated for.

CHOICE also co-wrote a statement with our partner, YUWA, for the Interactive Dialogue with the Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity, on



CHOICE and YUWA together at the Human Rights Council

HRC50 was the first time CHOICE was back at the council after the pandemic, and being able to conduct advocacy in person was a rejuvenating experience after the struggles of remote advocacy.

the importance of inclusion of youth and adolescence in issues regarding the rights of LGBTI persons. This statement was made in support of the renewal of the mandate of the Independent Expert on Sexual Orientation and Gender Identity, which was renewed for 3 years.

HRC50 was the first time CHOICE was back at the council after the pandemic, and being able to conduct advocacy in person was a rejuvenating experience after the struggles of remote advocacy. Moreover, CHOICE facilitated a learning trajectory for a group of 6 of CHOICE's Youth Advocates to build their knowledge and skills on advocacy and the Human Rights Council. This included language advocacy skills, HRC basics, writing statements, and more. Additionally, since CHOICE was able to attend HRC50 in person, one Youth Advocate from the group was included in the trip to the Council in Geneva, and took part in the advocacy tasks on behalf of CHOICE. At the 51st session of the Human Rights Council, CHOICE co-wrote a statement on the negative impact of colonial legacies on SRHR with a partner from the Power to You(th) programme, Youth Wave Malawi, particularly focusing on the impact on youth. Additionally, CHOICE wrote a statement on the importance of intersectionality delivered during the Annual panel discussion on the integration of a gender perspective in its work. This statement contributed to keeping intersectionality in the agenda of the Council, especially in a time during which opposition has been weakening language gains such as the inclusion of "multiple and intersecting forms of discrimination" in resolutions.

THE YOUTH AMBASSADOR FOR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS, GENDER EQUALITY AND BODILY AUTONOMY (YASRHR)

This year, Laura Bas, the Youth Ambassador Sexual and Reproductive Health and Rights, gender equality and bodily autonomy (YASRHR) focused on Comprehensive Sexuality Education and period poverty during her term. She raised awareness about these topics at the Ministry of Foreign Affairs by hosting a training about period poverty during the Terugkomdagen (coming back days), where all embassy employees focusing on SRHR and gender came back to the Ministry. She furthermore gave input on the CSE year plan of the department of social development and a letter to the Second Chamber (the

parliament) on Menstrual Health. She thereby also organized a "Menstrual Health talk" between NGOs focusing on menstrual health, the Ministry's DSO department and the Ambassador for Women's Rights and Gender Equality, Pascalle Grotenhuis.

Outside of the Ministry, Laura has also been very visible, for example at online events, media engagements and social media. One of the cornerstones of the program is for the YASRHR to represent the voices of young people around the world. This year, the YASRHR used her social media to connect with young people to organize multiple online consultations. In total 19 consultations were done with 128 young persons across the world, for example blind youth in Nepal and young women working on menstrual health access in Turkey. These consultations supported Laura in better representing a diverse group of young people and were recognized by the Ministry as an added value. In the end of her term Laura was invited to host two consultations to collect input from young people to the feminist foreign policy. Laura has also been able to provide a youth lens to other policies created by the Ministry of Foreign Affairs, such as the Global Health strategy and a letter to the Second Chamber on Menstrual Health.

In her term, Laura joined the Ministry of the Netherlands' delegation to the Commission on Population and Development (CPD). She was invited and able to advise on youth language. Due to her efforts and those of the delegation, the CPD's agreed conclusions now has multiple references to youth. Laura also advocated for meaningful youth participation by organizing, together with CHOICE and MoFA, a session on their experiences with different strategies of youth participating during the SheDecides +5 convening.

Laura's successor Jim Monkel, who started his term in November 2022 is creating more inclusive spaces within the discussion around comprehensive sexuality education (CSE). He will focus on the accessibility of CSE for young people with a disability and advocate for creating inclusive CSE for people living with a disability. He has already been able to speak with young people with a disability in Nepal, where he spoke with the Blind Youth Association Nepal.



YASRHR at the welcoming reception of the Dutch embassy in Kampala

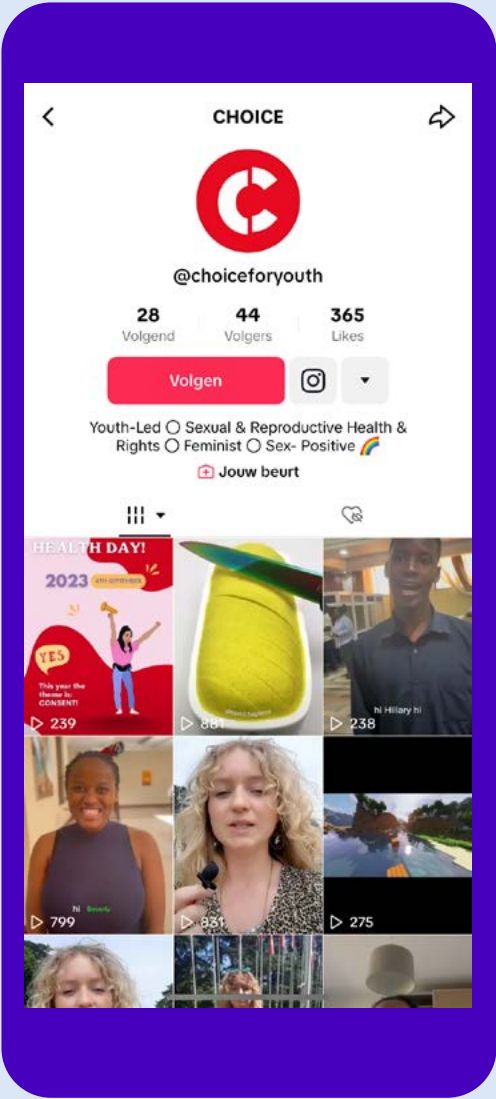
COMMUNICATIONS

In 2022 CHOICE continued the work from 2021 of aligning our communications work closer with our advocacy work, as effective communications are a cornerstone of successful advocacy. We created more informational videos and posts to make explain advocacy spaces such as the UN Human Rights Council, and used our new TikTok to make videos interviewing young people about SRHR topics, such as CSE and consent. We also made some very funny TikToks which we suggest checking out (@choiceforyouth)!

In addition, we produced more episodes of our podcast, Young and Powerful with CHOICE for Youth and Sexuality, topics included looking back at 25 years of CHOICE with an original CHOICEr(!), sex workers rights, and more!



We also made some very funny TikToks which we suggest checking out (@choiceforyouth)!



FUNDRAISING

2022 marked the second year of the Resource Mobilisation Strategy 2021-2024, which continues to guide CHOICE's efforts to raise funding and resources for our work. With this strategy, we continued to push for more diversified funding to ensure the sustainability of CHOICE and other YLOs. We also continued to invest in developing partnerships with various organisations and working together on several proposal developments in line with our mission to engage in more equal partnerships with organisations in the countries where we work. Some of the key highlights of 2022 include:

Phase II of Plan International: CHOICE has continued to work on its MYP capacity strengthening trajectories and has entered into a second phase of our partnership with Plan International. The purpose of phase two is to build upon the progress made in phase one by continuing to support the seven Country Offices of Plan International to implement their MYP action plans. The second phase will also focus on developing toolkits and guidance frameworks for both Plan International and youth led organisations to engage in equal partnerships.

Creating new partnerships and joint proposal development: As a small youth-led organization, working in partnerships is crucial for CHOICE. With travelling and international events being possible again in 2022, we could invest more in building these relationships, with the International Conference on Family Planning in Pattaya, Thailand as a big highlight. Together with old and new partners, CHOICE wrote different proposals. While not all these were successful, we value the relationships built and keep on exploring possibilities for working together with likeminded organizations.

2. <https://open.spotify.com/show/70Ljs95VUg3GRda9vLpiEO?si=90cb953216894d11>

Our organisation

The 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, they evaluate the functioning of the Executive and steer and strategize where necessary. They receive quarterly management reporting, have periodic board meetings which the ED joins and they organize Board reflection sessions.

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 the possibility to extend for two additional two-year terms. In 2022, the terms of Enow and Jona have been extended. Board members are engaged on a voluntary basis. They sign a volunteer contract that binds them to organization's code of conducts, statutes and any other policies like the reimbursement or integrity policy. Every board member receives a volunteer remuneration of EUR 1800 per year, paid out quarterly. This is below the maximum of 10% of the Executive Director's total pay (EUR 5.637).

