

## **ANNUAL REPORT 2024**

### **CHOICE for Youth and Sexuality**

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## **DEAR READERS!**

What a year it was! 2024 was a year unlike any other, where CHOICE and the global SRHR field faces immense challenges. However, it also allowed us to show our creativity, passion and joy in resistance. We are very proud of what CHOICE, and young people all around the world have achieved this year.

2024 was a year of unprecedented growing opposition, with right-wing governments rising around the world, followed by major donors pulling the plug on SRHR funding, threatening the entire human rights and gender field collapse, from advocacy to service delivery efforts. At the same time, violent war and occupations in Gaza, Sudan, Mali, DRC and Ukraine held much of the world in its grip, often leading to disastrous consequences for young people's sexual and reproductive health and rights. However, despite these dangerous times, young people remained at the forefront, sometimes risking their lives, for example protesting for justice for Palestine, or going to the streets in Kenya to oppose the Finance Bill.

In the face of these challenges, we decided to increase our attention to engaging in activism in a healthy way. This approach was inspired by a powerful training provided to CHOICE by Nori Spauwen, which had a profound impact on the team. It inspired us to integrate these practices into our everyday work and share them with our partners, focusing on what this approach means for the youth movement. We've since worked to spread this healthy activism model in our own trainings. We hosted diverse online and in-country workshops and training sessions for partners on meaningful and inclusive youth participation, capturing valuable insights through visual notes and reflections.

In 2024, we continued to work towards the goals set out in our multi-annual strategy, with youth leadership playing a key role. Amid ongoing uncertainty around funding, we stayed true to our values, navigating this uncertainty through transparent and honest conversations with our team and partners. We kept ourselves updated on the landscape and continuously reflected internally on how best to prepare for the future. Our fundraising efforts accelerated as we applied for multiple grants, attended networking events, and advocated for youth-friendly funding, ensuring that our efforts for young people's rights remained sustainable.

We also welcomed a new Executive Director, who was a familiar face in CHOICE as our former Advocacy Coordinator! We also had to say goodbye to four valued CHOCERs while we welcomed two new members to our team — as always, a classic youth-led organization story!

As we reflect on 2024, we are deeply proud of what we have achieved and the challenges we've overcome. As we look to the future, we remain committed to the work that is so important for young people everywhere, and we are excited to continue our journey towards greater impact. 2025 will bring new challenges and opportunities, notably as it is the final year of some of our programs. This means that in 2025 we will focus even more on sustainability of our work and our

organisation, engaging with our networks and communities and building of the knowledge we have built. We move towards a new year, excited, full of creativity and hope to tackle whatever comes our way in this crazy (justice-hungry) world.

A handwritten signature in black ink, appearing to read 'Lisa Philippo', with a stylized, cursive script.

Lisa Philippo

Secretary of the Board

## CHOICE HIGHLIGHTS 2024

What a year it was! In 2024, we....

- ★ Onboarded a new Executive Director
- ★ Continued strengthening our organisation: staff followed a healthy activism training and a boundary setting training
- ★ We were granted a renewal of our Youth Ambassador SRHR and Bodily Autonomy Program to be implemented from 2025 to 2027
- ★ CHOICE has been re-granted the CBF trademark after a successful CBF audit in 2024
- ★ Finalised our Data Protection, Cyber Security and GDPR Policy
- ★ Increased our Comms capacity and worked through fun and creativity with our Comms Intern Aizirek!
- ★ Provided a DEI training to Rabo Foundation
- ★ Through Erasmus + CHOICE youth advocates organised 4 workshops focused on community building among activists and decision makers in the Netherlands
- ★ Granted four seed grants to our RHRN2 and PtY partners in Ghana Kenya and Tunisia
- ★ Went to the Human Rights Council with the Youth Ambassador, and organised our Youth Up UN side event for decision makers and advocates
- ★ Expanded our reach and advocacy efforts to new spaces participating in the Nairobi UN Civil Society Conference and the Summit of the Future
- ★ Facilitated fundraising training (in collaboration with ARROW) in Nepal and impactful MIYP trainings in Nepal and Ethiopia
- ★ Celebrated 30 years of the ICPD Program of Action and advocated for the sustained momentum of youth SRHR and the meaningful inclusion of young people in policy decisions that are made about their body

And so much more!

## **LIST OF ABBREVIATIONS**

|                |   |
|----------------|---|
| <b>AGG</b>     | Advocates Guidance Group  |
| <b>AGM</b>     | Annual General Meeting  |
| <b>CoP</b>     | Community of Practice   |
| <b>CPD</b>     | Commission on Population and Development                          |
| <b>CSE</b>     | Comprehensive Sexuality Education                                 |
| <b>CSW</b>     | Commission on the Status of Women                                 |
| <b>DEI</b>     | Diversity, Equity and Inclusion                                   |
| <b>DSO</b>     | Department of Social Development                                  |
| <b>ED</b>      | Executive Director  |
| <b>ExComms</b> | External Communications Group                                     |
| <b>FTE</b>     | Full Time Equivalent  |
| <b>GTA</b>     | Gender Transformative Approach                                    |
| <b>HLC</b>     | High Level Commissioner   |
| <b>HR</b>      | Human Resources   |
| <b>HRC</b>     | Human Rights Council  |
| <b>IAT</b>     | International Advocacy Team                                       |
| <b>IATI</b>    | International Aid Transparency Initiative                         |
| <b>ICPD 30</b> | International Conference on Population and Development + 30 years |
| <b>LTWG</b>    | Long Term Working Group   |
| <b>MAS</b>     | Multi-Annual Strategy   |
| <b>MIYP</b>    | Meaningful & Inclusive Youth Participation                        |
| <b>MoFA</b>    | Ministry of Foreign Affairs                                       |
| <b>MP</b>      | Member of Parliament  |
| <b>MYE</b>     | Meaningful Youth Engagement                                       |
| <b>NAG</b>     | National Advocacy Group   |
| <b>NGO</b>     | Non-Governmental Organization                                     |
| <b>PMEL</b>    | Planning, Monitoring, Evaluation and Learning                     |



|                |   |
|----------------|---|
| <b>PROPEL</b>  | Promoting Results and Outcomes through Policy and Economic Levers                                   |
| <b>PtY</b>     | Power to You(th)  |
| <b>RHRN2</b>   | Right Here Right Now 2  |
| <b>SAS</b>     | Sexy Advocacy Strategy  |
| <b>SDGs</b>    | Sustainable Development Goals   |
| <b>SGBV</b>    | Sexual and Gender Based Violence  |
| <b>SoCo</b>    | Sollicitatie Commissie (Application Committee)  |
| <b>SOGIESC</b> | Sexual Orientation, Gender Identity and Expression and Sex Characteristics                          |
| <b>SRHR</b>    | Sexual and Reproductive Health & Rights   |
| <b>STWG</b>    | Short Term Working Group  |
| <b>UN</b>      | United Nations  |
| <b>YA</b>      | Youth Advocate  |
| <b>YASRHR</b>  | Youth Ambassador for Sexual and Reproductive Health and Rights, Gender Equality and Bodily Autonomy |
| <b>YLO</b>     | Youth-Led organization  |

## 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.<sup>1/</sup> 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!

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<sup>1</sup> 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:

1. **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.
2. **Youth Leadership** will empower young people and youth-led organizations to connect and learn from each other and build solidarity together.
3. **Advocacy** ensures inclusivity, knowledge sharing and growth, to fuel our passion for activism and MIYP.
4. **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.

## **WHERE DID WE WORK IN 2024?**

In 2024, CHOICE's advocacy team worked tirelessly to strengthen the global youth movement for SRHR advocacy. Through our programs and initiatives, we collaborated with young advocates and partners across multiple countries, ensuring that youth voices were at the forefront of international decision-making spaces.

We engaged with youth-led organizations and partners in the following countries:

BANGLADESH, BENIN, BURUNDI, ETHIOPIA, GHANA, INDIA, INDONESIA, KENYA, NEPAL, MALAWI, MEXICO, MOROCCO, SENEGAL, TUNISIA, UGANDA, ZAMBIA.

We strongly believe that working together creates the best possible outcomes. Therefore, we partnered with local youth activists, youth-led organizations, and advocacy networks to facilitate knowledge sharing, increase engagement in international advocacy spaces, and strengthen our global youth SRHR network.

In addition to our country-level collaborations, we also took our advocacy efforts to the global stage. In 2024, CHOICE amplified youth voices in international advocacy hubs, including Geneva and New York. We connected with more than 15 youth-led or youth-friendly organizations and networks (Young Feminist Caucus, Plan International, European Youth Forum and more!) and 10 delegations (Mexico, Chile, Netherlands...), ensuring that young people were meaningfully involved in shaping global policies. Through initiatives such as the ICPD Youth Platform, the YouthUpUN campaign, and our International Youth Day campaign, we worked to mainstream youth-inclusive policies within UN mechanisms, highlight the importance of youth-led advocacy, and sustain a strong global youth movement for SRHR.

## **OUR WORK IN 2024**

### **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 2024, 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 our organization as well as in our programmatic work. Internally, we kept paying attention to diversity, equity and inclusion. We increased our knowledge by joining the Partos learning on DEI. We created spaces of reflection when external political changes challenged our work and values (i.e. after US elections). We also created spaces to discuss within CHOICE about funding and financial sustainability with full transparency and openness, allowing space for everyone to contribute with their insights/thoughts and questions. In our work, we invested on translating our resources so that they are accessible in French. And we embedded more co-creation and participatory approaches into our workshops and design process. Finally, Poppy and Jess attended AWID and connected with amazing feminists from around the world which we think is key to continue learning.
- **Sex-positive:** In 2024, we practiced our sex positivity in our comms messaging, making sure sexual and reproductive information is approached in a positive way and from a pleasure approach. Through our Erasmus+ program, CHOICE Youth Advocates organized a series of events about SRHR themes (including abortion and pleasure) for young people and decision makers in the Netherlands. We also organized a SRHR quiz during our Christmas GM and gave inclusive and sex-positive Christmas presents for staff.
- **Courageous:** Opposition to young people's SRHR is increasingly growing! Therefore, courage was key in 2024. We continued our advocacy work even when spaces were intimidating, hosting our YouthUpUN event during the Human Rights Council and being vocal about the importance of MIYP in decision making spaces. In our programmatic work, we continued fostering Youth Adult Partnerships (such as in our Youth Engage Open House) as we believe allyship is more important than ever. We also continued pushing for decolonising capacity strengthening in our programmes, even when facing or encountering challenges/resistance.
- **Supportive:** At the office we continue showing care for each other. Each team has a 'team mama' who keeps an eye on the team capacity and wellbeing. We also make sure to support each other as a team. To make sure we continue connecting and growing as a team, we had a 'Healthy activism' training with Nori and a 'Setting boundaries' workshop with Nina. These two have helped us work better as a team understanding our strengths as well as differences in ways of working. We also said no to certain activities to preserve our capacity and make sure we do not cross our boundaries. In our work we also practice this value by providing seedgrants to other YLOs, mentoring youth representatives in the Power to Youth program governance (GMT and GSB), we set up MIYP focal points across programs and created a

newsletter to strengthen the youth network, we continued with our 'extravaganzas' which are sessions to support youth advocates navigating advocacy spaces. Finally, we also provided mentorship for our amazing intern, Aizirek.

- **Playful:** We are young and we do everything in a youthful way. At the office we continued with our We Work We Play sessions (WWWP) in which staff facilitates a fun activity of 30 mins every other week. During our travel free week, we also organised a cooking workshop to connect with each other. We went to bouldering and to play padel together. In our work, we also embedded playful approaches, for example we used kahoots and playful methods during townhalls and capacity strengthening activities. We also make sure to include fun energisers internally and as during trainings. Finally, this approach is also part of our communications content to make sure this is accessible and appealing to other young people worldwide!

## 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, we continue updating our ways of working, keeping our policies and processes up to date, and actively 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**

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, 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.

At CHOICE we are committed to fostering inclusive workplaces where all individuals feel valued, respected, and empowered to contribute. This commitment to DEI spans beyond just our own organization. This year, **we facilitated a comprehensive Diversity, Equity, and Inclusion (DEI) training program for the Rabo Foundation** that aimed at deepening the team's understanding of inclusivity and equipping them with practical tools to create safe and welcoming environments. The training focused on building knowledge and skills to support individuals from diverse gender identities, sexual orientations, backgrounds, and nationalities. We provided exercise on creating safe spaces, recognizing unconscious bias, using inclusive language and encouraging the meaningful engagement of young employees.

Internally, **our Youth Advocates worked on streamlining DEI into the recruitment strategy and process for new volunteers.** We continued making our online presence as inclusive as possible through researching different methods. Our Youth Leadership Team also created a new chapter focused on inclusivity in our training manual. Finally, our team also continued engaging in developing our internal learnings by attending the Partos DEI Learning Trajectory sessions. Our team attended sessions on Leveraging DEI in times of resistance & solidarity and Racial justice. We also helped develop the session on Mental Health and Wellbeing.

### **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.**

#### *Healthy Activism Training*

At the start of the year, we took part in a **Healthy Activism Training Workshop**, facilitated by Nori Spauwen from Embassy of Change. The workshop challenged us to reflect on critical questions: How do we balance such deep involvement in our jobs without overextending ourselves or causing burnout? How can we manage empathy effectively and transform it into sustainable compassion?

