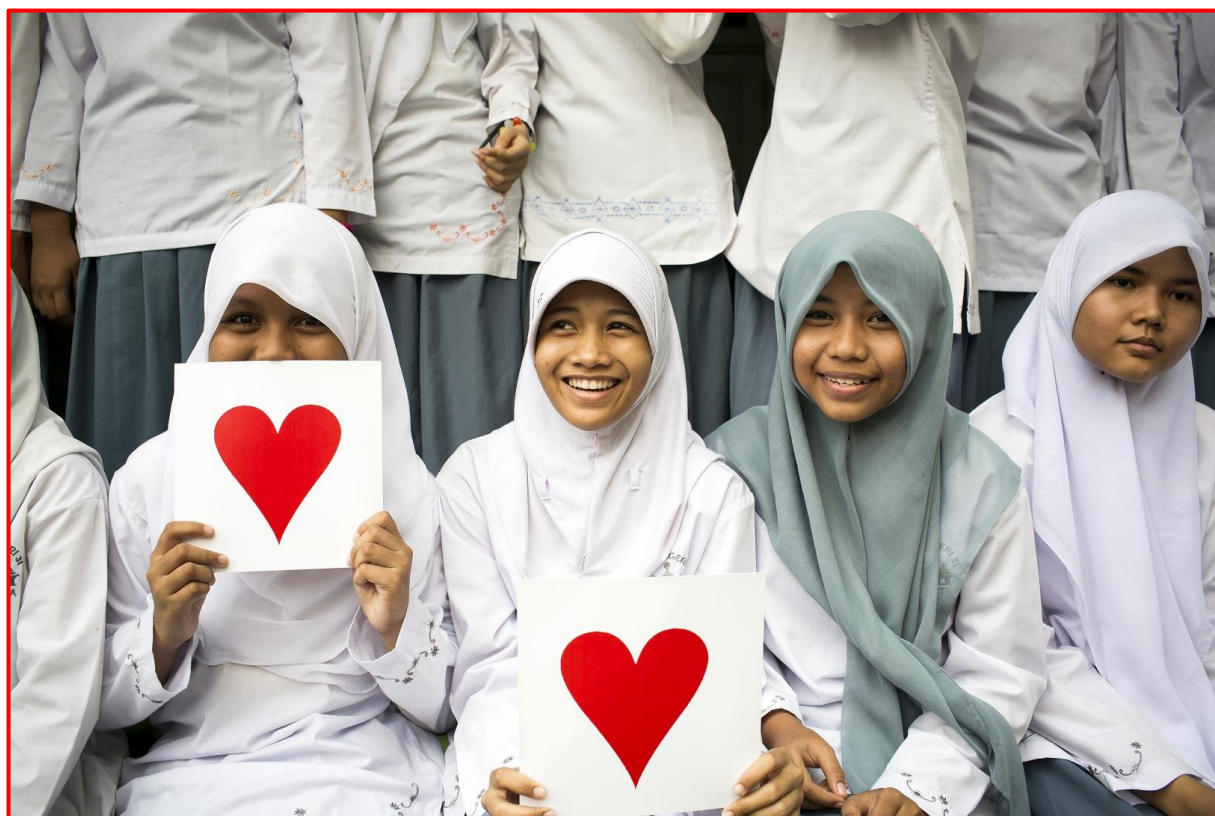


# choice.

## FOR YOUTH & SEXUALITY

**ANNUAL REPORT 2014**



**March 2015**

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## Foreword

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### ***'Transition into adulthood'***

*Looking back it is clear that 2014 was a year of transition for CHOICE. As an organization we transitioned into adulthood. As a result of CHOICE's fast growth over the years, we noticed the need to redefine the mandates of the different roles (board, staff, youth advocates) within our organization. We kicked-off 2014 by initiating an internal reorganization process, which will result in the setting-up of new procedures in 2015. In 2014 we also started our quest for a new office, which we eventually found in Amsterdam at the Keizersgracht. The new office became CHOICE's symbol for our transition into adulthood, as it is the first time CHOICE is standing on its own two feet. 2014 also witnessed a major transition in staff. We said goodbye to 3 staff members who had been with CHOICE for several years and we welcomed a total of four new staff members. Our staff team also grew considerably: from 3.22 to 5.50 FTE. Over the year we have invested in the transfer of knowledge and building a new and strong team, which is ready for 2015!*

*In 2014 CHOICE prepared itself for transitions within the external world our organization interacts with. Following 2015 both CHOICES' core funds will come to an end. The Dutch Minister for Foreign Trade and Development Cooperation presented in the spring of 2014 her vision on a follow-up subsidy system for civil society: Strategic Partnerships. Together with the 'Right Here, Rights Now' alliance CHOICE submitted a proposal focusing specifically on protecting, respecting and fulfilling the SRHR of young people. The importance of this partnership and CHOICE's work was highlighted in the 2014 'State of the World Report' by UNFPA. 'Never before have there been so many young people'. According to the report our world today is home to 1.8 billion people between the ages of 10 and 24. The report makes an important case: to invest in the SRHR of young people is not solely meeting their needs, but is imperative for sustainable development!*

*At the same time negotiations for a new international development framework, which will also end after 2015, commenced at the UN. The outcomes of these renegotiations of this international development framework will set the stage for international cooperation. CHOICE's advocacy efforts have there focused on actively strategizing, together with our partners, how to make room for young people to carry this next development agenda forward.*

*Over the course of 2014 CHOICE also continued to enable youth-led organizations in Africa and Asia to increase their capacity to lobby for the SRHR of young people globally (see impact local heroes). We were able to extend our Youth Leadership Program with funding from the Child Marriage Call. Together with Plan Netherlands we started a program to battle child marriage in Zambia and Mozambique. Our advocacy efforts were focused on influencing the post-2015 development agenda.*

*Transition equals change. I am proud that CHOICE viewed change as an opportunity. We acknowledged our strengths, but also by accepted that there are certain limits to our organization as we are youth-led. CHOICE is ready and prepared to continue to grow in*

*the future! CHOICE can feel it: the world is at our feet... now we just have to seize it! Are you ready to join us?*

Yours sincerely,

***Elsemieke de Jong***  
***Executive Director***  
***CHOICE for Youth and Sexuality***

# 1. Introduction CHOICE

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## 1.1. THE BASICS

Statutory, CHOICE is a foundation registered in Utrecht, as 'Stichting CHOICE for Youth and Sexuality' with Chamber of Commerce number 32108345. CHOICE is a youth-led organization (aged between 16 and 29) that advocates for the Sexual and Reproductive Health and Rights (SRHR) of young people worldwide and empowers them to make personal decisions concerning these issues.

CHOICE envisages a world in which there is:

- Freedom of choice
- Equality
- Respect for diversity and sexuality
- An enabling environment for the development of every individual
- The opportunity for individuals to make a change
- Positive sexual experience
- Meaningful youth participation in all phases and levels of decision-making.

## 1.2 SRHR FOR YOUNG PEOPLE

We cannot underestimate the importance of young people's SRHR: today 1.8 billion<sup>1</sup> young people live in the world today under the age of 24, the majority of which live in developing countries. SRHR for young people are crucial in the global fight against poverty; matters such as unwanted pregnancies and early and forced marriages limit young people from living up to their potential. They also prevent us from contributing optimally to society, which has seriously harmful effects on our countries' development.

Young people are naturally sexually active, but we often do not have the legal right to freely decide on our sexuality, neither do we have access to adequate information and health services. Many young people around the globe are unable to freely express their sexuality and/or sexual preferences. Young people all over the world are in dire need of an enabling environment, in which we can make our own choices, supported by comprehensive and correct information, access to contraceptives and safe abortion, and youth-friendly services by which we are treated with respect and confidentiality.