Composition of the general board as per 31 December 2022

Leander van der Linden (Chair) Anthropology and Development studies. Project Specialist Climate Justice Oxfam Novib

Rawan Raad (Treasurer) Student of Medicine

Charlotte van Tuijl (Secretary) MSc Public Health and Society. Junior SRHR Advisor at KIT Royal Tropical Institute

Jona Claire Turalde (General Board Member) BA Anthropology. Coordinator, Transform Education hosted by UNGEI

Enow Awah Georges Stevens (General Board Member) Doctor of Medicine, Youth Specialist CSE & YSRHR Programming IPPF Africa Region

Sucharita Iyer (General Board Member), MSc. Socio-cultural Anthropology, Impact Measurement and Knowledge Specialist Oxfam Novib

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 (LTWG) and short-term working groups (STWG) 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.



The CHOICE team together for our Multi Annual Strategy day

The YAs continue to find value in the role of the Youth Advocate Coordinator, who acts as a bridge between YAs, and staff and board, supports the personal and group development and wellbeing of the advocates, and seeks opportunities for YA engagement, capacity strengthening and meaningful participation.

Whilst activities were still impeded at the beginning of the year, in the first quarter (Q1), the ease of the COVID-19 restrictions allowed the YAs, and indeed, all CHOICers, to come back together and reconnect as a team. Whilst we saw some YAs leave for work and travel, the YA team was re-energised by the recruitment of 7 new YAs. The outcomes of the 2021 Youth Advocate Reflection Report (YARR), along with the delayed organizational session on the role of the YA, facilitated by Knowmads, directed a lot of focus in 2022 on how we define the role of the YA within CHOICE, and instigated the development of the Youth Advocate Strategy. The draft of the strategy was critically reviewed during our Annual General Meeting (AGM) by all CHOICers, and incorporated into the final draft, which is due to be finalised in Q1 of 2023.

Alongside this, the YAs have had a very busy year, engaging in and arranging capacity strengthening trainings on a range of topics, including Bicultural LGBTQI+ communities, Facilitation skills, JUNCTURE, Debating and UN101, and facilitated internal and external sessions on Meaningful Youth Participation,

Disability Inclusion, and SRHR. Following the recruitment process, the Advocates Guidance Group (AGG) developed a Recruitment and Onboarding guide to help streamline and guide this process for future recruitment of YAs. Additionally, as COVID-19 restrictions have eased, the AGG have arranged social events to strengthen the connection and sense of belonging amongst the YAs. Seeing how the YAs engage with one another, it is clear that throughout the course of 2022, this connectedness has deepened. External-communications (Ex-Comms) have continued to increase CHOICE's social media following and outreach, which has involved launching a TikTok page and creating informative videos in collaboration with the Youth Ambassador for SRHR. The National Advocacy Group (NAG) have reached out to external lobbyists to learn from their experiences, supported the Advocacy Coordinator in the Universal Periodic Review and represented CHOICE at the 'Je Bent Jong en Je Wil Wat' event through Nationale Jeugdraad (NJR). The YAs have also been represented in our STWGs, such as the Diversity, Equity and Inclusion (DEI) working group, CHOICE 25th Party Planning Working Group, and the interviewing panel, called SoCos (sollicitatie commissie), for new CHOICers. As well as being learning opportunities for the advocates, these opportunities for staff, board and YAs to work together has forged much stronger bonds between the three different LTWG.

STAFF TEAM

The staff team is 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 2022, the staff team consisted of an Executive Director, an Office Manager & Youth Advocate Coordinator, a Resource Mobilization Coordinator, an Advocacy and Communications Coordinator, two Advocacy Coordinators, four Program Coordinators and a MYP Capacity Strengthening Officer.

OUR STAFF MEMBERS IN 2022 WERE:

Advocacy Coordinators

- Mori Plaschinski (until April 2022)
- Quirine Lengkeek (until November 2022)
- Veerle Dams (from November 2022)
- Ximena Arguello (from June 2022)

Advocacy & Communications Coordinator

- Poppy Stanbury

Program Coordinators

- Carys Stirling
- Daphne Visser
- Juliana Jaramillo (until January 2022)
- Pragya Singh
- Samy Verhaaren

Office Manager & Youth Advocates Coordinator

- Lizzie Jackson

Resource Mobilization Coordinator

- Hilal Tekmen (until August 2022)
- Jessica Steffens (from August 2022)

Executive Director

- Jannemiek Evelo

Throughout 2022, the team has been supported by our financial controller Joost Verduin (until August 2022) and Kevin Harpenslager (from July 2022).

EXECUTIVE DIRECTOR

The Executive Director (ED) 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. The current Executive Director is Jannemiek Evelo. Jannemiek had been working as Program Coordinator for CHOICE before she started as Executive Director in April 2021. The bruto salary of Jannemiek was EUR 56.373,14. (based on 1.11 FTE/12 months, including vacation pay). The total earnings of the ED do not exceed the maximum as stipulated in the and “Regeling bezoldiging topfunctionarissen OS-sector”(EUR 199.000) on the basis of the ‘Wet Normering Topinkomens’. In addition, the board of CHOICE follows the scheme’regeling beloning directeuren van goede doelen organisaties’ dated 2020. The board has calculated that the Executive Director position at CHOICE has a BSD score of 325 points in 2022. This score establishes the maximum salary from 1st of July 2022 at EUR € 92.975 according to the latest annex (aanhangsel 4- d.d. October 2022). CHOICE remains well below this threshold. The actual netto salary of Jannemiek Evelo was EUR 40.741,71. 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 2022 with 9.2 FTE (excluding the Executive Director). For CHOICE, 1 FTE is 36 hours/week. From January to Augustus 2022, CHOICE implemented a project for Plan International to strengthen MYP in their organization, for which two Program Coordinators received an extra 0.11 FTE, and an additional MYP capacity strengthening officer was hired for 0.33 FTE. Because the Feminist Futures project ended at the end of March, contracts of two Advocacy Coordinators were reduced with 0.11 FTE. In April, one

of our Advocacy Coordinators left the team, and due to a long visa process, her replacement could only start in June, leaving a temporary capacity gap in the team. Programmatic unspents of the RHRN2 program of 2021 that could be carried over, enabled CHOICE to raise the hours of two Program Coordinators and one Advocacy Coordinator until the end of the year, all with 0.11 FTE. When our Resource Mobilization Coordinator (1 FTE) left CHOICE in September, it was decided to offer her replacement a slightly smaller contract of 0.89 FTE due to less available overhead funding. Finally, another Advocacy Coordinator left CHOICE on November 1st, her replacement started at the 22nd of the same month. All of this resulted in a total of 8.56 FTE on 31 December 2022 (excluding the ED) and a total average over 2022 of 9.93 FTE (including the ED).

In 2020, our FTEs were secured for most of the capacity for the years from 2021–2025 due to acquiring long-term projects. In January 2023, a second phase of the project with Plan International was started, for which again some Program Coordinators have gotten additional hours. Our Resource Mobilization Coordination will also take up part of the programmatic work on this program. The YASRHR program coordinator got 4 additional hours a week for communication. At the end of Jan 2023, CHOICE had 9.67 FTE (including ED).

ADVISORY BOARD

CHOICE strongly believes in the merit of youth-adult partnerships in complimenting youth-run endeavors. Therefore, in 2022, CHOICE has relaunched our advisory board. The advisory board serves as an informal body to CHOICE. All CHOICEs (staff, board and youth advocates) can request for advice from individual members if they need it. Furthermore, roughly twice a year the members of the advisory board are invited for organizational meetings to provide CHOICE with strategic input. In 2022, members of the advisory board were invited for CHOICE’s Annual General Meeting, and for a session to provide input for CHOICE’s new Multiannual Strategy. To select members for the advisory board, an open call was released in April 2022, and people in CHOICE’s network who we thought would be of added value were approached directly. Some members of the advisory board are CHOICE alumni, some work at our partner

organizations, and some are outside of our regular circle. We’re very happy with our current advisory board, as we believe its members have an interesting mix of different expertise.

IN ALPHABETIC ORDER,THE CURRENT MEMBERS OF THE CHOICE ADVISORY BOARD ARE:

Alexander Medik – Manager, Innovation & Learning at Partos.