These discussions provided valuable insights into fostering healthy activism within our organization and team. This was a great team building experience and we all emerged wiser about maintaining personal well-being while still being able to drive meaningful change in our everyday work.

#### *Annual General Meeting (AGM)*

Another important moment for all CHOICERs to come together was our Annual General Meeting (AGM), which in 2024 took place in Haarlem. For **an entire weekend CHOICERs came together to strategize, learn and have fun together!** We brainstormed our plans for 2025. We also had a guest speaker, Sekai Makoni who led a session for us on active listening and deepening our communication skills between one another.

#### *Young people Creating a space for personal and professional growth*

**At the end of 2024 CHOICE organized a boundary setting workshop for the staff team.** Here the team came together to reflect on CHOICE's working culture and explore practical ways to communicate boundaries and feedback aligned to our values.

We also continued with our personal development plan for our staff, where they can continuously reflect about our professional goals and work towards them within CHOICE.

#### *CHOICE Alumni session*

As we are currently in unprecedented times, the **team organised a "Ghost of Christmas Past" Alumni Q&A Session.** The objective of this session was to learn from the past to help navigate the challenges of the future. CHOICE alumni from throughout the organisation's history came to our office and shared their memories and wisdom, helping us to piece together a timeline of the history of our organisation from 1997 to the present day! These stories and memories are invaluable in helping us build knowledge, foster connections, and inspire resilience as we navigate an uncertain future together.



### *Other activities*

We had several other activities fostering team building at CHOICE, such as: We Work We Play, a travel free week in June (in which staff comes to office and we organise strategizing and teambuilding meetings), different opportunities for the team to connect, such as team drinks. We do not only have fun together, but also value the safe space in our organization, and we recognize that it needs continues investment. We also know that having spaces of reflection about external context is important to support each other. We organised time to debrief about the result of the US elections, as well as to share/strategise with the team about a possible Dutch funding framework coming up in 2025.

## **GOAL 2: All CHOICE policies, processes and structures enable us to practice our values and work towards our vision.**

### **Risk management, learning & policies**

With rising opposition and online platforms lowering their restrictions, we invested efforts for safety and security of our team. To strengthen our risk management processes, we updated the risk registry with the board as included under 'Risk analysis and uncertainties' at the end of this report (and the 2023 annual report).

We also invested in our internal learning structures. We have continued our End of year evaluation as well as our quarterly evaluations. In these sessions, 'learning' plays a crucial role both from successes and challenges, within and across smaller teams.

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 2024 is included in 'CHOICE policies'

### **Fundraising**

2024 was a complex year for fundraising, with major donors and governments around the world scaling back their development budgets. Despite these challenges, CHOICE remained steadfast in our commitment to securing funding and ensuring our long-term sustainability. **Through these uncertain times, staying true to our values has been our guiding principle.** Transparency has been at the heart of our approach, ensuring open and honest communication with our team every step of the way. By remaining proactive, resilient, and value-driven, we continue to navigate these challenges as a team.

In 2024, we worked on 7 proposals (this is a lot for a small organisation like ours!), attended to different networking spaces, and made sure to continuously expand our network with partners and donors.

2024 was also a year of exciting new opportunities for CHOICE! One of the highlights was **our participation in the 15th AWID International Forum in Bangkok**, Thailand an incredible gathering of grassroots feminists, women's rights advocates, and gender justice movements from around the world. This provided a valuable platform to showcase our work, connect with like-minded activists, and strengthen our role in the global feminist movement.

In 2024, **we received a renewal of the YASRHR program until 2027**. This allows us to continue our longstanding partnership with the Dutch Ministry of Foreign Affairs, ensuring that young people's voices remain a cross-cutting priority in policymaking.

**Building on our longstanding relationship with Plan International since 2022, we have now entered the fourth phase of our partnership.** In this phase, we are supporting the Plan team in developing a youth-friendly version of their Organizational Capacity Assessment (OCA) tool.

As we reflect on 2024, it has been a year of resilience, growth, and new opportunities for CHOICE. Despite challenges in the global funding landscape, we remained steadfast in our mission. CHOICE has remained committed to our partnership approach and through our fundraising efforts we continue to build sustainable youth-led movements, fostering meaningful collaborations, and ensuring that youth voices remain central in shaping the future.

**GOAL 3. CHOICE is active, visible and disruptive in Dutch society on MIYP and youth SRHR.**

### **Erasmus + Activities**

As part of our MAS, CHOICE remains committed to strengthening our impact locally. **Through our Erasmus+ project, Uniting Youth Voices, our youth advocates have led initiatives focused on community building among activists in the Netherlands and fostering connections between young people and decision-makers.**

One of the key sessions, hosted in collaboration with S.A.F.E, addressed navigating challenging conversations around abortion. Additionally, CHOICE embraced our creative side by organizing a Sip & Paint event on International Youth Day centred on the Flower of Participation, and a Zine-Making Workshop where participants explored and expressed their identities within their activism.

### ***Others***

**CHOICE has been continuing to be an ally in the Dutch civil society sector by being vocal and sharing content online relating to the political situation in the Netherlands with regards to SRHR and Human Rights.** We have been utilising our social media platforms to be spaces where youth can go for trusted

information on SRHR and MIYP, and to share national opportunities (for example by collaborating with NJR) for young people to get involved in advocacy at different levels. We have also prioritised sharing content in the intersection of SRHR, youth and important topics such as decolonisation, climate justice and the Free Palestine cause.

In 2024, **CHOICE increased its communications capacity by hiring a Comms intern, Azirek.** Azirek joined CHOICE for six months as our Advocacy and Communications Intern, where she excelled in bridging the gap between advocacy and online campaigning, increased CHOICE's online visibility by creating a lot of SRHR and youth content, and fostered connections with other youth organisations to boost CHOICE's reach and audience. The online content created for social media gained a lot of engagement, and our TikToks and Instagram reels on various topics (including mythbusting for SRHR, sharing pleasure positive news, or pro-Palestine resources) did very well – reaching thousands of people online!

### **Sprint Interns created a game**

In 2024, CHOICE has had the privilege of mentoring Sprinters who participated in the [MDT-sprint](#) procedure. This short internship provides young socially committed adults to work with NGO's on a project in a specific field. For three months the Sprinters each commit approximately four hours per week to working on the project.

**The Sprinters who joined CHOICE took part in the Health and Sexuality track.** Jada, Desiree, and Ileen started by brainstorming with CHOICE how to meaningfully engage with young people and facilitate open conversations about sexual and reproductive health and rights. CHOICE staff member Poppy had already floated the idea for an interactive board game, which the Sprinters were super excited about! Jada, Desiree, and Ileen immediately had great plans and ideas on how to design and develop the game.

Jada and Desiree then proceeded with the next phase: designing and creating the boardgame! **Through hours of research, interviews with experts and crafting, they made a youth-friendly, informative and aesthetically pleasing first version of the boardgame.** The game was tested with various groups of young people, who gave feedback on playability, phrasing and other aspects.

Jada and Desiree are now in the process of researching how to professionally print the board game, which CHOICE can then use in trainings.

## Youth leadership

### **GOAL 1: CHOICE is the frontrunner in advancing Meaningful and Inclusive Youth Participation, Inclusive Youth Leadership and Equitable Youth-Adult Partnerships**

#### **Updated tools and resources**

***Sustainability of Youth Led Organisations:*** Since our programs are coming to an end this year, we wanted to offer Youth Led Organisations guidance when it comes to ensuring their organisational sustainability. We worked with consultants at Alt Unfold, who guided a co-creation process with young people from our network, in which we looked at sustainability from multiple levels:

- Streamlining vision and values
- Supporting individuals and teams
- Engaging people and communities
- Communicating knowledge and learning

The result is a practical and hands on toolbox of activities for facilitating conversations about sustainability within youth-led teams. You can access the toolkit here: [https://www.choiceforyouth.org/assets/skill-files/Sustainability-of-Youth-Led-Organizations\\_15Jun24-v2.pdf](https://www.choiceforyouth.org/assets/skill-files/Sustainability-of-Youth-Led-Organizations_15Jun24-v2.pdf)

**Impact:** As you can read below, the toolkit already proved useful in the trainings we offered in 2024, and we are looking forward to extending it further in 2025!

***Inclusivity Chapter for our MIYP Manual:*** Inclusivity has been a growing priority for CHOICE as we seek to emphasise that young people are not a monolith but rather face diverse and intersecting challenges and privileges. Therefore, we wanted to deepen our knowledge and commitment to inclusivity by developing a supplementary chapter for our internal MIYP Manual, which guides our MIYP trainings. We did this again with the support of consultants at Alt Unfold. The chapter includes

- Journey mapping
- Trauma informed facilitation tips
- And activities including power walks

#### **Workshops and trainings**

***MIYP Training, Ghana, February 2024:*** In February 2024, CHOICE's Carys and Helena worked with Norsaac Ghana under the Power to You(th) Program to deliver an MIYP training to the Youth Empowerment Group based in Tamale, northern Ghana. Collaborating with a small core group of participants, this training was

jointly designed and delivered by the CHOICE trainers and the participants themselves! After gaining an in-depth understanding of the group's needs, CHOICE worked together with the core group at the Norsaac offices with a "toolbox" of possibilities to populate the skeleton agenda developed by CHOICE. This allowed us to deepen our understanding of the wishes expressed in the needs assessment and tailor the training accordingly. It also offered space for fresh ideas and methods, which the participants brought to the table. For instance, the core group facilitated a sharing circle, role play activities, and a TikTok creation session, and were generally able to add much more detailed contextual knowledge of the Northern Ghanaian context to the discussion! Additional sessions that participants appreciated included a collage-based zine-making workshop and mental health sharing circle. The co-facilitation approach, as well as details like a circular room set up, helped to address the potential unequal power-dynamics which can sometimes be felt when we travel to give trainings.

### **Impact:**

Through the engagement, the team gained valuable insights into the contextual differences and forms of MIYPE and how that plays out amongst diverse groups of young people and countries.

It was also inspiring to see a connection between mental health and MIYPE, especially for youth Advocates. This experience was bonding with different participants sharing their unique challenges, recommendations, and experiences relating to MIYPE.

An interesting takeaway by the team was allocating "social media time" on the agenda of Youth engagements that run throughout the day, for young people to refresh their minds and spirits. This has made YET's engagement with young people more impactful, including increased understanding of MIYPE.

It is worth highlighting that, three young people as part of their efforts to utilize these learnings applied for the youth representative on the Global Management Team (GMT), with one female selected as Youth representative in the GMT.

The participants have now gone on to disseminate their learnings further. They received training manuals and delivered MIYPE capacity-building sessions to five Metropolitan Municipal District Assemblies of Tamale Metro, Mion, Kasena Nankana, Builsa South and YunYoo District.

With an improved knowledge on youth engagement, the assemblies are now able to engage youth better. The Tamale Metro and Mion assemblies for instance, have supported young people to establish the youth assemblies. These assemblies bridge communication and information gap between adults and young people which has propelled youth participation in these two assemblies.

The Girls Advisory Council who were also part of the training have subsequently used learnings in the implementation of their seed grant project, and has complimented the efforts of the larger program on MIPYE. A key achievement in this regard was the nominations of two young people to the traditional council of Dohani.

***MIYP & Youth Leadership, Malawi, April 2024:*** In April 2024, CHOICERs Lizzie and Samy collaborated with our partners in Malawi, Weston Mfunya of Youth Wave Malawi, and consortium partner Ontlametse Raleru of Sonke Gender Justice, to develop and facilitate an MIYP and Youth Leadership ToT.

The goal was to co-create a workshop that builds on existing knowledge to ensure a shared comprehensive understanding of MIYP, strengthen the youth leadership skills of coalition members and the youth-adult partnerships within the coalition, in order to support the participants to continue their work to the next level. From the 8<sup>th</sup> – 11<sup>th</sup> April 13 participants (both young people and adults) participated in this workshop. The following organisations were attended the workshop: *CHOICE, Sonke, Youth Wave Malawi, Centre for Human Rights (CHRR), SRHR Alliance, CYECE, Amref, MHRRC, MenEngage, HerLiberty*. The agenda was tailor made based on the key areas highlighted from the needs assessment shared prior to the workshop, which pulled from CHOICE's MIYP A-Z Manual and Youth Leadership manual. We also had a session on legal frameworks and policies for demanding MIYP which was facilitated by a government official.

**IMPACT:** Since the workshop, each of the organisations have shared an action plan on how they plan to integrate their learnings from the workshop into their own organisations to mainstream MIYP. Additionally, following on from the session, participants have attended a 2-day convening of youth people from MenEngage, in which they shared their knowledge, learnings and resource for MIYP implementation, giving the opportunity for further dissemination of the workshop learnings and resources within other youth groups in Malawi.

***MIYP Training of Trainers, Ethiopia, November 2024:*** In November 2024, CHOICERs Lizzie and Helena worked with TaYA in Ethiopia under the RHRN2 program on a MIYP 'training of trainers' workshop.

In 2024, we focused on ensuring long-term knowledge and skill retention through a Training of Trainers approach. This method maximized the training's impact and sustained MIYP knowledge sharing. From November 4–7, CHOICE conducted a successful Training of Trainers for the Ethiopia coalition, attended by 12 youth council members and 4 program staff from ODWaCE, DEC, TaYA, and EWDNA. Each participant facilitated a session from our A-Z MYP Training Manual in groups, receiving feedback and a document of facilitation tips for future reference.