## 1.3 MEANINGFUL YOUTH PARTICIPATION!

When decisions are to be made, or policies and programs are developed concerning young people, we have the fundamental right to co-decide on these matters. No one understands the issues and needs of young people better than we do ourselves. We are exploring and discovering our sexuality, but we are too seldom actively involved in policy and decision-making processes in this domain. To ensure meaningful youth participation, our involvement during the development, implementation and evaluation stages of policies, programs and laws is of great importance. CHOICE helps young people to

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<sup>1</sup> State of the World Report 2014 'the Power of 1.8 billion' by UNFPA.

advocate for their rights on all levels: from local projects to global politics. We are convinced that when the voice of young people is heard more loudly and clearly, programs and policies can be implemented more effectively, as they would then more accurately and directly reflect the actual needs of young people. Our battle for more and more meaningful youth participation is therefore essential.

## **2. Our Work**

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### **2.1. INTERNATIONAL ADVOCACY AND YOUTH LEADERSHIP**

CHOICE conducts two main programs, focusing on international advocacy and fostering youth leadership and empowerment.

Within the International Advocacy Program, CHOICE contributes to the establishment and strengthening of SRHR policies on the international level. The main goal of this program is the inclusion of progressive language on the SRHR of young people in outcome documents of relevant international decision-making processes and key events through the meaningful participation of CHOICE advocates. International agreements have extremely important implications for the day-to-day reality of young people worldwide.

Through our Youth Leadership Program we promote and actively support capacity building of international youth-led organizations that work towards realizing young people's SRHR. The capacity building and technical assistance provided by CHOICE focuses on i.e. advocacy skills, organizational and financial management, and SRHR knowledge and Meaningful Youth Participation (MYP). In 2014 CHOICE worked through the Unite for Body Rights (UfBR) and ASK alliance, financed by the Ministry of Foreign Affairs, with three partners in Africa: YECE (Malawi), TAYA (Ethiopia), NAYA (Kenya), and two partners in Asia: ARI (Indonesia) and the YP Foundation (India). CHOICE also financially supported You Act: a European SRHR network of young people who advocate for SRHR on a European level.

In 2014 CHOICE's work within the Youth Leadership Program was expanded with a youth empowerment training trajectory of girls clubs in Mozambique and Zambia, through the allocation of a grant from the Child Marriage fund provided by the Ministry of Foreign Affairs. This program named: 'No, I don't...' is executed together with Plan Netherlands. Another new programme financed by the Child Marriage fund is the Unite Against Child Marriage (UACM) together with the SRHR alliance and Edukans. The UACM is an extension of the work of our Malawian partner YECE within UfBR.

### **2.2. CONNECTOR**

The connector role is relatively new to CHOICE. Within its capacity of connector, CHOICE tries to create a global youth movement, which is stronger, bigger and better integrated. CHOICE has the unique ability and position to connect different actors, stakeholders and different levels of policy making. Being a connector entails elements such as participating and engaging with diverse networks, and connecting youth and adult organizations with each other.



### 2.3 CHOICE... AS AN ADVOCATE FOR YOUNG PEOPLE'S RIGHTS

2014 was an important advocacy year for CHOICE! First, the 1994 Cairo Program of Action (PoA) of the International on Population and Development (ICPD) came to an end after 20 years, commonly referred to as ICPD+20. Second, the Millennium Development Goals (MDGs) will come to an end in 2015 and negotiations to determine a follow-up development framework started. The ending of the ICPD PoA in 2014 and the ending of the MDG's in 2015 brings along heavy discussions and large debates about what the next plan for global development should look like. Therefore, CHOICE has over the year actively strategized on how the ICPD beyond 2014 and post-2015, but also other international processes (for example the Beijing process) should become integrated with each other.

This international debate made it necessary for us to intensify our advocacy activities and efforts. More hours for our partnerships officer, mandated with coordinating CHOICE's advocacy program, were made available. The Partnerships Officer, together with our International Advocacy Working Group (made up by a Board Member and Youth Advocates) have constantly monitored and influenced the international decision-making processes through their collaboration with civil society, UN agencies, and the Dutch government. Next to this, CHOICE attended international advocacy events and actively collaborated with national and international partners in setting up advocacy activities and events like pre-conferences, youth caucuses and side-events. In this chapter you will find more information on how CHOICE actively advocated for youth SRHR at the international level.

#### *ICPD beyond 2014*

ICPD+20 ended with an extensive Operational Review which measured the progress of the implementation of the PoA over the last 20 years. The outcomes of this review were summarized in the [ICPD Beyond 2014 Global Report](#): a comprehensive account of SRHR issues anno 2014, which also formed the basis for the debate of the 2014 CPD (47<sup>th</sup> CPD). The finalization of this review was officially concluded in September 2014 by the UN General Assembly where a framework for a follow-up Program of Action beyond 2014 was agreed upon. CHOICE's next step will be to ensure that the new ICPD agenda is implemented at regional and national level.

CHOICE's strategic aim towards the ICPD+20 processes was to secure the SRHR of young people in the renegotiations of this agenda. To this end CHOICE conducted the following advocacy activities:

- At the CPD General Board Member Stefan Hennis was an official (youth) delegate of the Dutch delegation. In this capacity Stefan delivered the national Dutch speech on national experiences in population matters. His speech was followed with an overwhelming round of applause. Here is the [link](#) to his speech.





- In order to stand stronger and to help building the capacity of the CHOICE partners, CHOICE supported its members from the UfBR and ASK alliances to attend the 47<sup>th</sup> CPD, where CHOICE for the first time, endeavored into joint advocacy with its partners. The strategic relevance of the participation of the partners was enhanced through their participation in the delegation of Indonesia and Malawi.

*"We believe that young people have the power. Today's youth can change the world at grass-root level but also at the highest level. Our role at this CPD is to work closely together with the other youth advocates. Cooperation is important and because we are advocating for the same cause the differences between us disappear. We have the same needs and we all want Sexual and Reproductive Health and Rights for all! When we will be back in Indonesia we will focus on the implementation of what has been agreed upon here in New York. We are going to hold our governments accountable and make sure that the ICPD will be put into practice!"*

**Ryan from ARI, our Indonesian partner, who attended the 47<sup>th</sup> CPD**

Even though CHOICE was inspired to be able to connect our partners at an important international advocacy event, there is still room for improvement for CHOICE to learn how to guide our partners and how joint advocacy can be made more effective.

- CHOICE together with dance4life and the Dutch Ministry of Foreign Affairs organized two side-events as part of the Youth & ICPD Partnership: one during the CPD and one at the UN General Assembly (see YIP).
- CHOICE actively contributed to the organization of youth caucuses during international conferences. During these youth caucuses young activists were briefed on the international processes and prepared to advocate for SRHR. During the Commission on Population and Development the youth caucus mobilized over a hundred young people.
- CHOICE actively participated in the lobby and advocacy activities of the civil society networks at international conferences. This included providing language input, writing fact sheets and advocating through communications channels like twitter. In 2014 CHOICE predominantly cooperated with the International Sexual Reproductive Rights Coalition (ISRRC), the Youth Leadership Working Group cooperation between youth organizations supported by UNFPA) and the SRHR Alliance. Within the SRHR Alliance, CHOICE also intensively worked together with the Dutch Ministry of Foreign Affairs.

### **Youth & ICPD Partnership (YIP)**

After a slow start in 2013, the YIP project, a cooperation between CHOICE, dance4life and the Dutch Ministry of Foreign Affairs, really took off in 2014. YIP aims to build coalitions among civil society, governments, UN bodies and youth (organizations) to work side by side as equal partners around the ICPD process. In 2014 four countries were selected and financially supported to implement the YIP partnership: Kenya, Argentina, Ghana and Ethiopia. A successful outcome of YIP has been the organization of the

following two side events, which were attended by several of the national Youth&ICPD partners:

#### *YIP Side events*

##### **CPD April 2014**



##### **UN General Assembly September 2014**



**CPD April 2014:** The first side-event discussed how youth participation could be further strengthened. Over a hundred persons from UN agencies, country delegations, youth organizations and civil society gathered. As said by Lambert Grijns, the Dutch Ambassador for Sexual and Reproductive Health and Rights & HIV/AIDS: *"We are not involving young people because we try to be nice. We're involving them because they have an added value"*.