Expertise: business development, linking & learning, Ex-CHOICEr

Ana Aguilera – Deputy Director of AYSRH at Engender Health

Expertise: SRHR and MYP

Benjamin Nolan – Policy Officer, South Sudan at Netherlands Ministry of Foreign Affairs

Expertise: governance, international advocacy (Geneva), Ex- CHOICEr

Cynthia Rothschild – Director at Occidental College’s “Oxy at the UN” program

Expertise: New York and Geneva advocacy

Dennis Bednar – Lead Advisor, PMEL at Amnesty International

Expertise: PMEL frameworks

Emily Sullivan – Independent consultant. Expertise: youth SRHR, strategic communications

Manak Matiyani – Independent consultant and advisor

Expertise: organizational development, youth SRHR

Sadaf Outbyar – Internal Auditor at the Municipality of Rotterdam

Expertise: governance audit

Timo Bravo Rebolledo – Senior Advisor at Stichting ICTU The Hague

Expertise: ICT, digitalization, digital security, Ex-CHOICEr

Yordanos (Yordi) Wolde – Advocacy capacity strengthening officer at Rutgers

Expertise: global leadership, SRHR programs

Multi-Annual Strategy

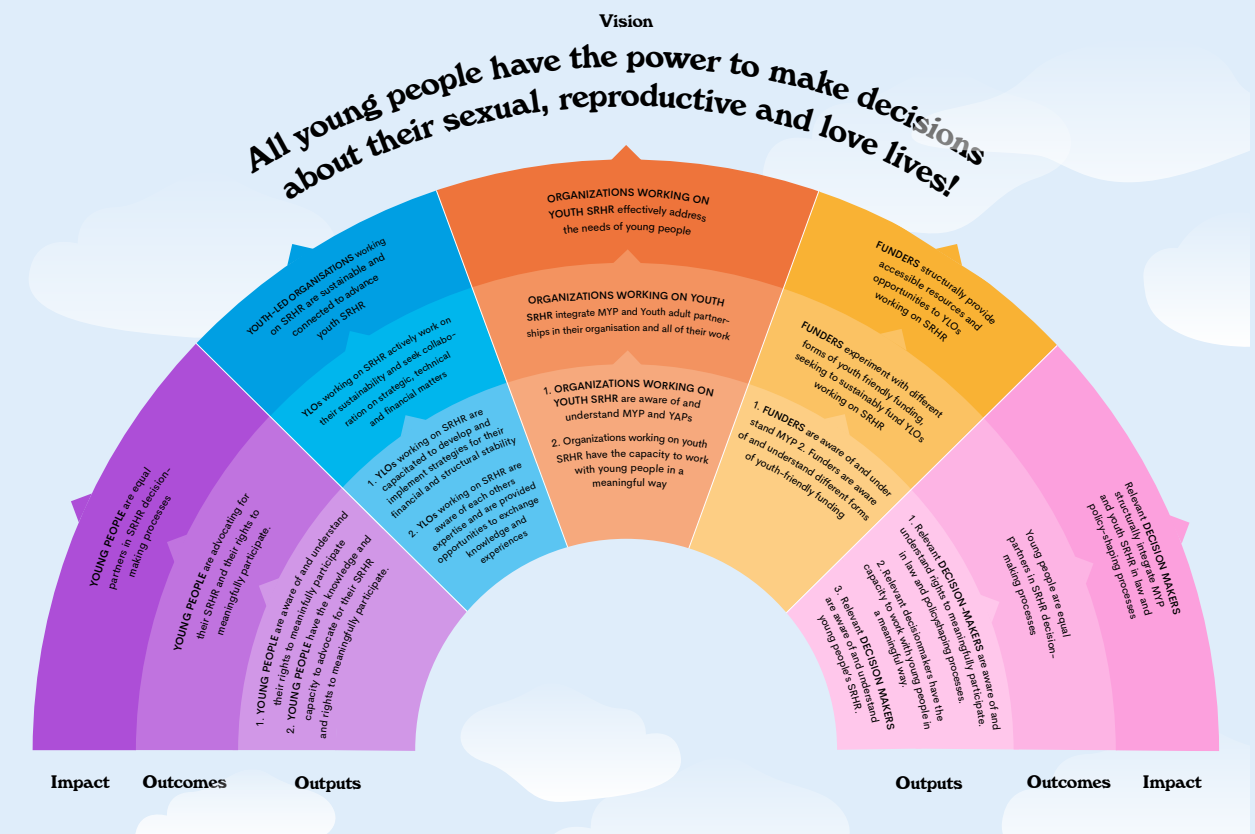
In 2022, the Multi-Annual Strategy (MAS) of 2019-2022 still guided CHOICE's work, as described under 'our programmatic work'. However, in 2022 we also had the exciting task to develop a new MAS for CHOICE. While we are still finalizing the strategy, we took important steps in creating strategic direction for CHOICE for the years to come. The new MAS builds on the MAS on 2019-2022, and we will continue our work until our vision of a world in which all young people can make decisions about their sexual, reproductive and love lives has been achieved. CHOICE has been a pioneer in supporting youth-led organizations and movements to flourish and grow, being a youth-led organization itself. Informed and driven by the SDGs 3: Good health and well-being and 5: Gender equality, we support youth SRHR, recognizing the importance and potential of young people to contribute to sustainable development and progress in their societies.

Over the past years, we are proud of what we have achieved and how much we have grown and professionalized ourselves as an organization. In developing our new MAS, we have challenged ourselves to come even more to the core of who we are as CHOICE and what

makes us different as organization. We felt that while the 2019-2022 MAS provided strong direction on our programmatic work, we missed a sense of direction and vision on the growth of our organization itself. Therefore, our new MAS consists of three different parts: organizational development, advocacy and youth leadership, with the first part being the foundation of the other two. After many creative brainstorm sessions, online and offline and with input from our advisory board members and external partners, we have decided upon the goals in our new Multi-Annual strategy that will guide CHOICE from 2023-2026:

ORGANISATIONAL DEVELOPMENT GOALS

- **GOAL 1:** CHOICE is a home for a diverse group of young people where they can grow and develop together.
- **GOAL 2:** All CHOICE policies, processes and structures enable us to practice our values and work towards our vision.
- **GOAL 3:** CHOICE is active, visible and disruptive in Dutch society on MIYP and youth SRHR.



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

YOUTH LEADERSHIP GOALS

- **GOAL 1:** CHOICE is a frontrunner in Meaningful and Inclusive Youth Participation, Inclusive Youth Leadership and equitable Youth-Adult Partnerships.
- **GOAL 2:** CHOICE fosters youth leadership by increasing access and knowledge on youth-friendly funding for young people and youth-led organisations.

INTERNATIONAL ADVOCACY GOALS

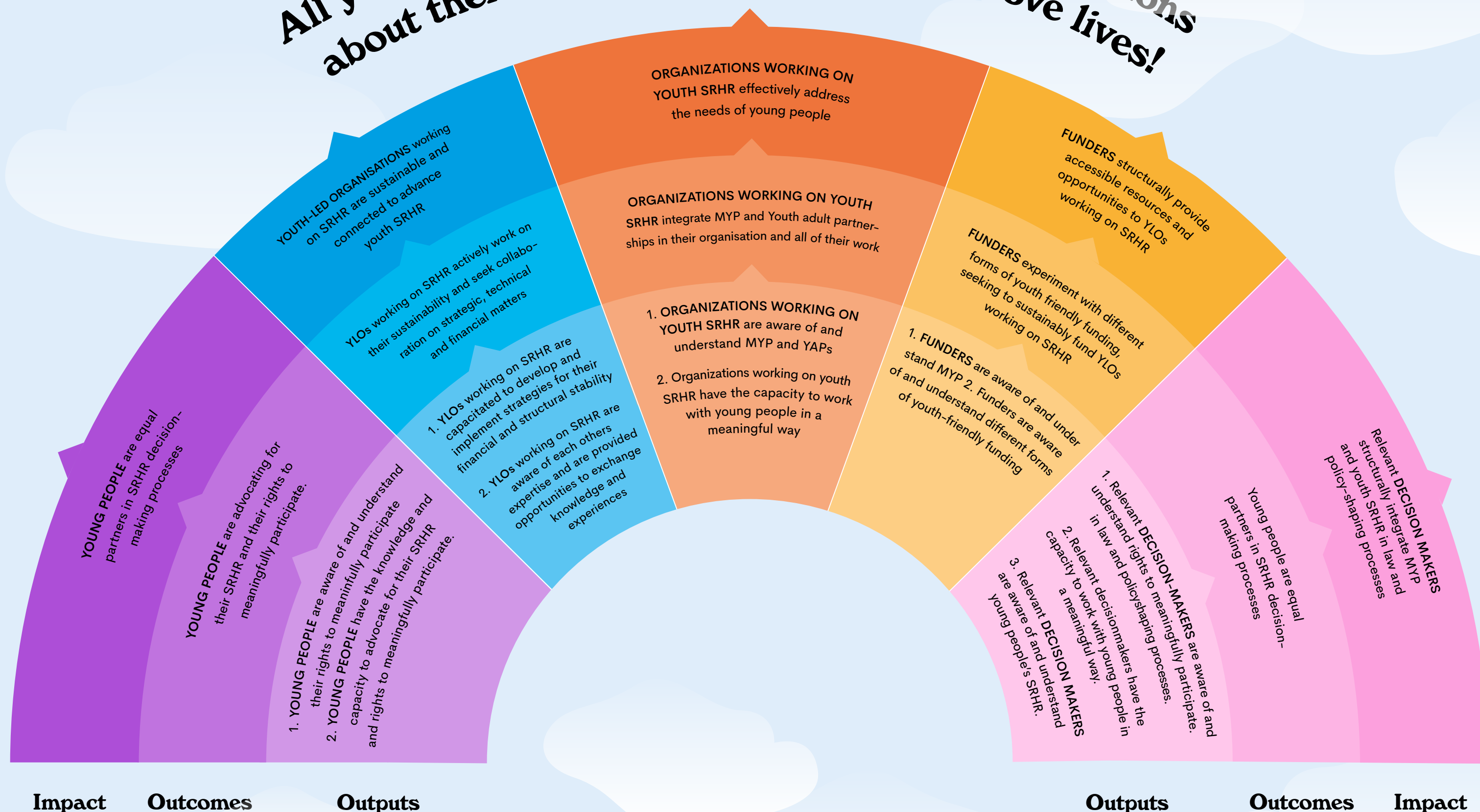
- **GOAL 1:** CHOICE works with youth in all their diversity to be a disruptive voice through decolonial and inclusive advocacy on SRHR and MIYP.
- **GOAL 2:** CHOICE thrives in new advocacy avenues on SRHR and MIYP (we will define more the advocacy avenues in the narrative of the goal: as a broader term than spaces, also involving other ways of doing advocacy, such as campaigns, raising awareness, etc.)

