

2024 ANNUAL REPORT

[Download the Report](#)

01. Introduction
02. Mission & Focus
03. Impact in 2024
04. Reaching our goals
05. Fairspace in the Media

06. #DoeMeeMet5D
07. Safe Workspaces
08. Together Against Racism
09. Bystander to Upstander
10. Not My Fault

11. M&E Learnings
12. Financial Risks & Mitigation
13. Way Forward
14. Our Team
15. Governance

Annex A. Financial statement

Annex B. Samenstelverklaring



INTRODUCTION

WELCOME TO FAIRSPACE'S 2024 ANNUAL REPORT!

The past year has been a pivotal one in the fight against harassment. In the Netherlands, the introduction of a new law criminalising street harassment marked a significant step forward in acknowledging and addressing the pervasive nature of public harassment. This legal milestone reinforces the urgency of our work and strengthens our commitment to creating safer spaces for all.

At the same time, global political debates around diversity and inclusion have intensified, with some questioning the necessity and effectiveness of efforts to combat gender-based violence and discrimination. In the Netherlands, a new government was formed by a number of parties, some of which have pushed agendas that exclude certain people and threaten fundamental human rights. We expect this outcome to have an impact on many of those that we stand with and for. Despite shifts in the political climate - both nationally and globally - we remain steadfast in our mission: to challenge harmful behaviours and empower communities to take action.

In 2024, Fairspace continued its focus on the power of bystanders in preventing and addressing harassment. This work has been crucial in creating safer spaces, with the 2024 Emancipation Monitor (Netherlands) reporting that:



Nearly 1 in 5 women (16+) reported experiencing sexually inappropriate behaviour in the past year.



Women are 4x more likely than men to experience unwanted sexual attention at work

At the same time, the Netherlands Council for Human Rights reported that Racism in education and the labour market remains widespread, particularly affecting people of African, Middle Eastern, and Caribbean descent.

Safety is a collective responsibility, and we are committed to equipping people with the tools and confidence to intervene when they witness inappropriate behaviour. Through awareness campaigns, training, interactive tools and advocacy, we are working to ensure that no one feels powerless in the face of harassment. In addition to the organisational details of the financial year, this report outlines our accomplishments and progress in 2024, the challenges we expect to face in the coming year, and the critical role everyone can play in fostering a culture of safety and respect. Together, we can - and will - create a society where harassment is not only denormalised but actively prevented.

WE WANT TO LIVE IN A WORLD WHERE EVERYONE FEELS SAFE, INCLUDED AND RESPECTED.



MISSION AND FOCUS

MISSION

We want to live in a world where everyone feels **safe, included and respected**. Period.

We get there by inspiring **social change at every level**: through lobbying, awareness-raising and community activation.

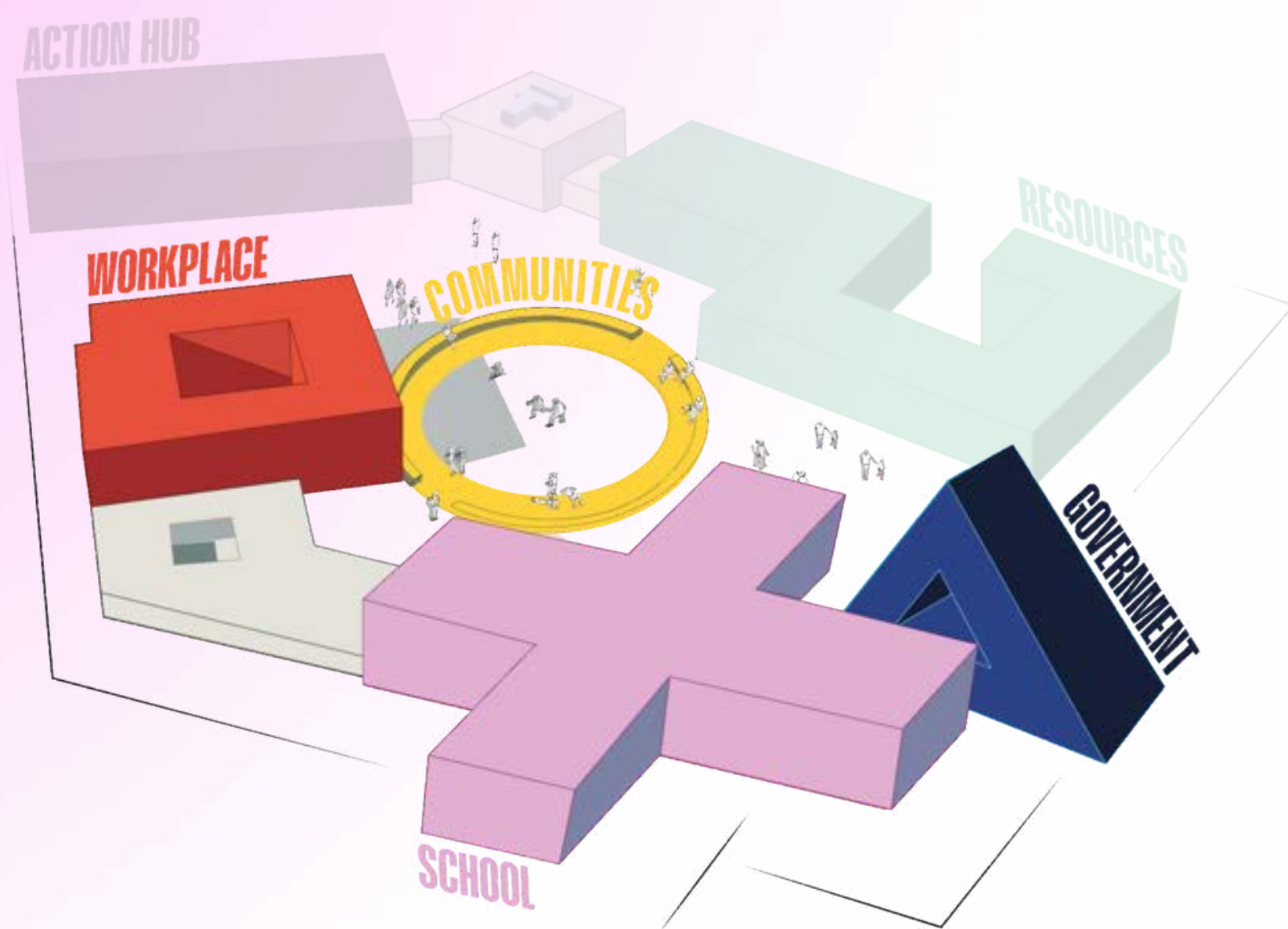
Our approach is **creative, inclusive and immersive** so that everyone is equipped & empowered to create meaningful impact.

One person, one action, one transformation at a time.

FOCUS AREAS

Most of us carry out our daily lives in one or more of these spaces: the **community** (think streets, public transport, cafes, bars/nightclubs), the **workplace** (think the office, whether it's onsite or remote) and **education** (think schools, universities, student associations). Our **governments** (think local municipalities, national government bodies) often set and enforce the laws and policies that govern these spaces.

Each space offers a different experience for everyone. Yet, harassment persists for very similar reasons, regardless of which space you're in. We tailor our work for each space, so that our partners and audiences feel connected, empowered and ready to end harassment when they witness it.



OUR VALUES



Inclusive

The way we work is accessible, contextualised and conscious of the diverse experiences of the people we work with.



Innovative

We break from typical approaches to ending harassment in the ways we design, adapt and carry out our work.



Authentic

We keep ourselves and our work honest, and we hold each other accountable to that.



People centered

We believe that the best solutions are made together with the people that they impact.

IMPACT IN 2024

WHAT OUR COMMUNITIES SAY

We had the pleasure of welcoming two excellent Fairspace educators to work with five different classes, consisting primarily of boys with behavioural challenges. They did an outstanding job. The trainers were extremely well-suited to this group and demonstrated a remarkable ability to sense and respond to the students' reactions and needs.

Their approach was both engaging and respectful, which allowed them to connect effectively with the students. They created a safe space for open conversation, and each session was met with genuine interest and involvement from the participants.

Both the students and their mentors found the lessons to be highly informative and impactful. The key message was made crystal clear by the end of each session: there are boundaries, and consent is essential. It was a valuable experience that left a lasting impression on all involved.



WHAT OUR COMMUNITIES SAY

"The 'Social Safety' workshop by Fairspace provided exactly what our organisation leads needed. After a pleasant intake, they translated our questions and needs into a well-structured and fitting programme. The expert trainers achieved a lot in a short time — both in raising awareness and providing practical tools. Highly recommended!"



