



Annual report 2019

Young and powerful

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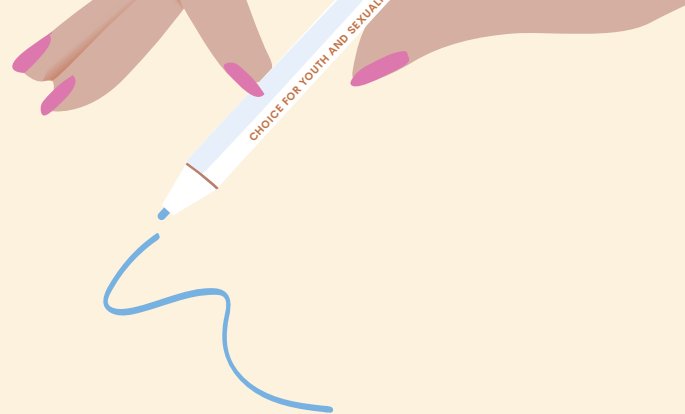
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LIST OF ABBREVIATIONS

ACAT	Advocacy Capacity Assessment Tool
ASK	Access Services Knowledge
CPD	Commission on Population and Development
CS	Capacity Strengthening
CSW	Commission on the Status of Women
ED	Executive Director
GUSO	Get Up Speak Out
HRC	Human Rights Council
LGBTQI	Lesbian Gay Bi-sexual Transgender Queer Intersex
MAS	Multi-Annual Strategy
MoFA	Ministry of Foreign Affairs
MYP	Meaningful Youth Participation
OCA	Organizational Capacity Assessment
PMEL	Planning, Monitoring, Evaluation and Learning
REA	Rights Evidence Action
RHRN	Right Here Right Now
SDGs	Sustainable Development Goals
SRHR	Sexual and Reproductive Health & Rights
TMB	Treaty Monitoring Bodies
UfBR	Unite for Body Rights
UN	United Nations
UPR	Universal Periodic Review
YAP	Youth-Adult Partnership
YIDA	Yes I Do Alliance
YLA	Youth-Led Advocacy
YLO	Youth-Led organization



Dear readers!

Looking back at 2019, we can only be proud. Another year of great achievements! Our partners learned from and with each other during the CHOICE Connector Week. We received ECOSOC status, which allows us to bring more young people to international advocacy spaces. Our Youth Ambassador for Sexual and Reproductive Rights, Bodily Autonomy and Freedom of Choice program was extended with another five years and our Rights, Evidence, Action (REA) program with one year. We launched our toolkit for youth-friendly funding, our new training manual on youth leadership skills, and our manual on the facilitation of design thinking workshops to develop creative interventions on Meaningful Youth Participation (MYP). And we did so much more!

2019 showed yet another step towards the meaningful inclusion of young people. We saw a further increase in the realization that young people cannot be ignored and need to be at the table. Young people were at the forefront of the Women Deliver conference in Vancouver. Moreover, CHOICE was invited by UNFPA to be part of the International Program Committee of the ICPD25, guaranteeing a youth voice in the organization and making sure that young people were involved in a meaningful way in the conference. On the other hand, there is still a lot to be done. The opposition against progressive SRHR is very organized, and young people are heavily involved. Furthermore, international advocacy spaces are still very far from being accessible to young people. We need to make sure that more young people speak out and defend their SRHR. In order to that, we need to capacitate more young people with knowledge and skills, and we need to provide spaces for them to be at the table.