UNITING AND MOBILIZING YOUTH VOICES GOALS

- **GOAL 1:** CHOICE connects diverse young people globally for advocacy and activism for youth SRHR and MIYP
- **GOAL 2:** CHOICE connects young people and youth-led organizations in a safe and brave space for learning together

Vision

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



CODE OF CONDUCT AND INTEGRITY POLICY

Furthermore, CHOICE follows the guidelines of CBF’s erkenningsregeling, which was granted again in 2020 (re-assessment planned for 2023). 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 ‘kostentoerekening beheer en administratie’
- Erkenningsregeling Goede Doelen
- Regeling beloning directeuren van goede doelen
- Richtlijn Financieel Beheer Goede Doelen

In 2021 and 2022 we revised our Code of Conduct and Integrity Policy, to properly integrate the role of our External Integrity Coordinator (De Integriteitscoördinator), which has been approved in March 2022. Our position of Confidential Advisor has been taken over by a new staff member because our previous Confidential Advisor left the organization in September 2022. The new Confidential Advisor has received training and has provided a training on reporting procedures together in January 2023 for all CHOICERS. Following our newly approved integrity policy, CHOICE has started with requesting a certificate of good conduct for new staff members in June 2022.

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 2022, the external integrity coordinator was informally contacted a few times, which in the end did not lead to any official reports or complaints. The internal Confidential Advisor was not consulted for cases relating to this. In 2022, there was one case regarding an international partner in a consortium CHOICE is part of., The case was first reported to the lead agent of the consortium in 2021. The external investigator that investigated this case found the complaints to be grounded. The consortium terminated the partnership with that partner on account of the inadequacy of its action in response to the case and the investigation’s results. When relevant and needed, the donor was informed and/or involved with regards to the complaint and the follow-up process.

SOCIAL REPORT

At CHOICE, we find it not only important to work together towards our shared goals, but also to have fun together, care for each other and maintain a healthy work environment. We do so by actively investing in team building and social activities, but also by supporting each other on a day-to-day basis, as also included in the section ‘we acted upon our values’.

Luckily for us, the fact that the covid-19 pandemic cooled down in the Netherlands enabled us to spend much more social time together than we did in 2020 and 2021. In April 2022, we officially went back to office, and a new office policy was installed, with the aim of ensuring both social cohesion and flexibility. All staff now works in office on Monday and at least one other day a week. The other days, staff can decide for themselves whether they want to work at home or in the office. Furthermore, in 2022, we could finally go back to having in-person general meetings, bringing all CHOICERS together. We shared many fun moments together, such as CHOICE’s 25th birthday, the Annual General Meeting weekend in The Hague and a cooking workshop for staff members. We also invested in how we work together as a team by having a session on providing and receiving feedback facilitated by Nina Pavlovska from Zeza Learning Experience Design in December 2022.

Growth is one of CHOICE’s team values, and enabling staff members to grow is part of how we understand meaningful youth participation. Following-up on the HR trajectory in 2021, we worked again with HR consultant Shana O’Brien to revise the personal development structure for staff, including job evaluations. We developed a new process with ‘looking back’ and ‘looking forward’ meetings, that enable staff members to reflect on their strengths, opportunities for personal growth, and the enabling environment in CHOICE including their mental health. The first round of implementation of the new process showed that the changes are very successful, and it has become much easier for staff members to identify their learning goals.

We do observe that the workload for our staff and board members is high and are mitigating and monitoring this. The ED has regular check-ins with staff members to reflect on their capacity, and the teams discuss actively their needs for support. Also, the mental health working group explored different options for fostering the enabling environment and provided feedback to the personal development for staff.

Within the staff team we had an 3,99% absence rate. This is lower than in 2021, but higher than in other years, due to different factors. Two staff members were ill for slightly longer periods of several weeks. Additionally, the covid-19 pandemic still affected the CHOICE team, as most CHOICE staff caught covid at least once in 2022. The flu epidemic at the end of 2022 also contributed to more illness in the team. There were two staff members who consulted the health and safety officer in 2022 because of physical and mental health issues.

DIVERSITY, EQUITY AND INCLUSION

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. Inclusivity is one of our core organizational as well as team values. Together with consultant Sonali Silva, the group developed a Diversity, Equity and Inclusion (DEI) framework, which will guide CHOICE’s work on DEI for the years to come and includes CHOICE’s DEI and Intersectionality Statement. Furthermore, we reviewed our recruitment processes, which led to writing our vacancies in a more accessible way for all young people. To increase our organizational capacity, we also had different workshops related to DEI, such as on using inclusive language for people with disabilities, and on bicultural LGBTIQ+ communities. In 2023, we will continue with our DEI work and we have included several actions from our DEI framework in our organizational annual plan for 2023. We will incorporate DEI more formally in our HR policy and continue working on our CHOICE’rs handbook which includes guidelines on inclusive language and cross-cultural communications. To increase our organizational capacity further, members of the DEI working group have also joined the Partos learning trajectory on DEI, and CHOICE has joined the Leave No One Behind Community of Practice.

PMEL

PMEL is an integral part of our work within the programs. In 2022, CHOICE continued to work with a PMEL system that supported and helped monitor the impact of our activities in our programmes (RHRN2, PtY, Youth Ambassador). CHOICE contributed to these efforts within the programs from a MIYP perspective, ensuring that the programs will reflect on young people not only as beneficiaries but also as active agents of change. Each program will be reported bi-annually and the information will be made public in IATI for RHRN2 and PtY.

In 2022, we continued to monitor our indicators, via the Data Management System (DMS), Promeva. Currently, in Promeva, we are now gathering all the information

regarding our activities and our programs. Additional efforts were 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 from Promeva.

We have felt that our indicators need some adjustments, specifically those to report our advocacy work. Some important efforts are difficult to reflect in our current indicators, for example the production of a policy brief that influences the inputs of delegates during negotiations. This activity can be very impactful but difficult to fit in the existing indicators.

Finally, as 2022 saw new staff members joining in both IAT and the organisational team, internal refresher trainings were conduct on PMEL and Promeva. to ensure that everyone is aware of our PMEL framework and their own responsibilities.

To strengthen our PMEL, in 2023, we will adjust our indicators so they speak to our MAS, and are in line with our capacity strengthening and advocacy goals.