WHAT OUR PARTNERS SAY

"Every conversation was approached with trust and insightfulness, which made me feel welcomed, seen and safe to show up as my full self : a true rarity in today's increasingly pressurized professional space"

4,400+ trained on bystander intervention

1,200+ team and company leaders trained

30+ community co-creators engaged

20+ student associations engaged in training or developing a safety policy

DRIVING SYSTEMIC SHIFTS



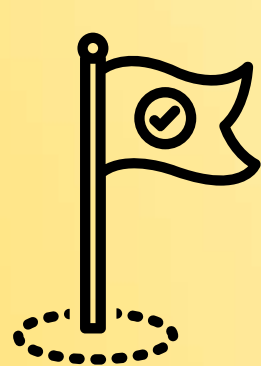
Laws

As of July 1, 2024, sexual harassment in public spaces officially became a punishable offense in the Netherlands. Since our inception in 2017, our co-founders have been actively engaged in shaping the agenda, influencing policy, and providing key input into the development of this new law.



Approaches

In September 2024, Fairspace had the opportunity to meet Staatssecretaris of Justice and Safety Ingrid Coenradi. We shared how we're working hand-in-hand with Gemeente Utrecht to prevent and denormalise street harassment, and the importance of including the community as a whole in responding to and preventing it.



Systems

Following the legislation against street harassment, the cities of Utrecht, Rotterdam, and Arnhem launched a pilot programme empowering municipal enforcement officers (BOAs) to crack down on sexual harassment in public spaces. Fairspace achieved an important milestone with our contribution to their official training. Fairspace equipped BOAs with the skills and understanding needed to handle cases of sexual harassment with the sensitivity and care that is deserved.



ONLINE VISIBILITY

With Fairspace as frontrunner in ending harassment in the Netherlands and a thought leader in the field of social inclusion, the team ramped up our high-quality and consistent online content, presence and visibility.

Impressions increased from

26,800 → **34,300**

Clicks rose from

1,100 → **2,100**

Fairspace now ranks for 121 additional keywords/phrases on Google

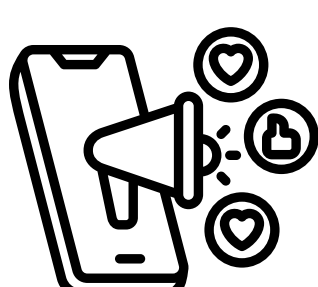
In terms of keywords/ phrases jumping from

175 → **296**

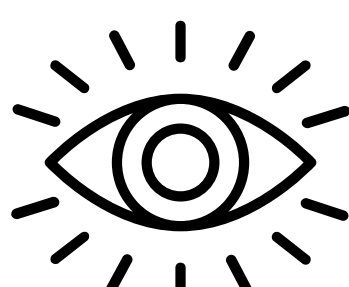
SOCIAL MEDIA

In 2024, we experimented with live streams, collabs and more interactive social content to both train and engage a broader audience.

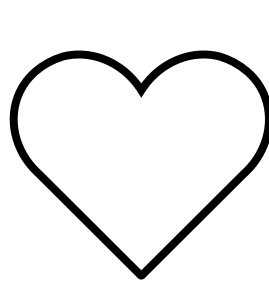
Our online presence and visibility will continue to grow and form a key part of our awareness-raising and engagement activities, in line with our commitment to widely accessible and interactive learning.



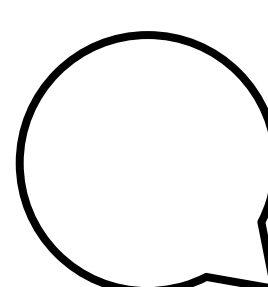
800,000 PEOPLE REACHED



797,000+ IMPRESSIONS



19,000+ LIKES

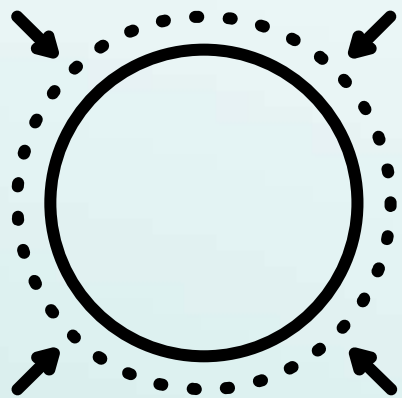


720+ COMMENTS



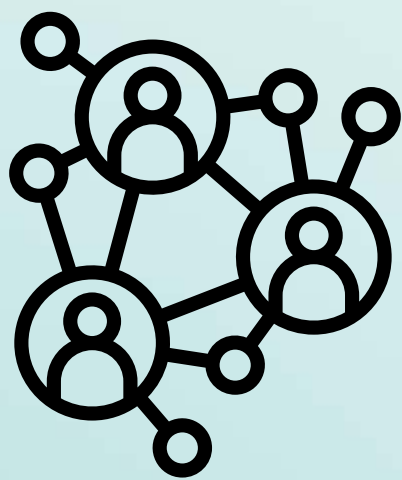
REACHING OUR GOALS

After years of slow but consistent growth, in 2022 the Fairspace core team (made up of three people at the time) set ambitious goals for the our organisation for 2023. Here' what we accomplished throughout the year:



Setting boundaries

Setting clear boundaries - with our partners and with ourselves - has helped us stay focused while still being flexible and open to new possibilities. By protecting our time and priorities, we created space for growth, creativity, and meaningful impact.



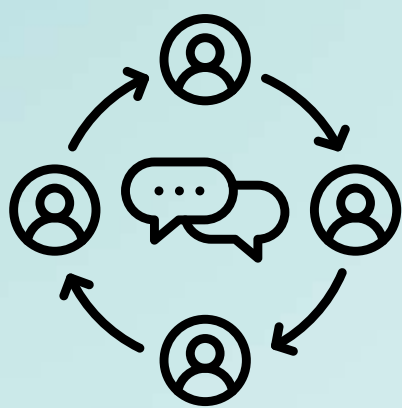
Raising our profile & expanding our reach

A stronger media presence helped us to connect with more people and scale our message. By being more proactive with media opportunities and refining how we present ourselves, we set the foundation to further strengthen our brand and our impact.



Making our team more inclusive & welcoming

We looked at ways to better recruit and support new trainers, making communication and onboarding smoother. Inclusive design was a focus too, helping us further develop our website and training programmes that are accessible and relevant to everyone.



Communicating better with clients & each other

Good communication makes everything and everyone run more transparently and honestly. We worked on setting clearer expectations with workplace clients to keep projects on track and deliver our intended impact. Within our team, we've created more structured feedback moments and explored new +ways to collaborate effectively, making sure everyone feels heard and supported.



Strengthening our community & experimenting more

Building a strong trainer community is key, and we aimed to create more opportunities for connection, learning, and collaboration. Team bonding took a bigger focus, alongside exploring creative approaches—like using art—to inspire fresh ideas.

FAIRSPACE IN THE MEDIA



Grensoverschrijdend gedrag op de werkvloer: wat kan je eraan doen?

Vandaag presenteerde commissie-Van Rijn het langverwachte onderzoeksrapport over de werkcultuur bij de publieke omroep. 'Niets gezien, niets gehoord en niets gedaan', luidt de titel en die vat de...



Expositie confronteert bezoekers met victim blaming: 'Je voelt je niet gehoord'

In WORM is de expositie 'Niet Mijn Schuld' geopend. Bezoekers worden geconfronteerd met de realiteit van victim blaming: het geven van de schuld aan slachtoffers van grensoverschrijdend gedrag. De expositie,...

© OPEN Rotterdam / Nov 28, 2024



Omarm het ongemak, praat over geld en nog 33 suggesties voor een prettige omgang met collega's

Hoe hoort het en wat spreken we af? In deze onregelmatig verschijnende serie doen verschillende auteurs een voorzet voor nieuwe etiketteregels op veelal onontgonnen terreinen. Filosoof Lena Bril geeft 35 suggesties...

V de Volkskrant / Sep 12, 2024



S06E10 CHICKSTALK: Seksuele Straatintimidatie

Hoewel seksuele straatintimidatie een veelbesproken onderwerp is, bewijst het nieuws dat we hier nog lang niet over zijn uitgesproken. Zo is deze vorm van intimidatie zelfs sinds 1 juli 2024 strafbaar en is er...

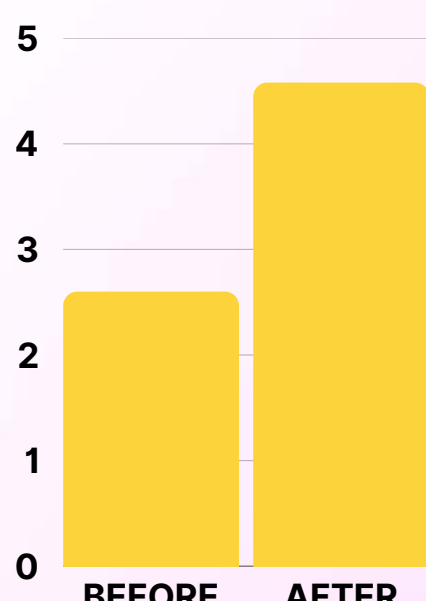
Chicks And The City / Dec 18, 2024

#DOEMEEMET5D

Progress so far

DoeMeeMet5D (DMM5D) is Fairspace's largest programme, extending over a three-year period (March 2023-2026) and tapping into a blended approach to ending harassment using 6 key approaches and tools.