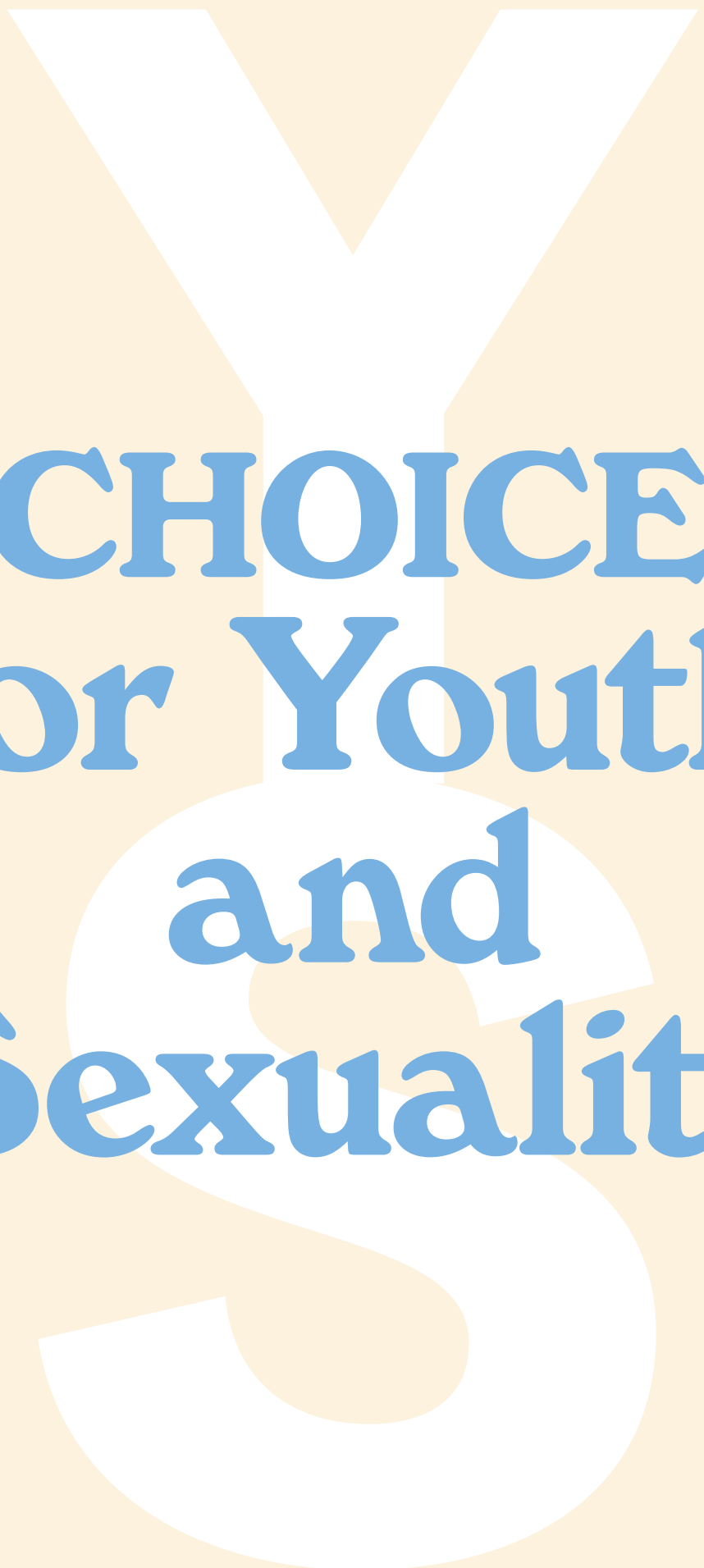
With the launch of new multi-annual strategy (MAS) we have a strategic direction to guide our work in the coming years. Our corresponding PMEL system allows us to track our achievements and to learn in order to achieve the best results.

We are looking forward to 2020. We will broaden our work in new countries and with new partners. A big thank you to everyone who supported us and collaborated with us in 2019. If we stand strong together, we can make the change and create a world where each and every young person can enjoy and exercise their full SRHR!

Enjoy reading!

Nathalie Metheuver
Executive Director

Max Bloem
Chair of the Board



CHOICE for Youth and Sexuality

CHOICE FOR YOUTH & SEXUALITY

CHOICE for Youth & Sexuality (CHOICE) is a youth-led organization striving to fulfil universal access to Sexual and Reproductive Health and Rights (SRHR) of young people worldwide. When young people's SRHR cannot be guaranteed, this has an enormous impact not only on their lives, but also on society as a whole. It makes young people's SRHR a crucial issue to be advocating for – which is exactly what we do!