CORPORATE SOCIAL RESPONSIBILITY

In line with our value of ‘being an ally’, CHOICE finds it important to be a responsible organization that cares for people and the environment in our way of working. In 2022, this meant deepening our understanding of the relationship between the topic we work on, SRHR, and climate change, which we together explored during an Innovation Thursday. The team that visited the International Family Planning Conference also attended a side event on the same topic, identifying opportunities for joint advocacy on SRHR and climate justice. We will take these learnings forward in 2023 and our MAS to develop a climate justice policy for CHOICE. With the covid-19 pandemic coming closer to its end in 2022, we could travel again, which led to an increase of our ecological footprint. However, the pandemic has showed us the possibilities of online work and we’ve strengthened our capacities in online engagement. For each travel we carefully consider whether we really should travel or not. We also implemented small changes to

reduce our impact on the environment. For example, vegetarian food has become the standard at activities by CHOICE. When ordering clothing, goodies or working with other providers, we consider their sustainability as well.

For CHOICE, corporate social responsibility links closely with being an inclusive and safe workplace and practicing what we preach. This is why we put an emphasis on Diversity, Equity and Inclusion (see separate section) and employee-wellbeing. With our renewed HR policy, we make an active effort on making the office and work atmosphere as inclusive and pleasant as possible, for example by installing period products in all bathrooms. Through our new HR Policy that has been implemented in 2022, members of staff are encouraged to volunteer or participate in demonstrations by granting special leave days for these activities.

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, co-operation among civil society organizations and financial management.

CHOICE POLICIES

In 2022 the board and executive team worked on policy revisions. The policies that have been updated and approved by the board are:

- CHOICE Integrity Policy, encompasses child protection, sexual harassment, and complaints policy
- HOICE DEI Framework
- CHOICE HR Policy

RISK ANALYSIS AND UNCERTAINTIES

In 2022, the world has not become a safer place for CHOICE to do our work. We faced growing opposition towards SRHR, while at the same time civic space to advocate has become smaller. These are global trends that affect our work on a daily basis. At the same time, in the past year we’ve already taken a lot of mitigation measures for our organizational risks, including risks such as turnover, donor dependency and breach of our code of conduct and cyber security. Our new MAS

that has been developed in 2022 is a strong strategic basis to help us position ourselves as a northern-based youth-led organization.

As CHOICE, we find it important to be aware of the risks our organization faces and keep discussing them on a regular basis. An updated version of our risk matrix can be found below.

In line with our value of ‘being an ally’, CHOICE finds it important to be a responsible organization that cares for people and the environment in our way of working.

	Risks	Impact	Probability	Mitigating actions	Status
1	Turnover of CHOICE staff and board leading to drop in project implementation and institutional memory loss.	L	H	1.Ensure ongoing sharing of knowledge within all CHOICE teams. 2. Develop standard handover manual for new staff. 3. Update HR process for internal growth in the organization. 4. Increase working with our advisory board	1.Continuously 2. Done 3. Done 4. In progress
2	Dependency on one main donor.	H	H	1. Revision of fundraising strategy developed in 2021 2. Creating shared ownership for fundraising within CHOICE. 3.Increased networking with funders and partner organization. 4.Advocacy for more youth-friendly funding. 5.Exploration of technical partnerships.	1. In progress 2. In progress 3.Continuously 4. Continuously 5. Continuously
3	Shrinking political space in partner countries as well as in the Netherlands limits our freedom of working.	H	M	1. Keep close contact with relevant countries and partners and be flexible in program planning. 2. Build good relationships with key MPs, MoFA and embassies. 3. Show importance of protecting activists and space for civil society to decision-makers and public. 4. Update Safety & Security Policy	1.Continuously 2.In progress 3.In progress 4. Done
4	Turnover of board members out of their term leading to loss of institutional management memory.	M	H	1. Pick up work with a Board Coach to strengthen processes and ensure a smooth transition between Boards. 2. Improvement of the handover process. 3. Overlap between departing and incoming Board members.	1.Planned 2.Done 3.Done
5	Global health crisis leading to impact the implementation of our work in terms of partner relations and international advocacy.	L	M	1.Continue to invest in the development of online implementation of activities. 2.Ensure accessibility of online international advocacy spaces for young people. 3.Assess risks for travelling on a case-by-case basis 4. Monitor and invest in staff wellbeing and team cohesion	1.In progress 2.In progress 3.Continuously 4.Continuously
6	Breach of code of conduct	L	M	1.Sharing integrity policy internally and externally 2. Ensuring knowledge of reporting structures	1.Continuously 2.Continuously
7	Breach of cyber security	M	H	1. Ensure back-up of Sharepoint 2. Create cyber security policy 3. Inform CHOICErs of cyber security policy	1.Done 2.In progress 3.Planned
8	Changing development landscape with less funding for Northern-based organizations like CHOICE.	H	H	1. Continuous critical reflection on our role and added value as organization 2. New MAS to be developed as an important strategic basis 3. Holding ourselves accountable to our DEI strategic framework as well as our organizational values 4. Guidelines on being youth-led to prevent youth-centred organizations encroaching youth spaces	1.In progress 2.Done 3.Continuously 4.In progress
9	Increased opposition to SRHR and growing conservatism	H	H	1. Create space to discuss opposition and risks 2. Invest in relationships with our partners and allies 3. Invest in public support for SRHR	1.In progress 2. Continuously 3.Planned

Financial results

INCOME

Total income for CHOICE in 2022 was € 896.378, an increase of 15,35% compared to 2021. 2022 was the second year of our big projects Right Here Right Now 2 and Power to You(th), and implementation was scaled up compared to 2021, also because of the more limited effects of the covid-19 pandemic. Next to these two big projects, income from CHOICE came from the Youth Ambassador for Sexual and Reproductive Health and Rights program, a program with Plan International on strengthening their internal MIYP, and from FP2030 for the work CHOICE has done together with the We Trust You(th) collective.

EXPENDITURE

In 2022 CHOICE spent a total of € 912.303. The percentage spent on objectives in 2022 was 79% – a slight recovery compared to the 85% in 2020 and 71% in 2021. The remaining 21% of expenditure is allocated to overhead. The higher overhead costs in the last two years are caused by different factors. First, and most importantly, under the programs started in 2021, CHOICE doesn't pay out large grants to partners anymore as we did prior to 2020. In line with Southern Leadership more grants flow directly from lead organizations to partner organizations, without intermediaries like CHOICE. Second, the total income of CHOICE decreased significantly for the same reason after 2020, while the organization still had the same standard expenditures for overhead cost (e.g. overhead staff, office rent). Third, due to lingering effects of the covid-19 pandemic, we were unable to spend all of our activity budget under the programs as planned. In addition, two large, one-off, investments were made in 2022 to support organisational development: the 25th birthday celebrations and the Multi-annual strategy. It is the long-term objective of CHOICE to lower the overhead costs, but within reason and without removing the investments in the organization, members of staff and volunteers. In 2022, more savings for overhead costs in the 2023 budget were approved.

RESERVES

The negative financial result for 2022 was €18.187. This is in line with the budgeted loss for the investment that CHOICE wanted to make this year to develop a new Multi Annual Strategy for the organization, and to celebrate our organizational 25th birthday, an important milestone as well as networking opportunity for our organization.

There is now also more clarity regarding the reservation for 2021 of € 68.690 which is formed due to the unclear allocation of personnel costs under the RHRN2 program. . We have provided sufficient additional evidence for € 31,788 of these personnell costs. The definitive unclaimable amount per 2022 is then € 42.437, which includes unclaimable indirect costs. This impact has been included in the financial result of 2022.

The amount of €18.187 has been deducted from the CHOICE general reserve, which is now standing at € 117.597. Our 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 does not meet this anymore. However, CHOICE has commitments for the RHRN2 and Power to You(th) programs up till the of 2025, which are high enough to keep CHOICE financially solvent for the coming three years. Since the loss in 2021 can be regarded as an anomalous exception, we are confident that for the coming three years the continuity of CHOICE will not be endangered. CHOICE will prioritize to bring the financial reserve back up to the desired minimum. Now that our new Multi Annual Strategy for 2023-2026 is finished we are updating our Resource Mobilization Strategy to explore new opportunities for resource mobilization to achieve our goals and increase our organizational sustainability for the years to come, including post-2025.

Prognosis 2023

ORGANIZATION

2023 will be an exciting year for CHOICE, as it will be our first year of our new Multiannual Strategy! First and foremost, we will finalize the strategy in the first months of the year. To ensure we have the means to achieve the goals set out in the strategy, we will also invest in resource mobilization and ensure resource mobilization tasks become more shared in the organization. We also plan to align our communications strategy with the new MAS, and have a critical look at how CHOICE is seen by the outside world. We will build on DEI efforts from previous years. Building on the new MAS, we will revise our organizational PMEL framework, and we will develop a risk registry for better monitoring and acting upon risks for the sustainability of CHOICE. We will take first steps to realize our increased focus on advocacy in the Netherlands, as we feel there's much to do in our home county. And finally, we will keep investing in team building and having fun together!