KNOWLEDGE OF INTERVENTION STRATEGIES



Training

Throughout 2024, #DoeMeeMet5D expanded significantly, both in reach and in the variety of ways we engage people in bystander intervention.

- We introduced our workshops to new cities,
- Strengthened our collaboration with existing partners, and;
- Developed new tools to make learning about bystander intervention more accessible and impactful.

One of our key achievements was expanding the #DoeMeeMet5D training to Zwolle, Venlo, Leeuwarden, and Assen, while continuing our programmes in Rotterdam, Amsterdam, The Hague, Utrecht, Enschede, Nijmegen, Wageningen, Tilburg, Groningen and Maastricht. Alongside this, we trained seven new trainers across the country, further strengthening our ability to bring bystander intervention skills to more communities.

The impact of these sessions was clear: participants reported a significant increase in their knowledge of intervention strategies, rising from 2.60 to 4.58 on a 5-point scale, while their confidence in taking action also improved notably.

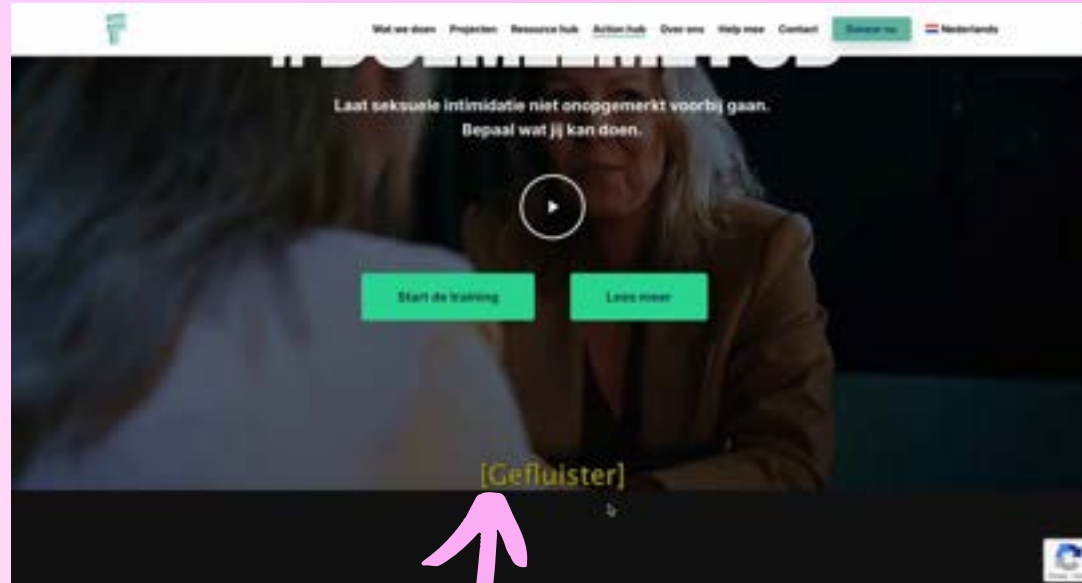
Pop-ups

Beyond our workshops, we reached over 2,000 people through pop-up actions in Utrecht, Leiden, The Hague, Rotterdam, Amsterdam, and Nijmegen. From university introduction weeks to cultural events in public spaces such as the beach in Scheveningen, these pop-ups gave us the opportunity to engage people who might not actively seek out bystander training but who were open to a conversation. One key lesson was the importance of tailoring our approach to different locations—at some events, we found that interactive elements helped attract more interest, while at others, a more conversational approach worked best.



#DMM5D campaign video

A major step forward in our programme was the development of a #DoeMeeMet5D campaign video in collaboration with Sagitta Creatives. Through co-creation and storyboarding sessions, we crafted a promotional video that brings bystander intervention to life with relatable, real-world scenarios. This video now plays a key role in raising awareness and encouraging people to take the next step in their learning by taking our online training, signing up to become a trainer and more.



Online bystander intervention training platform

Our #DMM5D online training platform was designed and developed in 2024 and launched in March 2025. It allows participants to learn about bystander intervention at their own pace through interactive scenarios, practical tools, and additional resources like articles and mythbusting quizzes. With a focus on accessibility, we designed it to be engaging and easy to use, regardless of prior knowledge.

VR immersion and training

In 2024, we crafted the concept and storyline and set the groundwork for the creation of an immersive bystander training experience. Our upcoming VR world offers participants a way to practice their intervention skills in a safe, controlled environment.



Co-creation with communities

In 2024, we set out to better understand how safety is experienced by queer communities of colour—communities whose voices are too often sidelined by the lack of intersectional approaches. Navigating both racism within LGBTQIA+ spaces and queerphobia in broader society, these communities face distinct and layered challenges.

To centre lived experience from the start, we partnered with House of Bodega, a vital part of the Dutch ballroom scene. Known for creating expressive, affirming spaces and chosen families, House of Bodega embodies what safety can look and feel like for LGBTQIA+ people of colour.

Together, we launched a co-creation journey rooted in trust, storytelling, and radical listening. Through a mix of online and in-person sessions, community members from the ballroom scene shared powerful reflections on what safety means in their lives- not just physically, but mentally, socially, economically, and culturally.

One of the most exciting outcomes was a prototype for a community-designed platform, grounded in a “Queer Hierarchy of Needs” - a reimagining of Maslow's pyramid through a queer, intersectional lens. This framework honours the layered, non-linear paths to safety and thriving. Every piece of content on the **platform** - from concepts to visuals - was imagined and created by the participants themselves.

Importantly, the process itself became a space of healing, connection, and empowerment. It wasn't just about building a product - it was about building community.



Looking ahead

- Deepen our partnerships in the cities where we work, train more facilitators to enhance nationwide coverage, and improve communication around workshops to ensure participants feel fully prepared and engaged.
- Expansion of pop-ups to even more diverse locations, including MBO schools and sports clubs, and enhance their interactivity to encourage deeper engagement.
- Increase our online training platform reach and add more content to further enhance the learning journey.
- Finalise VR experience by testing with key audiences, final de-bugging and integration into our existing programmes where possible.
- Test our co-creation platform prototype with communities to ensure it is both relevant and contextualised to their needs.

Looking ahead, 2024 has been one of growth, learning, and innovation. By expanding our in-person trainings, strengthening our digital tools, and developing new ways to engage communities and partners, we've taken major steps toward making bystander intervention as accessible and impactful for as many people as possible. In the year ahead, we will focus on scaling our impact, refining our training quality, and continuing to find new and creative ways to empower people to take action. With every conversation, every workshop, and every new participant, we're building a stronger movement for a safer and more inclusive society.

SAFE WORKPLACES

At Fairspace, we believe that workplace safety goes beyond policies - it requires a culture shift, leadership commitment, and collective action. Over the past year, we have worked with a diverse range of clients to build safer, more inclusive work environments through training, co-creation, and long-term partnerships.

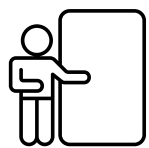
Progress so far

Collaborations & impact

Throughout 2024, our efforts to build safer, more inclusive workplaces for teams and leadership continued to grow, both in numbers and in behaviour change:



Three new organisations partnered with us to address workplace safety



Five existing clients returned to deepen their collaboration



Our clients reported increased awareness, willingness, motivation to step up and speak out in order to foster safer, more inclusive workplaces

This ongoing trust highlights the effectiveness of our approach and the increasing recognition of the need for sustained efforts in creating harassment-free workplaces.

Enhancing our offerings for teams & leaders

To further strengthen internal capacities, we further developed our Training-of-Trainers (ToT) workplace programme, equipping internal teams and leadership with the tools to sustain workplace safety efforts from within. Additionally, we facilitated a co-creation session with workplace safety partners, fostering collective learning and innovative solutions.

Our trainings and ToTs covered a range of critical topics, including bystander intervention, leadership for a safe workplace culture, and how to apply a trauma-sensitive response to harassment reports – ensuring that those handling complaints do so with empathy, accountability and effectiveness.

Looking ahead

As we move forward, we remain committed to supporting organisations in creating lasting change. We will continue to work with our existing clients and invite new collaborations for tailored workplace safety initiatives. Particularly given the recent shift in political climate, it is more important than ever for organisations to prioritise safe workplaces. Because every workplace should be a space where people feel safe, respected, and valued.

TOGETHER AGAINST RACISM

After an intensive round of co-creation and input sessions in Amsterdam, Utrecht, Rotterdam and Tilburg in the first months of 2024, our expert team developed a bystander intervention training focused on anti-racism called Samen Tegen Racisme. We recruited and trained 16 new and existing trainers on how to facilitate training and discussions on the topics of discrimination, racism and bystander intervention. The roll-out of this new training kicked off around the summer of 2024 and we have since welcomed 431 participants. Our online campaigning reached close to 20,000 people through Instagram live sessions and curated content.