**UN General Assembly September 2014:** A second YIP side event during the UN General Assembly in September discussed 'Youth-Adult Partnerships in Practice. It started with a brief introductory panel in which four different youth-adult partnerships presented themselves. An important insight gained was that the current structures in which youth-adult partnerships exist need to be reflected upon and that creativity is key in challenging inequalities in youth-adult partnerships. Moreover, it was suggested that we should aim for an evolution of the term 'youth-adult partnership' into simply 'partnership' in order to break down existing structures and see it as a daily reality in working life.

#### ***Post-2015 development framework***

Member States at the United Nations and stakeholders globally are currently mobilized around two important processes: post Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs). The Post 2015 Development Agenda has become an umbrella term for both processes. The post MDG process is led by the UN Secretary General, the SDG process is organized through an intergovernmental Open Working Group (OWG). In order to advocate for the integration of SRHR and youth into this new framework CHOICE:

- Actively monitored and evaluated this process, together with (inter)national networks and the international advocacy working group of the SRHR alliance. CHOICE also comment on these developments through statements, factsheets, position papers and endorsements.
- Attended the 8th Open Working Group in New York. The 8<sup>th</sup> session was important for CHOICE because of its theme 'Promoting equality, including social equity, gender

equality and women's empowerment' and to get involved in this process. CHOICE cooperated with other youth organizations through the Major Group on Children and Youth.

- Participated in a post-2015 Global Youth Strategy meeting in Hong Kong.

### ***EuroNGO's***

EuroNGO's, a European network of SRHR organizations, held their annual conference in Madrid on 30 and 31 October. The EuroNGOs conference aimed to promote strategic thinking to support the SRHR community to influence the post-2015 negotiations. CHOICE often used the EuroNGO's annual conference as a conference opportunity to train new CHOICE advocates. However, we found this year that the EuroNGO's is actually a high(er)-level conference, where there is little room for training of newer CHOICE advocates. During the conference CHOICE also observed that the annual conference and the network know limited youth participation. CHOICE therefore decided to become an official member of the network in 2015.

### ***Youth Ambassador SRHR***

Together with the Ministry of Foreign Affairs CHOICE created the position of Youth Ambassador SRHR. The ambassador will represent the voice of the youth within international decision-making processes, will increase awareness to youth-related SRHR issues and developments, cooperate with the SRHR ambassador Lambert Grijns, and act as a link between the Ministry of Foreign Affairs and CHOICE. Following an official selection process, Lotte Dijkstra a 21 year old student in medicine, was selected. She has started in December 2014.

## **2.4 CHOICE ... AS A CAPACITY BUILDER OF YOUTH LEADERSHIP**

### ***The CHOICE young professionals***

25 young people are committed to CHOICE as a foundation and its programs. Driven by our common goals, we have worked hard to support the growth of CHOICE and its partner organizations.

In 2014, staff, board and youth advocates facilitated 6 training weeks to partners from the UfBR and ASK programs and attended 7 international advocacy events. In November CHOICE facilitated the first training to its newest partner the YP Foundation in India. The partnership with the YPF focuses more on the exchange of knowledge and technical assistance rather than CHOICE's usual approach of capacity building.

### ***CHOICE was granted funding for not one but two projects from the Child Marriage Call!***

Child Marriage was a 'hot' topic in 2014. Following budget renegotiations by the Dutch Parliament money became available in the course of 2014 to battle these early and forced marriages. As a consequence the Ministry of Foreign Affairs launched a one-year fund for Dutch civil society to scale up existing project to end early and forced marriages. CHOICE was granted funding for two projects: *Unite Against Child Marriage (UACM)* together with the UfBR alliance and Edukans, and *'No...I don't'* together with Plan Nederland.

The UACM project scaled up the UfBR alliance work in Malawi. CHOICE was able to provide extra funding to its oldest partner YECE, who in the course of 2014 (and 2015) have contributed to great results in the fight against child marriage (see local heroes).

CHOICE's work within the No...I don't project does not focus on capacity building of other youth-led organizations as within the UfBR and ASK programs, but focuses on the empowerment of youth (girls clubs) themselves in Mozambique and Zambia. The trainings use *Theatre for Development* techniques to learn girls about their (SRH) rights. Next to this, CHOICE also trains the Plan Mozambique and Plan Zambia office staff on the importance of meaningful youth participation.



The project enabled CHOICE to hire its first trainer: Abby Buwalda (center)

### ***CHOICE will professionalize its training materials***

CHOICE received funding from the Dura Foundation to professionalize its training materials. Over the years CHOICE has developed and given many trainings to our Southern and national partners. In order to structure, categorize and design these different materials into professional training modules CHOICE will organize all its materials and hire a consultant to turn these documents into different thematic modules. Due to staff changes in the end of 2014 this project has been delayed. The project will be finalized in the first half of 2015.

### ***IATI***

IATI is a global campaign to create transparency in the records of how aid money is spent. Following an IATI workshop by Partos, CHOICE has started to develop a framework in which it can enter the necessary (financial) data. CHOICE will start using the IATI format in the course of 2015.

## IMPACT OF LOCAL HEROES

Below you may find some highlights of the impact our partner organizations have.

### Malawi: Using local structures to end child marriages

In 2014, CHOICE partner organization Youth Empowerment and Civic Education (YECE) in Malawi continued their successful community-driven intervention to end early and forced marriages. In Traditional Authority (T/A) Kamenyagwaza, YECE, within the UfBR and UACM programme, works together with traditional and religious leaders to enforce by-laws against early and forced marriages. These by-laws established depict that any girl below 18 years of age should not be married.

In 2014 an online newspaper published an [article](#) on YECE's work within the UfBR alliance with the headline: '20 Malawi girls rescued from early marriage to be en-rolled to school.'

*When Esther, a local 14-year old girl from Kamenyagwaza village, reached puberty her parents wanted her to get married to a businessman from South Africa, because they could not financially take care of her anymore. However, Esther did not want to get married, but wanted to continue her education. A friend of her brought her into contact with YECE who talked to her partners on the importance of educations and referred to the by-laws which were formulated against child marriage by the local chiefs. Due to YECE's intervention Esther's parents decided not to force her into marriage. Today she is financed by an organization called Campaign for Female Education (CAMFED) to financially support her education. She is now in Form 2 of her local high-school (Source: YECE).*



### Ethiopia: Symposium on Meaningful Youth Participation (MYP)





In October 2014, our Ethiopian partner TaYA, together with the Ethiopian ASK alliance, organized a Symposium to discuss how to institutionalize MYP in all stages of youth focused SRHR programs and policies. Around 60 stakeholders from NGO's, schools, religious and community leaders and representatives from the Ministry of Women, Children and Youth Affairs and Ministry of Health, participated. One of the main goals was to provide tools to key policymakers tools on how improve and institutionalize MYP within SRHR related policies. It has also served to create better visibility of the ASK alliance among key government officials, partner NGOs and the media. One of the outcomes was the commitment by a governmental bureau to use government sponsored youth centers to provide SRH services. Another great result was the invite by a representative of the Ministry of Health for youth-led and youth-serving organizations to take part in the revision of various SRH related policies and strategies in 2015.