YOUTH LEADERSHIP

2023 is an exciting year for the Youth Leadership Team, in particular because it will include our first in-person Connector Week since the pandemic! This in-person gathering of young people from across our programs will support the work towards our goal of fostering movement building and connection between CHOICE and other YLOs. We are also excited to be continuing our work as an MIYP consultant and our collaboration with the We Trust You(th) initiative in which we advocate for youth-friendly funding. This will enable us to further strengthen youth-adult partnerships to shift power to young people. In 2023, we are also looking forward to implementing the learnings from our MIYP Capacity Strengthening consultancy, to help improve CHOICE's approach to capacity and knowledge strengthening of other YLOs. Capacity strengthening and resources should be accessible, not only to young people in our programs but also to the wider public, which is why 2023 we will update our online resource hub, YOU(TH) DO IT!,

to support the learning of young people worldwide. Last but not least, we are excited to further unpack and build on the "inclusivity" component of our MIYP approach through both exploring and learning about inclusive and participatory ways of working, as well as adding practical sessions on inclusivity in our MIYP trainings and tools.

ADVOCACY

In 2022 we continued our work brokering spaces for young people in UN spaces, sensitising UN structures and stakeholders to meaningful youth participation and young people's SRHR, and providing capacity strengthening trajectories for our partners. In addition, we took a strategic look at how we conduct advocacy and how we can optimise our position in these spaces and in supporting other youth.

In 2023 we will continue our work from 2022, as well as updating our organisational Advocacy Strategy to reflect our shift to more theme-based advocacy over process-based advocacy. We are also looking to explore more spaces where our expertise is missing, and nourishing ideas on how to expand our advocacy work to include a more activist approach in addition to our policy-level advocacy.

2. ANNUAL FINANCIAL STATEMENTS 2022

2.1. BALANCE AS OF DECEMBER 31, 2022

ASSETS		31/12/2022	31/12/2021
		€	€
Fixed assets	5.1	3.935	4.672
Receivables	5.2	1.712	23.536
Prepayments and other current assets	5.2	4.904	12.503
Cash and cash equivalents	5.3	467.801	383.659
Total		478.352	424.370
RESERVES AND LIABILITIES		31/12/2022	31/12/2021
		€	€
Reserves			
*Continuity reserve	5.4	117.597	135.784
*Current and accrued liabilities	5.5	360.754	288.585
Total		478.352	424.370

2.2. STATEMENT OF INCOME AND EXPENDITURE FOR 2022

INCOME		Actual 2022	Budget 2022	Actual 2021
		€	€	€
Private persons	6.1	1.497	-	359
Companies	6.2	-	-	-
Lottery organizations	6.3	-	-	-
Government subsidies	6.4	614.728	609.656	490.797
Related not-for-profit organizations	6.5	205.928	174.914	202.855
Unrelated not-for-profit organizations	6.6	74.225	5.854	82.982
Total income from fundraising		896.378	790.424	776.994
Sale of products and services	6.7	-	-	-
Other income	6.8	-	-	-
Total income		896.378	790.424	776.994
EXPENDITURE		Actual 2022	Budget 2022	Actual 2021
		€	€	€
Directly allocated to objectives				
Projectcosts - wages & organization		476.820	461.236	432.258
Projectcosts - travel & other direct		243.626	160.536	192.074
Projectcosts		720.446	621.772	624.332
Partner organizations		-	-	-
Total expenditure		720.446	621.772	624.332

FUNDRAISING AND ADMINISTRATION COSTS

Fundraising costs	71.433	69.099	59.769
Management and administration	120.423	116.488	198.066
	191.857	185.587	257.835
<hr/>			
Total expenses	912.303	807.358	882.168
	Actual 2022	Budget 2022	Actual 2022
	€	€	€
Result before financial income & costs	-15.925	-16.935	-105.174
Financial results	-2.262	-1.200	-1.965
<hr/>			
Total results	-18.187	-18.135	-107.139
<hr/>			
Appropriation of the result			
Added to continuity reserve	-18.187	-18.135	-107.139

2.3. CASH FLOW STATEMENT 2021

	2022	2021
	€	€
Cash flow from operational activities		
Surplus/deficit	-18.187	-107.139
Adjustments for depreciation	2.703	2.420
	-15.484	-104.719
<hr/>		
Changes in work capital		
Changes in accounts receivable	29.422	13.418
Changes in accounts payable	72.169	6.614
	101.591	20.031
<hr/>		
Cash flow from investing activities		
Investments in tangible fixed assets	-1.966	-3.176
	-1.966	-3.176
<hr/>		
Net cash flow		
Cash flow from operational activities	-15.484	-104.719
Changes in work capital	101.591	20.031
Cash flow from investing activities	-1.966	-3.176
	84.141	-87.864
<hr/>		
Cash on January 1	383.659	471.524
Cash on December 31	467.801	383.659
<hr/>		
Movement cash and cash equivalents	84.141	-87.864
<hr/>		

3. EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2022

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

	2022 €	2021 €
Acquisition costs	8.053	7.280
Accumulated depreciation	-4.118	-2.608
	3.935	4.672
	2022 €	2021 €
Fixed assets previous year	4.672	3.916
Depreciation for the year	-2.703	-2.420
New investments	1.966	3.176
	3.935	4.672
	2022 €	2021 €
Accumulated depreciation start of the year	-2.608	-12.565
Depreciation for the year	-2.703	-2.420
Divestments during the year	1.193	12.378
Accumulated depreciation end of the year	-4.118	-2.608

During 2022 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

	2022 €	2021 €
Receivables donors & subsidies	1.712	23.536
Other debtors	-	1.079
Deposits and securities	3.130	3.130
Prepayments and other advances	1.774	8.293
	6.616	36.039

Receivables have a duration period with a maximum of one year.
The major receivable donors and subsidies are as follows:

	2022 PlanInt €	2021 PlanInt €
Situation as of 1 January	-	-
Interest	-	-
Received	45.902	-
<hr/>		
Subsidies received in advance	-45.902	-
Claimed/granted subsidy	47.614	-
<hr/>		
Subsidies receivable	<u>1.712</u>	-

5.3. CASH AND CASH EQUIVALENTS

	2022 €	2021 €
Bank current account and deposit	466.938	383.048
Petty Cash	863	611
<hr/>		
	<u>467.801</u>	<u>383.659</u>

The cash equivalents include a bank deposit of EUR 177.565 with an average interest of 0%. All cash equivalents are immediately claimable.

5.4 RESERVES

Continuity reserve	2022 €	2021 €
Situation as of January 1	135.784	242.923
Profit or loss before appropriation	-18.187	-107.139
<hr/>		
Situation as of 31 December	<u>117.597</u>	<u>135.784</u>

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

	2022 €	2021 €
Subsidies received in advance	264.806	188.582
Holiday provision	36.733	44.046
Contributions for national insurance, income tax and pensions	15.789	16.551
Creditors	10.388	28.927
Other accrued liabilities	33.038	10.480
<hr/>		
	<u>360.754</u>	<u>288.585</u>

Within the other accrued liabilities is a reservation of EUR 28.440 for audit costs and EUR 4.598 for salary liabilities. The four largest subsidies received in advance are:

The three largest subsidies received in advance are:

Proceedings subsidies	2022 RHRN2 €	2021 RHRN2 €
Situation as of 1 January	82.419	-
Interest	-	-
Received	491.531	518.106
<hr/>		
Subsidies received in advance	573.950	518.106
Claimed/granted subsidy	477.172	435.687
<hr/>		
	96.778	82.419
Reservation possibly unclaimable amount	-42.437	-68.690
<hr/>		
Subsidies received in advance	<u>139.215</u>	<u>151.109</u>

The first estimate in 2021 was that EUR 68,690 was not claimable.
Ultimately, after an approved project statement, the unclaimable amount will be EUR 42,437.

