

Annual Report

2023



Dear readers!

What a year it was! 2023 was a crazy rollercoaster, and through it all, CHOICE stood strong and blossomed more than ever. We are beyond proud!

In 2023, the context that we worked in was not easy for us. 2023 was the year SRHR faced severe backlash and opposition worldwide. In spring 2023, we were confronted with unprecedented backlash towards comprehensive sexuality education in the Netherlands, as well as the terrifying new anti-homosexuality law in our partner country Uganda within the same week. 2023 was also the year in which the world was shaken by an unprecedented number of conflicts: Sudan, Ukraine, Nagorno Karabach, Congo, and many others.



The war in Gaza especially put our values on decolonization to the test, as many Western governments, including our own, kept on supporting a country suspected of committing genocide. It was a year full of insecurity for CHOICE and the Dutch development sector, with announced budget cuts at the government level, and the results of the parliamentary elections later in the year. Throughout 2023, as CHOICE, we aimed to be a safe space for the young people we work with, which we felt was even more important than in previous years.

In 2023, despite the difficult context, we achieved results, and we grew as an organization. We finalized our new Multi-Annual Strategy for 2023-2026 and we also booked results in our programmatic work. The youth leadership team hosted diverse workshops for partners on meaningful and inclusive youth participation and youth leadership, and an online 'MIYP open house'. Importantly, they ensured CHOICE's amazing collection of resources for young people is better accessible by creating a new resources hub on the CHOICE website.

Together with the We Trust You(th) collective, we secured funding for a new chapter, which will enable us to build a solidarity hub to combat un-youth-friendly funding practices. Our advocacy team reinvented themselves by creating a new advocacy strategy, which provides direction in our journey to being more disruptive, more activist, and more inclusive. An example of the new strategy is the "Extravaganzas", the learning spaces for young people CHOICE began hosting before important advocacy events. Our Youth Ambassador SRHR shone throughout the year, while drawing attention to an important but often neglected topic: SRHR for young people with disabilities.

In 2023, the CHOICE teams did not only work separately but also together, especially on our new strategy of 'uniting youth voices'. CHOICE was one of the co-convenors of the ICPD30 Platform of the Future for Young People. We received funding from UNFPA to create two Youth-Friendly resources as part of their 25-year review of the ICPD conference, in preparation for ICPD30: (1) Youth friendly guide of engagement in ICPD and (2) Youth friendly version of the 2 High Level Commissioners (HLC) report. For the first time in the post-Covid era, CHOICE organized the Connector Week together with our partner NAYA in Kenya, bringing together representatives of youth-led organizations from our different programs. The week was important for linking and learning in a safe space and mobilizing for collective action.

In 2023, we did more amazing work than we can mention on this first page, not only on our current but even on some new programs. We are on fire and excited to carry on the work in 2024, until we have achieved a world in which all young people have the power to make decisions about their sexual, reproductive and love lives!

Janemiek Evelo
FORMER EXECUTIVE DIRECTOR

Sucharita Iyer
CHAIR OF THE BOARD

Hosted our first in person Connector Week since 2019! Bringing together 40 young people from our programmes

Developed our new Communications Strategy and renewed our Sexy Advocacy Strategy

Our podcast, Young and Powerful, has a 5 star rating!

CHOICE made 3 statements at the Human Rights Council, ranging from promoting the right to SRHR in the digital age to ensuring a justice-based approach to tackling poverty

Welcomed 9 new Youth Advocates!

Together with Plan International we co-hosted two in person workshops in Togo and the Dominican Republic on making partnering with young people more youth friendly

Released a new toolkit: *Young People as Equal Partners!*

We were awarded new grants under USAID and Erasmus +

Held a variety of Capacity strengthenings for the CHOICE team on topics such as; Brave Spaces, Sex Work, Pitching and Talking to Donors, and more!

Had a wonderful and connecting Annual General Meeting where we had a session on Decolonizing Global Health!

Finalized the CHOICE Youth Advocates Strategy

Had a Youth Advocate join our staff at the Human Rights Council in Geneva

Received funding for We Trust You(th) from FP2030 to set up a solidarity hub for young people to advocate for more equitable funding systems!

Joined forces with Children's Rights Innovation Fund and under the We Trust You(th) Initiative to launch a unique funder learning institute and accountability framework for the philanthropic sector!

Had 3 Youth Advocates work on creating youth friendly resources for the ICPD

Had a Youth Advocate join our staff on a capacity strengthening in Ethiopia

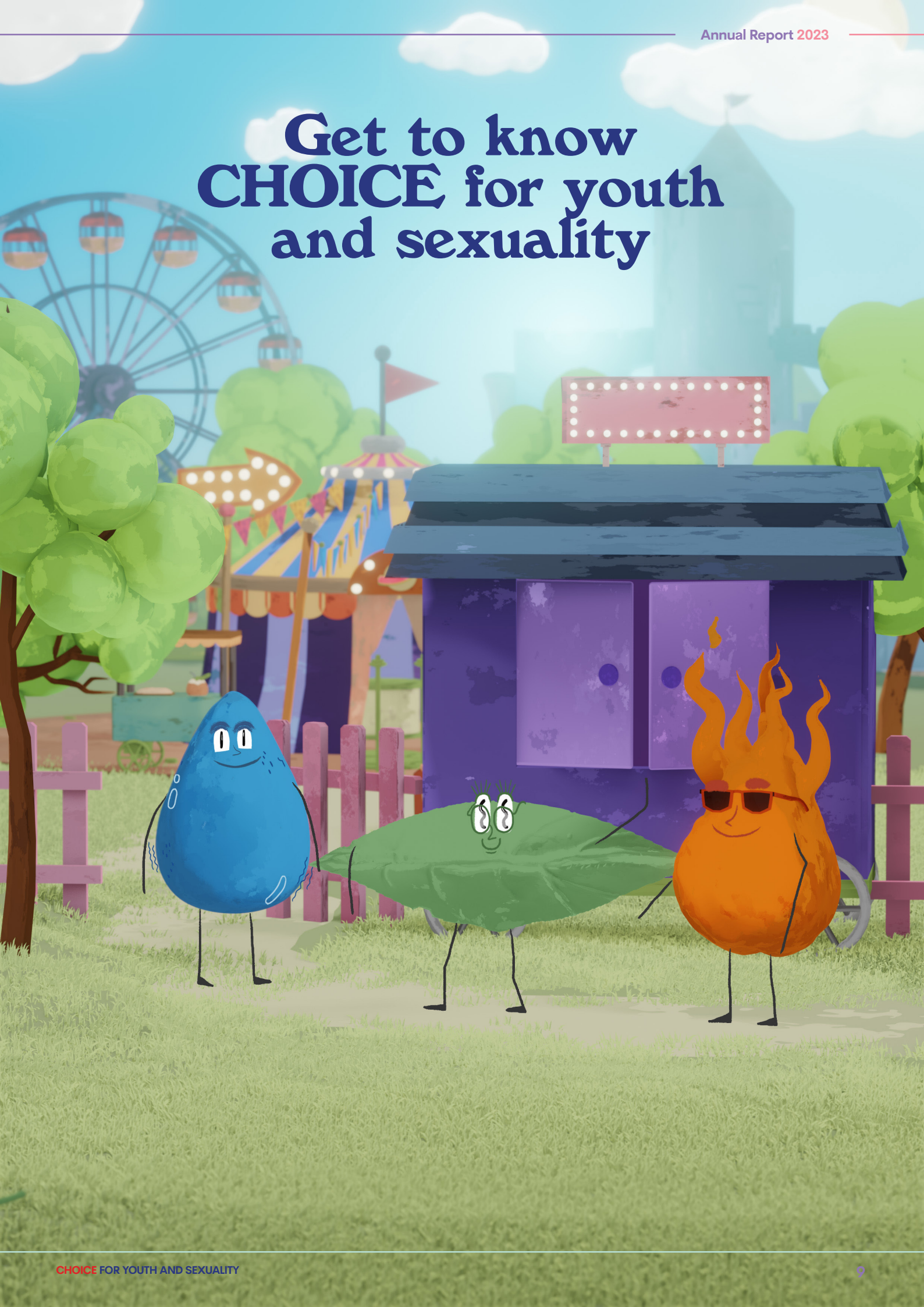
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List of abbreviations

AGG	Advocates Guidance Group	MoFA	Ministry of Foreign Affairs
AGM	Annual General Meeting	MP	Member of Parliament
CoP	Community of Practice	MYE	Meaningful Youth Engagement
CPD	Commission on Population and Development	NAG	National Advocacy Group
CSE	Comprehensive Sexuality Education	NGO	Non-Governmental Organization
CSW	Commission on the Status of Women	PMEL	Planning, Monitoring, Evaluation and Learning
DEI	Diversity, Equity and Inclusion	PROPEL	Promoting Results and Outcomes through Policy and Economic Levers
DSO	Department of Social Development	PtY	Power to You(th)
ED	Executive Director	RHRN2	Right Here Right Now 2
ExComms	External Communications Group	SAS	Sexy Advocacy Strategy
FTE	Full Time Equivalent	SDGs	Sustainable Development Goals
GTA	Gender Transformative Approach	SGBV	Sexual and Gender Based Violence
HLC	High Level Commissioner	SoCo	Sollicitatie Commissie (Application Committee)
HR	Human Resources	SOGIESC	Sexual Orientation, Gender Identity and Expression and Sex Characteristics
HRC	Human Rights Council	SRHR	Sexual and Reproductive Health & Rights
IAT	International Advocacy Team	STWG	Short Term Working Group
IATI	International Aid Transparency Initiative	UN	United Nations
ICPD 30	International Conference on Population and Development + 30 years	YA	Youth Advocate
LTWG	Long Term Working Group	YASRHR	Youth Ambassador for Sexual and Reproductive Health and Rights, Gender Equality and Bodily Autonomy
MAS	Multi-Annual Strategy	YLO	Youth-Led organization
MIYP	Meaningful & Inclusive Youth Participation		

Get to know **CHOICE** for youth and sexuality



Who we are

CHOICE as a youth-led organization aims to create safe and inclusive spaces for young people to engage in activism and advocacy Meaningful and Inclusive Youth Participation (MIYP), Sexual and Reproductive Health and Rights (SRHR) and bodily autonomy. While SRHR might sound abstract, it's about very real issues, such as access to contraceptives, comprehensive sexuality education, and safe abortion.

When young people's SRHR cannot be guaranteed, this has an enormous impact not only on their lives, but also on society as a whole. It makes young people's SRHR a crucial issue to be advocating for – which is exactly what we do!

Young people are constantly forced to live with the consequences of decisions that directly affect their lives, and which were made without their input. For CHOICE, it has always been about young people. We believe in the unique and innovative power of young people to be drivers of change, and for this reason we advocate for the meaningful participation of young people in decision-making spaces. Although we celebrate the stories of increased involvement of young people in issues that concern them, we still too often experience that young people are

not part of the processes that they should be involved in. With young people making up to 42% of the world's population, our voice should not be ignored.¹ Besides it is our right to participate! And it is not just for the benefit of young people: policies and interventions developed with the meaningful inclusion of young people are more relevant to the lived realities of young people, and have proven to be more effective. CHOICE stands behind equal partnerships – we work together with likeminded youth-led organizations around the world, and exchange knowledge and skills. In doing so, we remain mindful of our positionality as an organization based in a global minority country (referring to the wealthier, white-majority nations in which a small population of the world lives), as well as one that hosts young people from diverse backgrounds. Moving forward, we seek to foreground decolonial and perspectives from people in the global majority (referring to the large population of the world that are Black, Indigenous and People of Colour) and remain reflexive in how we navigate our work. 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!

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.

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

In line with our Multi-Annual Strategy, as CHOICE we work on our vision in different ways:



Organization

will provide a fertile, solid ground for all CHOICERs to bloom by focusing on CHOICE's internal systems and structures, resource mobilization and creating a safe space for CHOICERs in all their diversity to thrive.



Youth Leadership

will empower young people and youth-led organizations to connect and learn from each other and build solidarity together.



Advocacy

ensures inclusivity, knowledge sharing and growth, to fuel our passion for activism and MIYP.