FROM BYSTANDER TO UPSTANDER: BUILDING A CULTURE OF INTERVENTION

Our Erasmus+ funded project, awarded in 2024, aims to strengthen the capacities of professionals and organisations working with youth to prevent gender-based violence and promote gender-transformative approaches with boys and men in the Netherlands and Croatia. A key focus is empowering young people to combat violence and discrimination, particularly in online spaces, while increasing awareness among boys and young men about the importance of bystander intervention. The project includes capacity-building activities, the development of innovative resources for online intervention, and transnational training events for youth professionals.



NOT MY FAULT

In November 2024, we opened the doors to our new interactive art exhibition 'Not My Fault'. This exhibition offered visitors a probing experience around the theme of victim blaming. Through a collective diary filled with personal stories, figures and insights, visitors' senses were confronted with the impact of guilt and shame on people who have experienced sexual violence. With nearly 100 visitors over four days, the exhibition not only raised awareness but also created space for reflection, dialogue and expressions of support.



M&E AND LEARNING

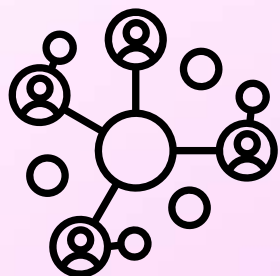
Fairspace is a learning organisation committed to continuous growth and improvement. We invest in our team's skills and expertise, taking the time to reflect on past projects to enhance current and future initiatives and our overall impact. Our interventions are evaluated by external parties, and all trainings receive participant feedback to ensure effectiveness. Additionally, we hold at least two strategy moments per year, dedicated to refining our approach, fostering learning, and maintaining high-quality standards.

Key learnings in 2024 and opportunities:



Enhancing training quality:

We're investing in continuous improvement of training delivery through facilitator development, updated materials, and stronger quality assurance.



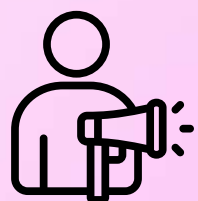
Tailoring content to client needs:

We're expanding our co-design processes to develop training content that's even more aligned with partner and client contexts.



Deepening community partnerships:

We're strengthening relationships with local community organisations to ensure training is relevant, inclusive, and widely accessible.



Leveraging community influencers:

We're working with trusted community builders and influencers to extend our reach and drive engagement more authentically.

FINANCIAL RISKS & MITIGATION CONSIDERATIONS

Fairspace remains constantly vigilant to identify risks and respond effectively. Additionally, risk analyses are conducted for all subsidy and income generating partnerships. Below are several risks and mitigation considerations that applied to our 2024 finances and financial, operational and strategic planning.

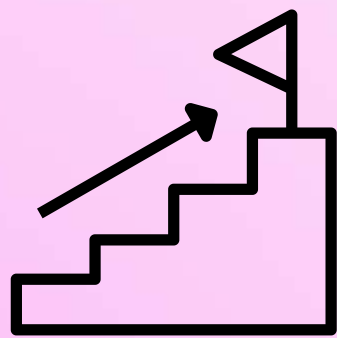
Risk	Risk Level	Impact	Mitigation Measures	Category
Market fluctuations	High	High	Maintain adaptable strategy that can pivot based on shifts in trending client interests	Strategic
Political developments affecting subsidies	High	High	Mobilise private and European funding sources; reduce dependency on government	Strategic
Inflation pressure & inflexible client budgets	High	High	Prioritise un earmarked funding opportunities; apply inflation correction to core salaries	Financial
Financial constraints (cash flow, unexpected costs)	High	High	No permanent contracts until funding secured; use freelancers; interim payments; project management system for invoice tracking; diversify funding streams	Financial
Reliance on government subsidies	High	High	Diversify funding streams - reduce reliance on government subsidies in favor of multiple funding streams	Financial
Operational capacity strain	Medium	High	Limit team growth for 2 years; engage external experts as needed for support in finance, legal, HR	Operational
Talent acquisition and retention challenges	Medium	High	Strengthen and retain current team through new HR Talent Management framework	Operational
Regulatory and compliance risks when expanding abroad	Medium	High	Limit international growth; monitor risk; consider virtual payroll and HR services for international operations	Operational

These risks highlight the importance of careful planning, ongoing monitoring, and flexibility in execution to ensure sustainable growth. In terms of Board considerations, Fairspace’s executive Directors will turn to the Supervisory Board to hold us accountable to the plan above.

WAY FORWARD

As we look ahead to 2025 and beyond, Fairspace stands at a pivotal intersection of opportunity and responsibility. Our strategic trajectory is anchored in the same values that shaped our accomplishments in 2024: inclusion, innovation, authenticity, and people-centered change. With secured funding from the Ministry of Education, Culture and Science through Q2 2026 and a growing ecosystem of partners, we are poised to deepen our impact, sustain our momentum, and boldly pursue our vision of a society where everyone feels safe, included, and respected.

The year ahead is not a blank slate, but a continuation—of momentum built, lessons learned, and relationships nurtured, with special focus on the strategic areas below:



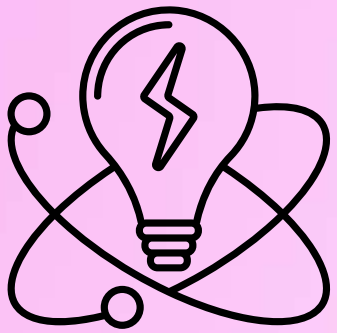
Scaling impact while centering communities

Building on the success of programmes like #DoeMeeMet5D and Samen Tegen Racisme, we will focus on broadening our reach without compromising our deep, community-rooted approach. By expanding pop-up activations to include MBO schools and sports clubs, scaling our online bystander training platform, and finalising our VR immersive learning experience, we aim to offer accessible, relevant, and context-sensitive resources across the country. This strategic growth is informed by our 2024 learnings around co-creation, cultural relevance, and the value of peer-to-peer engagement.



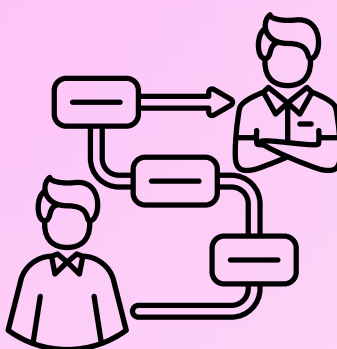
Reinforcing safer workplaces and inclusive systems

Our work with companies and institutions will continue to evolve through strengthened training-of-trainers programmes, more trauma-sensitive approaches, and stronger partnerships. In the current political climate, where human rights frameworks face increasing scrutiny, the workplace becomes a crucial battleground for equity and dignity. We will continue to support organisations in embedding safety into culture -not just policy- and diversifying our funding base to ensure this work is sustainable and resilient.



Advancing digital and design-led innovation

Digital accessibility remains a core part of Fairspace's strategic and impact goals. In 2025, we will further develop our digital innovation service area, leveraging tools such as interactive training, our online and VR platform, and our co-created resource portal for the Dutch Ballroom Community. These innovations will not only amplify our reach but also embody our belief that the most powerful tools are those designed with - and not just for - communities.



Strategic partnerships for structural change

To create lasting systemic impact, we will intensify our strategic lobbying and relationship-building with key institutional partners—such as municipalities, national ministries, and mission-aligned private sector actors. These partnerships are not just about resources but about influence, agenda-setting, and creating structural shifts that reflect the voices of those most affected by harassment and exclusion.



Growing sustainably, leading responsibly

Fairspace will maintain a balance between stability and strategic growth. While no immediate team changes are anticipated, we are preparing to expand contingent on new (EU) grant opportunities. In parallel, we will invest in trainer development and quality, internal capacity-building, and enhanced visibility across platforms to ensure that our growth strengthens, rather than stretches, our core.

Fairspace is not just growing; it is maturing. That means saying no to opportunities that aren't aligned, and deepening the ones that are. It means keeping our work grounded in lived experience, while also embracing new ideas - from VR to design thinking - that help us connect, listen, and adapt.

We are entering 2025 with a strong foundation: sustained funding, tested programmes, and a growing community of allies. But we also carry a sharper sense of what is at stake. As political currents threaten to roll back hard-won rights, and public discourse grows increasingly polarised, our work - to make safety, dignity, and inclusion non-negotiable - feels more urgent than ever. Looking ahead, we will continue to challenge the idea that safety is an individual responsibility. Safety is collective. It transcends culture, politics and borders. We will keep pushing against the systems and norms that normalise harm - and continue building the systems, tools and relationships that make intervention the norm instead.

Check out our [website](#) to learn more about Fairspace's future vision, planning and governance updates.

OUR TEAM

As our work expands, so does our team, ensuring we have the best people and structures in place to drive meaningful change.