Proceedings subsidies	2022 PTY €	2021 PTY €
Situation as of 1 January	23.832	-
Interest	-	-
Received	220.414	222.414
Subsidies received in advance	244.246	222.414
Claimed/granted subsidy	205.928	198.582
Subsidies received in advance	23.832	23.832
Proceedings subsidies	2022 FemFut €	2021 FemFut €
Situation as of 1 January	13.641	-
Interest	-	-
Received	-	41.745
Subsidies received in advance	13.641	41.745
Claimed/granted subsidy	13.641	28.104
Subsidies received in advance	-0	13.641
Proceedings subsidies	2022 YA 19-23 €	2021 YA 19-23 €
Situation as of 1 January	-23.536	72.721
Paid back to lead agent	-	-
Received	222.112	-
Subsidies received from lead agent	198.576	72.721
Claimed/granted subsidy	111.303	96.257
Subsidies received in advance	87.273	-23.536

6. EXPLANTORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

6.1. INCOME FROM PRIVATE PERSONS

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Donations and contributions	1.497	-	359
In-kind donations	-	-	-
	1.497	-	359

6.2. INCOME FROM COMPANIES

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Donations and contributions	-	-	-
In-kind donations	-	-	-
	-	-	0

6.4. GOVERNMENT SUBSIDIES

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Dutch Ministry of Foreign Affairs RHRN	-	-	6.435
Dutch Ministry of Foreign Affairs GuSo	-	-	7.632
Dutch Ministry of Foreign Affairs Yes I Do!	-	-	13.476
Dutch Ministry of Foreign Affairs			
Youth Ambassador 19-23	111.303	118.111	96.257
Dutch Ministry of Foreign Affairs RHRN2	477.172	491.545	366.997
Dutch Ministry of Foreign Affairs RHRN2 2021	26.253	-	-
	614.728	647.918	490.797

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

The subsidy for Youth Ambassador 19-23 runs from january 2019 till december 2023.

The subsidy for RHRN2 runs from january 2021 till december 2025.

6.5. INCOME FROM RELATED NOT-FOR-PROFIT ORGANIZATIONS

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
AMREF for Power To You(th)	205.928	174.914	198.582
KIT	-	-	3.420
Other institutions	-	-	853
	205.928	174.914	202.855

CHOICE is a technical partner in Power To You(th), which runs from january 2021 till december 2025.

6.6. INCOME FROM UNRELATED NOT-FOR-PROFIT ORGANIZATIONS

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Mannion Daniels Amplify Change (REA)	-	-	15.193
Engender Health	-	-	30.393
Gates Foundation Feminist Futures	13.641	2.854	-
PlanInternational	47.614	-	-
Other institutions	12.970	3.000	9.292
	74.225	5.854	82.982

FINANCIAL RESULTS

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Income from interest	-	1.200	-
Bank and other financial expenses	2.262	-	1.965
	2.262	1.200	1.965

EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Total project costs	720.446	621.772	624.332

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 2022	Budget 2022	Actual 2021
	€	€	€
Total direct expenditures for the objectives	6720.446	621.772	624.332
Total income	896.378	790.424	776.994
Spending percentage	80,4%	78,7%	80,4%

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 2022	Budget 2022	Actual 2021
	€	€	€
Total direct expenditures for the objectives	720.446	621.772	624.332
Total expenditure	912.303	807.358	882.168
Spending percentage	79,0%	77,0%	70,8%

FUNDRAISING COSTS**Fundraising costs**

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Fundraising costs	71.433	69.099	59.769

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 2022	Budget 2022	Actual 2021
	€	€	€
Fundraising income	896.378	790.424	776.994
Fundraising costs	71.433	69.099	59.769
Cost percentage fundraising	8,0%	8,7%	7,7%

MANAGEMENT AND ADMINISTRATION**Management and administrative costs**

	Actual 2022	Budget 2022	Actual 2021
	€	€	€
Management and administrative costs	120.423	116.488	198.066
Total expenditure	912.303	807.358	882.168
Management and administration percentage	13,2%	14,4%	22,5%

7. EXPLANATORY NOTES TO ALLOCATION OF EXPENDITURE

SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

Appropriation	Objective	Raising funds	Management and Administration	Total 2022	Budget 2022	Total 2021
Expenditure	€	€	€	€	€	€
Grants to partners	-	-	-	-	-	-
Direct project costs	243.626	-	-	243.626	160.536	192.074
Staff costs	397.779	59.592	100.461	557.832	541.623	605.279
Accommodation costs	10.887	1.631	2.750	15.268	27.200	23.572
Office and general expenses	10.887	10.210	17.213	95.577	78.000	61.243
Total	720.446	71.433	120.423	912.303	807.358	882.168

7.1 SPECIFICATION COSTS

	Actual 2022 €	Budget 2022 €	Actual 2021 €
Salaries	387.373	383.723	405.080
Social security	75.670	64.700	81.755
Pension	37.387	30.200	32.311
Total staff costs	500.430	478.623	519.146
Illness insurance	12.621	11.000	14.644
Trainings for staff	17.843	20.000	14.780
Health services staff	962	1.500	4.207
Travel staff to office	5.809	5.000	1.545
HR consultant	1.265	3.000	22.360
Technical consultant	-	-	-
Team coach	1.936	-	4.243
Training board	-	1.500	-
Other personnel expenses	-	1.000	137
Team outings & celebrations	2.547	2.000	2.122
Board coach	-	-	2.996
Working from home allowance staff	2.909	3.000	5.255
Other travel expenses	-	-	-
Internship costs	-	-	-
Board - representation & allowance	10.811	15.000	13.842
Representation staff & advocates	700	-	-
Total indirect staff costs	57.403	63.000	86.133
Rent	6.188	15.800	12.231
Office costs	4.414	5.200	3.800
Write offs	2.703	3.500	2.420
IT	1.963	2.700	5.122
Total accomodation	15.268	27.200	23.572
	Actual 2022 €	Budget 2022 €	Actual 2021 €
Finance administration	7.491	12.000	15.103
Accountant	25.104	7.000	5.644
Payroll services	25.104	2.500	2.609
Advice	-	3.000	3.000
Total accountant & admin	35.066	24.500	26.357
	668.677	646.823	690.095

	Actual 2022 €	Budget 2022 €	Actual 2021 €
Volunteer expenses	272	500	67
Board declarations	5.456	500	22
Membership fees	9.588	8.500	8.917
Company insurance	2.211	2.000	-
Strategy advisor	9.631	10.000	1
Website hosting	5.322	2.000	4.832
Foundation costs	5.025	5.500	6.405
Staff declarations	847	1.000	235
Fundraising	4.165	5.000	5.043
Communications	4.725	5.000	3.967
Consultant governance structure	-	-	2.125
D&I policy consultant	4.000	4.000	2.500
Integrity advisor	750	2.500	454
NL Advocacy	1.364	2.000	-
External representation	1.364	2.000	-
executives & board	32	500	-
PMEL system ProEMVa (also in programs)	-	-	-
Other general costs	7.122	4.500	320
Total general organisation	60.511	53.500	34.887

7.2 PAYMENT OF DIRECTORS

Directors during 2022 **Jannemiek Evelo**

Started	1/jan./2022
End	31/dec/2022
FTE	1,0
Former TOP employee	no
Employment by contract	yes

Salary	€ 56.373
Pension	€ 5.656
Taxable expenses	€ 200
Total salary costs	€ 62.229

WNT maximum per year	€ 199.000
WNT maximum in proportion	€ 199.000
Goede Doelen maximum per year	€ 92.975
Goede Doelen maximum in proportion	€ 92.975

During 2021 CHOICE has had two executive directors:

Directors during 2021 **Jannemiek Evelo** **Lindsay Vogelzang**

Started	1/feb./2021	1/jan/2021
End	31/dec/2021	30/apr/2021
FTE	1,0	1,0
Former TOP employee	no	no
Employment by contract	yes	yes

Salary	€ 39.833	€ 17.102
Pension	€ 2.884	€ 1.470
Taxable expenses	€ 351	€ 217
Total salary costs	€ 43.069	€ 18.789

WNT maximum per year	€ 191.000	€ 191.000
WNT maximum in proportion	€ 175.083	€ 71.625
Goede Doelen maximum per year	€ 88.310	€ 88.310
Goede Doelen maximum in proportion	€ 80.951	€ 33.116

In 2021 & 2022 the pension costs reflect the contribution of CHOICE to the director's wage costs.

In 2020 and earlier years this figure reflected the payment to the pension funds.