We are young, and we are here!

Young people are constantly forced to live with the consequences of decisions that directly affect their lives, and which were made without their input. CHOICE believes in the unique and innovative power of young people to be drivers of change, and for this reason we advocate for the meaningful participation of young people in decision-making spaces. Although we celebrate the stories of increased involvement of young people in issues that concern them, we still too often experience that young people are not part of the processes that they should be involved in. With young people making up to 42% of the world's population, our voice should not be ignored. Besides, it is our right to participate! And it is not just for the benefit of young people: policies and interventions developed with the meaningful inclusion of young people are more relevant to the lived realities of young people, and have proven to be more effective. We are young and we are here! Work with us!

We are young and we are here



WE ARE YOUNG AND WE ARE HERE

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WHAT WE DO

CHOICE advocates for the SRHR of young people in different ways:

1. We strengthen the capacity of young people to be equal partners in decision-making processes about SRHR
2. We strengthen the capacity of youth-led organizations working on SRHR to be sustainable and connected
3. We strengthen the capacity of organizations working on SRHR to meaningfully include young people and address their needs
4. We advocate for youth-friendly funding

1. Young people under the age of 25. See World Bank. 2018. Atlas of Sustainable Development Goals 2018: From World Development Indicators. World Bank Atlas; Washington, DC: World Bank. © World Bank. <https://openknowledge.worldbank.org/handle/10986/29788> License: CC BY 3.0 IGO. 2. See: <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-participation.pdf> and https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/58/133 3. See: <https://www.rutgers.international/how-we-work/research/operational-research/meaningful-youth-participation> and <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4570008/>.



Vision and mission

OUR VISION & MISSION

THE CHOICE VISION

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

THE CHOICE MISSION

CHOICE advocates for young people's sexual and reproductive health and rights and for their meaningful participation in the decisions made about their lives. We strengthen the capacity of young people and youth-led organizations, enabling them to become leaders and changemakers in their local communities.

CHOICE stands behind equal partnerships – we work together with likeminded youth-led organizations around the world, and exchange knowledge and skills. We broker resources, opportunities & spaces for young people to stand up for their sexual and reproductive health and rights and to participate meaningfully. We believe in standing behind your values and practicing what you preach – we are proudly youth-led!



Where did we work in 2019?

In 2019 we worked in and/or with the following countries under our different programs:

BANGLADESH | BOLIVIA | ETHIOPIA | HONDURAS | INDIA | INDONESIA | KENYA | MALAWI | MOZAMBIQUE | NEPAL | NIGERIA | PAKISTAN | SENEGAL | THE NETHERLANDS | UGANDA | ZAMBIA | ZIMBABWE | THE CARIBBEAN REGION (representing St. Lucia, Jamaica, Curaçao, Guyana, Haiti, Dominican Republic, Suriname, Trinidad & Tobago, St. Vincent, Grenadines)

We work in cooperation with local partners as we believe working together creates the best possible outcomes. For the programs Yes I Do, Get Up Speak Out, and Rights Evidence Action, we work directly with our youth-led partners:

- Network for Adolescent and Youth of Africa (NAYA, Kenya)
- Talent Youth Association (TaYA, Ethiopia)
- Generation Alive (GAL, Zambia)
- Centre for Youth Empowerment and Civic Education (CYECE, Malawi)
- Aliansi Remaja Independen (ARI, Indonesia)
- Associação Coalizão da Juventude Moçambicana (COALIZAO, Mozambique)
- The YP Foundation (TYPF, India)
- Equality Triangle Initiative (ETI, Nigeria)
- Reach A Hand Uganda (RAHU)

Our work

OUR WORK IN 2019

Having launched our Multi-Annual Strategy (MAS) and Theory of Change (ToC) in 2019, our work is guided towards our vision: All young people have the power to make decisions about their sexual, reproductive and love lives! In order to achieve this vision, we have defined 5 strategic directions that we want to achieve in 2022. These long-term outcomes are:

1. Young people are equal partners in decision-making processes
2. Youth-led organizations are sustainable and connected
3. Organizations working on youth SRHR effectively address the needs of young people
4. Funders structurally provide accessible resources and opportunities to youth-led organizations working on SRHR
5. Relevant decision-makers structurally integrate MYP and youth SRHR in law and policy-shaping processes

2019 was the first year of implementation of our MAS, which means that we worked on setting the foundations in order to achieve the long-term outcomes.