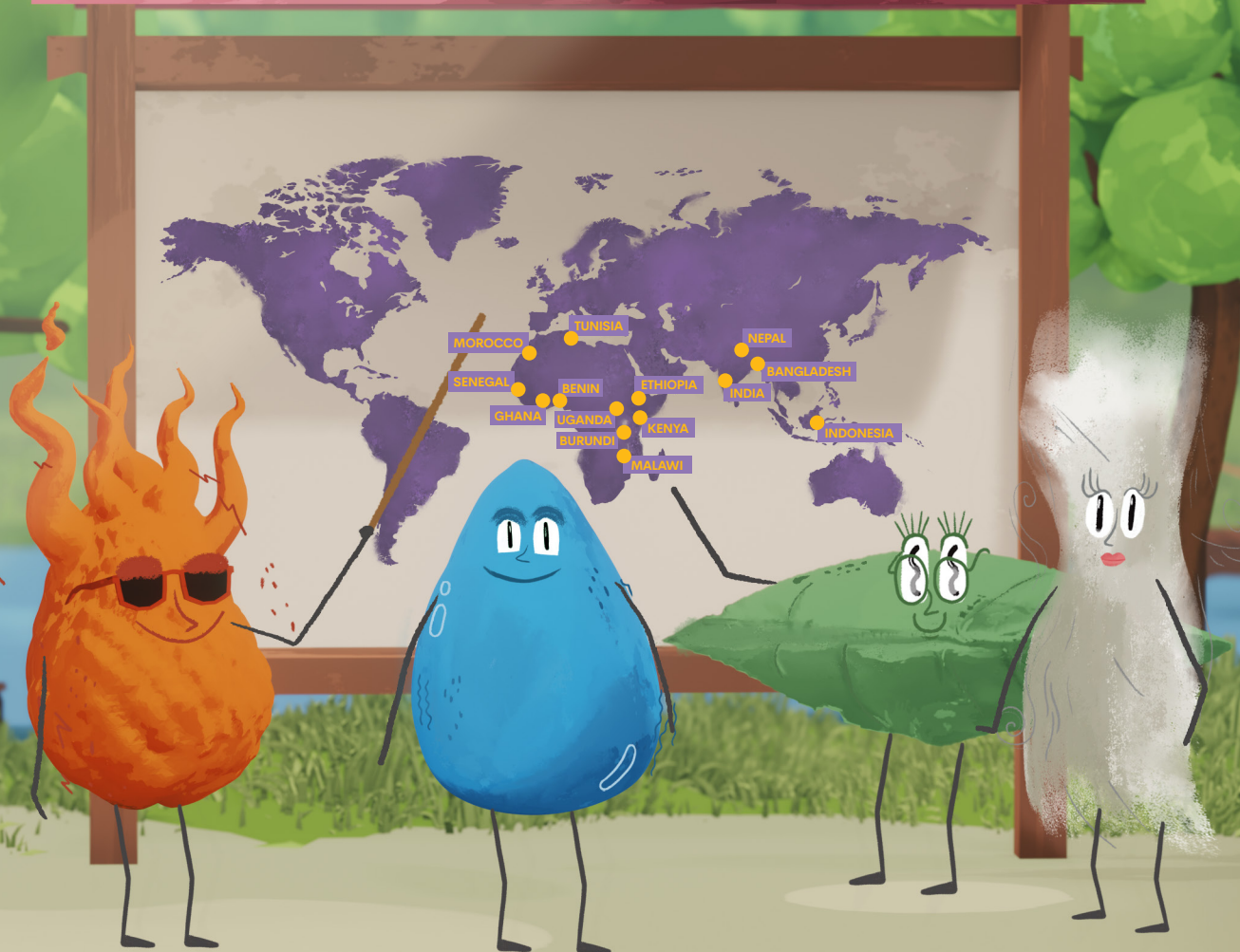


Uniting Youth Voices

seeks to bring together young people from diverse backgrounds globally in their fight to attain their SRHR and lead decisionmaking on issues that affect them.

Where did we work in 2023?

In 2023 we worked with young people and partners in the following countries under our different programs:



We work in cooperation with local partners as we believe 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 in 2023



We acted upon our values!

We are **CHOICE** for Youth and Sexuality.

We are intersectional feminists, and we aim to be sex-positive, courageous, playful, and supportive in all that we do. In 2023, as part of the development of our new multi-annual strategy for 2023- 2026, we redefined our organizational values. And we are proud to share that we've acted on them in the past year!

Intersectional Feminism

Intersectional feminism is important in how structure our organization as well as in our programmatic work. Internally, we kept paying attention to diversity, equity and inclusion, embracing different perspectives. We increased our knowledge by joining the Partos learning on DEI. We created a process for internal growth in our HR policy. We had internal learning sessions on diverse topics, such as decolonizing SRHR, which was also included in our new advocacy strategy. In our advocacy work, we have been giving opportunities for oral statements to partners, have shared our ECOSOC status with fellow youth activists, cocreated statements with partners, and did a statement on climate justice and SRHR at the HRC.

Sex - positive

In 2023, CHOICE proudly became one of the organizations endorsing the Pleasure Principles by the **Pleasure Project**. Following this collaboration, we create a **podcast** on Understanding Pleasure together with Pleasure Fellow Riju Dhakal. We did internal trainings, such as on sex work. We had a communications collaboration with youth-led organization YUWA from Nepal, and lots

Courageous

As the outside world wasn't the nicest place in 2023, courage was needed in the past year. We continued our advocacy work even when spaces were intimidating, and stepped forward with organizing a side event for the CPD. The Youth Ambassador SRHR raised attention for disability inclusion at the UN. We spoke out against injustices in Palestine linked to colonialism and were critical of Western governments' stances including our own at different occasions, such as the Shaping Feminist Foreign Policy conference, the International Dialogue on Population and Development, and by releasing our **organizational statement**. When we received our first contract for the PROPEL Youth & Gender project funded by USAID, we asked questions on the standard provisions when they seemed to contradict our organizational values.

Supportive

At the office, we showed genuine care for each other. When work becomes too overwhelming, we aimed to figure out ways to reduce the burden and share responsibilities. When contextual developments affect us, we create a safe space to talk about it and discuss together, for example around the war in Palestine or after the results of the Dutch elections in November. We created opportunities for our youth advocates, for example by taking them along to trainings or working on resources together. During our yearly annual general meeting, we created connections with each other. We prioritized mental health when needed. And we shared our love for each other with our annual Loveline. We also find it important to be supportive to other movements and to care for our planet, which is why we started the Climate Justice working group in Q4 of 2023.

Playful

We had a lot of fun together! We including many playful activities during organizational events such as Connector Week and the Annual General Meeting, fostering team building and connection. We also did nice other teambuilding activities, for example a riso print workshop during our travel free week. We make sure our external communications are youth-friendly and playful. And we harness creative work styles and make sure to bring the fun in meetings!

Organizational Development



We see CHOICE, the organization, as the starting point of our mission. It is the home that houses a diverse group of young people that want to do their part for the SRHR and meaningful and inclusive participation (MIYP) of all young people. Here we meet, exchange, innovate, learn and grow together to achieve our personal and organizational goals. Investing in and strengthening this home and its residents is critical to our success. We also ensure we do not stand still, by engaging in new areas for fundraising and communication.

GOAL 1**CHOICE is a home for a diverse group of young people where they can grow and develop together****Diversity, equity & 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. In 2022 a Diversity, Equity and Inclusion (DEI) framework was developed which will guide CHOICE's work on DEI. To increase our organizational capacity, we have held various workshops focused on DEI, including sessions on decolonizing global health and SRHR, as well as on anti-racism and SRHR. Furthermore, members of the Diversity, Equity and Inclusion group joined the Partos DEI trajectory providing them with a chance to learn from Partos and other organizations how they implement their DEI work. Furthermore, the CHOICE handbook was developed, which guides new staff, board members and youth advocates in their first few months at CHOICE. It includes a deep dive into CHOICE's principles, the organisational structure of CHOICE an explanation of its decision-making and governance. Next to this, the handbook provides insight into what inclusivity means for CHOICE, covering cross cultural communication within and outside of CHOICE, navigating and ensuring inclusive spaces as CHOICE, an External glossary on inclusive language to use, and a 'survival guide for international CHOICERS' detailing all the procedures, healthcare, taxes and other practicalities of living in the Netherlands. In October of 2023 CHOICE also provided a two-day training on fostering inclusivity to their partner Forth Global, an organization providing safety and security trainings for people going abroad. The training dealt with safe and brave spaces, inclusive language for people of diverse SOGIESC and cultures. In 2024, we will continue with our DEI work and we have included several actions from our DEI framework in our organizational annual plan for 2024. We will work on further professionalizing our DEI working group. One of the things the DEI working group will likely carry out is the diversity, equity and inclusion survey which measures DEI efforts and effects within the organization.



2023 Annual General Meeting with our Board, Staff and Youth Advocates

Creating a safe space & having fun together

At CHOICE, we find it incredibly important to create a healthy, safe and fun environment for all our employees and volunteers. That's why we invest in teambuilding and spending time together. An important moment for all CHOICERS to come together is the Annual General Meeting (AGM), which in 2023 took place in The Hague. For a whole weekend, we strategized, learned and had fun together. We brainstormed about our plans for 2024, we had guest speaker Brittney Mengistu who facilitated a session on decolonization of global health, and we launched the resources for the ICPD+30, which were created by our youth

advocates. Also for the staff team, we ensured to work on team building throughout the year. In June, we scheduled a travel-free week, ensuring all staff could spend time together. We used this time very well, for example to discuss our resource mobilization strategy, how to handle power dynamics in different programs, and to launch our new Multi-Annual Strategy. Of course, we also spent time to connect, for example during an extra long We Work We Play session, and a Riso print workshop in Utrecht. Throughout the year, we had many different opportunities for the team to connect as well, through team drinks, a dance workshop, we work we play and other occasions. We do not only have fun together, but also value the safe space in our organization, and we recognize that it needs continues investment. As part of our training sessions for new youth advocates, a workshop on safe & brave spaces was organized, in which staff and board members also participated. When needed, we ensured to have time to share our reflections on external events, such as regarding the war on Palestine.



Reflecting on decolonial approaches in our work with the trainer **Brittney Mengistu**

GOAL 2

All CHOICE policies, processes and structures enable us to practice our values and work towards our vision.

Risk management, learning & policies

In 2023, the outside world has not become more friendly to us, and opposition to SRHR has been growing. Therefore, we invested in risk management, by updating our risk registry with the board as included under 'Risk analysis and uncertainties' at the end of this report. Risk management has been a standing item on board meetings. We also invested in our internal learning structures. After many years of using lots of post-its to list everything we had done, we revised the structure of our quarterly evaluations. Now, we focus on learning, both from our successes and from our challenges. This new structure has allowed us to have deeper conversations and reflections. We also continued with our regular organizational Innovation Thursdays, in which we discussed diverse topics such as organizational learning and SRHR & anti-racism. Additionally we also ensured our organizational policies stayed up-to-date, as we need them to keep CHOICE running smoothly. An overview of approved policies in 2023 is included in 'CHOICE policies'.

Fundraising

The year 2023 marked significant milestones in CHOICE's Resource Mobilization Strategy 2021-2024, as we continued to diversify our funding sources to support our vital work in SRHR and MIYP. We also conducted a thorough evaluation of our resource mobilization strategy, updating and aligning it with the goals of our new MAS.

We refined our strategy to capitalize on past successes, confront current challenges, and position CHOICE for a successful future in its resource mobilization efforts.

2023 was marked by several new funding streams for CHOICE. Including USAID's global Promoting Results and Outcomes through Policy and Economic Levers (PROPEL) Youth and Gender (PROPEL Y&G) project, which aims to improve SRHR outcomes and advance gender equality outcomes for individuals at all life stages using policy, advocacy, health financing, and governance approaches. The consortium, led by the International Youth Foundation, includes core partners Palladium, Johns Hopkins Center for Communication Programs, and CHOICE! As the project begins to take off, CHOICE continues to focus on MIYP ensuring that the perspectives of young people are integrated into the project's formulation, advocacy efforts, and governance structures.

CHOICE also secured an Erasmus + grant aimed at empowering young voices in the Netherlands to actively engage in shaping critical policies concerning SRHR, gender equality, and social justice. This initiative serves as a bridge, connecting passionate young activists and amplifying their impact in these crucial areas. This opportunity is particularly exciting for us, as it signifies a significant step towards realizing our long-standing ambition of expanding our work within the Netherlands.

Following a longstanding relationship since 2022, Plan International and CHOICE for Youth and Sexuality have entered the third phase of our partnership. Together, we will develop comprehensive global guidance and standards for Meaningful Youth Engagement (MYE) to ensure that MYE is embedded across Plan International's project cycle. As part of this effort, we will work together on creating an induction online training program focused on centering youth, tailored for partners and Plan International staff.

The Dutch Ministry of Foreign Affairs and CHOICE for Youth and Sexuality (CHOICE) have collaboratively overseen the execution of the Youth Ambassador for Sexual and Reproductive Health and Rights (YASRHR) program since its inception in 2014. In 2024, the program received an extension. Through the continuation of the project, the YASRHR will continue to advance the principles of freedom of choice, bodily autonomy, and gender equality among youth globally.

Through working in consultancy partnerships with UNFPA and Forth Global, CHOICE continued to promote our work on Youth-Adult partnerships and inclusivity. In partnership with UNFPA, CHOICE supported the development of youth-friendly guides for engagement in International Conferences on Population and Development (ICPD). At the request of Forth Global, CHOICE conducted a training session aimed at enhancing the inclusivity of their safety and security trainings.

CHOICE continues to invest in partnerships and joint proposal development. We actively participated in several networking events, including the Shaping Feminist Foreign Policy conference where we also had a Marketplace stand, with a fun game on Youth-Adult partnerships. Our commitment to partnerships extends globally as we persist in forging alliances with like-minded organizations all over the world.



2023 Annual General Meeting with our Board, staff and youth advocates

GOAL 3

CHOICE is active, visible and disruptive in Dutch society on MIYP and youth SRHR.