The goal was to empower participants to confidently facilitate MIYP training independently. To achieve this, we balanced MIYP content with facilitation skills, offering a hands-on training environment where participants could learn from mistakes in a supportive space. We encouraged creativity and personal reflection, helping participants explore their facilitation style. For many, this was their first experience facilitating a training.

**Impact:** This was particularly effective because a Training of Trainers methodology was used, in which participants could develop their facilitation skills in a safe space. It was practical, building up on existing MIYP knowledge, and allowed participants to do hands on practice sessions (facilitating their own sessions).

CHOICE was pleased to learn that five months after the engagement with CHOICE, two MIYP sessions have been facilitated by participants of the ToT workshop. These sessions were held for peer educators and other youth advocates, demonstrating the lasting impact of the training and the sustainability of knowledge beyond the program!

***Fundraising and MIYP Training, Nepal, September 2024:*** In September of 2024, CHOICers Jess, Samy and Melchior worked with our partners in Nepal to organise two consecutive trainings: fundraising and MIYP.

First, in collaboration with ARROW, CHOICE facilitated a fundraising training for the Nepal Coalition. With many of the strategic partnerships coming to an end in 2025 sustainability of youth organizations and movements has been a top priority for CHOICE. The training aimed to strengthen the Nepal CLT by equipping them with essential skills and knowledge in key areas such as understanding the donor landscape, engaging with donors, writing compelling proposals, and developing a clear and effective fundraising strategy that will keep their work thriving beyond 2025. The training was a great success bringing people together, creating a shared vision, and making fundraising a team effort.

Second, Samy and Melchior worked with YUWA and BYAN in Nepal to deliver an MIYP Training for the Nepalese coalition partners (YUWA, BYAN, BBC, BDS, YARD and CDS Park).

The objectives of this workshop were to strengthen the knowledge, shared understanding, and participants' skills on MIYP, YAPs, tokenism, and inclusion/empowerment of marginalized groups; to gain insights on how to operationalise, integrate and implement MIYP in their organisation and governance structures; and to strengthen the coalition's ways of working. Making use of theoretical insights, role plays and practical learning methods, participants indicated feeling better prepared to implement MIYP in their work. They could use the MIYP Action Plans to help with the follow-up of their plans in their organisations.

The trainers facilitated a discussion around the MIYP action planning which included all partners – everyone was interacting with all the plans – and made sure that the focal point was on board, and that participants felt agency over their plans. They also shared positive and negative experiences of youth participation, which made it very practical. For example, they brought the theory to life by talking about the experience of tokenism and how to deal with it.

### **Impact:**

After the training, one of the adult-led coalition partners has included a young person in their board for the first time. We are proud to see that these kinds of trainings can lead to fruitful internal discussions on MIYP, challenging the norms on an organisational level.

The training also made space for the Nepal colleagues to ask more questions, which led to CHOICE sharing several MIYP best practices and developing more resources:

- Responding to the need to connect alumni's better to a partner's YLO that deals with high turnover rates, we shared an anonymised version of our External Advisory Board document
- To showcase what a youth-friendly introduction package could look like we developed and disseminated the resource 'Youth Friendly Introduction Package Checklists'. These are practical checklists that youth advocates and organisations can use to create their own youth-friendly introduction package, aiding with onboarding and mentorship practices. This was possible because we document our in-house knowledge so well! We believe that sharing this knowledge can be very impactful for peer YLOs so the youth movement can have strong organizations to continue advocating for youth and SRHR.

### **Seed grants**

#### *Power to You(th) - Girls Advisory Council, Ghana:*

The Girls Advisory Council who were also part of the MIYP Training (see above) have subsequently used learnings in the implementation of their seed grant project and has complimented the efforts of the larger program on MIYP. A key achievement in this regard was the nomination of two young people to the traditional council of Dohani, in the Tamale area of Northern Ghana.

#### *Power to You(th) - Tunaweza, Kenya:*

The goal of the project is to strengthen meaningful and inclusive youth participation by empowering adolescent girls and young women through the 'Girls and Beyond AGYW Cycles' model, a group they have created to foster their agency and engagement in decision-making processes related to addressing harmful practices. Additionally, the project engaged men and boys through the Men United Ready for



Action (MURA) forums, a platform designed to bring together young boys, youth, and elderly men as allies in promoting sexual and reproductive health and rights (SRHR), while actively campaigning for the full abandonment of female genital mutilation (FGM) and the protection of girls and young women from all forms of violence, harmful practices, or human rights violations in Migori County, Kenya.

*Right Here Right Now 2 - Youth Executive Board and SRHR Alliance, Kenya:*

One of the 2024 grantees of CHOICE's seed grants under RHRN2 was the Youth Executive Board (YEB) of the Kenya coalition who was supported by the budget holder of SRHR Alliance Kenya. The YEB used art and games to advocate for SRHR and MIYP, with a focus on youth from diverse backgrounds, making use of theater performances, painting and SRHR games, amongst other things. The YEB shared inspiring best practices on addressing and countering discrimination or prejudice against marginalised groups. The YEB members also shared that the process of applying for and implementing under CHOICE's seed grant, gave them valuable skills with regards to applying for other grants. They are using these skills and experiences to further their initiatives at community-based organisations.

*Right Here Right Now 2 – WeYouth, Tunisia:*

The other grantee under RHRN2 was the Tunisian Youth-Led Organisation, WeYouth. We Youth developed a youth-led podcast; a virtual educational campaign showcasing storytelling; and an online symposium exploring the intersectionality of SRHR. The virtual symposium presented a great opportunity for mutual learning by connecting youth broader in the program. Therefore, the YEB joined in on the preparation and they brought together Tunisian and Kenyan youth for the event. In the area of sustainability, WeYouth considers the structure of the online symposium to provide a scalable template for fostering cross-country learning and collaboration.

**Youth adult partnerships**

**Plan International partnership:** In 2024, we collaborated on a third partnership phase with Plan International. In this phase, we worked on developing a guide for centering youth in which we synthesised CHOICE's youth participation framework with Plan's approach. This resulted in an internal guidance document for Plan for working meaningfully with young people to differing extents – from consultation, to collaboration, to co-creation. We are excited to be continuing our partnership with Plan to support the development of a youth-friendly organisational capacity assessment tool, to support Plan in helping youth-led organisations and groups thrive!

## **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**

2024 was an **exciting year for We Trust You(th)**, an initiative that CHOICE co-founded with four other youth-led organisations in 2021. Since the outset, the group have aimed to push donors to commit to more equitable, youth-friendly funding practices. We were therefore thrilled to be invited by Children's Rights Innovation Fund (CRIF) to partner on their "What's Possible?" learning institute for donors, which took place in Accra, Ghana in February 2024.

After meeting with funders and young advocates in Ghana, **We Trust You(th) went on to develop a holistic accountability mechanism for funders** (which includes an opportunity for young people to give anonymous feedback, as well as an amazing comic book capturing young peoples' experiences in a tongue-in-cheek way!) which we are looking forward to making public in 2025.

## International Advocacy

### **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**

Our engagement with the **Human Rights Council (HRC)** and the re-launch of the YouthUpUN campaign significantly contributed to this goal. The YouthUpUN campaign is a youth-led initiative created by CHOICE, that endeavors to increase the youth presence through human rights mechanisms, and champions inclusive, youth-friendly language in UN human rights resolutions, ensuring that young people's voices are central to decision-making processes at the Human Rights Council and beyond!

By ensuring increased visibility in Geneva spaces and forging new opportunities (with OHCHR and UNFPA!), we successfully highlighted the youth agenda on an international stage, for young people in all their diversity. This was achieved through focused capacity with dedicated team members (heightened capacity with Aizirek and Sara, our Youth Ambassador), youth-friendly event formats, and strategic networking with various delegations. The **re-launch of the YouthUpUN campaign** during the HRC September session, including its website and resources, played a crucial role in making youth voices more prominent and visible. Our YouthUpUN event at HRC57 included a panel discussion with young activists, presenting the goals of the YouthUpUN campaign, and hosting a Bingo game where participants could test their knowledge about the UN! People got very into the Bingo! We also received a video message from the Special Rapporteur on Climate Change, Elisa Morgera, in which she emphasized the impact of climate change on the various challenges that young people face. Importantly, participants in the side event came from different civil society organizations and movements, country missions in Geneva, and even international organizations such as OHCHR. This was especially important as it provided the opportunity to discuss diverse ideas on MIYP and create a network community for participants.

Moreover, we **shared resources and toolkits** on the YouthUpUN campaign that can help our participants start incorporating MIYP tools into their work! It was the first side event dedicated to discussing the YouthUpUN campaign, and we truly hope to see changes in the HRC regarding the active and meaningful involvement of young people at every level of the decision-making processes! Moving forward, we aim to strengthen our partnerships within the HRC, build upon the campaign, maintain connections with our new networks, and refine our goals to avoid spreading ourselves too thin across negotiations.

Additionally, our support for partners, especially the Ethiopian partners in their UPR cycle (as well as more general support for other partners via extravaganzas, youth-friendly outcome dissemination, debrief sessions, and WhatsApp engagement...)

helped enhance meaningful and inclusive participation in international spaces. Most importantly, the **inclusion of the UPR recommendations from Ethiopian partners** in the official report of the delegation underscored the impact of our work. Overall success was driven by our willingness to experiment, refine our techniques, and remain responsive to stakeholders' needs (translation, questions...). Providing opportunities for engagement to other young people from the program (via markups, for example!) and incorporating interpretation also contributed to the inclusivity of our advocacy. Moving forward, we plan to sustain and scale these efforts, to ensure sustainability.

Moreover, during this pivotal year, we centered our advocacy on elevating youth voices and disrupting established power structures in New York spaces too. At the **Commission on the Status of Women (CSW)**, CHOICE leveraged its ECOSOC status to co-create written and oral statements with over 30 youth-led organizations and RHRN2 partners. These statements, delivered during key moments—from a pitch for the Dutch CSW delegation in January 2024 to an oral address at the Interactive Youth Dialogue during CSW68—demanded trust-based, multi-year, flexible funding and the removal of fiscal barriers that impede youth-led initiatives, especially those based in the Global South. Our advocacy at CSW directly tied youth-friendly financing to addressing poverty and inequalities, reinforcing our commitment to decolonial approaches. Additionally, aligning with the thirtieth anniversary of the Beijing Declaration and Platform for Action (Beijing +30), we ensured that youth perspectives were integral to discussions on gender equality and SRHR by engaging with the Holding the Line coalition, in the UNECE regional review. Our interventions helped inject progressive prerogatives into consultations and policy documents, further cementing the role of young people as agents of change in the regional and global SRHR agenda.

In New York too, in 2024, our work at the **Commission on Population and Development (CPD)** was a clear demonstration of how CHOICE translates global commitments into tangible and sustainable youth-led action. We submitted a joint written statement with the GAG (Global Advocacy Group) highlighting the importance of youth SRHR and offered concrete recommendations to further the ICPD Program of Action, with voices representing various countries such as Kenya, Nepal or even the Netherlands. We hosted an informal meet-up prior to the CPD week to connect young advocates, which evolved into dedicated WhatsApp groups for ongoing engagement. Additionally, our youth strategy session with partners like MGCY and Advocates for Youth provided a platform to collectively shape the Cotonou Youth Action Agenda in Benin (event that preceded the CPD) and define what MIYP means at the CPD.

Our **oral statement during the CPD's plenary session further emphasized the need for more structured, youth-friendly spaces**— one of the many efforts that contributed to securing our position as a youth co-convenor within the Western and Other Group Region of ISRRRC. This comprehensive involvement (year-round!) not only advanced the ICPD progressive agenda but also strengthened the

sustainable youth movement for SRHR, as CHOICE will also be at the forefront of the CPD conversations in 2025, by being co-conveners. Therefore, we planted seeds in 2024 in both New York and Geneva spaces, and we will harvest the fruits in 2025, too!

## **GOAL 2: CHOICE is a hub of international advocacy knowledge**

Our efforts around **International Youth Day (IYD)** underscored CHOICE's role as a knowledge hub. Through an impactful campaign (including an in-person event!), we increased our visibility, celebrated young people, and boosted online engagement. Our success stemmed from clear planning, strong partnerships with our youth advocates, and the enthusiasm of our team, including our communications intern. The well-structured approach allowed for inter-team collaboration and increased reach. As we move forward, we aim to continue refining our branding, be mindful of campaign timing, and incorporate in-person events, such as our successful Sip & Paint initiative, to foster stronger engagement.

**Complementing these public-facing initiatives, we organized “Extravaganzas” and virtual ICPD30, CSW, and HRC knowledge-sharing sessions for our partners and trusted youth networks, that brought together young advocates from across regions.** To support our advocacy efforts, we also updated and expanded our suite of tools and resources. New [podcast episodes](#) ('Activist Special'), youth-friendly outcome dissemination documents (for CSW and the HRC), and a range of toolkits (covering everything from influencing resolutions in Geneva to safeguarding yourself as an advocate) have empowered our community across both Geneva and New York, and our partners in Africa and Asia. Together, these initiatives have reinforced CHOICE's role as the go-to repository for up-to-date advocacy resources and best practices, empowering young people to lead with knowledge, criticality and confidence.