## **2.5 ... AS A CONNECTOR**

In 2013 the connector role of CHOICE was laid out as a formal ambition for the first time. In 2014 we increased our efforts in this area though resource mobilization for two initial connector-projects:

### ***Youth Leadership FYI Week***

From January 20 to 24 2014, CHOICE organized the *Youth Leadership FYI Week: Fostering Youth-led Initiatives* in Nairobi, Kenya. The project provides a wonderful example of CHOICE taking on a connector role, as it brought together representatives from all of our African and Asian youth-led partner organizations involved in CHOICE's Youth Leadership Program. The FYI Week served to strengthen the cooperation between all attending organizations beyond cooperation with CHOICE , and to strategize on joint programs. It was an opportunity for all participants to learn more about each other's SRHR contexts, best practices, and challenges as (youth-led) organisations. The week resulted in concrete action plans to join forces in the field of international advocacy in the coming months, and with a proposal for long-term collaboration between all organizations present.

### ***European Dialogue for Youth Rights***

As part of the European Dialogue for Youth Rights project, the European Youth Meeting took place in The Hague from February 3 to 7 and was jointly organized by CHOICE, Hope XXL, YouAct and Restless Development. The week brought together young people from all over Europe: from Cyprus to the United Kingdom, from The Netherlands to Romania. The European Youth Meeting facilitated exchange of knowledge and skills between the participants, specifically in the field of SRHR advocacy. By the end of the week, participants had drafted a plan for joint advocacy for Comprehensive Sexuality Education in the whole of Europe. Concrete outcomes of this week were the development of European Advocacy Handbook (YouAct) and a meeting with Members of the European Parliament on the importance of SRHR for young people.

The European Dialogue project was funded by Erasmus +. This was the first CHOICE received funding from this European institute and the first time that CHOICE was lead applicant. Due to its strict financial regulation and lack of financial expertise from CHOICE's side, this fund was hard for CHOICE to manage. For this reason CHOICE has

decided that when an opportunity is provided to apply to this fund again, CHOICE first will have to evaluate if we have the internal capacity to manage the fund.





## 3. OUR ORGANIZATION

### 3.1. ORGANIZATIONAL DEVELOPMENTS

The growth in staff and professionalization of CHOICE as an organization presented us with several internal challenges throughout the previous years. In the beginning of 2014, CHOICE therefore started to revise its internal organization structure. At the request of the Board, an external consultant, de Beuk, made an analysis, based on internal and external interviews, of our organization, which concluded that whilst CHOICE was growing, the expectations and mandates between staff, board and advocates were never clarified. As a follow-up to this advice, CHOICE organized several intensive organizational discussions between September 2014 and March 2015. The first and second organizational discussion focused on clarifying the different mandates and responsibilities of staff, board and advocates. These were fruitful discussions which helped everyone within CHOICE to be on the same page again. It also generated more understanding of each other positions and work. In 2015 follow-up steps will be taken to develop and document clear procedures around all the different responsibilities. These procedures will become part of CHOICE's Administrative Organization/ Internal Control (AO/IC) and domestic regulations.

During the AGM of September CHOICE made the first concrete in the organization by transforming our working groups and taskforces into five clusters that allow for a more focused workload for our youth advocates.

### 3.2 THE TEAM

CHOICE is run by an enthusiastic and ambitious team of young professionals, all aged between 16 and 29 years old: a general board, supervisory board, a growing number of staff, and youth advocates dedicate their time, energy and expertise to CHOICE.

#### *General board*

The general board oversees whether CHOICE works in line with our long-term strategy and year plans and monitors the (financial) health of our organization. The Board also manages the CHOICE youth advocates. In 2014, 11 General Meetings (GMs) were held). Strategic decisions for the upcoming year were made during the Annual General Meeting (AGM) in September.

The board is appointed by the GM. Board members are appointed for a period of roughly 2 years (minimum). In 2014, the board and Executive Director gathered at least 15 times for a Board Meeting (BM), and once in preparation of the AGM during the annual board weekend. Next to this, 3 strategy Board days were organized

BOARD up to September, 2014			
Name	Position	Appointed	Official Resignation
Margo Bakker	Chair	27-09-2014	12-09-2014

Milagro Elstak	Treasurer	27-09-2013	29-02-2015
Fleur Godrie	General board member	27-09-2013	18-09-2015
Stefan Hennis	General board member	27-09-2013	18-09-2015
Marelle 't Hart	Secretary	01-01-2014	18-09-2015

### NEWLY APPOINTED BOARD & changes from September 27, 2014 onwards

Name	Position	Appointed	Expected Resignation
Fleur Godrie <i>Bsc in Health Sciences, VU University Amsterdam</i>	Chair	12-09-2014	18-09-2015
Milagro Elstak* <i>Bsc student Sustainable Development, Utrecht University</i>	Treasurer	27-09-2013	29-04-2015
Marelle 't Hart <i>Bsc student Language and Culture Studies, Utrecht University</i>	Secretary	01-01-2014	18-09-2015
Zoë Nussy <i>Msc in International Public Policy &amp; Management</i>	General Board Member	12-09-2014	16-09-2016
Stefan Hennis <i>Msc Student Philosophy, University of Amsterdam</i>	General Board Member	27-09-2013	18-09-2015

\*Due to time constraints the Treasurer, Milagro Elstak, has decided to leave CHOICE in the first quarter of 2015. CHOICE is at the moment of writing, in search of a new treasurer. We have found that is difficult to find someone between the age of 16-29 who has the skills and experience to be a treasurer.

### Staff

The Executive Director of CHOICE is charged with the day-to-day management of the foundation. In 2014, she was supported by a Partnerships Officer, Program Manager, Project Officer EEFM, Administrative Officer and one intern.

In 2014 CHOICE staff has grown considerably: from 3.22 in 2013 to 5.50 FTE in 2014, of which 0.45 FTE is dedicated to fundraising and roughly 0.8 FTE to the general management of CHOICE. In the summer of 2014 CHOICE was granted funding from the Child Marriage Call from the Dutch Ministry of Foreign Affairs. The funding made it

possible to create the new position project officer 'Ending Early and Forced Marriages'. Smaller funds made it possible to top-up the hours of existing positions.

In 2014 there was also a large turnover within staff: a new Executive Director, Program Manager and Partnerships Officer were hired. Due to these turnovers CHOICE has invested, over the course of 2014, in the transfer and documentation of knowledge and teambuilding.

The role of employer is still relatively new to CHOICE. In 2013 CHOICE developed its first Human Resources policy. In 2014 CHOICE updated the document to include guidelines on the 'Wet Poortwachter'.

In the table below an overview is given of the staff members, FTEs and their contracts.

Name	Role	FTE	Start contract	Ending contract
E. de Jong	Executive Director	1,11	May 19, 2014	May 19, 2015
A. Medik	Program Manager	1	November 1, 2014	November 1, 2015
S. van der Wijk	Partnerships Officer	1.05	September 18, 2014	September 18, 2015
E. Both	Administrative Officer	0,67	April 17, 2014	April 17, 2015
A. Buwalda	Project Officer	0,22	August 13, 2014	August 14, 2015
C. van Son	Intern	0.89	September 9, 2014	February 13, 2015

<b>Total staff costs 2014</b>	€ 156.922
<b>Total intern costs 2014</b>	€ 2.243

Since 2013 CHOICE works with its own payroll administrator. However, we found in 2014 that their services are not always up to our standards. We decided therefore that we will search and contract a new payroll administration in the first quarter of 2015.

Time writing was a new way of working for CHOICE in 2013. In 2014, the Executive Director together with the financial controller from Rutgers WPF, worked hard to improve CHOICE's 'time writing skills'. To support staff in this exercise 'time writing guidelines' were drafted. Next to this, the hourly rates were re-calculated to reflect CHOICE's organizational costs.

### **Youth Advocates**

Together with staff and board, CHOICE youth advocates design, plan, implement, monitor and evaluate CHOICE policies and programs (on a voluntary basis). They function as both trainers and advocates in the programs and projects of the organization. On a day-to-day basis, advocates gather in clusters. Each of these groups is led by one advocate who functions as a focal point for the rest of our organization. Youth advocates are hence charged with a substantial role in achieving the organization's objectives. CHOICE youth advocates are volunteers and are entitled to the full reimbursement of costs made in relation to their CHOICE activities. They themselves are responsible for the

correct and timely handing in of reimbursement requests. In order to control these expenditures more CHOICE started to develop a reimbursement guideline.