In 2023 CHOICE continued to use our platforms to inform, question and discuss various topics of SRHR, and its' intersections with other social justice movements. For example, our *podcast, Young and Powerful*, released episodes focused on *pleasure within SRHR*, bridging *climate justice with reproductive Justice*, and the link between *mental health and SRHR* (particularly for men and boys) to name a few. Cross-movement content is important to produce, as our work on SRHR cannot happen in a vacuum. **We have seen that movements that combine and work together have more success in mobilising the masses, and given how intrinsic these societal issues are to one another (for example you cannot have climate justice without reproductive justice) CHOICE has prioritised being a bridge in the SRHR sector to other youth movements.**

Ahead of the 2023 Dutch general elections, CHOICE, together with the Dutch SRHR Alliance, undertook several activities to keep SRHR on the agenda. Examples of this were:

- ♥ We recorded a podcast episode on the SRHR decisions at stake in the elections and why its important for young people to vote
- ♥ We organized an SRHR election debate with parliamentary candidates, moderated by our YASRHR Jim Monkel, focusing Dutch efforts to protect SRHR in the Netherlands and abroad.
- ♥ We supported the development of the Sekswijzer, a tool for young people to compare their views on sex and sexuality with those of 8 political parties.

Youth Leadership

In line with our values and MAS, in 2023 we continued our work on updating our approach towards Meaningful Youth Participation by making a conscious shift towards **Meaningful and Inclusive Youth Participation**, putting inclusivity for all young people and a DEI lens at the core of our work. We intentionally advocated for mutual capacity sharing – a reciprocal and collaborative process – ensuring mutual learning, joint, and needs-based implementation

GOAL 1

CHOICE is the frontrunner in advancing Meaningful and Inclusive Youth Participation, Inclusive Youth Leadership and Equitable Youth-Adult Partnerships

MIYP and Advocacy Workshop in Ethiopia

One of the highlights of 2023 was the MIYP and advocacy workshop held in Addis Ababa, Ethiopia, which was co-facilitated by a staff member and Youth Advocate of CHOICE and by TaYA, an Ethiopian YLO, from the 23rd to the 26th of October. This workshop was predominantly aimed at the youth council members of the 4 partners of the Ethiopia coalition under the Right Here Right Now 2 programme. The training consisted of 1) an MIYP Training of Trainers; 2) various advocacy practical exercises, such as a negotiation exercise and Juncture (CHOICE's advocacy simulation game); 3) and a focus on facilitation skills. The workshop increased the understanding of MIYP with a specific focus on intersectionality and disability inclusion amongst the youth advocates. The participants gained insights into how to operationalise, integrate and implement MIYP and advocacy in their organisations and work. They also strengthened their practical advocacy skills by including facilitation tips after each session and offering participants the opportunities to facilitate sessions too, enhancing and practicing their facilitation skills. The feedback received was by far largely

positive. One of the key learnings that we took away from this workshop was the importance of contextualization and adapting the sessions to the partner's context through cocreation. Together with the participants, we compiled an overview with specific tips that we can use for our future trainings.



During MIYP and advocacy workshop facilitated by TaYA and CHOICE

MIYP x GTA linking and learning session for Nepal and Bangladesh partners

From the 16th to the 19th of October, Rutgers and CHOICE conducted a joint training of trainers on Gender Transformative Approaches for the Nepal and Bangladesh coalitions of the Right Here Right Now 2 programme. This was a unique opportunity to facilitate linking and learning between two country teams as well as two consortium partners and to explore further the intersection between GTA and MIYP. Both GTA



Training of trainers on Gender Transformative Approaches with the Nepal and Bangladesh coalitions of the Right Here Right Now 2 programme

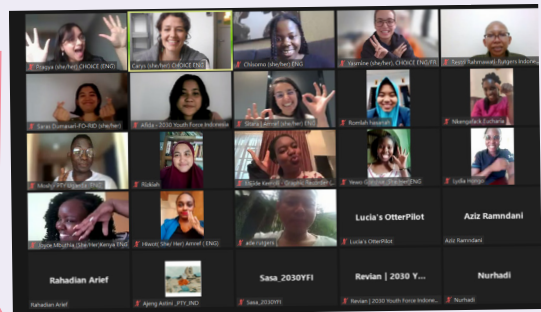
and MIYP address underlying factors relating to power dynamics, social norms, intersectionality and inclusivity making it interesting to review common approaches. Sessions included a power walk, theory on power and norms, and role play exercises. We also practiced with gender continuum tools to reflect on existing CSE approaches using a GTA lens, working towards gender transformative advocacy. All sessions were followed by a joint reflection to contextualize the content further and make it country specific and appropriate. On the last day, countries reviewed their workplans to ensure GTA is integrated well in their activities for the next year and made some GTA priorities for themselves.

MIYP CoP Longitudinal Study on Mutual Capacity Strengthening

The RHRN2 MIYP Community of Practice (CoP) initiated a longitudinal study to investigate the effectiveness of the CoP as a mechanism for mutual capacity strengthening. In order to do this, a paid research position was created, which would rotate on a 6-month basis. CHOICE Youth Advocates applied for this position, which allowed them to take on a short, but meaningfully compensated role and become more familiar with CHOICE's programmes. The goal was to interview five participants in the second half of 2023, but limited responses meant only two were interviewed. Despite this, the first phase of research generated some useful insights. We will build on this first progress in 2024, as we pass on the role to two new Youth Advocate researchers (one for Q1+2 and Q3+4 respectively).

MIYP Open House session via Engage4Change

Within the Power to You(th) programme, the Engage4Change working group hosted an Open House on the 4th October on MIYP within the programme. Driven by the challenges identified in the mid-term evaluation, the session aimed to build a shared understanding and approach to MIYP across the programme. Partners throughout the programme, both youth and adult, were invited to the session bringing their own unique expertise, such as advocacy, PMEL, or youth engagement.



One of our Engage 4 Change sessions - creating connection with online means!

Open and innovative discussions were held between participants, leading to the development of a shared understanding of MIYP. In order to address the challenge of a lacking shared understanding of MIYP in PTY, attractive visual notes (which can be found here) have been shared and disseminated throughout the programme as a method of aligning the shared approach to MIYP in Power to You(th) and fortifying the programme's commitment to MIYP.

Youth-Friendly Resources

We also developed youth-friendly and inclusive resources in 2023, including a Digital Facilitation Guide, to support inclusive, fun and youth-friendly workshops and meetings online. We also updated our Youth Do It platform, which in the beginning of 2024 will be moved to our main CHOICE website. Furthermore, we evaluated the impact of our training trajectories with the support of Catalystas Consultancies. Their reflections were used by our consultants from Alt Unfold to update our MIYP manual and include a chapter with specific resources and activities to discuss inclusivity and create a safe space for young people in all their diversity.

At CHOICE, we aim to reflect and recognize the areas where we can improve our approaches and methods, and focused more greatly on mutual learning and knowledge exchange with partners.

GOAL 2

CHOICE enables Meaningful and Inclusive Youth Participation through increased access and knowledge on youth-friendly funding for young people and youth-led organizations

We Trust You(th)

We were very pleased that in 2023, we received funding from FP2030 to enable the continuation of CHOICE's role in the We Trust You(th) Initiative. **This funding is enables We Trust You(th) to develop a hub for Youth Led Organizations to come together in solidarity and community to build resilience, learn from one and other and unite our voices against inequitable and un-youth friendly funding practices.** Our continuation of CHOICE's role in We Trust You(th) aligns strongly with both our values and our new MAS. We advocate for youth-friendly funding, highlighting its necessity for the sustainability and meaningful inclusion of YLOs and young people in civic space.

International Advocacy



In 2023, we continue to dream of a world where young people can make informed decisions over their sexual, reproductive, and love lives! CHOICE practiced youth-led advocacy and collaborated with other youth-led movements that share this aim. We updated our advocacy strategy to align with our new MAS and made sure we continue reflecting critically about inclusive and decolonial approaches in our work. In 2023, we continued having difficult conversations, questioning the system and our role in it, but also dreaming big!

GOAL 1

CHOICE works with young people, in all their diversity, to be a disruptive voice through decolonial and inclusive advocacy on SRHR and MIYP

Youth-Led Advocacy



CHOICers engaging in the Commission of Population and Development (CPD56)

In 2023, CHOICE engaged with many advocacy spaces where we worked with amazing youth activists and pushed for MIYP and SRHR for young people! We attended the Commission on Population and Development [CPD] 56th session, where CHOICE organized (together with the Ministry of Foreign Affairs, Hivos, Liliane Foundation, and Dutch Coalition on Disability and Development) an event to shine a different light on CSE [Comprehensive Sexuality Education] by focusing on its importance for people with disabilities. We had a panel of different youth voices (including the YASRHR), disability rights activists and decision-makers from the Netherlands and Australia. We attended the 67th session of the

Commission on the Status of Women (CSW) where we reactivated the Young Feminist Caucus and mobilised youth to get involved! CHOICE also delivered a statement during the first official CSW Youth Interactive Dialogue, which highlighted the needs of young people regarding the priority topic (digital and innovation technologies and gender) and the specific challenges to meaningfully engage in CSW. At the Human Rights Council 53rd and 54th sessions, CHOICE advocated towards states for language progression within policies on

Child, Early and Forced Marriage, Violence Against Women and Girls, and Preventable Maternal Mortality and Morbidity (a mouthful to say but an important moment to push for access to safe abortion!). Within all these resolutions, CHOICE is often the only youth SRHR voice, and we make it our business to hold states accountable to ensure that MIYP is adopted as agreed language - and often with success!



Ximena delivering a statement on behalf of CHOICE on the importance of CSE during the negotiations of the resolution on Preventable Maternal Mortality and Morbidity at the HRC



CHOICers at the annual Youth Forum of the Commission of Status of Women (CSW67th)



Lisa Philippo, CHOICE's Youth advocate, and Chair of CHOICE's Board for the second half of the year, delivering a speech during the Human Rights Council (HRC53)

New approaches to Advocacy (paradigm shift)

In 2023, the International Advocacy Team (IAT) adopted new approaches to advocacy, in line with CHOICE's new Multi-Annual Strategy, our values, and the strengths of the IAT team. We evaluated our strengths and principles, and made a conscious effort to improve the way we conduct our advocacy to be more inclusive, decolonial, and disruptive.

- > **We took the time to plan and reflect to ensure we were doing value-driven advocacy**, such as being supportive and playful, creating more moments to support our youth partners and making youth-friendly content.
- > **We put more focus on movement building with other youth networks (such as UNMGCY)**. With a new member joining the IAT, we had more capacity to assign time to this way of working.
- > In 2023, the IAT was creative and courageous, we finished our new advocacy strategy (SAS) and we ensured we made space for strategic discussions. In the future, we will **continue to be reflective on our positionality, and be a disruptive force in advocacy spaces**.

Protests at the Feminist Foreign Policy Conference & EU NGO Forum

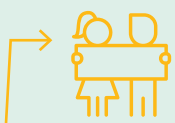
Our aspiration to reconnect with our disruptive voice in national and international advocacy spaces, particularly regarding topics related to decoloniality and inclusivity, was also put into practice. CHOICE co-created a statement denouncing the violence currently occurring in Gaza and its relation with SRHR and bodily autonomy for young people worldwide. **We also participated in protests and walk-outs to stand in solidarity with the people of Palestine at the Dutch Feminist Foreign Policy Conference in November, and the EU-NGO Forum on Human Rights and Youth in December.**

GOAL 2 CHOICE is a hub of international advocacy knowledge

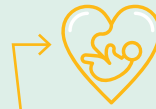
Sexy Advocacy Strategy (SAS)

In 2023 the IAT developed a new Advocacy Strategy! We titled it the SAS, standing for Sexy Advocacy Strategy. This new strategy, from 2024-2026, is well aligned with our MAS, and is reflective of the updated team dynamics. CHOICE and the IAT want to focus on being more disruptive, more activist and more inclusive in our approach to advocacy, and this new strategy reflects that!

The focus themes we identified are:



Meaningful and inclusive youth participation in SRHR



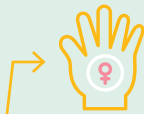
Access to safe and universal abortion



Access to inclusive and quality comprehensive sexuality education



Recognition and protection of the rights of young people with diverse sexual orientation, gender identity and expression and sex characteristics (SOGIESC)



End sexual and gender-based violence

These priority themes were identified based upon the following reasons

1 MIYP is central to our work and position as CHOICE, since this is the core of who we are as an organisation it is important to situate the theme in our advocacy strategy

2 Themes 2 – 4 are topics that are prioritised in our programmes, by our partners in their work, and are some of the most contested themes in advocacy spaces

3 Opposition is mobilising on all 5 themes

4 Sexual and Gender-Based Violence (GBV) is a key issue our partners address, often in conjunction with other SRHR themes. To ensure we effectively support our overall mission, it is essential that we give this topic the attention it deserves.

We are very excited to use our SAS to explore new advocacy avenues and be more disruptive in our activism!