The total amount of salary costs has not changed because of this different calculation

7.3 SALARIES BOARD AND DIRECTORS

Name	Jannemiek Evelo
Function	Executive director
Parttime percentage	1,0
Former top functionary	no
Contract of employment	yes
WNT maximum	€ 199.000
Goede Doelen maximum	€ 92.975
Salary 2022	€ 56.373
Pension contribution 2022	€ 5.656
Taxable expenses	€ 200
Total salary 2022	€ 62.229

BOARD CHOICE 2022

Chair

Active during 2022
Former top functionary
Contract of employment
WNT maximum
Board stipend 2022

Leander v/d Linden

Jan-dec
no
no
€ 29.850
€ 900

Treasurer

Active during 2022
Former top functionary
Contract of employment
WNT maximum
Board stipend 2022

Rawan Raad

jan-dec
no
no
€ 19.900
€ 1.800

Secretary

Active during 2022
Former top functionary
Contract of employment
WNT maximum
Board stipend 2022

Charlotte van Tuijl

jan-dec
no
no
€ 19.900
€ 1.800

General member

Active during 2022
Former top functionary
Contract of employment
WNT maximum
Board stipend 2022

Jona Claire Turalde

jan-dec
no
no
€ 19.900
€ 1.800

Georges Enow Aweh

jan-dec
no
no
€ 19.900
€ 1.800

Sucharita Iyer

jan-dec
no
no
€ 19.100
€ 1.800

BOARD CHOICE 2021

Chair

Active during 2021	Leander v/d Linden	Lara Fizaine
Former top functionary	oct-dec	jan-sep
Contract of employment	no	no
WNT maximum	no	no
Board stipend 2021	€ 28.650	€ 28.650
	€ 900	€ 1.800

Treasurer

Active during 2021	Rawan Raad	
Former top functionary	feb-dec	
Contract of employment	no	no
WNT maximum	no	no
Board stipend 2021	€ 19.100	€ 19.100
	€ 2.200	

Secretary

Active during 2021	Charlotte van Tuijl	Mats Stegeman
Former top functionary	dec	jan-jun
Contract of employment	no	no
WNT maximum	no	no
Board stipend 2021	€ 19.100	€ 19.100
	€ 200	€ 1.200

General member

Active during 2021	Jona Claire Turalde	Georges Enow Awéh	Sucharita Iyer	Giulia Giacometti	Leander v/d Linden
Former top functionary	jan-dec	jan-dec	aug-dec	jan-jun	jul-sep
Contract of employment	no	no	no	no	no
WNT maximum	no	no	no	no	no
Board stipend 2021	€ 19.100	€ 19.100	€ 19.100	€ 19.100	€ 19.100
	€ 2.400	€ 2.400	€ 1.000	€ 1.200	€ 542

7.4 BUDGET 2023

STATEMENT OF INCOME AND EXPENDITURE

	Actual 2021	Budget 2022	Actual 2022	Budget 2023
Income				
BuZa – Right here right now	€ 6.435	-	-	-
BuZA – Get up speak out	€ 7.632	-	-	-
BuZA – Yes I Do (Plan)	€ 13.476	-	-	-
Amplify Change – Rights Evidence Action	-	-	-	-
Sharenet – YouAct	-	-	-	-
International AIDS Society	-	-	-	-
Youth Ambassador jun19 – dec23	€ 96.257	€ 118.111	€ 111.303	€ 109.234
Rights Evidence Action 2020	€ 15.193	-	-	-
Sprint with NJR	-	-	-	-
Power to You(th)	€ 198.582	€ 174.914	€ 205.928	€ 210.914
BuZa – Right here right now 2	€ 366.997	€ 491.545	€ 503.425	€ 542.180
Ariadne	-	-	-	-
Engender Health	€ 30.393	-	-	-
Youth Champions Feminist Futures	€ 28.104	€ 2.854	€ 13.641	-
Sharenet – Strengthening MYP	€ 3.420	-	-	-
ActionAid – GEF 2021	€ 4.161	-	-	-
IYAfFP – FP2030	€ 5.131	€ 3.000	€ 12.970	-
Plan International / SIDA project	€ 47.614	€ 45.814	-	-
Project with Plan – under negotiation	-	-	-	-
New subsidies – government	-	-	-	-
New subsidies – foundations	€ 853	-	-	-
Training (JUNCTURE)	€ 700	-	-	-
Individual donations & consultancy	€ 359	€ 797	-	-
In kind donations	-	-	-	-
Interest	-	-	-	-
Total income	€ 776.994	€ 790.424	€ 896.378	€ 908.142

	Actual 2021	Budget 2022	Actual 2022	Budget 2023
Project Costs				
BuZa - Right here right now	€ 0	-	-	-
BuZA - Get up speak out	€ 0	-	-	-
BuZA - Yes I Do (Plan)	€ 0	-	-	-
Amplify Change - Rights Evidence Action	-	-	-	-
Sharenet - YouAct	-	-	-	-
International AIDS Society	-	-	-	-
Youth Ambassador jun19 - dec23	€ 44.306	€ 61.878	€ 60.167	€ 63.211
Rights Evidence Action 2020	€ 520	-	-	-
Sprint with NJR	-	-	-	-
Power to You(th)	€ 40.793	€ 14.250	€ 43.478	€ 45.250
BuZa - Right here right now 2	€ 87.825	€ 84.408	€ 134.611	€ 168.135
Ariadne	-	-	-	-
Engender Health	€ 2.160	€ -1.820	-	-
Youth Champions Feminist Futures	€ 12.676	€ 0	€ 7.191	-
Sharenet - Strengthening MYP	-	-	-	-
ActionAid - GEF 2021	€ 3.794	-	-	-
IYAfFP - FP2030	-	-	-	-
Plan International / SIDA project	-	-	-	-
New subsidies - government	-	-	-	-
New subsidies - foundations	-	-	-	-
Individual donations & consultancy	-	-	-	-
In kind donations	-	-	-	-
Interest	-	-	-	-
Total projectcosts	€ 192.074	€ 160.536	€ 243.626	€ 276.596

NET INCOME

BuZa – Right here right now	€ 6.435	€ 0	€ 0	€ 0
BuZA – Get up speak out	€ 7.632	€ 0	€ 0	€ 0
BuZA – Yes I Do (Plan)	€ 13.476	€ 0	€ 0	€ 0
Amplify Change – Rights Evidence Action	€ 0	€ 0	€ 0	€ 0
Sharenet – YouAct	€ 0	€ 0	€ 0	€ 0
International AIDS Society	€ 0	€ 0	€ 0	€ 0
Youth Ambassador jun19 – dec23	€ 51.951	€ 56.233	€ 51.136	€ 46.023
Rights Evidence Action 2020	€ 14.673	€ 0	€ 0	€ 0
Sprint with NJ	€ 0	€ 0	€ 0	€ 0
Power to You(th)	€ 157.790	€ 160.664	€ 162.450	€ 165.664
BuZa – Right here right now 2	€ 279.172	€ 407.137	€ 375.564	€ 374.045
Ariadne	€ 0	€ 0	€ 0	€ 0
Engender Health	€ 28.233	€ 0	€ 1.820	€ 0
Youth Champions Feminist Futures	€ 15.428	€ 2.854	€ 6.450	€ 0
Sharenet – Strenghtening MYP	€ 3.420	€ 0	€ 0	€ 0
ActionAid – GEF 2021	€ 367	€ 0	€ 0	€ 0
IYAfFP – FP2030	€ 5.131	€ 3.000	€ 12.970	€ 0
Plan International / SIDA project	€ 0	€ 0	€ 47.614	€ 45.814
New subsidies – government	€ 0	€ 0	€ 0	€ 0
New subsidies – foundations	€ 853	€ 0	€ 0	€ 0
Training (JUNCTURE)	€ 0	€ 0	€ 700	€ 0
Individual donations & consultancy	€ 359	€ 0	€ 797	€ 0
In kind donations	€ 0	€ 0	€ 0	€ 0
Interest	€ 0	€ 0	€ 0	€ 0
Total Net Income	€ 584.920	€ 629.888	€ 659.502	€ 631.546

Personnel- and organization cost

Salaries (including taxes & pensions)	€ 519.146	€ 478.623	€ 500.430	€ 501.035
Other personnel expenses	€ 86.133	€ 63.000	€ 57.403	€ 58.461
Office expenses	€ 23.572	€ 27.200	€ 15.268	€ 18.925
General organization costs	€ 34.886	€ 53.500	€ 60.511	€ 34.571
Accountant and administration	€ 26.357	€ 24.500	€ 35.066	€ 17.350
Financial costs	€ 1.965	€ 1.200	€ 2.262	€ 1.200
Total	€ 692.059	€ 648.023	€ 670.939	€ 631.542
Total result	€ -107.139	€ -18.135	€ -18.187	€ 4
Continuity reserve at the end of the year	€ 135.785	€ 117.650	€ 124.347	€ 124.351

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, June 29 2023

General board

Chair	Leander v/d Linden
Secretary	Charlotte van Tuijl
Treasurer	Rawan Raad
General Board members	Jona Claire Turalde
	Sucharita Iyer
	Georges Enow Aweh