### ***Supervisory board***

In addition to this team, CHOICE has a supervisory board, consisting of Mr. Klaas Jansen (*Financial analyst, Wolters Kluwer*), Ms. Thyla Fontein (*Research Assistant, Kalshoven-Gieskes Forum for International Humanitarian Law, Student Assistant Public International Law, Universiteit Leiden*), Ms. Jessica Hendriks (*Ambassador Stichting Jong Talent Ethiopië*), and Mr. Ronald Schurer (*Lecturer and researcher, Social Sciences, Hanze Universiteit Groningen*). The supervisory board determines the policy of the foundation.

In 2014, the board and supervisory board have met four times. Via email correspondence, general updates were shared throughout the year. Resigning members are immediately eligible for another period of two years. Supervisory board members are appointed for a period of four years maximum. The term of Klaas Jansen will end in 2015. Thyla Fontein decided to not have her term elongated. The search for a new general Supervisory Board member started in the beginning of 2015. The term of Ronald Schurer was renewed on December 13. As in previous years, the supervisory board received no emoluments.

### ***Advisory board***

The advisory board provides the foundation with requested and unrequested advice. It supports the foundation in reaching its goals and objectives. The Advisory Board is appointed by the GM. The Board and Advisory Board gathered two times in 2014 and consisted of Mr. Martijn Seijnsener, Ms. Anneke Wensing, Mr. Jelle Slenters and Mr. Bilal Aurang Zeb.

## **3.3 THE MOVE**

Due to the growth in staff and a lack of space at the current building where CHOICE is hosted by Rutgers WPF, CHOICE started a search for a new office in 2014. The new office would need to have: the capacity to host 5-8 people; sufficient meeting space; flexible opening hours in the evening (due to our work with volunteers), and of course within budget. After viewing several options in Utrecht and Amsterdam, CHOICE started formal negotiations with Amnesty International at the Keizersgracht in Amsterdam. In January 2015 the rent lease was signed.

The move to Amsterdam entailed that CHOICE has to become fully independent from Rutgers WPF. To this end CHOICE hired Joost Verduin, financial controller at dance4life, in his capacity as independent contractor to manage the CHOICE financial administration. CHOICE also acquired its own bookkeeping program (Exact Online). At the moment of writing we are the process of transferring our financial administration from Rutgers WPF. CHOICE is also in the process of signing the necessary insurance policies, which were formerly shared with Rutgers WPF.

### 3.4 FUNDRAISING

2014 was an important fundraising year for CHOICE. After 2015 most of CHOICE core funding, MFSII (UfBR) and DGIS call (ASK) will come to an end. CHOICE therefore decided to dedicate its capacity and efforts to the new 'Dialogue and Dissent Programme' programme by the Dutch Minister for Foreign Trade and Development Cooperation, Ploumen. Between May-September CHOICE developed a proposal together with RutgersWPF, dance4life, Hivos, LACHWHN, ARROW and IPPF ARO, called 'Right here, Right now'. In the beginning of 2015 the partnership was selected by the Ministry of Foreign Affairs!

In 2014 the Ministry of Foreign Affairs also announced that there will be a follow-up SRHR call which will be published by DGIS in February/March 2015. To this extent, CHOICE together with the UfBR and ASK alliance started to explore whether we will develop a follow-up program together.

Fundraising is an important element for the sustainability of CHOICE as this will enable us to grow as an organization in the following years. We also want to diversify our sources of funding. However, this year we have found it challenging to diversify, because an important multiple-year fund like the Strategic Partnerships call absorbs most of CHOICE's capacity. It has therefore not been feasible to secure other major funding opportunities. We also found that in order to successfully apply to other funds than the Ministry of Foreign Affairs it is necessary certain pre-condition are in place. To this extent CHOICE has decided to dedicate capacity to the development of a decent PME framework and our organization's Theory of Change. It is essential to show donors what the impact is of CHOICE and how we obtain our qualitative and quantitative results.

In addition, CHOICE organized two fundraising events in 2014 which were organized and led by the youth advocates of our organization. The first was a large sale during the Kingsday Flea market in Utrecht. The second was a charity run in which 8 runners participated. A total of € 3.633 was raised.





Another fundraising opportunity is the advocacy simulation game Juncture. Juncture has been a training tool for CHOICE for a few years now. We found out that many organizations are interested in using the simulation as well. Therefore CHOICE invested in the design of Juncture so it will be marketable. The sale will start in 2015. CHOICE will monitor if new obligations, for example, sales tax, is applicable.

### 3.5 COMMUNICATION

CHOICE does not have an external communication strategy and the communication efforts of CHOICE have always been ad-hoc rather than structural due to lack of capacity. Communication however is also important in order to market and position yourself as an organization, to set the agenda and to raise funding (see chapter Future) In 2014 CHOICE had a first taste of a successful communication campaign: NRC Charity Awards. With no budget and an in-kind donation by our designer Willem van de Ven CHOICE developed an advert for the NRC Charity Awards focusing on the issue of child marriage.

**UITNODIGING**

Beste Nrc-lezer,

Kom je ook op mijn feestje?

Op 11 oktober van 11 tot 12 uur

vier ik mijn bruiloft.

Plaats: bij mij thuis.

(Je hoeft je zwemspullen niet mee te nemen)

Ben je erbij?

Groetjes, Bibi

In ontwikkelingslanden trouwt  
1 op de 7 meisjes voor haar  
vijftiende verjaardag.

Dat betekent geen school meer,  
twee keer zoveel kans om slachtoffer  
te worden van huiselijk en seksueel  
geweld, en een hoog risico op  
complicaties bij zwangerschap  
en bevalling op jonge leeftijd.

CHOICE for Youth and Sexuality is  
een jongerenorganisatie die wil dat  
jongeren zelf vrije keuzes kunnen  
maken over hun partner, trouwen,  
seks, en het krijgen van kinderen.  
Toegang tot adequate informatie,  
voorlichting en gezondheidszorg is  
hierbij onmisbaar, net als een  
kritische massa van jongeren.

CHOICE werkt samen met andere  
jongerenorganisaties wereldwijd  
om de stem van jongeren te  
laten horen.

**NO YOUTH  
NO CHANGE!**

**choice.** FOR YOUTH & SEXUALITY

WWW.CHOICEFORYOUTH.ORG  
FACEBOOK.COM/CHOICEFORYOUTH  
@CHOICEFORYOUTH

CHOICE won the jury prize: a spread in the Dutch newspaper NRC with a estimated worth of € 75.000. The advert was praised by NRC Editor Peter Vandermeersch for its impact on the reader.

CHOICE also travelled to Indonesia this year together with professional photographer (partly in-kind donation) Marije Kuiper to document the SRHR in Indonesia. The pictures are used to visualize CHOICE's work.

## 4. OUR FUTURE

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With the CHOICE move to Amsterdam the year 2015 will be the first year that CHOICE will be fully independent from another organization. This is an exciting and big step for CHOICE, but we feel that we are ready to take full responsibility for our own organization.

The process to becoming independent has however made CHOICE aware that we need to keep tapping into the knowledge, network and skills of other people and organizations. There are simply always areas of work that are new to CHOICE, or new to the people within CHOICE, simply because we are a youth-led and relatively young organization. To avoid reinventing the wheel we need to welcome more expertise from outside and acknowledge that being youth-led does not mean we have to do everything on our own.