Extravaganza

In 2023 the IAT reflected that we want to conduct our advocacy and engage young people in a way that makes sense for us. **CHOICE is young and fun, and therefore we wanted to include young people in our advocacy in a playful manner that aligns with our values.**

Therefore, ahead of the 54th session of the Human Rights Council, CHOICE organized an "HRC open house Extravaganza" specifically aimed at youth partners. This two-hour session went through the HRC in a youth-friendly way, discussing its relevance and opportunities of engagement.

This wasn't a typical webinar but an interactive session where interruptions were encouraged, and the atmosphere was laid-back and engaging. Participants were consistently reminded that this was a place to learn, chat, and walk away feeling refreshed and inspired.

After the **Extravaganza**, CHOICE created a WhatsApp group to stay engaged where we sent regular updates about the HRC and shared opportunities to engage remotely. During the HRC, we collaborated with five participants from the extravaganza who to write a statement for the Youth Panel. The statement was delivered by our partner from **RNJ+ in Burundi**, , which perfectly shows how our programmes support youth participation in advocacy.

After attending our digital extravaganza, our partner was prepared to participate during the HRC, they engaged through our Whatsapp group and concluded this learning experience with delivering a statement!

This course of events has been a great case study in the meaningful engagement of young people throughout advocacy processes and the knowledge and skills they can gain showing how young people can be mobilised to join efforts on international advocacy. This youth-friendly method of inclusive knowledge sharing has proved successful, and is one that CHOICE continue to develop and enhance.

Updating toolkits and trajectories

In 2023, CHOICE started to update its toolkits and trajectories, aligning them with the organization's values and enhancing their relevance for partners and stakeholders. The addition of Yasmine to the team in September 2023 consolidated efforts to update these resources. **Recognizing the importance of sharing knowledge and producing accessible resources, CHOICE reflected on its positionality within the advocacy landscape, emphasizing intersectionality, movement building with youth, and meaningful inclusion.** This introspection informed the overhaul of existing toolkits and trajectories, with a focus on standardizing processes and ensuring clarity in content. Specifically, the aim was to provide clearer visualizations of processes, including timelines and key actors, while also incorporating updated contextual information such as addressing opposition dynamics, navigating challenges posed by the COVID-19 pandemic, and identifying opportunities for engagement.

Throughout this process, CHOICE actively sought input and feedback from a diverse range of stakeholders, including CHOICERs and partners such as FOS Feminista, UNMGCY, and IPPF.

These efforts resulted in several updated toolkits, including the "Youth-Friendly Guide for Ground Passes Registration" and the "Safeguarding Advocacy and Yourself: Navigating Risks in International Spaces - A Simplified Security Guide". The first guide is focused on providing a comprehensive understanding of how to navigate registrations and obtain ground

passes for advocacy events at the United Nations (UN) in Geneva and New York. It emphasizes inclusivity, ensuring that anyone committed to advocating for positive change can access UN spaces, regardless of organizational affiliation or ECOSOC status. The guide outlines the processes for obtaining ground passes, highlights the benefits of ECOSOC accreditation, and offers insights into engaging with various UN bodies and events. The second guide is designed to ensure the safety and wellbeing of individuals attending international advocacy events, particularly focusing on potential risks such as physical and cyber-attacks. It provides practical advice for CHOICE staff, volunteers, partners, and advocates, covering preparations before, during, and after events. The guide offers strategies for dealing with opposition groups and encourages self-care and kindness in the face of challenges. Overall, these resources were designed to provide practical support and guidance to advocates navigating the complexities of engaging with advocacy, and multilateral institutions such as the United Nations.

CHOICE took proactive steps to restructure and enhance its MIYP resource hub, ensuring greater accessibility and visibility of the toolkits. Looking ahead to 2024, we are excited to launch the revamped resource hub through a targeted social media campaign.

Policy briefs during HRC

CHOICE is the only youth SRHR organisation consistently engaging in the Human Rights Council. Therefore, our allied delegations often rely on us to keep them informed on youth SRHR issues. As part of our engagement with the resolution on Child, Early, and Forced Marriage, CHOICE collaborated with the Migration Youth and Children's Platform to create a policy brief on the concept of bodily autonomy. This term was highly contested, with conservative states arguing against its existence. The brief was shared with over 15 allied delegates, who then circulated it amongst delegations. The next day, we found new allies directly reciting our arguments during the negotiations! At the next HRC, CHOICE created a policy brief on the importance of referencing SRHR in the resolution on Preventable Maternal Mortality and Morbidity (PMMM). **After distributing our brief, we had the same experience, hearing our arguments quoted by new and old allies, showing the power of our intervention!**

GOAL 3

CHOICE thrives in new advocacy avenues on SRHR and MIYP

Exploration of new spaces and our own backyard

In 2023, CHOICE advocated a lot in our own backyard. Following the collapse of the Dutch government in early July, CHOICE, together with the Dutch SRHR Alliance, undertook several advocacy activities to keep SRHR on the political agenda in the Netherlands (for more information see the chapter on 'organizational development'). In addition, CHOICE explored several new advocacy spaces and groups, such as RightsCon (virtual), and the EU-NGO forum on Human Rights and Youth (in-person).



Veerle, advocacy coordinator, engaging at the EU-NGO forum on Human Rights and Youth.

Alignment between Advocacy and Communications

In 2023 CHOICE made a concerted effort to link our communications and advocacy work. We saw value in using communications as an advocacy tool, both to raise awareness of thematic SRHR issues and to open up advocacy spaces for young people. Additionally, we

found it increasingly important to use communications as a means to generate public support for SRHR and MIYP in light of growing opposition. Adding CHOICE to the list of progressive voices online was an important priority for us in 2023.

From September 2023, CHOICE dedicated additional resources to communications, with Yasmine joining the Communications team half-time. Yasmine's role was focused on using communications to further our advocacy efforts and finding youthfriendly, innovative approaches to present our work. Thanks to more capacity, there has been heightened visibility, increased frequency of posts, and overall expansion of communications activities.

CHOICE's communications activities were directly aligned with our advocacy goals, such as the objectives to demystify complex spaces such as the UN (Human Rights Council) or processes such as the ICPD. **Through informative posts, videos on TikTok, and dissemination of multimedia content on Instagram and LinkedIn, CHOICE engaged with approximately 12,525 individuals for the content on the Human Rights Council only!** By breaking down barriers to understanding, and fostering youth-friendly language and fun formats, CHOICE empowered its audience to actively participate in advocacy efforts, bridging the gap between international institutions and youth-led, grassroots movements.



CHOICE at the EU-NGO Forum

An important component of this year was the production of **CHOICE's first communications strategy**. This strategy, spanning from 2024 to 2026, emphasizes the interlinkages of communications with other organizational strategies and values, and advocacy in particular. **It prioritizes quality over quantity, integrates decolonial perspectives into content creation, and fosters collaboration and engagement with stakeholders involved in advocating for MIYP, SRHR, and intersecting social issues.**

The communications strategy outlines specific objectives aimed at encouraging youth participation in advocacy, empowering youth-led organizations and activists to mobilize and share information that helps the youth movement building.

Through initiatives such as our podcast, informational sessions, and the use of community-building platforms like the WhatsApp groups, CHOICE is actively working to bridge the gap between youth activists and international advocacy spaces. In doing so, we focus on being inclusive, youth friendly and creative.

Uniting Youth Voices



As young people, we stand stronger together. Our common overarching aspiration within CHOICE is uniting youth voices and work for a joint youth movement. We want to contribute to inspiring each other to become active advocates and stand up for our rights together. In 2023, we worked towards this goal on different fronts, whether organizational development, youth leadership or advocacy.

GOAL 1

CHOICE unites diverse young people globally for advocacy and activism for young people's SRHR and MIYP

Movement building for Collective Advocacy around ICPD30

As explained in the chapter on International Advocacy, in 2023 CHOICE adopted new approaches to advocacy that focus on movement building for collective advocacy. A great example of how we have put this into practice has been given under the section of 'Extravaganza', but we would like to make use of this section to highlight another opportunity in which CHOICE has united young people globally (and regionally) for advocacy and activism for young people's SRHR and MIYP. **In 2023, CHOICE was invited by UNFPA to be part of the Youth Advisory Board of the ICPD+30 regional review of UNECE. As part of the Youth Advisory Board, CHOICE played a multifaceted role: advising UNFPA on enhancing MIYP in the regional review, contributing to online youth consultations, co-organizing the youth pre-conference, and crafting impactful statements for the regional review alongside other youth advocates from organizations such as PACT, EYP, and Y-Peer.** In this ICPD regional process, CHOICE played an important role in uniting youth voices and building a youth movement, not only through our position as Youth Advisory Board but also through our social media outreach and the use of informal community channels such as WhatsApp, and through the creation of our youthfriendly ICPD resources (see below).

As co-convenors of the ICPD30 Platform of the Future for Young People, we received funding by UNFPA to create two Youth-Friendly resources as part of 25- year review of the ICPD conference, in preparation for ICPD30:



- ♥ [Youth friendly guide of engagement in ICPD](#)



- ♥ [Youth friendly version of the 2 High Level Commissioners \(HLC\) reports.](#)

These resources explain the background, process and progress of the ICPD commitments, and the steps young people can take to engage with the ICPD process. **Three of our youth advocates were tasked with creating these two resources. They worked closely with our advocacy coordinators, representatives from the HLC on the Nairobi Summit Follow-Up, as well as youth and SRHR advocates from our RHRN2 and PtY programs and around the world, whose critical feedback helped create these resources.**

Youth Ambassador for SRHR, gender equality and bodily autonomy

From October 2022 to December 2023, Jim Monkel served as the Youth Ambassador for Sexual and Reproductive Health and Rights, gender equality, and bodily autonomy (YASRHR). During his term Jim excelled in promoting inclusivity and intersectionality throughout his work, focusing particularly on integrating the rights, perspectives, and concerns of people with disabilities into the program and within the Ministry of Foreign Affairs (MoFA). **Throughout his term, Jim not only embedded this inclusive approach into the program but also became a key resource for his colleagues on disability inclusion. Drawing from his deep understanding of the power dynamics and inequalities inherent in international development, Jim made it a priority to share his platform with other young people, and invited members of the Youth Advisory Committee to co-write his speech for the Commission on Population and Development.**



Jim Monkel, Youth Ambassador Sexual and Reproductive Health and Rights, gender equality and bodily autonomy (YASRHR) at the Commission on Population and Development 56th session (CPD56).

Both documents are valuable resources for any young person interested in international advocacy and sexual and reproductive justice, particularly those who will be engaging with the ICPD30 process in 2024. The resources have been well received by UNFPA as well as by our (youth-led) program partners. We are looking forward to building on this foundation in 2024 by organizing sessions that facilitate knowledge sharing among young advocates, helping them prepare for active participation in ICPD30.

Jim's collaborative approach strengthened the role of Youth Ambassador as a bridge between the MoFA, young people worldwide, and civil society organizations. As part of the Dutch delegation to the Commission on Population and Development, Jim organized a side event on inclusive Comprehensive Sexuality Education (CSE) for youth with disabilities. In preparation for this event, he connected with disability rights organizations such as the Liliane Foundation and the Dutch Coalition on Disability and Development, who co-hosted the event alongside CHOICE and the Ministry of Foreign Affairs. Although the event did not result in a more progressive resolution due to a lack of consensus among countries, it underscored the importance of CSE for young people with disabilities.



Jim, Pragya, Jannemiek and Daphne at Women Deliver

Building on the work of his predecessors, Jim further integrated his role within the Ministry of Foreign Affairs. As his impact outgrew his Youth Ambassador role, Jim was soon regarded as a true colleague by the Global Health and SRHR team. Although the government's mid-term fall limited his ability to contribute to policy documents, Jim produced a recommendations report that captured key insights from his term, which he presented to decision-makers within MoFA. This

report also led to an invitation to meet with the Manager Group Youth, which connects staff members working on youth issues, where he offered further recommendations.

Jim effectively engaged young people on SRHR issues through social media, particularly Instagram. **The number of followers on the Instagram channel grew from 1,259 to 1,467, but the most significant increase was in engagement, with interactions rising from 2,852 in the 2021-2022 term to 6,681 during Jim's term.** Through his posts, Jim demystified the role of Youth Ambassador, the workings of the United Nations, and the significance of various conferences for SRHR, all while maintaining a lighthearted and humorous tone that resonated with young audiences. His approachability was evident at Women Deliver, where many youth activists recognized him and felt comfortable engaging with him.

Interest in the Youth Ambassador SRHR, gender equality, and bodily autonomy program has also grown among different governments. This can be partly attributed to the connections Jim made with delegations and youth delegates during the CPD.

As a result of this, CHOICE has had several informal discussions about the Youth Ambassador program with other governments. Finally, CHOICE and Jim have been working with The Dutch National Youth Council (NJR) to support the the Ministry of Education in their youth delegation program for the Commission on the Status of Women (CSW). This collaboration is expected to lead to a four-year commitment, ensuring meaningful youth participation in the CSW delegation!