## **GOAL 3: CHOICE thrives in new advocacy avenues on SRHR and MIYP**

Our efforts in 2024 pushed beyond traditional advocacy spaces, opening up new channels for influencing global SRHR and MIYP policies. **Active engagement in the ICPD + 30 process—through events such as the Global Youth Dialogue in Benin**—ensured that youth were central to discussions about implementing the ICPD Program of Action. We submitted written statements and facilitated informal meet-ups that bridged the gap between international commitments and local action, thereby sustaining the momentum of youth-led advocacy.

CHOICE further expanded its impact and new advocacy avenues by participating in the **Nairobi UN Civil Society Conference and the Summit of the Future**. At

the Summit of the Future, CHOICE elevated the youth SRHR agenda by speaking at the "Empowering LGBTI Youth: Advancing Sustainable Development" side event and participating in a high-level ministerial panel on Advancing Adolescent SRHR, actions that contributed to make our organization more visible, and to further put youth in the map of NYC spaces. At the Nairobi Civil Society Conference, CHOICE led strategic pre-meetings—including collaborating with the Dutch embassy and co-facilitating the Declaration on Future Generations—to advocate for the inclusion of SRHR and MIYP in outcome documents, ensuring that youth perspectives shaped the summit's agenda.

This strategic presence in new spaces broadened our reach. Indeed, this provided CHOICE with greater visibility within UNFPA and other NGOs of the sector, while also working on advancing progressive language on SRHR. Our holistic approach, from language advocacy, to partner collaborations, and youth-friendly resources ensured our success. Moving ahead, we plan to strengthen our partnerships further, concentrate on the youth niche beyond just SRHR, and focus on follow-up activities such as the ICPD+35 initiative, and the post Beijing+30 world.

Looking ahead to 2025, we are committed to continuing these efforts. We aim to further develop our advocacy tools, explore new digital strategies for movement building, and ensure that youth engagement remains a priority in international advocacy spaces. **Together with our partners, we will keep pushing for a world where young people's rights and voices are fully recognized and respected.**

## Uniting Youth Voices

### **GOAL 1: CHOICE unites diverse young people globally for advocacy and activism for young people's SRHR and MIYP**

#### **ICPD Youth Platform**

The revival of the ICPD Youth Platform has been instrumental in strengthening CHOICE's networks and ensuring accessible, youth-friendly information. By leveraging our connection with UNFPA, we have contributed to the sustainability of the youth-led movement and secured a dedicated youth space within the ISRRC (for the CPD preparation). This achievement was made possible through strong partnerships with MGCY, a focused in-person strategy week, dedicated financial resources, and the collective enthusiasm of our team during the ICPD celebratory year.

Building on this momentum, we will continue to strengthen the platform by enhancing its website and branding, maintaining our co-convenorship within ISRRC, and mobilizing youth engagement at CPD. We will also deepen our collaboration with the Dutch government to co-host a side event and create more meaningful advocacy spaces for young people.

Looking ahead to 2025, CHOICE remains committed to uniting youth voices globally. We will further develop our advocacy tools, explore innovative digital strategies for movement building and the platform, and ensure that youth participation remains at the forefront of international decision-making spaces. Together with our partners, we will continue working toward a future where young people's rights, leadership, and voices are fully recognized and respected.

#### **Youth Ambassador for SRHR, gender equality and bodily autonomy**

In 2024, Sara Bahgat was our Youth Ambassador for Sexual and Reproductive Health and Rights (SRHR), Gender Equality, and Bodily Autonomy (YASRHR). Over the year, she worked on creating more space for meaningful youth participation (MIYP), raising awareness about contraception, and tackling misinformation. She built strong connections between young people, the Ministry of Foreign Affairs (MoFA), and international organizations, ensuring youth voices were included in important discussions.

Sara worked closely with different youth groups, including LGBTQIA+ youth, sex workers, and migrants, making sure their perspectives were represented in advocacy spaces. One of her big wins was incorporating TikTok misinformation on contraception into her UN statement, encouraging a self-reflective approach to SRHR instead of just pointing fingers at other countries.

At the **Global Youth Dialogue in Benin**, she held consultations with local youth activists and volunteers, bringing their insights to international discussions. She also moderated a key side event at the CPD, ensuring that youth voices from the Cotonou Action Agenda were heard at a global level.

During the **Commission on Population and Development (CPD)** in New York, Sara was part of the Dutch delegation. She pushed for stronger youth representation, working with organizations like CHOICE, She Decides, and Plan International. Although she missed the negotiations, she played a big role in making sure MIYP and inclusive contraceptive policies were highlighted in discussions.

Another major milestone was her participation in the **Human Rights Council** in Geneva, where she negotiated directly on youth and human rights resolutions—something she missed at CPD. She also spoke at the Dutch consulate's Human Rights Day event in Istanbul, discussing youth rights alongside Turkish activists. The invitation itself was a big step, proving that the YASRHR role is becoming more recognized in diplomatic circles.

### *Challenges & Learnings*

Sara's term wasn't without its challenges. She faced pushback on SRHR, navigated political tensions, and budget cuts in international cooperation.

Despite these obstacles, she made a strong impact. She left behind a [recommendations report](#), including ideas for improving onboarding, increasing program visibility, and strengthening embassy-youth collaboration.

## **GOAL 2: CHOICE connects young people and youth-led organizations in a safe and brave space to connect, learn and build solidarity together**

### **We Trust You(th) Solidarity Club**

Through our work with We Trust You(th), we were also pleased to connect more directly with young people themselves, through our engagement in Ghana, and through developing a virtual youth-only Solidarity Club, for young people to come together and exchange experiences. Involving youth-led organisations from countries including Ghana, Ethiopia, and Nepal, we used storytelling to explore the obstacles young people face when accessing funding. We have also created a WhatsApp community containing 41 members, which is used to signpost opportunities and resources on shifting power to young people. Participants shared that this was a valuable space for them to share experiences that they couldn't otherwise talk about.



### **Youth Engage Community of Practice**

In 2024, the Engage4Change Thematic Working Group from Power to You(th) (PtY) merged with the MIYP CoP from RHRN2 to form the cross-program MIYP CoP, named Youth Engage. Three sessions were held: (1) introducing the new merged CoP; 2) on How to Strengthen Youth Adult Partnerships; and 3) on How to Sustain the Youth Movement, each session had French and Bahasa interpretation for increased inclusivity, and outcomes of the sessions were shared through visual notes in multiple languages via the Youth Engage newsletter, CHOICE blog, and WhatsApp groups! The merger of the two programmatic working groups has fostered lively, diverse engagement, with a core group of 8 Youth Engage members who have volunteered to co-create and facilitate the session agendas.

A longitudinal study on the CoP has shown that Youth Engage provides a valuable, supportive space for youth to develop skills and exchange knowledge. In August 2024, we launched a Youth Engage newsletter to better share MIYP resources and stories, with 45 subscribers and growing. MIYP Focal Points continue to champion MIYP at the country level, connecting global and local teams.

## OUR ORGANIZATION

### 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 and are the employers of the Executive team. 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 and have monthly board meetings with the ED present.

Board members are selected through an application procedure, where a selection committee consisting of a current board member, a youth advocate and a staff member select a candidate to join the organization. We sometimes are advised in this decision by an advisory board member. 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 conduct, statutes and other policies like the reimbursement and 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.

#### Composition of the general board as per 31 December 2024

- Sucharita Iyer (Chair of the Board), MSc. Socio-cultural Anthropology, Impact Measurement and Knowledge Specialist Oxfam Novib
- Lisa Philippo (Secretary), MA. Human Rights and Humanitarian Action, Sciences Po, Paris
- Ihlara Bouwman (Treasurer) Student MSc Politics, Policy and Management & LLM Public Law, Student-Assistant at the ACLPA, University of Amsterdam
- Alba van Vliet (General Board Member), MSc Political Economy, Impact Facilitator Partos.

#### 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 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 7 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.

Throughout the year Capacity Strengthenings for the YAs were arranged for and by the YAs on varied topics including Access to Medicines, Public Speaking, Job Application & Writing Skills, UN 101 and Harm Reduction. The YAs also participated in our active listening session that was held at our AGM.

At the end of 2024, the YAs and the YA Coordinator also had a chance to work together to discuss YA's motivations, how CHOICE can encourage participation, and enthusiasm from our volunteers. The aim of this session was to ensure that YAs feel their volunteer experience is worthwhile and show CHOICE's commitment to continuously evaluating the relationship between volunteers and our organization.

The Advocates Guidance Group (AGG) focused on aiding YAs in continuing to foster a social connection and belonging between each other. They also worked on streamlining DEI into the recruitment strategy and process for new volunteers. External communications was grateful to have the help and expertise of our intern, who was able to expand our video/short form content (TikTok/instagram reels) while we could take on projects related to street interviews. Ex comms has also worked to promote networking events and document the outcome of those events. Overall ex comms was able to continue to expand our outreach to communities and partners on social media, while also working on several projects such as street interviews, improving our quarterly newsletter, and formulating strategies for years to come. The National Advocacy Group (NAG) has been actively increasing its visibility and expanding its network in the Netherlands. Key initiatives include strengthening collaborations with a municipality and organizations focused on SRHR, mentoring young people in the MDT Sprint program, contributing to a youth alliance, and delivering a powerful pitch on MIYP at the UNFPA launch of the State of World Population Report 2024 in The Hague.

The YAs have also been represented in our STWGs, such as the Diversity, Equity and Inclusion (DEI) working group, the Mental Health (MH) 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. 2 Youth Advocates led a longitudinal study for our MIYP Community of Practice within the RHRN2 program. Another YA joined a staff team to start work on collecting a track record of young people's stories of change throughout the programs. One of our volunteers also joined a staff member during the ICPD Global Youth Dialogue in Benin, and another youth advocate represented CHOICE (together with Veerle, advocacy coordinator) during the Commission on Population and Development (CPD) in New York!

Through Erasmus+ two youth advocates organised 4 workshops focused on community building among activists and decision makers in the Netherlands. Finally, our advocates also held a workshop on Meaningful and Inclusive Youth Participation as part of the Global Health Summit in Maastricht.

## 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 2024, the staff team consisted of two Executive Directors, an Office Manager & Youth Advocate Coordinator, a Resource Mobilization Coordinator, one Advocacy and Communications Coordinator, three Advocacy Coordinators, six Program Coordinators, and one intern (Jun-Nov). Our staff members in 2024 were:

### *Advocacy Coordinators*

- Veerle Dams
- Yasmine Ben Abdessalem
- Ximena Arguello (until March 2024)

### *Advocacy & Communications Coordinators*

- Poppy Stanbury

### *Program Coordinators*

- Carys Stirling
- Daphne Visser (until February 2024)
- Melchior Deekman (from February 2024)
- Pragya Singh (until January 2024)
- Samy Verhaaren
- Lizzie Jackson (from January 2024)

### *Office Manager & Youth Advocates Coordinator*

- Helena Twarowski

### *Resource Mobilization Coordinator*

- Jessica Steffens

### *Executive Director*

- Jannemiek Evelo (until April 2024)
- Ximena Arguello (from March 2024)

### *Intern*

- Aizirek Erkebaeva (from June to November 2024)

Throughout 2024, 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. Until the 11<sup>th</sup> of March 2024, Jannemiek Evelo was the Executive Director of CHOICE. When her three-year term ended, a vacancy for the position was opened and a selection committee of a board member, staff member and youth advocate selected a new candidate. This candidate was accepted by the board. From the 11<sup>th</sup> of March 2024 onwards, Ximena Arguello took on the role of Executive Director. Ximena is the current Executive Director and had been working as an Advocacy Coordinator for CHOICE since June 2022. The bruto salary of Ximena was EUR 48,154.17 calculated based on her monthly salary as ED since starting this role (based on 1 FTE/12 months, including vacation pay). The total earnings of the ED do not exceed the maximum of EUR 214,000 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 2024. This score establishes the maximum salary from 1<sup>st</sup> of July 2022 at EUR € 115,922 according to the latest annex (aanhangsel 6 - d.d. 30 april 2024). CHOICE remains well below this threshold. The actual netto salary of Ximena was EUR 39,726. 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 2024 with 10.86 FTE (excluding the Executive Director). For CHOICE, 1 FTE is 36 hours/week. From February to April FTE had slight changes due to staff leaving (ageing out) or joining the organisation, resulting in 10.34, 9.32 and 9 FTE respectively (excluding the Executive Director). After these changes, April and May had 9 FTE. From June to November 2024, an intern supported the team, which increased the total nr of FTE with 0.78 FTE, a total of 9.78 FTE for the organisation (excluding the Executive Director). We closed the year with a total of 9 FTE on 31 December 2023 (excluding the ED) and a total average over 2024 of 10.82 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, which increased capacity for 2024. However, as a result of the policies established in the new US administration

the program had an anticipated closing on January 26<sup>th</sup> 2025. Our partnership with Plan International was renewed for a new phase for 2024 (III Phase). Our program for the Youth Ambassador SRHR together with the Dutch Ministry of Foreign Affairs was renewed for 1 year in 2024, and later extended for 2025-2027. With these changes, the hours for some of the current staff were increased for 2024. At the end of Jan 2024, CHOICE had 11.86 FTE (including the ED).