YOUNG PEOPLE ARE EQUAL PARTNERS IN DECISION-MAKING PROCESSES



In 2019 CHOICE together with our partners continued strengthening the capacity of young people on an individual level. We launched our second training manual: the Youth Leadership Skills training manual that was largely piloted in 2018 and finished in 2019.

With a grant provided by Ars Donandi (or the

Ariadne Fonds) we were able to provide a training of trainers on youth leadership skills for youth leaders in Zambia. The training was hosted by our partner Generation Alive and brought together young participants from various organizations including Generation Alive, Planned Parenthood Association of Zambia, Plan International Zambia, Afya Mzuri, Trans Bantu Zambia, Edutainment Health Foundation and Step Up Zambia, among others. Moreover, participants came from both urban and rural settings, and many were part of key demographics within the SRHR world – such as the LGBTIQ+ community, as well as people living with HIV/AIDS.

The training empowered the participants to become trainers on youth leadership skills in their own community. Participants said to feel well-equipped as a trainer to provide trainings on youth leadership skills (score 4.8 out of 5). Furthermore, the training also empowered the participants on a personal level. Two months after the training, one of the participants shared: "So early this week I had so much negative energy within me. Though [I] didn't show it to people around, I felt so much pain

within [...]. Today I woke up thinking about you and what you said about believing in yourself and the power of imagination, so I took a pen and wrote all the negative energy and let the paper fly out. It's from that time I felt at peace and free."

Furthermore, in order to stimulate innovative strategies to achieve MYP, CHOICE rewarded seed grants under the GUSO program. The first seed grant was opened in 2018, and provided YLOs with the opportunity to do new interventions on youth-adult partnerships. One of the winners was PPAG's Youth Action Movement from Ghana. From the seed grant, they organized dramas followed by guided discussions, thereby creating more understanding between young and adults. A second seed grant was opened at the end of 2019. Under this seed grant, all GUSO organizations could apply with their ideas for enhancing MYP in the program, while making use of TrainersLab. The seed grant was awarded to RAHU from Uganda, Making use of TrainersLab, RAHU will equip 20 young people with PMEL skills so they can contribute to the overall sustainability of the program.





2019 was also the year of the big launch of TrainersLab. TrainersLab is an online international market place for SRHR trainers to expose and sell their expertise and for organizations to hire a local skilled professional to improve their SRHR interventions. Next to matchmaking, trainers and SRHR practitioners can upgrade their skills and knowledge through online learning. TrainersLab was jointly developed by Aidsfonds, AIDS Foundation South Africa, CHOICE for Youth and Sexuality, Dance4Life, IPPF, Rutgers, Simavi, and local partners under the GUSO program. It was launched during Women Deliver, both offline and online. Next to the launch itself, a lot of work has been done to promote the platform and further develop it. Several e-courses have been launched over

the course of the year, such as Stigma Reduction, Introduction to Advocacy, and Abortion Matters. CHOICE was involved in the development of an MYP e-course which will be launched in 2020.

Lastly under this pathway, the Capacity Strengthening Menu Card was drafted so that partners and other YLOs all over the world have a clear understanding of what CHOICE could do to strengthen their capacity.

YOUNG PEOPLE ARE EQUAL PARTNERS IN DECISION-MAKING PROCESSES

Youth-led organizations are sustainable and connected. In 2019 we organized the third international Connector Week, in which we brought all of our partners and other YLOs that work under the GUSO program together to link, learn and discuss relevant issues.