Jim at the Feminist Foreign Policy Conference

GOAL 2

CHOICE connects young people and youth-led organizations in a safe and brave space to connect, learn and build solidarity together

Connector Week [CW]

From the 22nd to the 25th of May, CHOICE organised our annual Connector Week in collaboration with NAYA in Naivasha, Kenya. Aimed at Youth-led Organisations (YLO's), the event facilitated linking and learning, especially on challenges and tips related to MIYP. We focused on strengthening a growing youth movement; and building meaningful connections with other young peers across our partnerships such as Right Here Right Now 2 and Power To You(th). **The event saw more than 40 young participants under 35, representing partner countries Bangladesh, Benin, Burundi, Ethiopia, Ghana, Malawi, Nepal, Indonesia, Kenya, Senegal, Tunisia and Uganda.** Sessions were a mix of learning exchange, creative brainstorming, team building and linking and learning on key topics such as regional and global advocacy, disability inclusion in CSE, Engaging Men and Boys in SRHR programming, pleasure positive principles and approaches, PMEL for youth-led organisations, healing justice and care, and many more! **The theme of the event was 'Youth-topia' - in spirit of building a safe, courageous and ideal space for all young people to advocate for their SRHR.**



The group activities and the variety in facilitators contributed a lot to mutual learning. Linking and learning with young people scored very high on the evaluation form, and **participants have been able to implement their learnings in their own contexts.** Additionally, some felt they were somewhat able to work together on organizational capacity strengthening and others felt they had done this a lot. About half of the participants were very able to identify steps for future collaborations and the other half was somewhat able to do this. When asked how likely they were to collaborate with other participants after CW, the average was 8/10.





Many participants want **CHOICE** to facilitate these future collaborations, also highlighting how CW raised the awareness of **CHOICE** within the programmes, and created stronger connections between **CHOICE** and the programme partners.

Connector Week has served as a catalyst for youth movement building. It was used as a space for young people – from YLOs and different MIYP groups in our programs (such as the MIYP Community of Practice and Engage4Change MIYP group) – to not only connect in the moment but also stay connected afterwards through WhatsApp and in other spaces. Based on gauged interest **CHOICE** has organised several informal advocacy open house sessions for young people to get familiar with how to navigate (international) advocacy spaces. **One of our partners from Burundi ended up delivering a statement during the Youth Panel of the HRC, following a trajectory that started at Connector Week. CHOICE uses these opportunities to build momentum and bring our expertise more to the forefront.**



Youth Partnership Workshops with Plan International

In 2023 we continued our partnership together with Plan International. We hosted two in person workshops, one in Lomé, Togo and one in Santo Domingo, Dominican Republic. The workshops served as a platform for exploring how young people experience partnership processes and identifying ways to make these processes more youth friendly.



During MIYP workshop with Plan International in Lomé, Togo.

The workshop in Santo Domingo brought together youth-led partner representatives and Plan partnership specialists from the Dominican Republic, Guatemala, Mexico, El Salvador, and Bolivia. By bringing together people from all over the world, the project created inclusive spaces where young voices 31 from diverse backgrounds and regions could converge, collaborate, and co-create solutions for better youth adult partnerships.

We explored how young people experience the partnership process and how we might adjust it to be more youth friendly. The workshop in Lomé

brought together youth-led partner representatives and partnership specialists within Plan International from Togo, Mali and Nigeria, Zimbabwe and Uganda. The workshop in Santo Domingo brought together youth-led partner representatives and Plan partnership specialists from the Dominican Republic, Guatemala, Mexico, El Salvador, and Bolivia. By bringing together people from all over the world, the project created inclusive spaces where young voices 31 from diverse backgrounds and regions could converge, collaborate, and co-create solutions for better youth adult partnerships.



Group picture during our workshop in Togo



Group picture during our workshop in the Dominican Republic



The outcome of these two workshops is a fresh new **"Toolkit for Young People as Equal Partners"**.

This toolkit, co-created with and by young people, serves as a practical guide to navigating the complexities of partnering with NGOs.

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 the ED joins and 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.

Board members are engaged on a voluntary basis. They sign a volunteer contract that binds them to the 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 1899,96 per year, paid out quarterly. This is below the maximum of 10% of the Executive Director's total pay (EUR 5.785).

Composition of the general board as per 31 December 2023



CHAIR OF THE BOARD

Sucharita Iyer

MSc.

Socio-cultural Anthropology, Impact Measurement and Knowledge Specialist Oxfam Novib



TREASURER

Ihlara Bouwman

Student MSc Politics [Public Administration]

Policy and Management & LLB Law, University of Amsterdam



SECRETARY

Lisa Philippo

MA

Human Rights and Humanitarian Action, Sciences Po, Paris



GENERAL BOARD MEMBER

Enow Awah Georges Stevens

Doctor of Medicine

Youth Specialist CSE & YSRHR Programming IPPF Africa Region



GENERAL BOARD MEMBER

Jona Claire Turalde

BA Anthropology

Coordinator, Transform Education hosted by UNGEI



GENERAL BOARD MEMBER

Lina Al-Hassany

MD MSc

Specialist medical training (psychiatry)



GENERAL BOARD MEMBER

Rawan Raad

Student of Medicine

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 role of the Youth Advocate Coordinator has continued as a way to connect the YAs, staff and board. The YA Coordinator aims to support the personal and group development and wellbeing of the advocates while also collecting and disseminating opportunities for YA engagement, capacity strengthening and meaningful participation.

The year began with the recruitment of new Youth Advocates, and CHOICE welcomed 9 new YAs. To kick-start the onboarding of the new YAs, and make them feel more at home, some Capacity Strengthenings were arranged. These started with an introduction to CHOICE, MIYP, and our Flower of Participation. To bond between the new YAs, a paint and sip social event was organized as well.

Throughout the year Capacity Strengthenings for the YAs were arranged for and by the YAs on varied topics including Brave Spaces, Juncture Training, Sex Work, UN 101, Pitching and Talking to Donors. The YAs also participated in our Decolonizing Global Health Session that was held at our AGM.

In the beginning of 2023, the CHOICE Youth Advocate Strategy was finalised, providing the organisation a clear overview of the role of YAs within CHOICE and what is required to ensure their participation remains meaningful and inclusive.

As CHOICE has grown and the contexts within which we work changed, it was necessary to review the position of Youth Advocates, and through interactive and participatory sessions and opportunities for CHOICERs to provide feedback, we feel we have created a strategy that aligns with our values and roots as an organisation started in 1997 by Youth Advocates.

The Advocates Guidance Group (AGG) focused on aiding YAs in continuing to foster a social connection and belonging between each other. The AGG also worked on the Youth Advocate Reflection Report of the previous year. External-communications (Ex-Comms) have continued to increase CHOICE's social media following and outreach by posting consistently. They also began a monthly posting of SRHR focused Media Recommendations and releasing quarterly CHOICE newsletters. The National Advocacy Group (NAG) supported external partners with a "politieke sekswijzer" for the Dutch elections. They also worked on a position paper for Digital Rights.

The YAs have also been represented in our STWGs, such as the Diversity, Equity and Inclusion (DEI) working group, the AGM Planning Working Group, and many interviewing panels, 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.

Finally, the YAs got the chance to participate in some other opportunities via CHOICE. One YA joined our 2 staff members at the Human Rights Council for young people's sexual and reproductive health and rights. Another YA joined a staff member to give a capacity strengthening training on MIYP and Advocacy in Ethiopia. Finally, 3 YAs had the opportunity to create youth friendly resources for the ICPD.

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 2023, the staff team consisted of an Executive Director, an Office Manager & Youth Advocate Coordinator, a Resource Mobilization Coordinator, two Advocacy and Communications Coordinators, two Advocacy Coordinators, four Program Coordinators, and one intern (Feb-June). Our staff members in 2023 were:

Advocacy Coordinators



Veerle Dams



Ximena Arguello

Advocacy & Communications Coordinators



♥ Yasmine Ben Abdessalem



♥ Poppy Stanbury

Program Coordinators



Carys Stirling



Daphne Visser



Pragya Singh



Samy Verhaaren

Executive Director

♥ Jannemiek Evelo



Resource Mobilization Coordinator

♥ Jessica Steffens



Office Manager & Youth Advocates Coordinator



Helena Twarowski
(from April 2023)



Lizzie Jackson
(until April 2023)



Intern

♥ Jamila Abbas

Throughout 2023, the team has been supported by our financial controller **Kevin Harpenslager**.



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 Executive Director in 2023 was 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 57.853 (based on 1.11 FTE/12 months, including vacation pay). The total earnings of the ED do not exceed the maximum of EUR 205.000 as stipulated in the 'Regeling bezoldiging topfunctionarissen OS-sector' on the basis of the 'Wet Normering Topinkomens'. In addition, the board of CHOICE follows the scheme 'Regeling beloning directeuren voor goededoelenorganisaties' dated 2020. The board has calculated that the Executive Director position at CHOICE has a BSD score of 350 points in 2023. This score establishes the maximum salary from 1st of July 2022 at EUR € 108.255 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 8.7 FTE (excluding the Executive Director). For CHOICE, 1 FTE is 36 hours/week. From February to June 2022, an intern supported the team, which increased the total nr of FTE with 0.89 FTE. In April, our Office Manager & Youth Advocates coordinator went on unpaid leave, which caused a temporarily increase in FTE in April and May due to remaining holidays. In September, CHOICE used some of our unspent for RHRN2 to recruit an extra Advocacy Communications Coordinator, therewith adding an extra 1.0 FTE. All of this resulted in a total of 9.78 FTE on 31 December 2023 (excluding the ED) and a total average over 2023 of 10.48 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 2023, CHOICE acquired new funding for the USAID-funded PROPEL Youth & Gender project. Currently, we are still in the start-up process of this project which is covered by current staff, and we expect to hire additional staff later this year. Our partnership with Plan International was renewed for a new phase for the first 6 months of 2024. Our program for the Youth Ambassador SRHR together with the Dutch Ministry of Foreign Affairs was renewed for 1 year. With these new and extended projects, the hours for some of the current staff were increased. At the end of Jan 2023, CHOICE had 11.0 FTE (including the ED). Our staff remuneration policy aligns with the CAO Sociaal Werk 2023-2025 (Collective Labor Agreement for Social Work) following the most recent actualization of the CAO payment classification on October 9, 2023.

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. 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 2023, CHOICERs (staff, board and youth advocates) have requested advice from different members of the advisory board on individual basis on different occasions, for example for updating the resource mobilization strategy and our PMEL framework, and on getting advice on recruitment. A strategic session was held in June 2023 to get advice on navigating power dynamics in programs.**

**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 Aguillera

Deputy Director of
YSRH 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 Qutbyar

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

Independent SRHR and MIYP
expert

EXPERTISE
Global leadership, SRHR
programs



Multi-Annual Strategy

In 2023, our new Multi-Annual Strategy was finalized, that will guide our work in 2023–2026. We are very proud of the new strategy, which is the result of a participatory process involving all CHOICErs as well as external stakeholders. 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 an 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. We also felt we were missing the link between our work on youth leadership and international advocacy, which is why we added a chapter on youth movement building, called 'uniting youth voices'. **The four chapters, organization, youth leadership, international advocacy and uniting youth voices are complementary, and that's why in our new strategy they represent the four elements:**

EARTH

Just like the earth that grounds us, having a robust **Organization** will provide a fertile, solid ground for all CHOICEs to bloom. To effectively scale up CHOICE's organisational development, this strategy will focus on strengthening internal systems and structures, including financial management, governance and human resource management that will ensure CHOICE can achieve its mission and vision. Through this strategy, CHOICE continues to provide a safe haven for young people to seep their roots and grow into driven, young leaders in their own right. In the coming years, we also hope to expand our roots both internationally, as well as in Dutch civil society.



WATER

As water nourishes and rejuvenates the earth and all beings, our strategy on **Youth Leadership** will empower young people and youth-led organizations to connect and learn from each other and build solidarity together. This strategy involves expanding and building on current spaces and platforms for joint learning by co-creating Connector Week with partners, building stronger bonds with fellow youth-led organizations and networks, and co-creating tools, resources, and mechanisms to support one another on SRHR and MIYP. To encourage and enable other allies and stakeholders to support youth leadership, CHOICE will continue to advocate for youth-friendly funding in the sector, and support youth-led organizations with small seed grants, so that the river of MIYP is ever flowing!

FIRE

To fuel our passion for activism and MIYP, our strategy on **Advocacy** ensures inclusivity, knowledge sharing and growth. This involves carrying a disruptive voice through decolonial and inclusive advocacy as well as supporting and strengthening young people's and youth-led organizations' capacity on MIYP and SRHR advocacy to keep our joint passion burning. Finally, CHOICE creates opportunities for young people to engage with decision-makers, mobilize together and build change!

AIR

Upholding the spirit and belief that MIYP is a fundamental concept, just like the air around us, our strategy on **'Uniting Youth Voices'** seeks to bring together young people from diverse backgrounds globally in their fight to attain their SRHR and lead decision-making on issues that affect them. This strategy involves activating and uniting young people in the Netherlands and globally to make SRHR issues visible in Dutch society and creating accessible and well-known community spaces for youth activists around the world to actively engage and support each other and mobilize together as a youth-led community.