### **Advisory Board**

CHOICE strongly believes in the merit of youth-adult partnerships in complementing 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 2024, 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 navigating our PROPEL program, improving our fundraising activities, and on getting advice on recruitment. In alphabetic order, the current members of the CHOICE advisory board are:

**Alexander Medik** – Manager, Innovation & Learning at Partos.  
Expertise: business development, linking & learning, Ex-CHOICER

**Ana Aguilera** – Deputy Director of AYSRH at Engender Health  
Expertise: SRHR and MYP

**Benjamin Nolan** – Policy Officer, South Sudan at Netherlands Ministry of Foreign Affairs  
Expertise: governance, international advocacy (Geneva), Ex- CHOICER

**Cynthia Rothschild** – Director at Occidental College's "Oxy at the UN" program  
Expertise: New York and Geneva advocacy

**Dennis Bednar** – Lead Advisor, PMEL at Amnesty International  
Expertise: PMEL frameworks

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

**Manak Matiyani** – Independent consultant and advisor  
Expertise: organizational development, youth SRHR

**Sadaf 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 a 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 **SDG 3: Good health and well-being and SDG 5: Gender equality**, we support youth SRHR, recognizing the importance and potential of young people to contribute to sustainable development and progress in their societies.

Over the past years, we are proud of what we have achieved and how much we have grown and professionalized ourselves as an organization. In developing our new MAS, we have challenged ourselves to come even more to the core of who we are as CHOICE and what makes us different as organization. We felt that while the 2019-2022 MAS provided strong direction on our programmatic work, we missed a sense of direction and vision on the growth of our organization itself. 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   | WATER  |
|---|--|
| Just like the earth that grounds us, having a robust <b>Organization</b> will provide a fertile, solid ground for all CHOICERs 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 | As water nourishes and rejuvenates the earth and all beings, our strategy on <b>Youth Leadership</b> 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 partnerAds, building stronger bonds with fellow youth-led organizations and networks, and (co-)creating tools, resources, and mechanisms to support one another |



|   |   |
|---|---|
| <p>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.</p>  | <p>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!</p>   |
| <p>FIRE</p> <p>To fuel our passion for activism and MIYP, our strategy on <b>Advocacy</b> 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!</p> | <p>AIR</p> <p>Upholding the spirit and belief that MIYP is a fundamental concept, just like the air around us, our strategy on '<b>Uniting Youth Voices</b>' 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.</p> |

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, and was regranted the CBF trademark after a successful CBF audit in 2024. Since 2018, CHOICE is also part of Goede Doelen Nederland and therefore we meet the following codes, rules and guidelines:

- SBF-code voor Goed Bestuur
- Richtlijn 650 and Aanbeveling Toepassing Richtlijn 650 'kostentoerekening beheer en administratie'
- Erkenningsregeling Goede Doelen
- Regeling beloning directeurs 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. In 2024, CHOICE had two Confidential Advisors who have received training through Merlijn Groep. They provided training on the reporting procedures together in January 2024 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 will be done again in 2025 as a refresher for the organization.

## **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 2024, 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 2,94% absence rate. This is lower than in 2023. There was one case of illness that lasted for four months, causing the staff member to work reduced hours from March to July. Other illnesses were mainly due to variants of the flu and covid-19.

## **PMEL**

Planning, Monitoring, Evaluation and Learning (PMEL) is important for our organisational learning and to help us make effective decisions.

In 2023, we created an internal working group to align our monitoring system to our new MAS, containing representatives of each team. In 2024, we reached out to the team to understand their experience of monitoring for each of the different programs and learned that we needed to simplify and adjust our indicators to make them more user-friendly and give us better insights. As a team, we worked on an adjusted and simplified indicator framework which we will be rolling out at the beginning of 2025.

## **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 2024, that meant speaking out on different occasions. For example, CHOICE shared a letter with the Ministry of Foreign Affairs on the importance of including youth in the new funding mechanism. When needed, CHOICE created a safe space to discuss external developments, such as the uncertainty of Dutch funding after 2025, or the result of the US elections at the end of 2024.

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 sustainability when purchasing goods. In 2024, CHOICE formalized our practices towards sustainability through the approval of our Climate Justice policy. This policy contains practical and feasible recommendations about food, travel, office management, procurement and program implementation.

## **CHOICE policies**

In 2024 the board and executive team worked on new and updated policies and strategies. The policies and strategies that have been approved by the board are:

- CHOICE Climate Justice Policy (new policy)

- GDPR Policy
- AO/IC
- Sexy Advocacy Strategy (aligned with our new MAS)

### Risk Analysis and uncertainties

In 2024, 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.

|   | <b>Risks</b>  | <b>Impact</b> | <b>Probability</b> | <b>Mitigating actions</b>   | <b>Status</b>   |
|---|---|---------------|--------------------|---|---|
| 1 | Turnover of CHOICE staff and board leading to drop in project implementation and institutional memory loss (due to it being youth-led, due to illness, due to potential changes in funding, or due to staff seeking job security) | M             | H                  | 1. Strengthen documentation and ensure ongoing sharing of knowledge within all CHOICE teams.<br>2. Develop standard handover manual for new staff.<br>3. Update HR process for internal growth in the organization.<br>4. Increase working with our advisory board<br>5. Create handover manual for Boardies<br>6. Maintain transparency between staff and CHOICE to anticipate potential changes | 1. Continuously<br>2. Done<br>3. Done<br>4. Ongoing<br>5. In progress<br>6. In progress |
| 2 | Unstable funding sources  | H             | H                  | 1. Modification of resource mobilization strategy to respond to   | 1. Done<br>2. Ongoing<br>3. Ongoing   |

|   |  |   |   |  |   |
|---|--|---|---|--|---|
|   |  |   |   | changes in context during 2024-2025<br>2. Creating shared ownership for fundraising within CHOICE<br>3. Increased networking with funders and partner organization.<br>4. Advocacy for more youth-friendly funding<br>5. Create a scenario planning<br>6. Exploring out-of-the-box ideas for fundraising proposals<br>7. Stay engaged with local and global networks | 4. Ongoing<br>5. Ongoing<br>6. Ongoing<br>7. Ongoing                          |
| 3 | Sudden loss of funding sources   | H | H | 1. Create scenario planning<br>2. Monitor developments and consequences and proactively planning<br>3. Engage with staff openly and transparently<br>4. Take staff voices and perspectives into account when making organizational decisions<br>5. Continue seeking new funding sources  | 1. Ongoing<br>2. Ongoing<br>3. Ongoing<br>4. Ongoing<br>5. Ongoing            |
| 4 | Shrinking political space in partner countries as well as in the Netherlands limits our freedom of working | H | H | 1. Keep close contact with relevant countries and partners and be flexible in program planning<br>2. Build good relationships with key MPs, MoFA and embassies<br>3. Participate in activist spaces to show importance of  | 1. Ongoing<br>2. Ongoing<br>3. Ongoing<br>4. Ongoing<br>5. Ongoing<br>6. Done |

|   |   |     |   |  |  |
|---|---|-----|---|--|--|
|   |   |     |   | <p>protecting activists and space for civil society to decision-makers and public.</p> <p>4. Actively fundraise for programs to protect and expand civic space</p> <p>5. Stay connected with existing networks to remain updated on political developments, showcase CHOICE's work, and be included in the discussion</p> <p>6. Update CHOICE's Safety and Security policy</p> |  |
| 5 | Crisis due to global pandemic or outbreak of contagious diseases or conflict, leading to impact the implementation of our work in terms of partner relations and international advocacy | M   | L | <p>1. Continue developing online implementation of activities</p> <p>2. Ensure accessibility of online international advocacy spaces for young people</p> <p>3. Assess risks for travelling on a case-by-case basis</p> <p>4. Monitor and invest in staff wellbeing and team cohesion</p>  | <p>1. Done</p> <p>2. Ongoing</p> <p>3. Ongoing</p> <p>4. Ongoing</p> |
| 6 | Breach of code of conduct   | L-H | M | <p>1. Keep integrity policy up to date and shared internally and externally when relevant</p> <p>2. Ensure knowledge of reporting structures internally and externally</p>   | <p>1. Ongoing</p> <p>2. Ongoing</p>                                  |
| 7 | Breach of cyber security  | H   | M | <p>1. Ensure back-up of SharePoint.</p> <p>2. Create cyber security policy.</p> <p>3. Inform CHOICE's of cyber security policy.</p>  | <p>1. Done</p> <p>2. Ongoing</p> <p>3. Planned</p>                   |
| 8 | Changing development landscape with less  | H   | H | <p>1. Continuous critical reflection on our role</p>   | <p>1. Ongoing</p> <p>2. Done</p> <p>3. Ongoing</p>                   |

|   |   |   |   |  |   |
|---|---|---|---|--|---|
|   | funding for Northern-based organizations like CHOICE  |   |   | <p>and added value as organization.</p> <p>2.New MAS to be developed as an important strategic basis.</p> <p>3. Holding ourselves accountable to our DEI strategic framework as well as our organizational values.</p> <p>4.Guidelines on being youth-led to prevent youth-centered organizations encroaching youth spaces.</p> <p>5. Update resource mobilization strategy.</p> | <p>4. Done</p> <p>5. Done</p>   |
| 9 | Increased opposition to SRHR and growing conservatism | H | H | <p>1. Create space to discuss opposition and risks.</p> <p>2. Invest in relationships with our partners and allies.</p> <p>3. Invest in public support for SRHR.</p> <p>4. Create a backlash protocol to manage and mitigate potential risks.</p> <p>5. Monitor opposition movements.</p>  | <p>1. Ongoing</p> <p>2. Ongoing</p> <p>3. Ongoing</p> <p>4. Ongoing</p> <p>5. Ongoing</p> |

## **FINANCIAL RESULTS**

### **Income**

In 2024, CHOICE's total income was € 1,046,919, reflecting an increase of 5.8% 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 Erasmus+ and We Trust Youth. Notably, 2024 marked the fourth 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) and a small yet generous portion of in-kind donations.

### **Expenditure**

In 2024 CHOICE spent a total amount of €1,056,145. Compared to our total income, the amount directly spent on objectives was €744,052. This amounts to 71% showing a decrease compared to 2023, which stood at 82%.

The remaining 29% of expenditure is allocated to overheads. Over the past four 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. This may change in the future as CHOICE has seen the value of approaching our proposals as a possible grant provider which opens opportunities for CHOICE to apply its expertise on youth-friendly funding practices.

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, there were fewer overhead costs in 2023 compared to the previous year. However, in 2024 it was difficult to make this possible due to the setting up of a new project with USAID funding that required extra staff costs. 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 2024, Management and Administration expenses reached €272,307, reflecting an 3,1% increase compared the budgeted amount and making up 25,8% of the total expenditure, a figure slightly higher than 2023. The increase can be attributed to inflation as well as higher audit costs than included in the budget.



Fundraising costs amounted to €39,787 in 2024, indicating a 3,1% decrease over the budgeted amount and constituting 3.8% of the total expenditure. In 2023, fundraising costs constituted 5.1% 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 2024 produced a small negative result of €6,313, surpassing the close-to-zero forecast outlined in the budget. This is mainly due to unexpected reduction of USAID funding in our PROPEL program and higher costs for staff compared to the budget, which was due to high inflation and higher audit costs than anticipated.

The negative result of €6,313 has been deducted from CHOICE's general reserve, which now stands at €107,437. 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.

As our current funding gives very little space to build up our reserves while the Dutch political landscape is shifting at the same time, CHOICE is developing multiple budget scenarios ranging from an optimistic to a worst-case scenario. For 2025, the budget and program portfolio have been finalized, with minimal uncertainties. In contrast, 2026 presents significant challenges for NGOs, requiring the development of multiple budget scenarios, ranging from an optimistic outlook to a worst-case scenario. The latest, only considers two projects which have been approved and will run in 2026. In this scenario, the reserves will be substantially impacted, with around 21% left at the end of 2026. This means there will be material uncertainty with regards to continuity in 2026, and CHOICE is taking the necessary steps to make sure the continuity of the organization is guaranteed.

Careful monitoring and adaptive financial planning will be essential to navigating the uncertainties in the year 2026. There will be a reduction of the size of the organization at the end of 2025, to prepare for the new financial scenario. CHOICE will move towards a volunteer-based organization and will reduce their office space.

We are developing a 2025/2026 fundraising strategy to expand our efforts. We are seeking external support pro-bono, as well as, involving CHOICE's alumni, and engaging the advisory board more actively in these efforts. We are expecting to do fundraising rounds to receive support from private persons and raise awareness of the mission of CHOICE, this to diversify the income and be able to support the overhead costs. To ensure financial stability, we are halting new vacancies and non-billable travel, enforcing stricter budgeting to protect existing reserves, and maintaining closer financial oversight through regular expense monitoring in 2025.

## **PROGNOSIS 2025**

### **Organization**

2025 is shaping up to be another big year for CHOICE, as it marks the wrap-up of two major programs, RHRN2 and PTY! Considering the financial uncertainty that this brings, we will dedicate 2025 to expand our fundraising efforts and to ensure the sustainability of institutional knowledge within CHOICE. 2025 will also bring changes to our team (including boardies and Youth Advocates). Therefore, we will focus on smooth transfer of knowledge by improving our onboarding mechanisms and continuing to invest in team building and connection. We will also update our HR policy to ensure that this still aligns with CHOICE's values and spirit while our team continues to develop and change.