From 2015 onwards, CHOICE will continue its efforts to further professionalize as an organization, both internally and externally. The CHOICE Long-Term Strategy 2014-2018 provides full detail of our plans. Our ambitions for 2015-2018 are captured in the roles we take on as an organization: CHOICE as an advocate, a capacity builder and a connector. The allocation of the Strategic Partnerships will make it financially possible for CHOICE to plan and develop our ambitions for the different roles CHOICE plays: advocate, capacity builder, and connector.

### **CHOICE = advocate**

As an advocate, CHOICE contributes to the establishment and strengthening of SRHR policies on the international level as a key youth player. In the upcoming year(s) CHOICE aims to be actively involved in the negotiations regarding Post-2015 and ICPD beyond 2014 and advocating for young people's SRHR and secure meaningful youth participation in these international decision-making processes. CHOICE will also invest capacity and financial means in learning more, (looking also at the Strategic Partnership programme), about different international processes, including the UN Human Rights Council.

We aim to strengthen our role as key youth player – an accountable and professional youth-led organization – in this particular niche, ensuring sustainability and high-level performance in our advocacy team. With the Strategic Partnerships call CHOICE aims to hire 1 or more FTE who can coordinate our advocacy program from the office and support the youth advocates within the International Advocacy cluster.

Furthermore, we aim for our advocates to increasingly be valuable players in international processes partnering with other civil society organizations. We will also strengthen our advocacy towards – and collaboration with – the Dutch Ministry of Foreign Affairs to support national foreign policy in relation to SRHR. The position of the Dutch Youth Ambassador SRHR will contribute to these efforts.



## **CHOICE = capacity builder**

### *International*

2015 will be the final implementation year of the ASK and UfBR programs. Sustainability of our partner organizations will therefore be an important focus in our cooperation efforts. The one year funds from the 'Child Marriage' call will come to an end the summer of 2015.

In the upcoming years CHOICE will continue to build the capacity of our youth-led partners. Thanks to the UfBR and ASK programs several of our older partners have become professional organizations with a strong capacity to manage their own organizations. These relationships will therefore alter in the upcoming years. The focus of these partnerships might shift towards joint advocacy activities rather than a 'capacity builder vs. capacity receiver'- based relationship.

With a view of the upcoming calls, including the Strategic Partnerships CHOICE has already secured, and the possible SRHR call, CHOICE will also invest in finding new partnerships and exploring new countries and regions. It is CHOICE's ambition to work with youth-led organizations with different levels of capacity.

Following the experiences within the No...I don't project CHOICE has also set the ambition to develop its capacity to empower young people themselves concerning SRHR issues and the ability to make their own choices concerning SRHR issues.

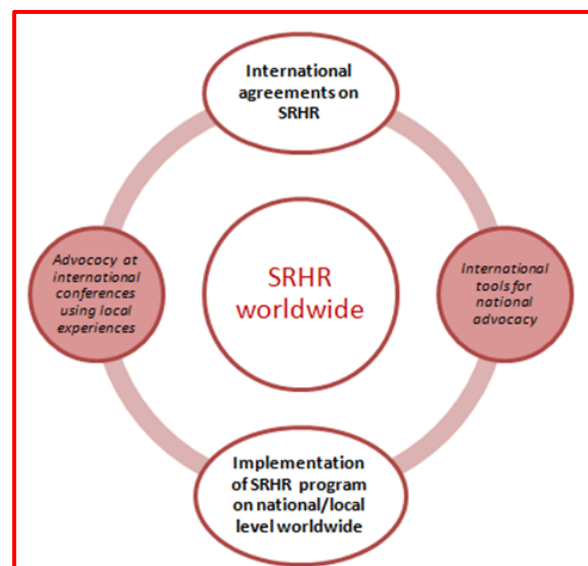
### *National*

CHOICE also builds the capacity of its youth advocates in-house, to realize its programs and projects and support young people in the Netherlands to reach their full potential. In the coming years, we will increasingly invest in providing our advocates with personal development trajectories, related to their personal needs and talents.

## **CHOICE = connector**

As a connector, CHOICE will continue to strengthen the global youth movement on SRHR, facilitating interregional and intergenerational exchange.

An intrinsic part of this connecting role is linking national advocacy in partner countries to international processes. National experience and advocacy is essential to create international agreements that reflect national needs, and international agreements can in turn be used to further national advocacy activities. This link is represented in the image to the right: international agreements are linked to implementation on country-level through providing international tools for national advocacy; the CHOICE International Advocacy



program thus benefits the Youth Leadership program. The other way around, experiences from the Youth Leadership program offer resources and evidence for advocacy on an international level.

In 2015 CHOICE is already busy to plan to bring all 3 of our African partners to the 48<sup>th</sup> CPD in New York, April. Our ambition is to jointly advocate and to build the international advocacy capacity of our African partners.

## **PME and Communication = €**

In 2015 and the following years more and different funding opportunities from foundations, governments, the private sector, events and in-kind donations should be identified. In order for CHOICE to diversify its funds, certain pre-conditions need to be in place. The following activities, therefore, will be given priority in the beginning of 2015, to eventually reap the fruits in the second half of 2015:

- **PME framework and Theory of Change (ToC):**  
A decent PME framework is essential in showing donors what the impact is of CHOICE and how we obtain our qualitative and quantitative results. The development of a ToC is inexplicably linked to that and will strengthen CHOICE's vision and the organization's long-term outcomes.
- **Communication strategy**  
We should identify our strengths and assets again and rethink: How do we position CHOICE in the 'market' and what are our 'Unique Selling Points'? A longer term process that is related to that is the revamping of the CHOICE website.

When identifying new funding opportunities and looking for funding diversification, CHOICE will be taking the following criteria into account:

- **Matching themes and finding synergies:** Even more than in the year 2014 CHOICE should broaden its scope and profile. We should therefore market ourselves not only as an SRHR organization but also as a youth leadership organization which will increase the possibilities for funding.
- **Quality and cost/benefit:** Funding and partnership proposals need to be concrete, of high quality and efficient. This implies that CHOICE should bring continuity to the strengths and assets the organization wants to promote. Next to this, CHOICE needs to be explicit about the wishlist and what added value the funding can bring to the a certain project, the continuation of the organization and the development of programs.

## 5. FINANCE

CHOICE is glad to be able to report that the year 2014 ended with a loss of € 6.234. This result was expected as the 2014 budget budgeted a loss of € 10.000, using money from the surplus from 2013.

### 5.1 RESULTS 2014

In 2014, the financial administration was outsourced to Rutgers WPF. In the end of 2014, looking at CHOICE's move to Amsterdam, Joost Verduin (dance4life financial controller) was hired in his capacity of independent contractor to manage CHOICE's financial administration. In the summer of 2014 the Executive Director, treasurer and financial controller of Rutgers WPF developed a new budget format. The new version was also approved by CHOICE's board. The Executive Director and treasurer are charged with monitoring the daily financial administration.

#### Income

In 2014, CHOICE received subsidies from the Dutch Ministry of Foreign Affairs (UfBR, ASK, and Child Marriage programs). In addition, the foundation was supported by the Utopa Foundation, the Dura Foundation, the European Commission and the dance4life foundation. CHOICE was also increasingly able to work with a variety of professionals providing support and services to us, through in-kind donations, totaling EUR 8.000. Funds were used to realize our programs and projects, as well as our organizational development process. In September and December 2014 the NRC newspaper published a full spread advertisement, designed by CHOICE, as prize for winning the NRC Charity Awards. The NRC newspaper kindly donated this fee to CHOICE. This in-kind donation has not been included in the income and expenses statement, because the fair value cannot be determined exactly.

#### Spending percentage

Below, the proportion of the total expenditure on the objective(s) to the total expenditures is presented as a percentage for the years 2011-2014. In 2014, the spending percentage totaled 84,1 %.

Year	Actual	Budget
2014	84,1 %	85,9 %
2013	86,5 %	84,9 %
2012	88,1 %	87,9 %
2011	89,7 %	90,7 %

The spending percentage was lower this year, due to a delayed project (Dura) and less expenditures on project costs, including NJI, ASK, MFSII.