Staff

One of our key milestones was expanding our team of 6 to 8 with the hiring of a Training Coordinator for our Workplace Safety programme, reinforcing our commitment to creating harassment-free environments in professional settings. We were also able to bring our designer and co-creation expert on board in a structural capacity. Additionally, we began working with freelance Community Builders to expand our local networks, fostering deeper connections and engagement in communities across the Netherlands.

In 2024, we had an average of 8 employees (6 in 2023). When converted to full-time equivalents (FTEs), this equated to an average of 5.6 FTEs.

Additionally, Fairspace collaborates with various independent professionals who carry out essential tasks which require a specific expertise to complete Fairspace's projects and management. Furthermore, the majority of our external experts focus on training as many people as possible in the Netherlands on harassment prevention and bystander intervention. We could not achieve our impact without them. All independent professionals are compensated based on market- and industry-standard rates, with payments made by Fairspace on an invoice basis.

Fairspace is thrilled to have volunteers who invest their time in our cause. Various volunteers (10) have contributed their time and energy to Fairspace in 2024. We have a volunteer policy, where the rights and duties of volunteers are clearly described. Any expenses incurred are reimbursed. In certain cases, volunteer compensation was provided.

Finally, we were excited to participate in a Maatschappelijke Diensttijd (MDT) project with the Nationale Jeugdraad, welcoming four young people, aged between 16 and 27, to our team for three months. Their enthusiasm and dedication contributed to the success of our Not My Fault exposition, adding fresh perspectives to our work.

People and organisation

Investing in our team's development remains a priority. We organised our first-ever Trainers Day in summer 2024, bringing our trainers together for an inspiring day of workshops and sharing lessons learned, enhancing both their expertise and peer learning opportunities.

Internally, we took a significant step forward by renewing our HR and Talent Management framework. These improvements ensure a stronger foundation for performance appraisals, professional development, and overall team well-being. As we continue to grow, we remain committed to fostering a strong, skilled, and motivated team ready to take on the challenges ahead.

Fairspace is an equal opportunity organisation that believes in the power of diversity and in the importance of an inclusive and safe work environment. To this end, we have a safety and DEIB policy in place, hold ourselves accountable to all staff agreed standards, and have reporting mechanisms in place in case something goes wrong. Team members have the option of talking to an external confidential advisor. Conversations with the confidential advisor take place outside the organisation, on neutral territory.



GOVERNANCE

Fairspace is a non-profit organisation that is governed by the Board of Directors (Executive Board). The Supervisory Board (Raad van Toezicht), the highest governing body of the organisation, provides unpaid oversight of the organisation and its board of directors. It operates independently and, if necessary, only receives reimbursement for expenses incurred while performing its duties.

Building on the strong foundation laid in 2023, Fairspace and its Supervisory Board have moved forward in 2024 with renewed focus and collaboration. With clear processes and structures now in place—including improved governance, financial oversight, and organisational safeguards—the Supervisory Board has actively worked alongside the Executive Directors to consolidate these efforts. In 2024, we prioritised meaningful engagement, strengthening strategic and operational direction, and ensuring continuity in key areas such as impact and business development.

A member of the supervisory board is appointed for a period of four years and may be reappointed once consecutively. As of March 2023, Fairspace's supervisory board's members are:

- Gamila Ylstra, Chair
- Esther Smit, Secretary
- Ramya Kandhasasmy, Treasurer

In 2024, there were no changes in the composition of the supervisory board.

Our governance principles

- Fairspace applies the principles of the Commission Normstelling Erkenning Goede Doelen
- Fairspace's Executive Board members and act with integrity. They are alert to overlapping interests, avoid unwanted overlapping interests, and deal with conflicts of interest in a transparent way
- Fairspace's Executive Board members are aware of their role and the division of tasks, responsibilities and authority between them, and act accordingly.
- Fairspace's Executive Board members are responsible for the organisation's general and daily leadership, its functioning and its results.
- Fairspace's Executive Board members treat the organisation's people and means in a careful and responsible manner
- The Supervisory Board exercises its role as a supervisor and advisor in a professional and independent manner.
- The Supervisory Board is responsible for its own composition and safeguards expertise, diversity, and independence

STATUTORY & OTHER INFO

Legal status

Fairspace has its statutory seat in the municipality of Amsterdam. The foundation operates from one shared vision, mission and strategy. The bylaws have been amended as of 20 February 2024 in accordance with relevant legislation including the WBTR.

Statutory objectives

Fairspace's statutory objectives are:

- The foundation aims to create a safe public space where sexual and other forms of discriminatory harassment have no place, and furthermore everything directly or indirectly related or may be conducive thereto, all in the broadest sense.
- The foundation seeks to achieve its objective through social change(s), such as information campaigns and awareness-raising campaigns, and everything else that is related to this or to achieving the objective, all in the broadest sense.

Chamber of Commerce

Fairspace is registered with the Dutch Chamber of Commerce under number 70014000.

Contact

Stichting Fairspace
Postbus 28053
3003 KB, ROTTERDAM
info@fairspace.co

SEE YOU NEXT YEAR!



2024 Financial Report

Foreword	1
Revenue	1
Expenses per category	2
Programme expenses	2
Expense per programme goals	2
Fundraising and acquisition	2
Administration	3
Balance and continuity reserve	3
Effectiveness and efficiency	3
Management remuneration policy	3

Foreword

Fairspace hereby provides an explanation of the financial statements by the accountant. As of 2024, we have adopted a new format (CJ 650, as recommended by Centraal Bureau Fondsenwerving) for our financial reporting, which differs from previous years. As a result, direct comparisons between the 2024 figures and those from 2023 may be challenging due to changes in cost categorisation. Wherever possible, we have grouped and aligned cost clusters to reflect the new structure and provide a meaningful comparison. However, some discrepancies may remain due to differences in classification. It is important to note that all reported figures are accurate; any inconsistencies relate solely to categorisation, not to the underlying data.

Revenue

Budget: €550,00; Actual: €682,224

Fairspace's revenue grew considerably in 2024 - from €484,933 (2023) to €682.224. This ~40% increase in revenue was primarily from government assignments and the Ministry of OCW grant. 2024 marked the year out of our 3-year OCW grant with the largest grant amount paid. 61% of our direct revenues (directe opbrengsten) is composed of the above mentioned government assignments where Fairspace implements interventions in community groups, paid for by municipalities. Approximately 39% of our direct revenues in 2024 came from workplace safety-related assignments for both new and existing workplace safety clients. The diversification of funding sources is a key part of Fairspace's financial sustainability strategy.

Expenses per category

Programme expenses

Budget: €515,400; Actual €419,367

In 2024, programme costs took up most of our expenditures. This is largely due to Fairspace's securing of larger and/or multi-year funding, with most major programmes beginning in 2024 (e.g., Ministry OCW, Ministry SZW, an increase in workplace safety assignments, etc.). As a consequence of securing larger projects and assignments, all programme-related costs (e.g., staff, project freelancers) also increased from previous years. In 2024, programme costs included fundraising and acquisition activities because we will begin differentiating hours for fundraising as of 2025. New and shifting expense categories are also the explanation for the actual costs being lower than budget.

Expense per programme goals

As of 2025, Fairspace will formulate specific programme goals for our activities in the four Spaces we are active in: communities, education, workplaces and government. Since we have started using the CJ 650 financial report format in 2025, to present our numbers of 2024, we cannot show an expenses breakdown per goal yet. This will be included as from the financial report over 2025. However, we are able to explain that all project costs, without specific numbers, have been spent according to the four spaces, identified in 2023, and the following projects per space:

1. Expenses for our *Community* space include expenses for staff and trainers of our Bystander intervention against street harassment and racism trainings, pop-up events, social media campaigns, the Not My Fault exposition and From bystander to upstander Erasmus+ project
2. Expenses for our *Education* space include expenses for staff and trainers of our Bystander intervention against street harassment and sexual violence workshops, and capacity building for education staff, at education institutions and with student groups.
3. Expenses for our *Workplace* space include expenses for staff and trainers of our workplace safety trainings and workshops.
4. Expenses for our *Government* space include staff costs for lobby for policy influencing and expert guidance.

In general, a large part of the direct project costs is composed of staff costs.

Fundraising and acquisition

Budget: N/A; Actual €5,714

Fairspace did not have separate expense categories specifically for fundraising and acquisition in 2023, and did not initially budget for these activities for 2024, therefore comparison is challenging. That being said, in 2024, because Fairspace had secured multi-year funding already from the Ministry of OCW, L'Oréal Paris and several municipalities, fundraising activities and proactive business development activities as separate activities was minimal. In 2024, we did apply for two major EU CERV grants, however much of these costs drew from existing staff costs. As of 2025, Fairspace will start tracking time for fundraising and acquisition activities.