With competitive and limited funding opportunities, as well as donors shifting their priorities, CHOICE prepares itself by discussing with Advisory Board and CHOICE Alumni, the best ways to go about uncertainty and possible financial changes within our organisation. At the same time, CHOICE remains a committed advocate for SRHR and MIYP, never allowing challenges times to change our values.

We are CHOICE! We are young and courageous, and we remain accountable to our values and mission.

### **Youth Leadership**

A lot is going on in 2025 for the Youth Leadership Team!

As part of our commitment to a strong, united youth movement and the sustainability of youth-led organisations, we will hold the last Connector Week of our current programs in April. This is a space for young people from across RHRN2 and Power to You(th) to come together and learn from each other about various themes including fundraising, organisational sustainability, and youth-movement building.

In the final year of the programs of RHRN2 and PtY, it is important to measure the impact the program has made on the SRHR of young people. Therefore, we will be partaking in End-Term Evaluations for both programs, providing a youth focus in the process while promoting our learnings on MIYP, international advocacy and mutual learning.

We are thrilled to be moving into the fourth phase of collaboration with our partner, Plan International. Building up on our partnership work from the past three phases, we are now jointly exploring with Plan ways in which they can support youth-led

organisations to thrive. To do this, we will spend the first six months of 2025 working on transforming Plan's Organisational Capacity Assessment Tool (OCA) into a youth-friendly version which can be used with youth led organisations and groups. This tool is intended to help youth-led organisations and groups think about their ambitions and reflect on the aspects of their organisation/group that they would like support to strengthen, for example their governance, finance or people and culture. Building this youth-friendly OCA involves various consultations and a workshop. We are excited to continue our collaboration with Plan and to be able to contribute to Plan's work on supporting the essential work of youth-led organisations by adding our youth-friendly lens.

## Advocacy

In 2025, as our RHRN2 and PtY programs close, we are deepening our commitment to youth-led SRHR advocacy by expanding our engagement in key international spaces, strengthening movement-building strategies, and ensuring our work remains inclusive, accessible, and **sustainable**. We are continuing our advocacy at the UN, with a strong presence at the Commission on Population and Development (CPD), the Human Rights Council (HRC) in June, and remote engagement for the Commission on the Status of Women (CSW). In addition, we are exploring new advocacy spaces such as RightsCon and the International Conference on Family Planning, where we can push the youth SRHR agenda beyond traditional UN mechanisms, and make our advocacy gains sustainable by reaching new networks.

Beyond high-level advocacy, we are also focused on making these spaces more accessible for young people. We are strengthening virtual engagement by incorporating visual notetaking into our knowledge-sharing sessions, improving our use of WhatsApp as a tool for movement-building, and ensuring that our toolkits are more inclusive for people with disabilities. We also remain committed to expanding the ICPD Youth Platform, growing its membership, increasing funding opportunities, and organizing another in-person strategy retreat to onboard a third co-facilitator.

Additionally, in 2025, we are prioritizing healthy activism—not just in trainings but in practice. With only three quarters to conduct international advocacy, we will be selective about where and how we engage to prevent burnout and maximize impact. We will focus on key advocacy moments, such as CPD and HRC in June, while limiting in-person engagement at CSW to remote participation.

## FINANCIAL STATEMENTS 2024

### 2. Annual Financial Statements 2024

#### 2.1 Balance as of December 31, 2024

|                                      |     | 12/31/2024 | 12/31/2023 |
|--------------------------------------|-----|------------|------------|
|                                      |     | €          | €          |
| <b>ASSETS</b>                        |     |            |            |
| Fixed assets                         | 5.1 | 219        | 1,860      |
| Receivables                          | 5.2 | 9,314      | 19,731     |
| Prepayments and other current assets | 5.2 | 11,719     | 54,978     |
| Cash and cash equivalents            | 5.3 | 201,698    | 353,346    |
| Total                                |     | 222,950    | 429,915    |

|                                   |     | 12/31/2024 | 12/31/2023 |
|-----------------------------------|-----|------------|------------|
|                                   |     | €          | €          |
| <b>RESERVES AND LIABILITIES</b>   |     |            |            |
| Reserves                          |     |            |            |
| * Continuity reserve              | 5.4 | 107,437    | 113,750    |
| * Current and accrued liabilities | 5.5 | 115,512    | 316,164    |
| Total                             |     | 222,950    | 429,915    |

## 2.2 Statement of Income and Expenditure for 2024

|   |     | Actual 2024        | Budget 2024        | Actual 2023        |
|---|-----|--------------------|--------------------|--------------------|
|   |     | €                  | €                  | €                  |
| <b>INCOME</b>                               |     |                    |                    |                    |
| Private persons                             | 6.1 | 961                | 1,000              | 9,480              |
| Companies                                   | 6.2 | -                  | -                  | -                  |
| Lottery organizations                       | 6.3 | -                  | -                  | -                  |
| Government subsidies                        | 6.4 | 686,145            | 674,292            | 686,805            |
| Related not-for-profit organizations        | 6.5 | 249,058            | 224,314            | 229,353            |
| Unrelated not-for-profit organizations      | 6.6 | 110,755            | 132,244            | 63,751             |
| <b>Total income from fundraising</b>        |     | <b>1,046,919</b>   | <b>1,031,850</b>   | <b>989,391</b>     |
| Sale of products and services               | 6.7 | -                  | -                  | -                  |
| Other income                                | 6.8 | -                  | -                  | -                  |
| <b>Total income</b>                         |     | <b>1,046,919</b>   | <b>1,031,850</b>   | <b>989,391</b>     |
|   |     | <b>Actual 2024</b> | <b>Budget 2024</b> | <b>Actual 2023</b> |
|   |     | €                  | €                  | €                  |
| <b>EXPENDITURE</b>                          |     |                    |                    |                    |
| <b>Directly allocated to objectives</b>     |     |                    |                    |                    |
| Projectcosts - wages & organization         |     | 453,247            | 439,521            | 501,243            |
| Projectcosts - travel & other direct        |     | 290,805            | 291,168            | 311,723            |
| Projectcosts                                |     | 744,052            | 730,689            | 812,966            |
| Partner organizations                       |     | -                  | -                  | -                  |
| <b>Total expenditure</b>                    |     | <b>744,052</b>     | <b>730,689</b>     | <b>812,966</b>     |
| <b>Fundraising and administration costs</b> |     |                    |                    |                    |
| Fundraising costs                           |     | 39,787             | 38,582             | 51,095             |
| Management and administration               |     | 272,307            | 264,060            | 129,639            |
|   |     | <b>312,094</b>     | <b>302,642</b>     | <b>180,733</b>     |
| <b>Total expenses</b>                       |     | <b>1,056,145</b>   | <b>1,033,332</b>   | <b>993,700</b>     |
|   |     | <b>Actual 2024</b> | <b>Budget 2024</b> | <b>Actual 2023</b> |
|   |     | €                  | €                  | €                  |
| Result before financial income & costs      |     | -9,226             | -1,481             | -4,309             |
| Financial results                           |     | 2,913              | 1,500              | 463                |
| <b>Total results</b>                        |     | <b>-6,313</b>      | <b>19</b>          | <b>-3,846</b>      |
| <b>Appropriation of the result</b>          |     |                    |                    |                    |
| Added to continuity reserve                 |     | -6,313             | 19                 | -3,846             |

## 2.3 Cash Flow Statement 2024

|  | 2024<br>€       | 2023<br>€       |
|--|-----------------|-----------------|
| <b>Cash flow from operational activities</b> |                 |                 |
| Surplus/deficit                              | -6,313          | -3,846          |
| Adjustments for depreciation                 | 1,641           | 2,075           |
|  | <b>-4,672</b>   | <b>-1,771</b>   |
| <b>Changes in work capital</b>               |                 |                 |
| Changes in accounts receivable               | 53,676          | -68,092         |
| Changes in accounts payable                  | -200,652        | -44,590         |
|  | <b>-146,976</b> | <b>-112,682</b> |
| <b>Cash flow from investing activities</b>   |                 |                 |
| Investments in tangible fixed assets         | 0               | 0               |
|  | <b>0</b>        | <b>0</b>        |
| <b>Net cash flow</b>                         |                 |                 |
| Cash flow from operational activities        | -4,672          | -1,771          |
| Changes in work capital                      | -146,976        | -112,683        |
| Cash flow from investing activities          | 0               | 0               |
|  | <b>-151,648</b> | <b>-114,454</b> |
| Cash on January 1                            | 353,346         | 467,800         |
| Cash on December 31                          | 201,698         | 353,346         |
| <b>Movement cash and cash equivalents</b>    | <b>-151,648</b> | <b>-114,454</b> |

## 3. Explanatory Notes Related to the Financial Statements for 2024

### 3.1. General

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

### 3.2. Continuity

These annual accounts have been drawn up in accordance with the continuity assumption. For 2025, the budget and program portfolio have been finalized, with minimal uncertainties. In contrast, 2026 presents significant challenges for NGOs, requiring the development of multiple budget scenarios, ranging from an optimistic outlook to a worst-case scenario. The latest, only considers two projects which have been approved and will run in 2026. In this

scenario, the reserves will be substantially impacted, with around 21% left at the end of 2026. This means there will be material uncertainty with regards to continuity in 2026, and CHOICE is taking the necessary steps to make sure the continuity of the organization is guaranteed.

Careful monitoring and adaptive financial planning will be essential to navigating the uncertainties in the year 2026. There will be a reduction of the size of the organization at the end of 2025, to prepare for the new financial scenario. CHOICE will move towards a volunteer-based organization, and will reduce their office space.

We are developing a 2025/2026 fundraising strategy to expand our efforts. We are seeking external support pro-bono, as well as, involving CHOICE's alumni, and engaging the advisory board more actively in these efforts. We are expecting to do fundraising rounds to receive support from private persons and raise awareness of the mission of CHOICE, this to diversify the income and be able to support the overhead costs.

To ensure financial stability, we are halting new vacancies and non-billable travel, enforcing stricter budgeting to protect existing reserves, and maintaining closer financial oversight through regular expense monitoring in 2025.

### **3.3. 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 Sheets

### 5.1 Fixed Assets

|  | <b>2024</b>  | <b>2023</b>  |
|--|--------------|--------------|
|  | <b>€</b>     | <b>€</b>     |
| Acquisition costs per 1 January        | 6,343        | 8,053        |
| Accumulated depreciation per 1 January | -4,483       | -4,118       |
| Fixed assets per 1 January             | <u>1,860</u> | <u>3,935</u> |

|                                       | <b>2024</b>   | <b>2023</b>   |
|---------------------------------------|---------------|---------------|
|                                       | <b>€</b>      | <b>€</b>      |
| New investments                       | -             | -             |
| Depreciation for the year             | -1,641        | -2,075        |
| Divestments during the year           | -3,176        | -1,710        |
| Depreciation divestments for the year | <u>3,176</u>  | <u>1,710</u>  |
| Mutation for the year                 | <u>-1,641</u> | <u>-2,075</u> |

|  | <b>2024</b>       | <b>2023</b>         |
|--|-------------------|---------------------|
|  | <b>€</b>          | <b>€</b>            |
| Acquisition costs per 31 December        | 3,167             | 6,343               |
| Accumulated depreciation per 31 December | -2,948            | -4,483              |
| Fixed assets                             | <u><b>219</b></u> | <u><b>1,860</b></u> |

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

### 5.2 Receivables, Prepayments and Other Current Assets

|                                | <b>2024</b>          | <b>2023</b>          |
|--------------------------------|----------------------|----------------------|
|                                | <b>€</b>             | <b>€</b>             |
| Receivables donors & subsidies | 9,314                | 19,731               |
| Other debtors                  | 6,651                | -                    |
| Deposits and securities        | 3,130                | 3,130                |
| Prepayments and other advances | <u>1,937</u>         | <u>51,848</u>        |
|                                | <u><b>21,033</b></u> | <u><b>74,709</b></u> |

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

The major receivable donors and subsidies are as follows:

|                               | <b>2024<br/>ICPD<br/>€</b> | <b>2023<br/>ICPD<br/>€</b> |
|-------------------------------|----------------------------|----------------------------|
| Situation as of 1 January     | 8,653                      | -                          |
| Interest                      | -                          | -                          |
| Received                      | 8,224                      | -                          |
|                               | <hr/>                      | <hr/>                      |
| Subsidies received in advance | -429                       | -                          |
| Claimed/granted subsidy       | 429                        | 8,653                      |
|                               | <hr/>                      | <hr/>                      |
| Subsidies receivable          | <b>0</b>                   | <b>8,653</b>               |

|                               | <b>2024<br/>Propel<br/>€</b> | <b>2023<br/>Propel<br/>€</b> |
|-------------------------------|------------------------------|------------------------------|
| Situation as of 1 January     | 10,479                       | -                            |
| Interest                      | -                            | -                            |
| Received                      | 58,111                       | -                            |
|                               | <hr/>                        | <hr/>                        |
| Subsidies received in advance | 58,111                       | -                            |
| Claimed/granted subsidy       | 56,946                       | 10,479                       |
|                               | <hr/>                        | <hr/>                        |
| Subsidies receivable          | <b>9,314</b>                 | <b>10,479</b>                |

### 5.3 Cash and Cash Equivalents

|                                  | <b>2024<br/>€</b> | <b>2023<br/>€</b> |
|----------------------------------|-------------------|-------------------|
| Bank current account and deposit | 200,339           | 352,282           |
| Petty Cash                       | 1,360             | 1,064             |
|                                  | <hr/>             | <hr/>             |
|                                  | <b>201,698</b>    | <b>353,346</b>    |

The cash equivalents include a bank deposit of EUR 143.101 with an average interest of 1,5%. All cash equivalents are immediately claimable.