#### Fundraising

The cost percentage fundraising, the proportion of the fundraising costs to the total direct fundraising income, is presented below for the years 2011-2014. In 2014, the cost percentage fundraising totaled 16,8 %.

Year	Actual	Budget
2014	16,8 %	11,7 %
2013	14,1 %	8,7 %
2012	15,3 %	22,7 %
2011	2,3 %	2,8 %

In 2014 CHOICE applied (successfully) to two major calls from the Ministry of Foreign Affairs: the Child Marriage Fund and the Strategic Partnerships. Next to that, the CHOICE advocates have actively contributed to CHOICE's own fundraising efforts.

### **Continuity reserve**

The continuity reserve of CHOICE enables the foundation to continue meeting its obligations to employees and other organizational costs in times of reduced income. The continuity reserve is not part of the discretionary funds of the organization. As of December 31, 2014 the continuity reserve of CHOICE totals EUR 86.553.

The value of the nondiscretionary portion of this continuity reserve is based upon the previous years' expenses and planned obligations in the upcoming year. In 2015 CHOICE will move to a new office-space. The accompanying increase in personnel staff, and the cost of our finance administration and the formalization of independent insurances will also need to be incorporated in the reserve when they are known. Once all contractual obligations are known we will re-calculate the needed budget for our continuity reserve.

## 5.2 ANNUAL FINANCIAL STATEMENTS 2014

### BALANCE AS OF DECEMBER 31, 2014

		31-12-2014	31-12-2013
		€	€
<b>ASSETS</b>			
Receivables	A	-	5.058
Prepayments and other current assets	B	326	2.347
Cash and cash equivalents	C	213.870	313.864
<b>Total</b>		<b>214.196</b>	<b>321.269</b>

		31-12-2014	31-12-2013
		€	€
<b>LIABILITIES</b>			
Reserves			
Continuity reserve	D	86.553	92.787
Current and accrued liabilities	E	127.643	228.482
<b>Total</b>		<b>214.196</b>	<b>321.269</b>

# STATEMENT OF INCOME AND EXPENDITURE FOR 2014

<b>Income</b>		<b>Actual 2014 €</b>	<b>Budget 2014 €</b>	<b>Actual 2013 €</b>
Direct (own) fundraising income	F	49.698	76.510	39.363
Income from third-party (campaigns)	G	6.131	7.539	5.059
Government subsidies	H	583.100	620.072	504.818
Income from interest and exchange rates	I	986	2.206	2.206
<b>Total income</b>		<b>639.897</b>	<b>706.327</b>	<b>551.446</b>
<b>Expenditure</b>		<b>Actual 2014 €</b>	<b>Budget 2014 €</b>	<b>Actual 2013 €</b>
Directly allocated to objectives	J			
Projectcosts		238.941	308.932	223.616
Partner organizations		304.542	306.205	225.502
<b>Total expenditure</b>		<b>543.483</b>	<b>615.137</b>	<b>449.118</b>
<b>Fundraising costs</b>	K			
Direct fundraising costs	K1	8.343	8.938	5.555
Costs third-party campaigns	K2	2.920	3.128	1.944
Costs subsidies	K3	8.343	8.938	5.555
		<b>19.606</b>	<b>21.004</b>	<b>13.054</b>
<b>Management and administration</b>	L			
Costs management and administration		83.041	80.345	57.047
<b>Total expenditure</b>		<b>646.131</b>	<b>716.486</b>	<b>519.220</b>
<b>Result</b>		<b>-6.234</b>	<b>-10.159</b>	<b>32.225</b>
<b>Profit or loss appropriation</b>				
Continuity reserve		<b>-6.234</b>	<b>-10.159</b>	<b>32.225</b>

## CASH FLOW STATEMENT 2014

	31-12- 2014 €	31-12- 2013 €
<b>Cash flow from operational activities</b>		
Income	639.897	551.445
Expenditure	<u>646.131</u>	<u>519.220</u>
	-6.234	32.225
<b>Cash flow from investment activities</b>		
<i>Investments in:</i>		
Receivables, prepayments and other current assets	326	1.414
Current and accrued liabilities	-94.086	<u>8.584</u>
	-108.760	9.998
<b>Movement cash and cash equivalents</b>	<u><u>-114.994</u></u>	<u><u>42.223</u></u>
Liquid assets at the end of the financial year	213.870	313.864
Liquid assets at the start of the financial year	313.864	271.641
<b>Movement cash and cash equivalents</b>	<u><u>-99.994</u></u>	<u><u>42.223</u></u>



## **EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2014**

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### **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.

### **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.

## **ACCOUNTING PRINCIPLES**

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### **General**

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

### **Transactions in foreign currencies**

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

### **Use of estimates**

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

### **Continuity reserve**

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

### **(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.

### **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. In 2014 the in-kind donations were related to communication and consultancy.

### **Employee benefits/pensions**

CHOICE is registered with the Zorg & Welzijn Pension Fund. The plan is based on an average salary arrangement. CHOICE has no other obligation than to pay the yearly pension premium to the pension fund no other risk other than future increase in premiums.

### **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).

### 5.3 EXPLANATORY NOTES TO THE BALANCE SHEET

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#### A Receivables, prepayments and other current assets

	31-12- 2014 €	31-12- 2013 €
Receivables donors	-	5.058
Prepaid insurance, travel costs and interest	326	2.347
	<u>326</u>	<u>7.405</u>

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

#### B Cash and cash equivalents

	31-12- 2014 €	31-12- 2013 €
Bank current account and deposit	213.065	313.300
Petty Cash	805	564
	<u>213.870</u>	<u>313.864</u>

## D RESERVES

### Continuity reserve

	2014 €	2013 €
Situation as of January 1	92.787	60.562
Profit or loss before appropriation	-6.234	32.225
Situation as of 31 December	<u>86.553</u>	<u>92.787</u>

## E CURRENT AND ACCRUED LIABILITIES

	2014 €	2013 €
Subsidies received in advance	63.031	122.872
Contractobligations	44.372	69.442
Holiday provision	7.356	4.771
Contributions for national insurance, income tax and pensions	8.021	6.286
Creditors	3.331	17.708
Payable Stichting Rutgers WPF	-3.364	1.120
Nett wages	-	200
Other accrued liabilities	4.894	6.083
	<u>127.643</u>	<u>228.482</u>

The amount payable to Rutgers WPF consist of rent and shared costs.

The two largest subsidies received in advance are:

### Proceedings subsidies

	2014 ASK €	2013 ASK €
Situation as of 1 January	119.790	143.104
Interest	478	801
Received	<u>140.630</u>	<u>241.506</u>
Subsidies received in advance	260.898	385.411
Claimed/granted subsidy	<u>-238.185</u>	<u>-265.621</u>
Subsidies received in advance	<u>22.713</u>	<u>119.790</u>

The first advance for the ASK Program 2014 has been received at the end of December 2013.