In summary, CHOICE's goals for 2023-2026, focus on uniting young people globally for advocacy and activism on SRHR and MIYP, creating safe and inclusive spaces to foster connection, learning, and solidarity, and to further advocacy – both our own, and that of other young people and YLOs – . In doing so, we hope to continue living up to our values and contributing towards creating a just, equal world, where all young people are truly able to make decisions about their sexual, reproductive & 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 started). 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 'kostentoe rekening 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. Following our newly approved integrity policy, CHOICE has started with requesting a certificate of good conduct for new staff members in June 2022. As our Confidential Advisor left for unpaid leave of 7 months, the position has been taken over by a different staff member. The previous Confidential Advisor received training and provided a training on reporting procedures together in January 2023 for all CHOICERs, together with our External Integrity Coordinator. During the training, it was ensured that all CHOICERs are aware of informal and formal reporting procedures. This presentation was done again in September 2023 upon the training of a new Confidential Advisor. Starting January 2024, upon return of the previous Confidential Advisor who was on unpaid leave, CHOICE will have two Confidential Advisors.

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 2023, the External Integrity Coordinator was not contacted. The Internal Confidential Advisors were also not consulted for cases relating to this.

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'. As of 2023, organizational development has been an integral part of our Multiannual Strategy, which is why most of the social report has been moved to 'Organizational Development'.

Within the staff team we had an 3,1% absence rate. This is lower than in 2022. There was one case of illness that lasted for a few weeks, causing the staff member to be absent often in June and work half days in July. Other illnesses were mainly due to variants of the flu and covid-19. There were no consultations with the health and safety officer in 2023.

PMEL

PMEL is an integral part of our work within the programs. In 2023, 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 2023, we continued to monitor our indicators, via the Data Management System, Promeva. Currently, in Promeva, we are currently gathering all the information regarding our activities and our programs. We have felt that our indicators need some adjustments as some important efforts are difficult to reflect in our current indicators, for example the production of a policy brief that influences the input of delegates during negotiations or the efforts to make UN more accessible to young people. These activities can be very impactful but difficult to report under our existing indicators.

At the end of 2023, to align our PMEL to our new MAS, we have created an internal short working group with representatives of each team. We will adjust our Theory of Change (ToC) and indicators, so they speak to our MAS, are in line with our capacity strengthening and advocacy goals, and are more youth-friendly!

Finally, as our PMEL leads are leaving CHOICE at the beginning of 2024, we have also organised handover sessions of PMEL responsibilities to new team focal points. This way we ensure sustainability of our reporting and monitoring efforts.

Corporate Social Responsibility

In line with our value of being 'supportive', CHOICE finds it important to be supportive of other movements working on social justice and to be a responsible organization that cares for people and the environment in our way of working. In 2023, that meant speaking out on different occasions. For example, CHOICE's director joined other directors at the civil society protest in support of the freedom to demonstrate, which was organized as a response to the repression on Extinction Rebellion. When needed, CHOICE created a safe space to discuss external developments, such as the result of the Dutch elections in November and the war on Palestine. In response to both, we released organizational statements, sharing our organizational stance as we believe it is important to speak out against injustices.

In terms of our organizational ecological footprint, CHOICE has taken different informal measures, such as critically reviewing if we need to travel or not, taking the train instead of flying, serving vegetarian food only and considering 42 sustainability when purchasing goods. In 2023, we decided it was time to formalize all of these, which is why we set up our internal Climate Justice working group. The Climate Justice working group is currently working on the CHOICE Climate Justice policy, which will be finalized by the end of Q1 2024. In Q2 of 2024, the Climate Justice working group will work on an external messaging guide on linking climate justice and SRHR, which can be used in our advocacy and communications.

CHOICE policies

In 2023 the board and executive team worked on new policies and on policy revisions. The policies that have been approved by the board are:

- ♥ **CHOICE Health & Safety Policy (new policy)**
- ♥ **CHOICE Per Diem Policy (new policy)**
- ♥ **CHOICE Safety & Security Policy (updated policy)**

Risk Analysis and uncertainties

In 2023, 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: in the past year we've taken many 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, finalized in 2023, is a strong strategic basis to help us position ourselves as youth-led organization based in the global majority.

As CHOICE, we find it important to remain 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.

LEGEND






 **Continuously**
 **Done**
 **Ongoing**
 **In Progress**

1

RISKS

Turnover of CHOICE staff and board leading to drop in project implementation and institutional memory loss

Impact —→ **L**Probability —→ **H****MITIGATING ACTIONS**








-  > Ensure ongoing sharing of knowledge within all CHOICE teams
-  > Develop standard handover manual for new staff
-  > Update HR process for internal growth in the organization
-  > Increase working with our advisory board
-  > Create handover manual for Boardies

2

RISKS

Unstable funding sources

Impact —→ **H**Probability —→ **H****MITIGATING ACTIONS**


-  > Revision of resource mobilization strategy developed in 2021
-  > Creating shared ownership for fundraising within CHOICE
-  > Increased networking with funders and partner organization
-  > Advocacy for more youth-friendly funding
-  > Exploration of technical partnerships
-  > Create a scenario planning
-  > Stay engaged with local and global networks.

3

RISKS

Sudden loss of funding sources

Impact —→ **H**Probability —→ **H****MITIGATING ACTIONS**

-  > Create scenario planning
-  > Monitor developments and consequences
-  > Engage with staff regularly and openly
-  > Continue seeking new funding sources.

LEGEND

 **Continuously**
 **Done**
 **Ongoing**
 **In Progress**

4

RISKS

Shrinking political space in partner countries as well as in the Netherlands limits our freedom of working

Impact —————> **H**Probability —————> **H****MITIGATING ACTIONS**





-  > Keep close contact with relevant countries and partners and be flexible in program planning
-  > Build good relationships with key MPs, MoFA and embassies
-  > Show importance of protecting activists and space for civil society to decision-makers and public
-  > Update Safety & Security Policy
-  > Keep updated on political developments through networks

5

RISKS

Global health crisis leading to impact the implementation of our work in terms of partner relations and international advocacy.

Impact —————> **L**Probability —————> **M****MITIGATING ACTIONS**



-  > Continue developing online implementation of activities
-  > Ensure accessibility of online international advocacy spaces for young people
-  > Assess risks for travelling on a case-by-case basis
-  > Monitor and invest in staff wellbeing and team cohesion

6

RISKS

Breach of code of conduct

Impact —————> **L-H**Probability —————> **M****MITIGATING ACTIONS**



-  > Keep integrity policy up to date and shared internally and externally when relevant
-  > Ensure knowledge of reporting structures internally and externally.

LEGEND

 **Continuously** **Done** **Ongoing** **In Progress**






7

RISKS**Breach of cyber security**Impact → **H**Probability → **M****MITIGATING ACTIONS**

-  > Ensure back-up of SharePoint
-  > Create cyber security policy
- > Inform CHOICERs of cyber security policy.

8

RISKS**Changing development landscape with less funding for Northernbased organizations like CHOICE**Impact → **H**Probability → **H****MITIGATING ACTIONS**

-  > Continuous critical reflection on our role and added value as organization
-  > New MAS to be developed as an important strategic basis
-  > Holding ourselves accountable to our DEI strategic framework as well as our organizational values
-  > Guidelines on being youth-led to prevent youth-centered organizations encroaching youth spaces
-  > Update resource mobilization strategy.

9

RISKS**Increased opposition to SRHR and growing conservatism**Impact → **H**Probability → **H****MITIGATING ACTIONS**

-  > 1. Create space to discuss opposition and risks
-  > Invest in relationships with our partners and allies
-  > Invest in public support for SRHR.
-  > Create a backlash protocol to manage and mitigate potential risks.
-  > Monitor opposition movements.

Financial Results

Income

In 2023, CHOICE's total income was € 989.391, reflecting an increase of 10.4% compared to the previous year. This rise in income was primarily attributable to successful fundraising efforts within the USAID Propel Youth and Gender program, as well as some smaller new projects, such as for UNFPA. Notably, 2023 marked the third year of implementation for our projects Right Here Right Now 2 and Power to You(th). In addition to this, CHOICE also accumulated income from diverse projects, including the Youth Ambassador for Sexual and Reproductive Health and Rights, collaboration with Plan International (SIDA-project), Platform of the Future (with UNFPA for ICPD +30), JUNCTURE trainings and a small yet generous portion of in-kind donations.

Expenditure

In 2023 CHOICE spent a total amount of €993.700. Compared to our total income, the amount directly spent on objectives was €812.966. This amounts to 82% making a slight improvement compared to 2022, which stood at 79% and notably higher than the 71% recorded in 2021.

The remaining 18% of expenditure is allocated to overheads. Over the past three years, heightened overhead costs have been influenced by various factors. Foremost among these is the shift in CHOICE's approach to grant distribution under programs started in 2021. Unlike prior to 2020, CHOICE no longer pays out large grants directly to partners. Instead, in alignment with Southern Leadership principles, more grants now flow directly from lead organisations to partner entities, without intermediaries like CHOICE. Additionally, following 2020, CHOICE experienced a notable decrease in total income for similar reasons. Despite this overall decrease in income, the organisation must continue standard overhead expenses, such as those related to staff and office rent. In 2022, our budgetary planning for 2023 included provisions for greater savings in overhead costs. As a result, we can report that, overall, there were fewer overhead costs in 2023 compared to the previous year, as indicated by percentages. It remains a long-term objective of CHOICE to systematically reduce overhead costs, but within reason and without removing the investments in the organisation, members of staff and Youth Advocates.

In 2023, management and administration expenses reached €129.639, reflecting an 8,2% increase compared the budgeted amount and making up 13% of the total expenditure, a figure consistent with 2022. The increase can be attributed to inflation as well as higher audit costs than included in the budget.

Fundraising costs totaled €51.095 in 2023, indicating an 8,2% increase over the budgeted amount and constituting 5,1% of the total expenditure. In 2022, fundraising costs constituted 7,8% of the total expenditure. The relative decrease in fundraising expenses is due to the fact that more income was directly spent on projects, and our resource mobilization coordinator started working on projects for some of her hours.

Reserves

The financial outcome for 2023 produced a small negative result of **-€3.846**, surpassing the close-to-zero forecast outlined in the budget. This is mainly due to the higher costs for management and administration compared to the budget, which was due to high inflation and higher audit costs than anticipated.

The negative result of €3.846 has been deducted from CHOICE's general reserve, which now stands at €113.750. Our desired continuity reserve is set at the €175.000. The continuity reserve has been created to warrant the continuity in the case of (temporary) drop in income. As an almost entirely project financed organization, the largest risk to the continuity of the organization is the loss of all project financing and unsuccessful attempts to receive extensions or new funding. The continuity reserve should enable CHOICE to cover the core organizational expenses for one year, while new attempts are made to secure additional funding or to reduce the activities of the organization. This reserve should cover salaries for employees not employed in by projects, rent and other miscellaneous costs to support organizational functioning. Currently, as our current funding gives very little space to build up our reserves while the Dutch political landscape is shifting at the same time, the board of CHOICE is developing a new vision for the reserves.

With the Multi-Annual Strategy for 2023-2026 completed, we are updating our Resource Mobilization Strategy to explore additional funding opportunities to sustain CHOICE beyond 2025. Fundraising remains crucial for CHOICE's future and financial stability, especially given the political situation in the Netherlands and the uncertainty this brings for SRHR-related organizations. The board remains actively involved in supporting the organization to address these risks.

Prognosis 2024

Organization

2024 will be a year of change for CHOICE! In the first months of the year, we had some long-term staff members transitioning out of CHOICE, and welcomed new faces. After 3 years, Jannemiek Evelo will transition out as Executive Director, handing over to Ximena Arguello, who had previously been an Advocacy Coordinator for CHOICE. Due to all internal changes, for 2024 we plan to invest in teambuilding. In 2024, we are excited to start up some new projects, such as the PROPEL Youth & Gender project, funded by USAID, and Youth Advocates Unite!, funded by Erasmus+. The latter will be a project with a big role for CHOICE's youth advocates, which we find very exciting. As both of our strategic partnerships funded by the Dutch Ministry of Foreign Affairs, Right Here Right Now 2 and Power to You(th) will come to an end after 2025, we also aim to secure funding for continuity of our work after. Given the current uncertain situation regarding funding from the Dutch MoFA, we aim to explore other sources as well.

Youth Leadership

2024 is an exciting year for the Youth Leadership Team, not least because we are welcoming two new teammates!

Our work supporting meaningful and inclusive youth participation and youth leadership continues to grow from strength to strength: in both Right Here Right Now 2 and Power to You(th), we'll continue our work to facilitate learning spaces on MIYP, bringing together young people from both programs to contribute to the strengthening of youth movements through our newly merged, cross-programmatic MIYP working group, Youth Engage. We're also setting up a new structure for drop-in technical virtual support to Youth-Led Organisations known as "Town Halls". But that doesn't mean our in-person capacity strengthening offerings will stop – we'll kick off the year with MIYP workshops in both Ghana and Malawi for Power to You(th). In addition to these workshops, we are facilitating a session on integrating MIYP in our Gender Transformative Approach [GTA]

work in Power to You(th). And through the initiation of MIYP focal points with both Power to You(th) and RHRN2, we strive to further champion for and mainstream MIYP in the programmatic work our of partners. We're also supporting MIYP innovation in youth-led organisations by offering seed grants with a focus on innovative sustainability solutions for YLOs, inclusivity, fostering mutual learning and centering the voices of diverse youth.