The Connector Week was held in Entebbe, Uganda, with a total of 28 participants (23 partners and five CHOICE-Ers). The main objectives of the Connector Week were for YLOs to learn from each other, and to strengthen the capacity of YLOs on a diverse range of topics. An online survey was sent out to all participants in advance to ask them about what they would like to learn and share during Connector Week, which helped CHOICE to design the agenda. Participants were also asked to organize sessions themselves on topics they excel in. This resulted in lots of different and very dynamic sessions, such as sessions on fundraising, advocacy, report writing, design thinking and M&E. A lot of time was also dedicated to networking, sharing experiences and having fun together.

During the year, we also further worked together with our partners on their organizational capacity strengthening with our youth-led partners. Building on the organizational capacity assessment (OCA) that we developed in 2018, we performed four organizational capacity assessments with our partners COALIZAO in Mozambique, GAL in Zambia, NAYA in Kenya (follow-up OCA) and CYECE in Malawi. From the OCAs with COALIZAO and NAYA it came out that they need to create a Multi-Annual Strategy to be able to align their work better with their vision. The most important recommendation for GAL was to revise their volunteer and staff policies. They will think about how to retain and attract volunteers and making sure that working/volunteering for GAL remains interesting and appealing for staff and volunteers by e.g. giving them more decision-making power and with that increasing their sense of responsibility. CHOICE provides support in the integration and implementation of recommendations.

For the process in Malawi, please refer to the box on the next page.



“CHOICE Connector week 2019. This was the perfect moment for partners to collaborate on solving challenges, learning from each other’s work, and of course, having some fun”



THE ORGANIZATIONAL CAPACITY ASSESSMENT FOR THE CENTRE OF YOUTH EMPOWERMENT AND CIVIC EDUCATION IN MALAWI

In April 2019, two CHOICE staff members conducted an OCA for CYECE, our partner in Malawi. In the preparation for the OCA, staff members of CYECE were extensively involved to jointly define the objectives of the process and shape the survey used to fit the needs of CYECE. This survey was then filled by CYECE board and staff members to give a first impression of the strengths and weaknesses of the organization. At the CYECE office, the CHOICE team facilitated 3,5 days of interactive sessions, which included drawing CYECE's dreamed future, sharing 'awesomes' of the organization and extensively discussing the outcomes of the survey to jointly develop recommendations for the organization. On the last day, these recommendations were translated into an action plan with nine points to be taken up by the organization. At the end of 2019, had CYECE already worked hard on implementing most of recommendations. They developed a fundraising strategy and the introduced new staff members to the organization by using youth-friendly policies that are easy to read and interpret.

In addition, we also supported our partners in strengthening their capacity on advocacy by performing an Advocacy Capacity Assessment (ACAT). The ACATs were done with our partners TYPF in India, ETI in Nigeria and TaYA in Ethiopia. The ACAT process works similarly to an OCA process, but its core focus is on advocacy. For TaYA, 2019 marked the first year that they could openly conduct advocacy work because of the changed CSO law in Ethiopia, resulting in a less restricted space for civil society to speak out and do advocacy work. It was therefore a perfect time to conduct an ACAT. Through the ACAT, TaYA set some priorities, of which working on an advocacy strategy was an important one. This was addressed later in 2019 in a training that was enabled by CHOICE but facilitated by our Kenyan partner NAYA (see below).

For TYPF, the core objective of the ACAT was to reflect critically on internal advocacy structures and endeavours to inform their new advocacy strategy, which they were preparing. For TYPF, strengthening MYP across their advocacy work and strategies was a core outcome of the discussions, as well as shared dedication to continue their queer rights work after the end of REA. In regards to learning, TYPF agreed to further strengthen their M&E for advocacy to measure the impact and effectiveness of their work.

By providing trainings of trainers in MYP, youth leadership skills and also by providing the ACATs and OCATs, CHOICE aims to create a pool of trained young people and youth-led organizations and stimulate South-South collaborations and capacity strengthening. In 2019, we were happy to facilitate a capacity strengthening trajectory on the development of an advocacy strategy for TaYA, which was facilitated by NAYA. CHOICE supported financially and supported NAYA in the preparation of the workshop, yet the workshop was facilitated by NAYA without the presence of CHOICE. We would like to establish more of such partnerships in the future, so that YLOs that work on MYP and youth SRHR are connected and able to find each other for any capacity strengthening-related matters.