### Proceedings subsidies

	2014 MFS II €	2013 MFS II €
Situation as of 1 January	-6.513	36.206
Interest	336	428
Received	<u>272.512</u>	<u>196.050</u>
Subsidies received in advance	266.335	232.684
Claimed/granted subsidy	<u>-248.782</u>	<u>-239.197</u>
Subsidies received in advance	<u>17.553</u>	<u>-6.513</u>

## 5.4 EXPLANTORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

### F INCOME FROM OWN FUNDRAISING

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Donations and contributions	8.530	947	948
In-kind donations	4.519	8.144	8.144
Consultancy	-	-	-
Utopa Foundation	29.234	29.234	5.766
Ford Foundation	-	-	3.962
Nederlands Jeugd Instituut	7.415	20.646	20.543
Dura	-	10.000	-
UNFPA Global Youth Forum	-	-	-
	<u>49.698</u>	<u>68.971</u>	<u>39.363</u>

### G INCOME FROM THIRD PARTY CAMPAIGNS

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Dance4Life (alliancepartner MFS II)	6.131	7.539	5.059
	<u>6.131</u>	<u>7.539</u>	<u>5.059</u>

### H GOVERNMENT SUBSIDIES

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Dutch Ministry of Foreign Affairs MFS II	248.782	267.614	237.452
Dutch Ministry of Foreign Affairs ASK	238.185	253.541	267.366
Dutch Ministry of Foreign Affairs PLAN	34.544	45.640	-
Dutch Ministry of Foreign Affairs (Child Marriage)	61.589	60.815	-
	<u>583.100</u>	<u>627.610</u>	<u>504.818</u>

#### Percentage own contribution

In addition to the MFSII and ASK subsidy the alliance needs to raise a minimum of 25% own contribution. CHOICE does not meet this percentage, the alliance is well above the 25%.

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Total own contribution	50.558	<b>76.510</b>	<b>41.569</b>
Total own contribution and MFS subsidie	299.340	344.124	279.021
Percentage own contribution	16,9%	22,2%	14,9%

### I INCOME FROM INTEREST AND EXCHANGE RESULT

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Interest	968	2.206	2.206
	<u>968</u>	<u>2.206</u>	<u>2.206</u>

## J EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES

	Actual 2014 €	Budget 2014 €	Actual 2013 €
Total project costs	543.483	615.137	449.119

### 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 2014 €	Budget 2014 €	Actual 2013 €
Total direct expenditures for the objectives	543.483	615.137	449.119
Total income	639.897	706.327	551.445
Spending percentage	<u>84,9%</u>	<u>87,1%</u>	<u>81,4%</u>

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 2014 €	Budget 2014 €	Actual 2013 €
Total direct expenditures for the objectives	543.483	615.137	449.119
Total expenditure	646.131	716.486	519.220
Spending percentage	<u>84,1%</u>	<u>85,9%</u>	<u>86,5%</u>

## K DIRECT FUNDRAISING COSTS

### Direct fundraising costs

	Actual 2014 €	Budget 2014 €	Actual 2013 €
Direct fundraising costs	8.343	8.938	5.555

### 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 2014 €	Budget 2014 €	Actual 2013 €
Direct fundraising income	49.770	76.510	39.363
Direct fundraising costs	8.343	8.938	5.555
Cost percentage fundraising	<u>16,8%</u>	<u>11,7%</u>	<u>14,1%</u>

### Costs third party campaigns

	Actual 2014 €	Budget 2014 €	Actual 2013 €
Costs third party campaigns	2.920	3.128	1.944

## Costs subsidies

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Costs subsidies	8.343	8.938	5.555

## L MANAGEMENT AND ADMINISTRATION

### Management and administrative costs

	Actual 2014	Budget 2014	Actual 2013
	€	€	€
Management and administrative costs	83.041	80.345	57.047
Total expenditure	646.131	716.486	519.220
Management and administration percentage	12,9%	11,2%	11,0%

## 5.5 EXPLANATORY NOTES TO ALLOCATION OF EXPENDITURE

### SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

Appropriation	Objective	Raising funds	Management and Administration	Total 2014	Budget 2014	Total 2013
		Own-fundraising	Third party	Receivable subsidies		
Expenditure						
	€	€	€	€	€	€
Subsidies and contributions	411.635			411.635	472.552	341.521
Publicity and communication	10.883			10.883	13.000	9.557
Staff costs	87.646	6.045	2.116	6.045	62.381	164.232
Accommodation costs	8.800	607	212	607	5.456	15.682
Office and general expenses	24.520	1.691	592	1.691	15.203	43.697
Total	543.483	8.343	2.920	8.343	83.039	646.129
					716.486	519.220



<b>Appropriation</b>	<b>Actual 2014 €</b>	<b>Budget 2014 €</b>
Salaries	134.134	
Social security	20.291	
Pension	9.807	
<b>Total Staff costs</b>	<b>164.232</b>	<b>176.279</b>
Rent	15.424	15.427
Office costs	57	2.000
IT	205	200
<b>Total accomodation</b>	<b>15.685</b>	<b>17.627</b>
Finance administration	6.728	6.728
Accountant	6.044	3.555
Advice	4.828	4.000
Volunteer expenses	3.705	1.250
Internship costs	3.243	3.170
Representation	3.039	2.000
Trainings for staff	2.813	3.285
Board expenses	2.764	1.250
Membership fees	2.192	3.000
Website hosting	2.101	1.875
Illness insurance	1.918	1.565
Foundation costs	1.786	1.700
Health services staff	993	750
Payroll services	741	900
Staff declarations	724	500
Interest and bankcahrges	541	1.000
Other general costs	377	
Other travel expenses	243	500
Received illness insurance	-1.085	
<b>Total office and general</b>	<b>43.697</b>	<b>37.028</b>

## 5.6 PAYMENT (EXECUTIVE) BOARD

The board members receive no remuneration for their activities.  
No loans, advances and guarantees are given to the board and staff. CHOICE follows WNT law and the ED does not receive a variable bonus.

<b>Name</b>	<b>L. Lasance</b>
<b>Position</b>	<b>Executive Director</b>
<b>Contract Period</b>	<b>Until 13-06-2014</b>

### Employment

Nature (temporary, fixed contract, ended)	Fixed
Hours (full time working week)	40
Parttime percentage	100%
Period	Month

### Salary (in EUR)

Annual income		
Gross payment	€	17.351
Holiday allowance	€	1.388
Year-end bonus	€	-
Variable annual income		
Total annual income		<b>€ 18.739</b>

Social insurance costs	€	2.797
Taxable (travel) allowance		
Pension contribution	€	3.333
Other allowances on term		
Employment termination benefits		
Total other allowances and fees		<b>€ 6.130</b>

<b>Subtotal</b>	<b>€ 24.869</b>
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<b>Totaal salary 2014</b>	<b>€ 24.869</b>
Total salary 2013	€ 41.806

<b>Name</b>	<b>E. de Jong</b>
<b>Position</b>	<b>Executive Director</b>
<b>Contract Period</b>	<b>19-05-2014 onwards</b>

### Employment

Nature (temporary, fixed contract, ended)	Fixed
Hours (full time working week)	40
Parttime percentage	100%
Period	Month

### Salary (in EUR)

Annual income		
Gross payment	€	20.670
Holiday allowance	€	1.654
Year-end bonus	€	-
Variable annual income		
Total annual income		<b>€ 22.324</b>

Social insurance costs	€	3.460	
Taxable (travel) allowance			
Pension contribution	€	3.856	
Other allowances on term			
Employment termination benefits			
Total other allowances and fees			<b>€ 7.316</b>
<b>Subtotal</b>			<b>€ 29.640</b>

<b>Totaal salary 2014</b>	<b>€ 29.640</b>
Total salary 2013	€ -

## 5.7 LIABILITIES NOT EVIDENT FROM THE BALANCE SHEET

### Percentage own contribution

In addition to the MFS subsidy the alliance needs to raise a minimum of 25% own contribution. CHOICE does not meet this percentage individually, the alliance is however well above the 25%. This also applies to the ASK alliance.

### Rent Contract

In January 2015 CHOICE signed a new rent contract with Amnesty International (Keizersgracht 177). The total rental fee per year amounts €12.520.

## 6. OTHER

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### Subsequent events

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

Utrecht, March 16, 2014

### General board

Chair	Ms. Fleur Godrie
Secretary	Ms. Marelle 't Hart
Treasurer	Mr. Milagro Elstak
General Board member	Mr. Stefan Hennis
General Board member	Ms. Zoë Nussy

### Supervisory Board

Chair	Mr. Ronald Schurer
Treasurer	Mr. Klaas Jansen
Secretary	Ms. Hendriks