On the youth-adult partnership front, we are excited to move into a third phase of our partnership with Plan International, in which we will be supporting a refresh of one of their internal strategies on youth, as well as developing internal learning tools for the organisation on MIYP. We are pleased to continue this collaboration which demonstrates the importance and value of youth-adult partnerships! On top of this, we are thrilled to be in the early stages of shaping a new program: USAID funded PROPEL Youth & Gender, in which CHOICE will be advocating for and ensuring meaningful & inclusive youth participation in the governance and roll out of the program.

Finally, we're super excited that in 2024 We Trust You(th) will join forces with young people to develop a holistic accountability mechanism for the funding sector, as well as participate in What's Possible, a learning institute hosted by **Children's Rights Innovation Fund** for donors to transform the way they work with young people.

Advocacy

2024 will be a busy year for the IAT! This year is a big year for international advocacy! From engaging in the CSW promoting the approach of Youth-Friendly Funding, to advocating for strong outcomes of the International Conference on Population and Development (a big SRHR moment for global activists), the UN in New York is abuzz with opportunity this year. Not to mention we will be going back to the Human Rights Council in Geneva to fight for human rights and hold governments accountable on SRHR and MIYP! 2024 also marks the year of the Summit of the Future; an opportunity for governments and civil society to get down to business and back on track with the Sustainable Development Goals

2

ANNUAL FINANCIAL STATEMENTS 2023

2.1| BALANCE AS OF DECEMBER 31, 2023

ASSETS [€]

		DEC '23	DEC '22
> Fixed assets	5.1	1.860	3.935
> Receivables	5.2	19.731	1.712
> Prepayments and other current assets	5.2	54.978	4.904
> Cash and cash equivalents	5.3	353.346	467.801
	TOTAL	429.915	478.352

RESERVES AND LIABILITIES [€]

		DEC '23	DEC '22
> Continuity reserve	5.4	113.750	117.597
> Current and accrued liabilities	5.5	316.164	360.754
	TOTAL	429.915	478.352

2.2| STATEMENT OF INCOME AND EXPENDITURE FOR 2023

		INCOME [€]			
		ACTUAL 2023	BUDGET 2023	ACTUAL 2022	
>	Private persons	6.1	9.480	-	1.497
>	Companies	6.2	-	-	-
>	Lottery organizations	6.3	-	-	-
>	Government subsidies	6.4	686.805	651.414	614.728
>	Related not-for-profit organizations	6.5	229.353	174.914	205.928
>	Unrelated not-for-profit organizations	6.6	63.751	-	74.225
Total income from fundraising			989.391	826.328	896.378
>	Sale of products and services	6.7	-	-	-
>	Other income	6.8	-	-	-
TOTAL INCOME			989.391	826.328	896.378

		EXPENDITURE [€]		
		ACTUAL 2023	BUDGET 2023	ACTUAL 2022
DIRECTLY ALLOCATED TO OBJECTIVES				
>	Projectcosts - wages & organization	501.243	463.292	476.820
>	Projectcosts - travel & other direct	311.723	240.596	243.626
>	Projectcosts	812.966	703.888	720.446
>	Partner organizations	-	-	-
Total expenditure		812.966	703.888	720.446

EXPENDITURE [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
FUNDRAISING AND ADMINISTRATION COSTS			
> Fundraising costs	51.095	47.226	71.433
> Management and administration	129.639	119.823	120.423
Total	180.733	167.049	191.857
TOTAL EXPENSES	993.700	870.937	912.303

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Result before financial income & costs	-4.309	-44.609	-15.925
> Financial results	463	-1.200	-2.262
Appropriation of the result Added to continuity reserve	- 3.846	- 45.809	- 18.187

2.3| CASH FLOW STATEMENT 2023

	2023	2022
CASH FLOW FROM OPERATIONAL ACTIVITIES		
> Surplus/deficit	-3.846	-18.187
> Adjustments for depreciation	2.075	2.703
Total	-1.771	-15.484
CHANGES IN WORK CAPITAL		
> Changes in accounts receivable	-68.092	29.422
> Changes in accounts payable	-44.590	72.169
Total	-112.683	101.591

2.3| CASH FLOW STATEMENT 2023

	2023	2022
CASH FLOW FROM INVESTING ACTIVITIES		
> Investments in tangible fixed assets	-	-1.966
Total	0	-1.966
NET CASH FLOW		
> Cash flow from operational activities	-1.771	-15.484
> Changes in work capital	-112.683	101.591
> Cash flow from investing activities	-	-1.966
Total	-114.454	84.141
> Cash on January 1	467.800	383.659
> Cash on December 31	353.346	467.801
Movement cash and cash equivalents	-114.454	84.141

3| EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2023

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.

CONTINUITY

These annual accounts have been drawn up in accordance with the continuity assumption.

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.

Short-term Debts and other Financial Obligations

After the first booking, the foundation's short-term debts and other obligations are valued at amortised costs using the effective interest method. The amortised costs is nearly equal to the nominal value if there are no transaction costs or discounts/premiums.

Tangible Fixed Assets

The tangible fixed assets are valued at their acquisition price, less cumulative depreciation and impairments.

The acquisition price consists of the purchase or manufacturing cost and other costs to install the assets in the state necessary for their intended use. The depreciation is calculated as a percentage (33%) of the acquisition price according to the linear method based on the economic life span. Advance payments for tangible fixed assets are not depreciated.

Continuity reserve

The continuity reserve has been created to warrant the continuity in the case of (temporary) drop in income. As an almost entirely project financed organization, the largest risk to the continuity of the organization is the loss of all project financing and unsuccessful attempts to receive extensions or new funding. The continuity reserve should enable CHOICE to cover the core organizational expenses for one year, while new attempts are made to secure additional funding or to reduce the activities of the organization. This reserve should cover salaries for employees not employed in by projects, rent and other miscellaneous costs to support organizational functioning.

(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.

Income from other non-profit organisations

The processing of income from other non-profit organisations is recognised in the year it is received.

Receivables

Receivables are valued against fair value.

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.

Expenditures on objectives and project obligations

The full term of the project obligations are recognised as expenditure over their full term in the year in which the project decision is made and the committed action and the allocation of CHOICE result in an obligation. Any release of this obligation is recognised in the year in which it occurs.

Fundraising costs

The fundraising costs include all costs incurred to achieve the total income from fundraising, consisting of the direct fundraising costs and our implementation costs that are related to fundraising.

Wages and salaries

On the basis of the employment conditions, wages, salaries, and social security costs are accounted for in the statement of income and expenditure insofar they are payable to employees.

Balance of financial income and expenditure

The income from interest is recognised in the financial year to which it pertains.

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 [€]

	2023	2022
> Acquisition costs per 1 January	8.053	7.280
> Accumulated depreciation per 1 January	-4.118	-2.608
> Fixed assets per 1 January	3.935	4.672
> New investments	-	1.966
> Depreciation for the year	-2.075	-2.703
> Divestments during the year	-1.710	-1.193
> Depreciation divestments for the year	1.710	1.193
> Mutation for the year	-2.075	-737
> Acquisition costs per 31 December	6.343	8.053
> Accumulated depreciation per 31 December	-4.483	-4.118
> Fixed assets	1.860	3.935

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

6.2 RECEIVABLES, PREPAYMENTS AND OTHER CURRENT ASSETS [€]

	2023	2022
> Receivables donors & subsidies	19.731	1.712
> Other debtors	-	-
> Deposits and securities	3.130	3.130
> Prepayments and other advances	51.848	1.774
Total	74.709	6.616

Receivables have a duration period with a maximum of one year. The other advances contain an amount of EUR 50,000 due to overpayment to an affiliated organization.

5.2 RECEIVABLES, PREPAYMENTS AND OTHER CURRENT ASSETS [€]

The major receivable donors and subsidies are as follows:

	2023 [ICPD]	2022 [ICPD]
> Situation as of 1 January	-	-
> Interest	-	-
> Received	-	-
> Subsidies received in advance	-	-
> Claimed/granted subsidy	8.653	-
> Subsidies receivable	8.653	-

	2023 [PROPEL]	2022 [PROPEL]
> Situation as of 1 January	-	-
> Interest	-	-
> Received	-	-
> Subsidies received in advance	-	-
> Claimed/granted subsidy	10.479	-
> Subsidies receivable	10.479	-

5.3 CASH AND CASH EQUIVALENTS [€]

	2023	2022
> Bank current account and deposit	352.282	466.938
> Petty Cash	1.064	863
Total	353.346	467.801

The cash equivalents include a bank deposit of EUR 141.057 with an average interest of 1%. All cash equivalents are immediately claimable.

5.4 RESERVES [€]

CONTINUITY RESERVE	2023	2022
> Situation as of January 1	117.597	135.784
> Profit or loss before appropriation	-3.847	-18.187
> Situation as of 31 December	113.750	117.597

A continuity reserve is set at EUR 175.000 and 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 [€]

	2023	2022
> Subsidies received in advance	175.716	264.806
> Holiday provision	54.284	36.733
> Contributions for national insurance, income tax and pensions	20.026	15.789
> Creditors	33.973	10.388
> Other accrued liabilities	32.165	33.038
Total	316.164	360.754

Within the other accrued liabilities is a reservation of EUR 26.651 for audit costs and EUR 4.514 for salary liabilities.

The four largest subsidies received in advance are:

PROCEEDINGS SUBSIDIES	2023 [RHRN2]	2022 [RHRN2]
> Situation as of January 1	139.215	82.419
> Interest Received	490.058	491.531
> Subsidies received in advance	629.273	573.950
> Claimed/granted subsidy	594.683	477.172
	34.590	96.778
> Unclaimable amount 2021	-	-42.437
> Subsidies received in advance	34.590	139.215

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	2023 [PTY]	2022 [PTY]
> Situation as of January 1	38.318	23.832
> Interest Received	219.014	220.414
> Subsidies received in advance	257.332	244.246
> Claimed/granted subsidy	229.353	205.928
> Subsidies received in advance	27.978	38.318

CURRENT AND ACCRUED LIABILITIES [€]

PROCEEDINGS SUBSIDIES	2023 [PLANINT]	2022 [PLANINT]
> Situation as of January 1	-1.712	-
> Interest Received	51.629	45.902
> Subsidies received in advance	49.917	45.902
> Claimed/granted subsidy	44.620	47.614
> Subsidies received in advance	5.297	-1.712

PROCEEDINGS SUBSIDIES	2023 [YA 19-24]	2022 [YA 19-24]
> Situation as of January 1	87.273	-23.536
> Interest Received	112.700	222.112
> Subsidies received in advance	199.973	198.576
> Claimed/granted subsidy	92.122	111.303
> Subsidies received in advance	107.852	87.273

^{5.6} Liabilities not presented on the balance sheet

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

6 | EXPLANTORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

6.1 INCOME FROM PRIVATE PERSONS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Donations and contributions	9.480	-	1.497
> In-kind donations	-	-	-
Total	9.480	-	1.497

6.4 GOVERNMENT SUBSIDIES [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Dutch Ministry of Foreign Affairs Youth Ambassador 19-24	92.122	109.234	111.303
> Dutch Ministry of Foreign Affairs RHRN2	594.683	542.180	477.172
Total	686.805	651.414	588.475

The subsidy for Youth Ambassador 19-24 runs from January 2019 till december 2024. The subsidy for RHRN2 runs from January 2021 until December 2025.