Administration

Budget: €39,600; Actual: €244,824. Our administration costs saw an increase compared to 2023 (€102,291), as Fairspace, as part of our professionalisation process, has acquired industry standards insurances for a growing team of staff, such as business and professional insurances, absenteeism insurance, and liability for the board insurance. Besides project-related travel costs, our overall travel costs increased with a higher number of staff. New and shifting expense categories, resulting from reporting in a new format than budgeted, are the explanation for the actual costs being higher than budget.

Balance and continuity reserve

The financial report for Stichting Fairspace for the year 2024 reveals a positive balance of €12.362, similar compared to the previous year. To mitigate potential cash flow issues, we aim to reach a reserve of at least €80,000 by the end of 2028 to cover at least 3 months of Fairspace salaries and to ensure that we will be able to meet our obligations and continue to carry out our activities. We aim to reach this reserve goal by applying to unearmarked funds, incorporating a minimum 10% project management fee to all projects/ assignments above €10,000 in 2025 and using funds responsibly and strategically to maximise impact.

Effectiveness and efficiency

From 2024, Fairspace operates with strategic, multi-year policy plans. These plans outline the intended use of fundraising resources, specify the funding required for each goal, and detail how the resources will be allocated.

An annual work plan and budget for the new year are developed in Q4 of the year before. Progress is documented in quarterly reports, with final results published in the annual report.

Fairspace continually strives to optimise resource allocation, ensuring effective and efficient progress toward our mission.

Management remuneration policy

The Board of Directors is composed of two directors, based in the Netherlands and the US. Fairspace's Supervisory Board adopted the management remuneration policy, the level of management remuneration and the level of other remuneration components. The policy is updated periodically. The last review was on 5 May 2025. In determining the remuneration policy and setting the remuneration for the management board, Fairspace follows the Regulations on remuneration of directors of charitable organisations. The regulation provides a maximum standard for annual income using weighting criteria. The weighting of the situation at Fairspace was done by the Supervisory Board. This led to a so-called BSD score of 365 points.

For the purpose of testing against the applicable ceilings, the actual annual income and total remuneration of the Management Board are expressed as 1 FTE for 12 months. The annual income for Laura Adèr is EUR 90,984 (1 FTE/12 months) and the total remuneration is EUR 94,900 (1 FTE/12 months). The annual income for Eve Aronson is EUR 91,106 (1 FTE/12 months) and the total remuneration is EUR 95,022 (1 FTE/12 months). The annual income of the individual board members remains within the maximum of EUR 102,546 (1 FTE/12 months) according to the Regulations on the remuneration of directors of charitable organisations. The annual income, taxed

allowances/additions, pension charges, pension compensation and other remuneration in term combined, also remain within the maximum of EUR 133,130 per year under the scheme.

Werkelijke bezoldiging directieleden (bij eventuele parttimepercentage)

Directeur(en)		
Naam	Laura Adèr	Eve Aronson
Functietype in de beloningsregeling	Directeur(-bestuurder)	Directeur(-bestuurder)
Eventuele specifieke functietitel		
Dienstverband		
Aard (looptijd)	Onbepaalde tijd	Contract
Uren	32	24
Parttime percentage	80%	60%
Startdatum dit boekjaar	01/Jan/25	01/Jan/25
Einddatum dit boekjaar	31/Dec/25	31/Dec/25
Aantal maanden werkzaam in boekjaar	12	12
Bezoldiging bij parttimepercentage		
Jaarinkomen bruto		
Loon/salaris	€ 62,562	€ 46,989
Vakantiegeld	€ 5,004	€ 3,759
Vaste eindejaarsuitkering	€ 5,221	€ 3,916
Jubileum uitkering		
Uitbetaling niet opgenomen		
Totaal jaarinkomen	€ 72,787	€ 54,664
Overige vergoedingen		
Belaste vergoedingen/bijtellingsen		
Pensioenlasten werkgeversdeel	€ 3,133	€ 2,349
Pensioencompensatie		
Overige beloningen op termijn		
Uitkeringen beëindiging		
Totale bezoldiging	€ 75,920	€ 57,013

JAARREKENING 2024

Stichting Fairspace
te Amsterdam

INHOUDSOPGAVE

Pagina

ACCOUNTANTSVERSLAG

1	Opdracht	2
2	Samenstellingsverklaring van de accountant	2
3	Resultaat	4

1	BESTUURSVERSLAG OVER 2024	6
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JAARREKENING

1	Balans per 31 december 2024	11
2	Staat van baten en lasten over 2024	13
3	Grondslagen voor waardering en resultaatbepaling	14
4	Toelichting op de balans per 31 december 2024	17
5	Toelichting op de staat van baten en lasten over 2024	22

ACCOUNTANTSVERSLAG

Aan het bestuur van
Stichting Fairspace
Nolensstraat 25 B01
3039PL Rotterdam

Geachte bestuur en Raad van Commissarissen,

1 OPDRACHT

Ingevolge uw opdracht hebben wij de jaarrekening 2024 van uw stichting, waarin begrepen de balans met tellingen van € 225.176 en de staat van baten en lasten sluitende met een resultaat van € 12.362, samengesteld.

2 SAMENSTELLINGSVERKLARING VAN DE ACCOUNTANT

Aan: het bestuur

De jaarrekening van Stichting Fairspace te Amsterdam is door ons samengesteld op basis van de van u gekregen informatie. Deze jaarrekening bestaat uit de balans per 31 december 2024 en de staat van baten lasten over 2024 met de daarbij horende toelichting. In deze toelichting is onder andere een overzicht van de gehanteerde grondslagen voor financiële verslaggeving opgenomen.

Deze samenstellingsopdracht is door ons uitgevoerd volgens Nederlands recht, waaronder de voor accountants geldende Standaard 4410, "Samenstellingsopdrachten". Op grond van deze standaard wordt van ons verwacht dat wij u ondersteunen bij het opstellen en presenteren van de jaarrekening in overeenstemming met in Nederland algemeen aanvaarde grondslagen voor financiële verslaggeving. Wij hebben daarbij onze deskundigheid op het gebied van administratieve verwerking en financiële verslaggeving toegepast.

Bij een samenstellingsopdracht bent u er verantwoordelijk voor dat de informatie klopt en dat u ons alle relevante informatie aanlevert. Wij hebben onze werkzaamheden, in overeenstemming met de daarvoor geldende regelgeving, dan ook uitgevoerd vanuit de veronderstelling dat u aan deze verantwoordelijkheid heeft voldaan. Als slotstuk van onze werkzaamheden zijn wij door het lezen van de jaarrekening globaal nagegaan dat het beeld van de jaarrekening overeenkwam met onze kennis van Stichting Fairspace. Wij hebben geen controle- of beoordelingswerkzaamheden uitgevoerd die ons in staat stellen om een oordeel te geven of een conclusie te trekken met betrekking tot de getrouwheid van de jaarrekening.

Bij het uitvoeren van deze opdracht hebben wij ons gehouden aan de voor ons geldende relevante ethische voorschriften in de Verordening Gedrags- en Beroepsregels Accountants (VGBA). U en andere gebruikers van deze jaarrekening mogen dan ook ervan uitgaan dat wij de opdracht professioneel, vakbekwaam en zorgvuldig, integer en objectief hebben uitgevoerd en dat wij vertrouwelijk omgaan met de door u verstrekte gegevens.

Stichting Fairspace te Amsterdam

Voor een nadere toelichting op aard en reikwijdte van een samenstellingsopdracht en de VGBA verwijzen wij u naar www.nba.nl/uitleg-samenstellingsverklaring.

Den Haag, 30 juni 2025

MDM accountants B.V.

K.H. Leung AA

3 RESULTAAT

3.1 Vergelijkend overzicht

Het resultaat over 2024 bedraagt € 12.362 tegenover € 54.168 over 2023. De resultaten over beide jaren kunnen als volgt worden samengevat:

	Realisatie 2024	Begroting 2024	Realisatie 2023	Vershil 2024-2023
	€	€	€	€
Baten				
Baten van subsidies van overheden	417.499	550.000	238.750	178.749
Baten als tegenprestatie voor de levering van diensten	264.725	-	246.184	18.541
Som der baten	682.224	550.000	484.934	197.290
Lasten				
Besteed aan de doelstellingen				
Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	417.499	180.000	247.624	169.875
Overige doelstellingen	1.868	-	80.551	-78.683
	419.367	180.000	328.175	91.192
Wervingslasten	5.714	-	300	5.414
Kosten van beheer en administratie	244.824	366.849	102.291	142.533
Financiële baten en lasten	-43	-	-	-43
Saldo	12.362	3.151	54.168	-41.806

ACCOUNTANTSVERSLAG

2024 Financial Report

Foreword

Revenue

Expenses per category

- Programme expenses
- Expense per programme goals
- Fundraising and acquisition
- Administration
- Balance and continuity reserve
- Effectiveness and efficiency
- Management remuneration policy

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Stichting Fairspace te Amsterdam

Werkelijke bezoldiging directieleden (bij eventuele parttimepercentage)