SUSTAINABILITY PLANS WITH OUR YOUTH-LED PARTNERS

Since the REA3 program ended after 2019, partners worked on a sustainability plan with support from CHOICE. One of the partners, TYPF from India, aims to build on the increased advocacy capacity in the organization through other programs, and to continue with the advocacy training for young people that was developed under REA. Furthermore, under the last year of REA, they scoped out important networks, contacts and possibilities for a queer rights program in India that they are currently writing grant applications for.

In 2019, the YLT created a questionnaire about sustainability which will be sent out to our partners early 2020. With help of the questionnaire, we aim to understand what major issues partners face when trying to sustain program results. Moreover, in the 2020 partner plans for YID and GUSO, extra attention was paid to the subject of sustainability and how CHOICE can support our partners in working on sustainability in 2020. Together with our partners, we will be working on sustainability plans. When the sustainability plans are finished, we will provide each partner with tailored capacity strengthening in 2020.



Focused faces during the advocacy capacity assessment for TaYA.



With the new CSO law in Ethiopia and space opening up, the timing for the advocacy capacity assessment for TaYA couldn't have been better!

Organisations working on SRHR effectively address the needs of young people

ORGANIZATIONS WORKING ON SRHR EFFECTIVELY ADDRESS THE NEEDS OF YOUNG PEOPLE

This pathway in our ToC focuses on strengthening the capacity of organizations that work on youth SRHR in MYP. That is because these organizations are important partners in our fight for young people's SRHR. When they recognize and value the meaningful participation of young people in their organization and programs, their interventions become more targeted and effective.

After having developed and implemented several tools to help other organizations identify the level of MYP in their organizations and program over the past few years, it was found that platforms under the RHRN program still struggled with moving MYP from theory to practice, and that country ownership and context-specific solutions are key to make meaningful and inclusive youth participation (MIYP) work. In order to respond to this challenge, CHOICE created a workshop plan based on human-centered design. This allowed platforms to work in their national teams to identify and select a specific MIYP challenge and support them through the process of identifying and implementing their chosen solutions. Workshops were conducted in Bolivia (LAC region, May), Uganda (Africa region, July) and Malaysia (Asia region, September). As part of the workshop, CHOICE also created two tools:

- A guide on collecting data using human-centered design. This guide was primarily developed so that participants of the workshops could consult with other platform members who would not be present during the workshop. Still, the guide can be used for the preparation of other data collection using a human-centered design as well.
- An MIYP reflection tool, which supported platforms to reflect on the status of MIYP in their ways of working. This tool was piloted in Bolivia, Uganda and Malaysia, and was finalized in October based on the feedback received during these workshops and translated into Spanish and French.

During all three workshops the participants identified several barriers to MIYP in their platforms, most often related to decision-making, safe spaces, and (not enough) capacity strengthening and support. In response, participants worked within their platform groups to come up

with a list of recommendations which could be implemented back home. The recommendations varied from hosting follow-up workshops using similar human-centered design methodologies with the whole platform, setting up mentorship trajectories, adapting teaming agreements and platform core value documents, having team building activities and even a 'togetherness week', freeing up more seats for young people. Furthermore, several platforms reported that they had adapted the MIYP reflection tool and used the questions to facilitate further reflection on MIYP in their home countries.

Furthermore, midterm evaluation results indicated that youth-adult partnerships (YAPs) were still challenging in the GUSO program. Reasons for underperforming results varied from a lack of investment in MYP by adult-led organizations to miscommunication between adult-led and youth-led organizations. There was a lack of trust between young people and adults that ideally should work together. For CHOICE YAPs are seen as key in achieving young people's SRHR and MYP. We therefore conducted a study to examine success factors, challenges and best practices of YAPs. Local partners as well as Dutch partners and CHOICEs were consulted on their experiences. The results of the research are expected in the first quarter of 2020 and based on the outcomes, CHOICE, together with partners, will develop methodologies and resources to stimulate YAPs.