## 5.4 Reserves

### Continuity reserve

|                                     | <b>2024</b>    | <b>2023</b>    |
|-------------------------------------|----------------|----------------|
|                                     | <b>€</b>       | <b>€</b>       |
| Situation as of January 1           | 113,750        | 117,597        |
| Profit or loss before appropriation | -6,313         | -3,847         |
| Situation as of 31 December         | <u>107,437</u> | <u>113,750</u> |

A continuity reserve is set at EUR 115.000 and created to cover risks in the near future and to ensure that the organisation can continue to meet its obligations for at least the following two years.

These annual accounts have been drawn up in accordance with the continuity assumption. For 2025, the budget and program portfolio have been finalized, with minimal uncertainties. In contrast, 2026 presents significant challenges for NGOs, requiring the development of multiple budget scenarios, ranging from an optimistic outlook to a worst-case scenario. The latest, only considers two projects which have been approved and will run in 2026. In this scenario, the reserves will be substantially impacted, with around 21% left at the end of 2026. This means there will be material uncertainty with regards to continuity in 2026, and CHOICE is taking the necessary steps to make sure the continuity of the organization is guaranteed.

Careful monitoring and adaptive financial planning will be essential to navigating the uncertainties in the year 2026. There will be a reduction of the size of the organization at the end of 2025, to prepare for the new financial scenario. CHOICE will move towards a volunteer-based organization, and will reduce their office space.

We are developing a 2025/2026 fundraising strategy to expand our efforts. We are seeking external support pro-bono, as well as, involving CHOICE's alumni, and engaging the advisory board more actively in these efforts. We are expecting to do fundraising rounds to receive support from private persons and raise awareness of the mission of CHOICE, this to diversify the income and be able to support the overhead costs.

To ensure financial stability, we are halting new vacancies and non-billable travel, enforcing stricter budgeting to protect existing reserves, and maintaining closer financial oversight through regular expense monitoring in 2025.

## 5.5 Current and Accrued Liabilities

|   | <b>2024</b>    | <b>2023</b>    |
|---|----------------|----------------|
|   | <b>€</b>       | <b>€</b>       |
| Subsidies received in advance                                 | 8,534          | 175,716        |
| Holiday provision   | 50,968         | 54,284         |
| Contributions for national insurance, income tax and pensions | 20,149         | 20,026         |
| Creditors   | 9,318          | 33,973         |
| Other accrued liabilities                                     | <u>26,542</u>  | <u>32,165</u>  |
|   | <u>115,512</u> | <u>316,164</u> |

Within the other accrued liabilities is a reservation of EUR 20.790 for audit costs and EUR 5.752 for salary liabilities.

The four largest subsidies received in advance are:

| <b>Proceedings subsidies</b>      | <b>2024<br/>RHRN2<br/>€</b> | <b>2023<br/>RHRN2<br/>€</b> |
|-----------------------------------|-----------------------------|-----------------------------|
| Situation as of 1 January         | 34,590                      | 139,215                     |
| Interest                          |                             |                             |
| Received                          | <u>536,010</u>              | <u>490,058</u>              |
| Subsidies received in advance     | 570,600                     | 629,273                     |
| Claimed/granted subsidy           | <u>578,103</u>              | <u>594,683</u>              |
|                                   | -7,503                      | 34,590                      |
| Correction reservation RHRN2 2021 | -                           | -                           |
| Unclaimable amount 2021           | <u>-</u>                    | <u>-</u>                    |
| Subsidies received in advance     | <u><b>-7,503</b></u>        | <u><b>34,590</b></u>        |

| <b>Proceedings subsidies</b>  | <b>2024<br/>PTY<br/>€</b> | <b>2023<br/>PTY<br/>€</b> |
|-------------------------------|---------------------------|---------------------------|
| Situation as of 1 January     | 27,978                    | 38,318                    |
| Interest                      |                           |                           |
| Received                      | <u>224,364</u>            | <u>219,014</u>            |
| Subsidies received in advance | 252,342                   | 257,332                   |
| Claimed/granted subsidy       | <u>249,058</u>            | <u>229,353</u>            |
| Subsidies received in advance | <u><b>3,284</b></u>       | <u><b>27,978</b></u>      |

| <b>Proceedings subsidies</b> | <b>2024<br/>PlanInt<br/>€</b> | <b>2023<br/>PlanInt<br/>€</b> |
|------------------------------|-------------------------------|-------------------------------|
| Situation as of 1 January    | 5,297                         | -1,712                        |
| Interest                     |                               |                               |
| Received                     | <u>23,800</u>                 | <u>51,629</u>                 |

|                               |               |                     |
|-------------------------------|---------------|---------------------|
| Subsidies received in advance | 29,097        | 49,917              |
| Claimed/granted subsidy       | <u>29,097</u> | <u>44,620</u>       |
| Subsidies received in advance | <u>-</u>      | <u><b>5,297</b></u> |

| <b>Proceedings subsidies</b>  | <b>2024<br/>YA 19-24<br/>€</b> | <b>2023<br/>YA 19-24<br/>€</b> |
|-------------------------------|--------------------------------|--------------------------------|
| Situation as of 1 January     | 107,852                        | 87,273                         |
| Interest                      | -                              | -                              |
| Received                      | <u>-</u>                       | <u>112,700</u>                 |
| Subsidies received in advance | 107,852                        | 199,973                        |
| Claimed/granted subsidy       | <u>108,042</u>                 | <u>92,122</u>                  |
| Subsidies received in advance | <u><b>-191</b></u>             | <u><b>107,852</b></u>          |

| <b>Proceedings subsidies</b>  | <b>2024<br/>Erasmus+<br/>€</b> | <b>2023<br/>Erasmus+<br/>€</b> |
|-------------------------------|--------------------------------|--------------------------------|
| Situation as of 1 January     | -                              | -                              |
| Interest                      | -                              | -                              |
| Received                      | <u>18,944</u>                  | <u>-</u>                       |
| Subsidies received in advance | 18,944                         | -                              |
| Claimed/granted subsidy       | <u>6,000</u>                   | <u>-</u>                       |
| Subsidies received in advance | <u><b>12,944</b></u>           | <u><b>-</b></u>                |

## **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 contracts is worth € 18,960 per year.

## 6. Explanatory Notes to the Statement of Income and Expenditure

### 6.1 Income from Private Persons

|                             | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|-----------------------------|------------------------|------------------------|------------------------|
|                             | €                      | €                      | €                      |
| Donations and contributions | 961                    | 1,000                  | 9,480                  |
| In-kind donations           | -                      | -                      | -                      |
|                             | <u>961</u>             | <u>1,000</u>           | <u>9,480</u>           |

### 6.4 Government Subsidies

|  | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|--|------------------------|------------------------|------------------------|
|  | €                      | €                      | €                      |
| Dutch Ministry of Foreign Affairs Youth Ambassador 19-24 | 108,042                | 113,191                | 92,122                 |
| Dutch Ministry of Foreign Affairs RHRN2                  | 578,103                | 561,101                | 594,683                |
|  | <u>686,145</u>         | <u>674,292</u>         | <u>686,805</u>         |

The subsidy for Youth Ambassador 19-24 runs from january 2019 till december 2024.

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

### 6.5 Income from related not-for-profit organizations

|                            | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|----------------------------|------------------------|------------------------|------------------------|
|                            | €                      | €                      | €                      |
| AMREF for Power To You(th) | 249,058                | 224,314                | 229,353                |
| Other institutions         | -                      | -                      | -                      |
|                            | <u>249,058</u>         | <u>224,314</u>         | <u>229,353</u>         |

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



## 6.6 Income from unrelated not-for-profit organizations

|                          | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|--------------------------|------------------------|------------------------|------------------------|
|                          | €                      | €                      | €                      |
| Erasmus+                 | 6,000                  | -                      |                        |
| Plan International       | 29,097                 | 22,500                 | 44,620                 |
| Propel, Youth and Gender | 56,946                 | 91,033                 | 10,479                 |
| Other institutions       | <u>18,713</u>          | <u>18,711</u>          | <u>8,653</u>           |
|                          | <u>110,755</u>         | <u>132,244</u>         | <u>63,751</u>          |

## Financial Results

|   | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|---|------------------------|------------------------|------------------------|
|   | €                      | €                      | €                      |
|   | -                      | -                      | -                      |
| Income from interest and financial expenses | <u>2,913</u>           | <u>1,500</u>           | <u>463</u>             |
|   | -                      | -                      | -                      |
|   | <u>2,913</u>           | <u>1,500</u>           | <u>463</u>             |

## Expenditure Directly Allocated to Objectives

|                     | <b>Actual<br/>2024</b> | <b>Budget 2024</b> | <b>Actual<br/>2023</b> |
|---------------------|------------------------|--------------------|------------------------|
|                     | €                      | €                  | €                      |
| Total project costs | 744,052                | 730,689            | 812,966                |

## 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:

|  | <b>Actual<br/>2024</b> | <b>Budget<br/>2024</b> | <b>Actual<br/>2023</b> |
|--|------------------------|------------------------|------------------------|
|  | €                      | €                      | €                      |
| Total direct expenditures for the objectives | 744,052                | 730,689                | 812,966                |
| Total income                                 | 1,046,919              | 1,031,850              | 989,391                |
| Spending percentage                          | <u>71.1%</u>           | <u>70.8%</u>           | <u>82.2%</u>           |

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

|  | <b>Actual<br/>2024<br/>€</b> | <b>Budget<br/>2024<br/>€</b> | <b>Actual<br/>2023<br/>€</b> |
|--|------------------------------|------------------------------|------------------------------|
| Total direct expenditures for the objectives | 744,052                      | 730,689                      | 812,966                      |
| Total expenditure                            | 1,056,145                    | 1,033,332                    | 993,700                      |
| Spending percentage                          | <u>70.4%</u>                 | <u>70.7%</u>                 | <u>81.8%</u>                 |

### **K Fundraising costs**

|                   | <b>Actual<br/>2024<br/>€</b> | <b>Budget<br/>2024<br/>€</b> | <b>Actual<br/>2023<br/>€</b> |
|-------------------|------------------------------|------------------------------|------------------------------|
| Fundraising costs | 39,787                       | 38,582                       | 51,095                       |

### **Cost percentage fundraising**

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

|                             | <b>Actual<br/>2024<br/>€</b> | <b>Budget<br/>2024<br/>€</b> | <b>Actual<br/>2023<br/>€</b> |
|-----------------------------|------------------------------|------------------------------|------------------------------|
| Fundraising income          | 1,046,919                    | 1,031,850                    | 989,391                      |
| Fundraising costs           | 39,787                       | 38,582                       | 51,095                       |
| Cost percentage fundraising | <u>3.8%</u>                  | <u>3.7%</u>                  | <u>5.2%</u>                  |

### **L Management and Administration**

#### **Management and administrative costs**

|  | <b>Actual<br/>2024<br/>€</b> | <b>Budget<br/>2024<br/>€</b> | <b>Actual<br/>2023<br/>€</b> |
|--|------------------------------|------------------------------|------------------------------|
| Management and administrative costs      | 272,307                      | 264,060                      | 129,639                      |
| Total expenditure                        | 1,056,145                    | 1,033,332                    | 993,700                      |
| Management and administration percentage | <u>25.8%</u>                 | <u>25.6%</u>                 | <u>13.0%</u>                 |

## 7. Explanatory Notes to Allocation of Expenditure. Specification and Cost Allocation to Appropriation

| Appropriation               | Objective | Raising funds | Management and Administration | Total 2024 | Budget 2024 | Total 2023 |
|-----------------------------|-----------|---------------|-------------------------------|------------|-------------|------------|
| Expenditure                 |           |               |                               |            |             |            |
|                             | €         | €             | €                             | €          | €           | €          |
| Grants to partners          | -         |               |                               | -          | -           | -          |
| Direct project costs        | 290,805   |               |                               | 290,805    | 291,168     | 311,723    |
| Staff costs                 | 411,069   | 36,085        | 246,967                       | 694,121    | 673,062     | 611,757    |
| Accommodation costs         | 9,373     | 823           | 5,631                         | 15,827     | 14,619      | 15,270     |
| Office and general expenses | 32,805    | 2,880         | 19,709                        | 55,393     | 54,482      | 54,949     |
| Total                       | 744,052   | 39,787        | 272,307                       | 1,056,145  | 1,033,332   | 993,699    |