6.5 INCOME FROM RELATED NOT-FOR-PROFIT ORGANIZATIONS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> AMREF for Power To You(th)	229.353	174.914	205.928
> Other institutions	-	-	-
Total	229.353	174.914	205.928

6.6 INCOME FROM UNRELATED NOT-FOR-PROFIT ORGANIZATIONS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Gates Foundation Feminist Futures	-	-	13.641
> PlanInternational	44.620	-	47.614
> Propel, Youth and Gender	10.479	-	-
> Other institutions	8.653	-	12.970
Total	63.751	-	74.225

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

FINANCIAL RESULTS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Income from interest	-	1.200	-
> Bank and other financial expenses	-463	-	2.262
Total	-463	1200	2.262

EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Total project costs	812.966	703.888	720.446

SPENDING PERCENTAGE

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

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Total direct expenditures for the objectives	812.966	703.888	720.446
> Total income	989.391	826.328	896.378
> Spending percentage	82,2%	85,2%	80,4%

SPENDING PERCENTAGE

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 2023	BUDGET 2023	ACTUAL 2022
> Total direct expenditures for the objectives	812.966	703.888	720.446
> Total income	<u>993.700</u>	<u>870.937</u>	<u>912.303</u>
> Spending percentage	81,8%	80,8%	79,0%

K FUNDRAISING COSTS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Fundraising costs	51.095	47.226	71.433

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 2023	BUDGET 2023	ACTUAL 2022
> Fundraising income	989.391	826.328	896.378
> Fundraising costs	51.095	47.226	71.433
> Cost percentage fundraising	5,2%	5,7%	8,0%

L MANAGEMENT AND ADMINISTRATION

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Management and administrative costs	129.639	119.823	120.423
> Total expenditure	993.700	870.937	912.303
> Management and administration percentage	13,0%	13,8%	13,2%

7 | EXPLANATORY NOTES TO ALLOCATION OF EXPENDITURE [€]

SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

APPROPRIATION	OBJECTIVE	RAISING FUNDS	MANAGEMENT & ADMINISTRATION	TOTAL 2023	BUDGET 2023	TOTAL 2022
> Grants to partners	-	-	-	-	-	-
> Direct project costs	311.723	-	-	311.723	240.596	243.626
> Staff costs	449.633	45.834	116.291	611.757	559.496	557.832
> Accomodation costs	11.223	1.144	2.903	15.270	18.925	15.268
> Office and general expenses	40.387	4.117	10.445	54.949	51.921	95.577
Total	812.966	51.095	129.639	993.700	870.937	912.303

7.1 SPECIFICATION COSTS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Salaries	438.356	402.969	387.373
> Social security	79.512	67.730	75.670
> Pension	38.676	30.336	37.387
Total staff costs	556.545	501.035	500.430
> Illness insurance	10.804	13.261	12.621
> Trainings for staff	19.769	20.000	17.843
> Health services staff	670	1.500	962
> Travel staff to office	7.354	5.500	5.809
> HR consultant	-	-	1.265
> Technical consultant	-	-	-
> Team coach	-	1.000	1.936
> Training board	-	-	-
> Other personnel expenses	-	-	-
> Team outings & celebrations	2.265	2.000	2.547
> Board coach	-	-	-
> Working from home allowance staff	1.913	3.300	2.909
> Other travel expenses	-	-	-
> Internship costs	-	-	-
> Board - representation & allowance	12.088	11.400	10.811
> Representation staff & advocates	350	500	700
Total indirect staff costs	55.213	58.461	57.403

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7.1 SPECIFICATION COSTS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Rent	6.061	6.536	6.188
> Office costs	5.488	4.300	4.414
> Write offs	2.075	3.500	2.703
> IT	1.646	4.589	1.963
Total accomodation	15.270	18.925	15.268
> Volunteer expenses	610	500	272
> Board declarations	871	500	5.456
> Membership fees	7.380	5.000	9.588
> Company insurance	1.896	2.771	2.211
> Strategy advisor	2.522	3.000	9.631
> Website hosting	3.583	4.000	5.322
> Foundation costs	2.374	4.800	5.025
> Staff declarations	1.639	500	847
> Fundraising	1.714	4.000	4.165
> Communications	6.980	5.000	4.725
> Consultant governance structure	-	-	-
> D&I policy consultant	-	-	4.000
> Integrity advisor	711	1.500	750
> NL Advocacy	456	1.500	1.364
> External representation executives & board	-	-	32
> PMEL system ProEMVa (also in programs)	-	-	-
> Other general costs	2.463	1.500	7.122
Total general organisation	33.198	34.571	60.511

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7.1 SPECIFICATION COSTS [€]

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
> Finance administration	6.317	5.200	7.491
> Accountant	12.880	8.050	25.104
> Payroll services	2.554	2.600	2.470
> Advice	-	1.500	-
Total accountant & admin	21.751	17.350	35.066
TOTAL	681.977	630.341	668.677

7.2 PAYMENT OF DIRECTORS [€]

DIRECTORS DURING 2023	JANNEMIEK EVELO
> Started	1/JAN/2023
> End	31/DEC/2023
> FTE	1,0
> Former TOP employee	NO
> Employment by contract	YES
> Salary	55.664
> Pension	5.455
> Taxable expenses	92
> Total salary costs	61.211
> WNT maximum per year	205.000
> WNT maximum in proportion	205.000
> Goede Doelen maximum per year	108.255
> Goede Doelen maximum in proportion	108.255
BSD-SCORE	350

The Basic Score for Director roles needs to be determined as a result of the 'Regulation or remuneration of directors of charitable organisations'. This arrangement regulates remuneration with a points system, the Basis Score for Director roles (BSD-points). The BSD-points are awarded on the basis of several quantitative characteristics of the charitable organisation, classified in three main criteria: the size, complexity and organisational context. The score is approved annually by the Board of CHOICE and assessed by the Central Fundraising Office (CBF). On 19 December 2023, The Board approved the score mentioned in this report for 2023.

7.2 PAYMENT OF DIRECTORS [€]

DIRECTORS DURING 2022

- > Started
- > End
- > FTE
- > Former TOP employee
- > Employment by contract
- > Salary
- > Pension
- > Taxable expenses
- > Total salary costs
- > WNT maximum per year
- > WNT maximum in proportion
- > Goede Doelen maximum per year
- > Goede Doelen maximum in proportion

JANNEMIEK EVELO

1/JAN/2022
 31/DEC/2022
 1,0
 NO
 YES
 56.373
 5.656
 200
 62.229
 199.000
 199.000
 92.975
 92.975

BSD-SCORE**350**

7.3 SALARIES BOARD AND DIRECTORS [€]

DIRECTORS

- > Name **JANNEMIEK EVELO**
- > Function **EXECUTIVE DIRECTOR**
- > Active during 2023 **JAN-DEC**
- > Parttime percentage **100%**
- > Former top functionary **NO**
- > Contract of employment **YES**
- > WNT maximum **205.000**
- > Goede Doelen Nederland maximum **108.255**
- > Salary 2023 **55.664**
- > Pension contribution 2023 **5.455**
- > Taxable expenses **92**
- > Total salary 2023 **61.211**

7.3 SALARIES BOARD AND DIRECTORS [€]

SALARIES BOARD CHOICE 2023

CHAIR	LEANDER V/D LINDEN	SUCHARITA IYER			
> Active during 2023	JAN-OCT	OCT-DEC			
> Former top functionary	NO	NO			
> Contract of employment	NO	NO			
> WNT maximum	30.750	30.750			
TREASURER	RAWAN RAAD	IHLARA BOUWMAN			
> Active during 2023	JAN-OCT	NOV-DEC			
> Former top functionary	NO	NO			
> Contract of employment	NO	NO			
> WNT maximum	20.500	20.500			
SECRETARY	CHARLOTTE VAN TUIJL	LISA PHILIPPO			
> Active during 2023	JAN-SEP	OCT-DEC			
> Former top functionary	NO	NO			
> Contract of employment	NO	NO			
> WNT maximum	20.500	20.500			
GENERAL MEMBER	JONA CLAIRE TURALDE	GEORGES ENOW AWAH	LINA AL- HASSANY	RAWAN RAAD	SUCHARITA IYER
> Active during 2023	JAN-DEC	JAN-DEC	OCT-DEC	NOV-DEC	JAN-SEP
> Former top functionary	NO	NO	NO	NO	NO
> Contract of employment	NO	NO	NO	NO	NO
> WNT maximum	20.500	20.500	20.500	20.500	20.500

CONT'D IN NEXT PAGE

7.3 SALARIES BOARD AND DIRECTORS [€]

BOARD CHOICE 2022						
BOARD MEMBER	CHAIR	LEANDER V/D LINDEN	TREASURER	RAWAN RAAD	SECRETARY	CHARLOTTE VAN TUIJL
> Active during 2022		JAN-DEC		JAN-DEC		JAN-DEC
> Former top functionary		NO		NO		NO
> Contract of employment		NO		NO		NO
> WNT maximum		29.850		19.900		19.900
GENERAL MEMBER	GENERAL BOARD MEMBER	JONA CLAIRE TURALDE	GENERAL BOARD MEMBER	GEORGES ENOW AWAH	GENERAL BOARD MEMBER	SUCHARITA IYER
> Active during 2022		JAN-DEC		JAN-DEC		JAN-DEC
> Former top functionary		NO		NO		NO
> Contract of employment		NO		NO		NO
> WNT maximum		19.900		19.900		19.900

7.4 BUDGET 2024[€]

STATEMENT OF INCOME AND EXPENDITURE

INCOME	ACTUAL 2022	BUDGET 2023	ACTUAL 2023	BUDGET 2024
> Youth Ambassador JUN 19 - DEC 24	111.303	109.234	92.122	113.191
> Rights Evidence Action 2020	-	-	-	-
> Sprint with NJR	-	-	-	-
> Power to You(th)	205.928	174.914	229.353	224.314
> BuZa - Right here right now 2	503.425	542.180	594.683	561.101
> Ariadne	-	-	-	-
> Engender Health	-	-	-	-
> Youth Champions Feminist Futures	13.641	-	-	-
> Sharnet - Strenghtening MYP	-	-	-	-
> ActionAid - GEF 2021	-	-	-	-
> IYAfFP - FP2030	12.970	-	-	18.711
> Plan International / SIDA project	47.614	45.814	44.620	22.500
> ICPD	-	-	8.653	91.033
> Propel, Youth and Gender - USAID	-	-	10.479	-
> New subsidies - Government	-	-	-	-
> New subsidies - Foundations	-	-	-	-
> Training (JUNCTURE)	700	-	8.339	-
> Individual donations & consultancy	795	-	-	-
> In kind donations	3	-	1.141	1.000
> Interest	-	-	-	-
Total Income	896.378	872.142	989.391	1.031.850

CONT'D IN NEXT PAGE

7.4 BUDGET 2024[€]

STATEMENT OF INCOME AND EXPENDITURE

PROJECT COSTS	ACTUAL 2022	BUDGET 2023	ACTUAL 2023	BUDGET 2024
> Youth Ambassador JUN19 - DEC24	60.167	63.211	47.369	60.323
> Rights Evidence Action 2020	-	-	-	-
> Sprint with NJR	-	-	-	-
> Power to You(th)	43.478	9.250	70.171	63.650
> BuZa - Right here right now 2	134.611	168.135	185.138	156.058
> Ariadne	-	-	-	-
> Engender Health	-1.820	-	-	-
> Youth Champions Feminist Futures	7.191	-	-	-
> Sharnet - Strenghtening MYP	-	-	-	-
> ActionAid - GEF 2021	-	-	-	-
> IYAfFP - FP2030	-	-	-	-
> Plan International / SIDA project	-	-	-	-
> ICPD	-	-	6.023	-
> Propel, Youth and Gender - USAID	-	-	3.021	11.137
> New subsidies - Government	-	-	-	-
> New subsidies - Foundations	-	-	-	-
> Training (JUNCTURE)	-	-	-	-
> Individual donations & consultancy	-	-	-	-
> In kind donations	-	-	-	-
> Interest	-	-	-	-
Total Project Costs	243.626	240.596	311.723	291.168

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8.4 BUDGET 2024[€]

NET INCOME	ACTUAL 2022	BUDGET 2023	ACTUAL 2023	BUDGET 2024
> Youth Ambassador <small>JUN19 - DEC24</small>	51.136	46.023	44.753	52.868
> Rights Evidence Action 2020	-	-	-	-
> Sprint with NJR	-	-	-	-
> Power to You(th)	162.450	165.664	159.182	160.664
> BuZa - Right here right now 2	368.814	374.045	409.545	405.043
> Ariadne	-	-	-	-
> Engender Health	1.820	-	-	-
> Youth Champions Feminist Futures	6.450	-	-	-
> Sharenet - Strengthening MYP	-	-	-	-
> ActionAid - GEF 2021	-	-	-	-
> IYAfFP - FP2030	12.970	-	-	18.711
> Plan International / SIDA project	47.614	45.814	44.620	22.500
> ICPD	-	-	2.630	-
> Propel, Youth and Gender - USAID	-	-	7.457	79.896
> New subsidies - Government	-	-	-	-
> New subsidies - Foundations	-	-	-	-
> Training (JUNCTURE)	700	-	8.339	-
> Individual donations & consultancy	795	-	-	-
> In kind donations	3	-	1.141	1.000
> Interest	-	-	-	-
Total Net Income	652.752	631.546	677.667	740.682
PERSONNEL- AND ORGANIZATION COST				
> Salaries (including taxes & pensions)	500.430	501.035	556.545	612.758
> Other personnel expenses	57.403	58.461	55.213	60.305
> Office expenses	15.268	18.925	15.270	14.619
> General organization costs	60.511	34.571	33.198	33.888
> Accountant and administration	35.066	17.350	21.751	20.594
> Financial costs	2.262	1.200	-463	(1.500)
Total	670.939	631.541	681.514	740.664
Total result	-18.187	5	-3.847	19
Contuinity reserve at the end of the year	117.597	117.602	113.750	113.769

9 OTHER**9.1 SUBSEQUENT EVENTS**

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

Amsterdam

JULY 3 2024

GENERAL BOARD**CHAIR**

> **Sucharita
Iyer**

SECRETARY

> **Lisa
Philippo**

TREASURER

> **Ihlara
Bouwman**

GENERAL BOARD MEMBERS

> **Jona Claire Turalde**
> **Georges Enow Aweh**
> **Lina Al-Hassany**
> **Rawan Raad**

CHOICE FOR
YOUTH &
SEXUALITY

AUTHOR

CHOICE's team

designed | -----
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