Directeur(en)			
Naam	Laura Adér	Eve Aronson	
Functietype in de beloningsregeling	Directeur(-bestuurder)	Directeur(-bestuurder)	
Eventuele specifieke functietitel			
Dienstverband			
Aard (looptijd)	Onbepaalde tijd	Contract	
Uren	32	24	
Parttime percentage	80%	60%	
Startdatum dit boekjaar	01/Jan/24	01/Jan/24	
Einddatum dit boekjaar	31/Dec/24	31/Dec/24	
Aantal maanden werkzaam in boekjaar	12	12	
Bezoldiging bij parttimepercentage			
Jaarinkomen bruto			
Loon/salaris	€ 62,562	€ 46,989	
Vakantiegeld	€ 5,004	€ 3,759	
Vaste eindejaarsuitkering	€ 5,221	€ 3,916	
Jubileum uitkering			
Uitbetaling niet opgenomen			
Totaal jaarinkomen	€ 72,787	€ 54,664	
Overige vergoedingen			
Belaste vergoedingen/bijstellingen			
Pensioenlasten werkgeversdeel	€ 3,133	€ 2,349	
Pensioencompensatie			
Overige beloningen op termijn			
Uitkeringen beëindiging			
Totale bezoldiging	€ 75,920	€ 57,013	

JAARREKENING

Balans per 31 december 2024

Staat van baten en lasten over 2024

Grondslagen voor waardering en resultaatbepaling

Toelichting op de balans per 31 december 2024

Toelichting op de staat van baten en lasten over 2024

1 BALANS PER 31 DECEMBER 2024
(na resultaatbestemming)

		31 december 2024		31 december 2023	
		€	€	€	€
ACTIVA					
Vaste activa					
Immateriële vaste activa	(1)				
Website			-		4.093
Materiële vaste activa	(2)				
Inventaris			762		1.001
			<u>762</u>		<u>5.094</u>
Vlottende activa					
Vorderingen	(3)				
Debiteuren		64.977		29.108	
Omzetbelasting		-		4.562	
Overlopende activa		<u>140.267</u>		<u>45.818</u>	
			205.244		79.488
Liquide middelen	(4)		19.170		90.237
			<u>225.176</u>		<u>174.819</u>

2 STAAT VAN BATEN EN LASTEN OVER 2024

		Realisatie 2024	Begroting 2024	Realisatie 2023
		€	€	€
Baten				
Baten van subsidies van overheden	(7)	417.499	550.000	238.750
Baten als tegenprestatie voor de levering van diensten	(8)	264.725	-	246.184
Som der baten		682.224	550.000	484.934
Lasten				
Besteed aan de doelstellingen				
Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	(9)	417.499	180.000	247.624
Overige doelstellingen	(10)	1.868	-	80.551
		419.367	180.000	328.175
Wervingslasten	(11)	5.714	-	300
Kosten van beheer en administratie				
Lonen en salarissen	(12)	183.926	337.249	86.113
Afschrijvingen immateriële vaste activa	(13)	4.093	-	672
Afschrijvingen materiële vaste activa	(14)	239	-	192
Kantoorlasten	(15)	20.078	8.230	3.648
Verkooplasten	(16)	20.653	-	9.476
Algemene lasten	(17)	15.835	21.370	2.190
		244.824	366.849	102.291
Saldo voor financiële baten en lasten		12.319	3.151	54.168
Rentebaten en soortgelijke opbrengsten	(18)	43	-	-
Saldo		12.362	3.151	54.168
Resultaatbestemming				
Overige reserves		12.362	3.151	54.168

3 GRONDSLAGEN VOOR WAARDERING EN RESULTAATBEPALING

ALGEMEEN

Activiteiten

De activiteiten van de stichting bestaan voornamelijk uit het creëren van een veilige publieke ruimte waarin geen plaats is voor seksuele- en andere vormen van discriminerende intimidatie.

Vestigingsadres, rechtsvorm en inschrijfnummer handelsregister

Stichting Fairspace is feitelijk gevestigd op Nolensstraat 25B01 te Rotterdam, maar is statutair gevestigd te Amsterdam en is ingeschreven bij het handelsregister onder nummer 70014000.

Schattingen

Bij toepassing van de grondslagen en regels voor het opstellen van de jaarrekening vormt de leiding van Stichting Fairspace zich verschillende oordelen en schattingen die essentieel kunnen zijn voor de in de jaarrekening opgenomen bedragen. Indien het voor het geven van het in artikel 2:362 lid 1 BW vereiste inzicht noodzakelijk is, is de aard van deze oordelen en schattingen inclusief de bijbehorende veronderstellingen opgenomen bij de toelichting op de desbetreffende jaarrekeningposten.

ALGEMENE GRONDSLAGEN VOOR DE OPSTELLING VAN DE JAARREKENING

De jaarrekening is opgesteld volgens de wettelijke bepalingen van de Richtlijnen voor de Jaarverslaggeving (richtlijn C2 Kleine fondswervende organisaties), uitgegeven door de Raad voor de Jaarverslaggeving. Baten en lasten worden toegerekend aan het jaar waarop ze betrekking hebben. Winsten worden slechts opgenomen voor zover zij op balansdatum zijn gerealiseerd. Verplichtingen en mogelijke verliezen die hun oorsprong vinden voor het einde van het verslagjaar, worden in acht genomen indien zij voor het opmaken van de jaarrekening bekend zijn geworden.

Vergelijking met voorgaand jaar

De vergelijkende cijfers van het voorgaande boekjaar zijn slechts voor vergelijkingsdoeleinden. De gerapporteerde cijfers over boekjaar 2023 zijn opgesteld door een externe partij.

GRONDSLAGEN VOOR DE WAARDERING VAN ACTIVA EN PASSIVA

Immateriële vaste activa

Deze zijn gewaardeerd tegen aanschaffingswaarde, verminderd met een lineaire afschrijving.

Materiële vaste activa

Overige materiële vaste activa worden gewaardeerd tegen verkrijgings- of vervaardigingsprijs inclusief direct toerekenbare kosten, onder aftrek van lineaire afschrijvingen gedurende de verwachte toekomstige gebruiksduur en bijzondere waardeverminderingen.

Vorderingen

Vorderingen worden bij eerste verwerking gewaardeerd tegen de reële waarde van de tegenprestatie, inclusief de transactiekosten indien materieel. Vorderingen worden na eerste verwerking gewaardeerd tegen de geamortiseerde kostprijs. Voorzieningen wegens oninbaarheid worden in mindering gebracht op de boekwaarde van de vordering.

Liquide middelen

Liquide middelen bestaan uit kas, banktegoeden en deposito's met een looptijd korter dan twaalf maanden. Rekening-courantschulden bij banken zijn opgenomen onder schulden aan kredietinstellingen onder kortlopende schulden. Liquide middelen worden gewaardeerd tegen nominale waarde.

Kortlopende schulden

Kortlopende schulden worden bij de eerste verwerking gewaardeerd tegen reële waarde. Kortlopende schulden worden na eerste verwerking gewaardeerd tegen de bedragen waartegen de schuld moet worden afgelost.

GRONDSLAGEN VOOR DE BEPALING VAN HET RESULTAAT

Algemeen

Het resultaat (saldo) wordt bepaald als het verschil tussen het totaal der baten en het totaal der lasten. Ontvangsten en uitgaven worden in de staat van baten en lasten toegerekend aan de periode waarop ze betrekking hebben. Bij de toerekening wordt een bestendige gedragslijn gevolgd. Dit houdt in dat rekening wordt gehouden met de aan een periode toe te rekenen bedragen die in een andere periode zijn of worden ontvangen, dan wel betaald.

Baten waarvoor een bijzondere bestemming is aangewezen, worden afzonderlijk in de (toelichting op de) staat van baten en lasten verwerkt onder vermelding van de aard van de bestemming; indien deze baten in het verslagjaar niet volledig zijn besteed, worden de nog niet bestede gelden gereserveerd in de desbetreffende bestemmingsreserve(s) respectievelijk Bestemmingsfonds(en). Een onttrekking aan bestemmingsreserve respectievelijk -fonds wordt als besteding (last) verwerkt in de staat van baten en lasten. Binnen de baten van particulieren is het gehele bedrag opgehaald door donaties en giften.

Lasten algemeen

De kosten worden bepaald met inachtneming van de hiervoor reeds vermelde grondslagen voor waardering en toegerekend aan het verslagjaar waarop zij betrekking hebben. (Voorzienbare) verplichtingen en mogelijke verliezen, die hun oorsprong vinden voor het einde van het boekjaar, worden in acht genomen, indien zij voor het opmaken van de jaarrekening bekend zijn geworden en overigens wordt voldaan aan de voorwaarden voor het opnemen van voorzieningen.