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

There are many youth-led organizations in the world that have big ambitions and a strong motivation to pursue these ambitions. Yet, a lot of the YLOs in the world face the same challenge: it is hard to access funding. That is because YLOs are not always professionally structured (yet), they might not have large track records and they don't know how to engage in donor networking spaces. In our MAS 2019-2022, CHOICE has committed to become the bridge between donors and YLOs and function as a broker to create space for YLOs to access funding. In order to start working on this, CHOICE conducted a research to reveal the barriers that YLOs face in accessing funding, and at the same time the barriers that donors face in creating funding opportunities for young people and YLOs. In interviews and through a survey, we gathered the experiences of 130 YLOs from over the whole world in different shapes and sizes, and we spoke to 15 major donors working globally to support civil society. A toolkit was created for the benefit of YLOs looking to access funding and learning more on how to develop a fundraising strategy. The toolkit also benefits donors who would like to understand the experiences of YLOs better and be inspired by best practices to make funding more accessible and youth-friendly.

The toolkit was launched by our ED Nathalie Metheuver during the youth pre-conference of the Women Deliver Conference in Vancouver in June for 1400 young people. Furthermore, it was presented on the Power Stage of the Women Deliver Conference.

Alongside the launch at the Women Deliver Conference, CHOICE, together with the Advocacy Accelerator, organized a private donor dinner 'Supporting Inclusive Impact, Together', in which we invited donors to discuss inclusive funding more. Participants of the dinner were, amongst others, representatives from the Dutch Ministry of Foreign Affairs (MoFA), the Bill and Melinda Gates Foundation, Amplify Change, the Packard Foundation and the Hewlett Foundation. The main take away points of the discussions were:

- There is strong interest from the donor side to move

towards more inclusive funding, although many are still searching on the best models to do this – continuing to share best practices and lessons learned from other funders as well as communicating openly with grantees was seen to be an important strategy;

- Overall providing more ownership to grantees was seen as key, and there was an interest to learn more on how this plays out in different geographical contexts;
- There was a keen interest amongst the group to learn more about youth-friendly funding and exploring how young people and youth-led organizations can be meaningfully involved in this process;
- Some best practices included ensuring there is (enough) space in grants to budget for organizational capacity strengthening and overhead, and providing clear guidelines to grantees so that they are encouraged to make use of this;
- Another lesson learned was about striking a balance between providing support to grantees while also remaining sensitive to the fact that some organizations may find it challenging to communicate openly about perceived 'organizational weaknesses'.

From our conversations with the MoFA of the Netherlands, it also turned out that there was more interest in learning more about specific funding for youth-led organizations, specifically related to upcoming call for the Power of Voices and SDG5 funding mechanisms. We were invited to create a one-pager to advise the MoFA on how to facilitate funding for YLOs better in the call. In 2020 we will continue to engage in conversation with donors and also facilitate more contact between youth-led organizations and donors.



Executive Director Nathalie Metheuver at Women Deliver launching the Youth Friendly Funding Toolkit

CHOICE: Do you think, we young people can lead movements? Audience: YESSS!

CHOICE for Youth @CHOICEforYouth · Jun 3, 2019
IT'S HERE! The youth-friendly guide on #funding. Experiences of almost 150 donors and youth-led organisations turned into a #toolkit. #Plaseshare with all young people and supporters. Let's invest in #youthimpact, together. 🙌
ow.ly/jVFT50uuJAr #Youthdoit #Fundraising



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



1.

Youth Advocates from around the world at CSW 63



INTERNATIONAL ADVOCACY EFFORTS

In preparation for the 63rd Commission on the Status of Women, CHOICE further developed the CS trajectory and supported RHRN platform members to engage in language advocacy, resulting in a relatively positive outcome document with greater reference to 'girls', new language on women's human rights defenders, more inclusive language and reference to comprehensive information on Sexual and Reproductive Health. This outcome was particularly important given that the negotiations were particularly hostile and dominated by conservative positions supported by an emboldened anti-rights movement. In response to the increased presence of 'opposition' groups, through RHRN we also took the initiative to create new protocols for safety and security as well as self-care and incorporating this in the preparatory trajectory. Moreover, to strengthen coordinated advocacy towards the Dutch Government throughout the year and in preparation for the Beijing+25 celebrations, CHOICE, together with WO=MEN, created the Dutch Women's Rights Caucus; a feminist CSO platform to strategize, collaborate and ensure greater national-international-national linkages from the CSW.