### 7.1 Specification Costs

|                          | Actual 2024<br>€ | Budget 2024<br>€ | Actual 2023<br>€ |
|--------------------------|------------------|------------------|------------------|
| Salaries                 | 504,987          | 491,650          | 438,356          |
| Social security          | 89,325           | 79,946           | 79,512           |
| Pension                  | 44,134           | 41,161           | 38,676           |
| <b>Total staff costs</b> | <b>638,446</b>   | <b>612,758</b>   | <b>556,545</b>   |
| Illness insurance        | 13,289           | 11,474           | 10,804           |
| Trainings for staff      | 19,101           | 21,000           | 19,769           |
| Health services staff    | 1,306            | 1,500            | 670              |
| Travel staff to office   | 4,238            | 6,000            | 7,354            |
| HR consultant            | 0                | 0                | 0                |
| Technical consultant     | 0                | 0                | 0                |
| Team coach               | 1,350            | 2,000            | 0                |

|  |                |                |                |
|--|----------------|----------------|----------------|
| Training board                             | 0              | 0              | 0              |
| Other personnel expenses                   | 0              | 0              | 0              |
| Team outings & celebrations                | 3,245          | 3,000          | 2,265          |
| Board coach                                | 0              | 0              | 0              |
| Working from home allowance staff          | 1,881          | 2,006          | 1,913          |
| Other travel expenses                      | 0              | 0              | 0              |
| Internship costs                           | 0              | 0              | 0              |
| Board - representation & allowance         | 10,506         | 12,825         | 12,088         |
| Representation staff & advocates           | 760            | 500            | 350            |
| <b>Total indirect staff costs</b>          | <b>55,674</b>  | <b>60,305</b>  | <b>55,213</b>  |
| Rent                                       | 8,988          | 6,286          | 6,061          |
| Office costs                               | 4,360          | 4,333          | 5,488          |
| Write offs                                 | 1,641          | 2,000          | 2,075          |
| IT   | 838            | 2,000          | 1,646          |
| <b>Total accomodation</b>                  | <b>15,827</b>  | <b>14,619</b>  | <b>15,270</b>  |
| Volunteer expenses                         | 323            | 500            | 610            |
| Board declarations                         | 438            | 745            | 871            |
| Membership fees                            | 3,503          | 3,598          | 7,380          |
| Company insurance                          | 3,616          | 3,447          | 1,896          |
| Strategy advisor                           | 0              | 0              | 2,522          |
| Website hosting                            | 8,162          | 4,669          | 3,583          |
| Foundation costs                           | 2,548          | 2,423          | 2,374          |
| Staff declarations                         | 1,109          | 3,707          | 1,639          |
| Fundraising                                | 3,324          | 6,000          | 1,714          |
| Communications                             | 4,080          | 5,000          | 6,980          |
| Consultant governance structure            | 0              | 0              | 0              |
| D&I policy consultant                      | 0              | 0              | 0              |
| Integrity advisor                          | 711            | 1,500          | 711            |
| NL Advocacy                                | 550            | 500            | 456            |
| External representation executives & board | 0              | 0              | 0              |
| PMEL system ProEMVa (also in programs)     | 0              | 0              | 0              |
| Other general costs                        | 1,048          | 1,800          | 2,463          |
| <b>Total general organisation</b>          | <b>29,412</b>  | <b>33,888</b>  | <b>33,198</b>  |
| Finance administration                     | 7,017          | 8,329          | 6,317          |
| Accountant                                 | 16,410         | 8,050          | 12,880         |
| Payroll services                           | 2,554          | 2,715          | 2,554          |
| Advice                                     | 0              | 1,500          | 0              |
| <b>Total accountant &amp; admin</b>        | <b>25,981</b>  | <b>20,594</b>  | <b>21,751</b>  |
|  | <b>765,341</b> | <b>742,164</b> | <b>681,977</b> |

## 7.2 Payment of Directors

### Directors during 2024

|                                    | <b>Jannemiek Evelo</b> | <b>Ximena Arguello</b> |
|------------------------------------|------------------------|------------------------|
| Started                            | 1/jan/2024             | 1/apr/2024             |
| End                                | 30/apr/2024            | 31/dec/2024            |
| FTE                                | 1.0                    | 1.0                    |
| Former TOP employee                | no                     | no                     |
| Employment by contract             | yes                    | yes                    |
| Salary                             | € 37,014               | € 39,726               |
| Pension                            | € 2,139                | € 3,121                |
| Taxable expenses                   | € 4,035                | € 8,234                |
| Total salary costs                 | € 43,188               | € 51,081               |
| WNT maximum per year               | € 214,000              | € 214,000              |
| WNT maximum in proportion          | € 71,333               | € 145,044              |
| Goede Doelen maximum per year      | € 112,901              | € 112,901              |
| Goede Doelen maximum in proportion | € 37,634               | € 76,522               |

### Directors during 2023

|                                    | <b>Jannemiek Evelo</b> |
|------------------------------------|------------------------|
| 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              |

## 7.3 Salaries Board

### Salaries Board Choice 2024

The following board members received at least one allowance of €475 per quarter. The total amount per year did not exceed the limit of €2,100 during 2024:

| <b>Board member</b> | <b>Role</b>    |
|---------------------|----------------|
| Sucharita Iyer      | Chair          |
| Ihlara Bouwman      | Treasurer      |
| Lisa Philippo       | Secretary      |
| Jona Claire Turalde | General Member |
| Lina Al-Hassany     | General Member |
| Rawan Raad          | General Member |
| Alba van Vliet      | General Member |

## 7.4 Budget 2024

| Statement of Income and Expenditure | Actual<br>2023<br>€ | Budget<br>2024<br>€ | Actual<br>2024<br>€ | Budget<br>2025<br>€ |
|-------------------------------------|---------------------|---------------------|---------------------|---------------------|
| <b><u>Income</u></b>                |                     |                     |                     |                     |
| Youth Ambassador jun19 - dec24      | € 92,122            | € 113,191           | € 108,042           |                     |
| Power to You(th)                    | € 229,353           | € 224,314           | € 249,058           | € 217,864           |
| BuZa - Right here right now 2       | € 594,683           | € 561,101           | € 578,103           | € 575,712           |
| IYAfFP - FP2030                     |                     | € 18,711            | € 16,897            |                     |
| Plan International / SIDA project   | € 44,620            | € 22,500            | € 29,097            | € 12,000            |
| Youth Ambassador 2025               |                     |                     |                     | € 124,966           |
| ICPD                                | € 8,653             |                     |                     |                     |
| Propel, Youth and Gender - USAID    | € 10,479            | € 91,033            | € 56,946            | € 18,182            |
| Erasmus+                            |                     |                     | € 6,000             |                     |
| New subsidies - government          |                     |                     |                     |                     |
| New subsidies - foundations         |                     |                     |                     |                     |
| Training (JUNCTURE)                 | € 8,339             |                     |                     |                     |
| Individual donations & consultancy  | € 0                 |                     | € 1,816             |                     |
| In kind donations                   | € 1,141             | € 1,000             | € 961               | € 1,000             |
| Interest                            |                     |                     |                     |                     |
| <b>Total income</b>                 | <b>€989,391</b>     | <b>€1,031,850</b>   | <b>€ 1,046,919</b>  | <b>€ 949,724</b>    |
| <b><u>Project costs</u></b>         |                     |                     |                     |                     |
| Youth Ambassador jun19 - dec24      | € 47,369            | € 60,323            | € 55,174            |                     |
| Power to You(th)                    | € 70,171            | € 63,650            | € 65,685            | € 52,250            |
| BuZa - Right here right now 2       | €185,138            | € 156,058           | € 160,081           | € 151,616           |
| IYAfFP - FP2030                     |                     |                     |                     |                     |
| Plan International / SIDA project   |                     |                     |                     |                     |
| Youth Ambassador 2025               |                     |                     |                     |                     |
| ICPD                                | € 6,023             |                     | € 0                 | € 58,850            |
| Propel, Youth and Gender - USAID    | € 3,021             | € 11,137            | € 5,591             |                     |
| Erasmus+                            |                     |                     | € 4,273             |                     |
| New subsidies - government          |                     |                     |                     |                     |
| New subsidies - foundations         |                     |                     |                     |                     |
| Individual donations & consultancy  |                     |                     |                     |                     |
| In kind donations                   |                     |                     |                     |                     |
| Interest                            |                     |                     |                     |                     |
| <b>Total project costs</b>          | <b>€311,723</b>     | <b>€ 291,168</b>    | <b>€ 290,805</b>    | <b>€ 268,462</b>    |
| <b><u>Net Income</u></b>            |                     |                     |                     |                     |
| Youth Ambassador jun19 - dec24      | € 44,753            | € 52,868            | € 52,868            |                     |
| Power to You(th)                    | € 159,182           | € 160,664           | € 183,373           | € 165,614           |
| BuZa - Right here right now 2       | € 409,545           | € 405,043           | € 418,022           | € 424,096           |
| IYAfFP - FP2030                     |                     | € 18,711            | € 16,897            |                     |
| Plan International / SIDA project   | € 44,620            | € 22,500            | € 29,097            | € 12,000            |
| Youth Ambassador 2025               |                     |                     |                     | € 66,116            |

|  |                 |                  |                  |                  |
|--|-----------------|------------------|------------------|------------------|
| ICPD   | € 2,630         |                  |                  |                  |
| Propel, Youth and Gender - USAID                 | € 7,457         | € 79,896         | € 51,354         | € 12,436         |
| Erasmus+   |                 |                  | € 1,727          |                  |
| New subsidies - government                       |                 |                  |                  |                  |
| New subsidies - foundations                      |                 |                  |                  |                  |
| Training (JUNCTURE)                              | € 8,339         |                  |                  |                  |
| Individual donations & consultancy               | € 0             |                  | € 1,816          |                  |
| In kind donations                                | € 1,141         | € 1,000          | € 961            | € 1,000          |
| Interest   |                 |                  |                  |                  |
|  | €               |                  |                  |                  |
| <b>Total Net Income</b>                          | <b>677,667</b>  | <b>€ 740,682</b> | <b>€ 756,115</b> | <b>€ 681,262</b> |
| <b><u>Personnel- and organization cost</u></b>   |                 |                  |                  |                  |
| Salaries (including taxes & pensions)            | € 556,545       | € 612,758        | € 638,446        | € 578,627        |
| Other personnel expenses                         | € 55,213        | € 60,305         | € 55,674         | € 36,744         |
| Office expenses                                  | € 15,270        | € 14,619         | € 15,827         | € 15,975         |
| General organization costs                       | € 33,198        | € 33,888         | € 29,412         | € 33,076         |
| Accountant and administration                    | € 21,751        | € 20,594         | € 25,981         | € 26,269         |
| Financial costs                                  | € -463          | € -1,500         | € -2,913         | (€ 1,500)        |
|  | €               |                  |                  |                  |
| <b>Total</b>                                     | <b>681,514</b>  | <b>€ 740,664</b> | <b>€ 762,428</b> | <b>€ 689,192</b> |
| <b>Total result</b>                              | <b>€ -3,847</b> | <b>€ 19</b>      | <b>€ -6,313</b>  | <b>€ -7,930</b>  |
| <b>Continuity reserve at the end of the year</b> | <b>€113,750</b> | <b>€ 113,769</b> | <b>€ 107,437</b> | <b>€ 99,507</b>  |



## 8. Other

### 8.1 Subsequent events

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

Amsterdam, June 27, 2025

#### General board

|       |                |  |
|-------|----------------|--|
| Chair | Sucharita Iyer | Board term ended as per May 1 <sup>st</sup> 2025 |
|-------|----------------|--|

|           |               |
|-----------|---------------|
| Secretary | Lisa Philippo |
|-----------|---------------|

|           |                |
|-----------|----------------|
| Treasurer | Ihlara Bouwman |
|-----------|----------------|



|                       |                |                   |
|-----------------------|----------------|-------------------|
| General Board Members | Alba van Vliet | Approved by email |
|-----------------------|----------------|-------------------|

## INDEPENDENT AUDITOR'S REPORT

To: the Board of Stichting CHOICE for Youth and Sexuality, Amsterdam,  
The Netherlands.

### A. Report on the audit of the financial statements 2024 included in the annual report

#### Our opinion

We have audited the financial statements 2024 of Stichting CHOICE for Youth and Sexuality based in Amsterdam, The Netherlands.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Stichting CHOICE for Youth and Sexuality as at 31 December 2024 and of its result for 2024 in accordance with the Guidelines for annual reporting 650 "Fundraising Organisations" of the Dutch Accounting Standards Board and the Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2024;
2. statement of income and expenditure for 2024; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

#### Basis for our opinion

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

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

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

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#### **Material uncertainty related to going concern**

We draw attention to the going concern section in the notes of the financial statements on page 54 and 55 of the annual report which indicates that Stichting CHOICE for Youth and Sexuality is still in the process of searching for ways to prepare a balanced budget for the year 2026. This is mainly due to the finalisation at the end of 2025 of the two projects funded by the Ministry of Foreign Affairs. The organisation depends on new alternative sources of income, which are not yet sufficiently secured for the year 2026 onwards. As a result the organisation is considering various cost-saving measures. This situation indicates the existence of a material uncertainty which may cast significant doubt about the organisation's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

#### **Compliance with rule against overlapping pursuant to the WNT not audited**

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

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

In addition to the financial statements and our auditor's report thereon, the annual report contains other information that consists of the management board's report (pages 2 to 51).

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

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

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

#### **C. Description of responsibilities regarding the financial statements**

##### **Responsibilities of the Board for the financial statements**

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

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

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

### **Our responsibilities for the audit of the financial statements**

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

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

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

Our audit included e.g.:

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



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

Amsterdam, 10 July 2025

Dubois & Co. Registeraccountants

J.J.M. Huijbregts RA