Bestedingen doelstellingen

De bestedingen in het kader van de doelstellingen worden verantwoord in het jaar dat zij zijn toegezegd of, voor zover dit niet bij toezegging het geval is, in het jaar dat de omvang van de verplichting betrouwbaar kan worden vastgesteld. Voorwaardelijke verplichtingen worden verantwoord in het jaar waarin vast komt te staan dat aan de voorwaarden zal worden voldaan.

Afschrijvingen

Immateriële vaste activa inclusief goodwill en materiële vaste activa worden vanaf het moment van gereedheid voor ingebruikneming afgeschreven over de verwachte toekomstige gebruiksduur van het actief. Over terreinen en vastgoedbeleggingen wordt niet afgeschreven.

Boekwinsten en -verliezen uit de incidentele verkoop van materiële vaste activa zijn begrepen onder de afschrijvingen.

Financiële baten en lasten

Rentebaten en rentelasten

Rentebaten en rentelasten worden tijdsevenredig verwerkt, rekening houdend met de effectieve rentevoet van de desbetreffende activa en passiva. Bij de verwerking van de rentelasten wordt rekening gehouden met de verantwoorde transactiekosten op de ontvangen leningen.

4 TOELICHTING OP DE BALANS PER 31 DECEMBER 2024

ACTIVA

VASTE ACTIVA

1. Immateriële vaste activa

	Website
	€
<i>Boekwaarde per 1 januari 2024</i>	
Verkrijgingsprijs	5.249
Cumulatieve afschrijvingen en overige waardeverminderingen	-1.156
	<u>4.093</u>
<i>Mutaties</i>	
Desinvesteringen	-5.249
Afschrijving desinvesteringen	5.249
Afschrijvingen	-4.093
	<u>-4.093</u>
<i>Boekwaarde per 31 december 2024</i>	
Verkrijgingsprijs	-
Cumulatieve afschrijvingen en overige waardeverminderingen	-
	<u>-</u>

De website voldoet niet aan de criteria voor activering, derhalve is de website volledig afgeschreven in 2024.

<i>Afschrijvingspercentages</i>	%
Website	20

2. Materiële vaste activa

	Inventaris
	€
<i>Boekwaarde per 1 januari 2024</i>	
Aanschaffingswaarde	1.193
Cumulatieve afschrijvingen en waardeverminderingen	-192
	<u>1.001</u>
<i>Mutaties</i>	
Afschrijvingen	-239
<i>Boekwaarde per 31 december 2024</i>	
Aanschaffingswaarde	1.193
Cumulatieve afschrijvingen en waardeverminderingen	-431
Boekwaarde per 31 december 2024	<u>762</u>
<i>Afschrijvingspercentages</i>	
	%
Inventaris	20

VLOTTENDE ACTIVA

3. Vorderingen

	2024	2023
	€	€
Debiteuren		
Debiteuren	<u>64.977</u>	<u>29.108</u>
Een voorziening voor vermoedelijke oninbaarheid wordt niet noodzakelijk geacht.		
Overige belastingen en premies sociale verzekeringen		
Omzetbelasting	<u>-</u>	<u>4.562</u>

Stichting Fairspace te Amsterdam

	2024	2023
	€	€
Overlopende activa		
Nog te ontvangen subsidies Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	140.267	45.818
	<u>140.267</u>	<u>45.818</u>
4. Liquide middelen		
ING Bank Betaalrekening	19.170	30.237
ING Bank Spaarrekening	-	60.000
	<u>19.170</u>	<u>90.237</u>

De per 31 december 2024 aanwezige liquide middelen staan de stichting ter vrije beschikking.

PASSIVA

	<u>2024</u>	<u>2023</u>
	€	€
5. Reserves en fondsen		
Overige reserves	115.864	103.502
	<u><u>115.864</u></u>	<u><u>103.502</u></u>
Overige reserves		
Stand per 1 januari	103.502	49.334
Resultaatbestemming boekjaar	<u>12.362</u>	<u>54.168</u>
Stand per 31 december	<u><u>115.864</u></u>	<u><u>103.502</u></u>

6. Kortlopende schulden

	2024	2023
	€	€
Crediteuren		
Crediteuren	28.104	6.748
Overige belastingen en premies sociale verzekeringen		
Omzetbelasting	15.626	-
Loonheffing	15.353	13.507
	30.979	13.507
Overlopende passiva		
Vakantiegeld	11.654	7.071
Vooruitontvangen subsidie Nederlands Jeugdinstituut inzake project Erasmus+	33.000	-
Nog te betalen kosten	5.000	42.690
ING Creditcard	575	1.301
	50.229	51.062

Niet in de balans opgenomen verplichtingen

Voorwaardelijke verplichtingen

Vennootschapsbelastingplicht

De stichting is met haar activiteiten mogelijk belastingplichtig voor de vennootschapsbelasting. De stichting zal hierover extern advies inwinnen. Omdat de uitkomst hiervan onzeker is, is dit nog niet opgenomen in de jaarrekening. De mogelijke claim over de jaren tot en met 2024 bedraagt ca. € 22.000.

5 TOELICHTING OP DE STAAT VAN BATEN EN LASTEN OVER 2024

	Realisatie 2024	Begroting 2024	Realisatie 2023
	€	€	€
7. Baten van subsidies van overheden			
Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'	417.499	-	238.750
Begroting Baten	-	550.000	-
	<u>417.499</u>	<u>550.000</u>	<u>238.750</u>
8. Baten als tegenprestatie voor de levering van diensten			
Baten als tegenprestatie voor de levering van diensten	264.725	-	246.184
	<u>264.725</u>	<u>-</u>	<u>246.184</u>
Besteed aan de doelstellingen			
9. Ministerie van Onderwijs, Cultuur en Wetenschap inzake project 'DoeMeeMet5D'			
OCW-A	183.212	-	131.353
OCW-B	31.609	-	12.091
OCW-C	17.653	-	21.196
OCW-D	53.810	-	22.405
OCW-E	35.878	-	7.080
OCW-F	89.529	-	44.697
OCW-M&E	5.808	-	8.802
Begroting besteed aan projecten	-	180.000	-
	<u>417.499</u>	<u>180.000</u>	<u>247.624</u>
10. Overige doelstellingen			
Overige doelstellingen	1.868	-	80.551
	<u>1.868</u>	<u>-</u>	<u>80.551</u>
11. Wervingslasten			
Lasten fondsverwerving			
Wervingslasten	5.714	-	300
	<u>5.714</u>	<u>-</u>	<u>300</u>

Personeelslasten

	Realisatie 2024	Begroting 2024	Realisatie 2023
	€	€	€
12. Lonen en salarissen			
Bruto lonen	205.630	327.249	139.260
Mutatie vakantiegeldverplichting	15.711	-	10.408
Premies sociale verzekeringswetten	43.156	-	25.378
Uitzendkrachten	168.595	-	124.795
Kantinelasten	608	-	19
Opleidingslasten	3.781	-	478
Ziekengeldverzekering	5.303	-	1.787
Reis- en verblijfslasten	12.753	10.000	4.451
Overige personeelslasten	15.978	-	5.922
Ontvangen ziekengelduitkeringen	-13.167	-	-22.070
Doorbelaste personeelslasten	-274.422	-	-204.315
	<u>183.926</u>	<u>337.249</u>	<u>86.113</u>

Personeelsleden

Bij de stichting waren in 2024 gemiddeld 4 personeelsleden werkzaam, berekend op fulltimebasis.

Afschrijvingen

13. Afschrijvingen immateriële vaste activa

Website	4.093	-	672
	<u>4.093</u>	<u>-</u>	<u>672</u>

14. Afschrijvingen materiële vaste activa

Inventaris	239	-	192
	<u>239</u>	<u>-</u>	<u>192</u>

Overige bedrijfslasten

15. Kantoorlasten

Huur	9.514	3.720	2.181
Automatiseringslasten	9.107	2.160	1.066
Telefoon	1.097	-	401
Overige kantoorlasten	360	2.350	-
	<u>20.078</u>	<u>8.230</u>	<u>3.648</u>

16. Verkooplasten

Publiciteitslasten	20.573	-	9.423
Relatiegeschenken	80	-	53
	<u>20.653</u>	<u>-</u>	<u>9.476</u>

Stichting Fairspace te Amsterdam

	Realisatie 2024	Begroting 2024	Realisatie 2023
	€	€	€
17. Algemene lasten			
Administratielasten	8.320	-	240
Advieslasten	3.968	20.770	-
Juridische lasten	830	-	1.627
Verzekeringen	2.128	-	236
Banklasten	477	600	87
Boetes	168	-	-
Overige algemene lasten	-56	-	-
	<u>15.835</u>	<u>21.370</u>	<u>2.190</u>
Financiële baten en lasten			
18. Rentebaten en soortgelijke opbrengsten			
Rentebaten bank	<u>43</u>	<u>-</u>	<u>-</u>

Ondertekening bestuur en Raad van Commissarissen voor akkoord

Amsterdam, 30 juni 2025

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Commissaris