Through RHRN CHOICE also initiated, organized, coordinated an empowering youth space and storytelling event, 'Speak Up, Speak Out' which brought together partners and policy-makers for an interactive evening

which highlighted the importance of realizing SRHR and pushing the agenda forward with renewed commitment for including youth priorities and marginalized groups. The power of storytelling and evidence was also central to RHRN's engagement with the 52nd session of the CPD, where our event, co-hosted by the Governments of the Netherlands, South Africa and the Philippines brought to attention the importance of the ICPD agenda and RHRN's analysis with the launch of our ICPD25 Shadow report.

At the end of Q2, CHOICE was appointed by UNFPA as one of the five youth members of the International Programme Committee for the ICPD25 Summit in Nairobi. This strategic position offered CHOICE an opportunity to amplify RHRN's issues on the official program and to ensure that youth advocates and leaders were represented in all sessions with an emphasis on diverse voices.



2.

With initial pushback from the co-host, the Government of Kenya, CHOICE successfully lobbied the Government of Denmark to ensure that the program included 'sensitive issues' such as LGBTQI+ and abortion rights. In addition to the strategic planning role for the ICPD Summit, CHOICE also co-lead the development of a progressive Signature youth session where the Dutch Youth Ambassador spoke on abortion and LGBTQI+ rights. Ahead of the Summit, RHRN and the Embassy of the Netherlands also hosted a safe space reception for LGBTQI+ advocates recognizing that the national legislation on criminalization in Kenya meant that the safety of RHRN SOGIE advocates to openly advocate was limited. The reception was attended by Ministers and Government representatives, as well as the UN High Commissioner for Human Rights.

In 2019, we continued our structural engagement with the Human Rights Council and its mechanisms, working both independently to advance our advocacy agenda, as well as by supporting our partners to engage with the council and its mechanisms. In terms of highlights, CHOICE contributed to strong outcomes in resolutions regarding to violence and discrimination against women, as well as the global efforts to renew the mandate of the UN Independent Expert on Sexual Orientation and Gender Identity. In addition, we witnessed the outcomes of



3.



4.

Nigeria's UPR, which, although it did not result in Nigeria accepting any of the recommendations they received on LGBT issues, did lead to continued and strengthened visibility of this issue in the UN space and scrutiny on Nigeria for their inaction. However, we noted with concern the limited efforts of states to proactively engage youth in resolutions that concerned them, specifically in the resolution on Youth and Human Rights. To address this, CHOICE trained five diplomats on youth representation in the Human Rights Council. Following positive feedback from participants, we aim to continue this effort in 2020 to strengthen inclusion and participation across the council's mechanisms.

1. Storytelling event at CSW 63 organised by CHOICE
2. Dutch Ambassador to Kenya speaks at LGBTQI+ event organised by RHRN during ICPD+25
3. Youth Ambassador SRHR Justine Verbeek speaks on panel at ICPD+25
4. CHOICE Youth Advocates and REA partners in Geneva at HRC

1.



In 2019, we concluded our Youth-Friendly HIV services project, which was funded through a 'Generation Now' grant from the International Aids Society. Following up on our efforts from 2018, we finalized our research – in which more than 450 young people persons participated – and engaged with the OHCHR consultation on HIV and Human Rights in Geneva in March. The research findings were presented through a statement at the consultation and incorporated into the summary report by the OHCHR. In addition, the findings were presented to the UN Independent Expert on Sexual Orientation and Gender Identity, to highlight the intersection between youth-friendly HIV services and LGBTI youth.

MEANINGFUL YOUTH PARTICIPATION IN UN DECISION MAKING STRUCTURES

Furthermore, 2020 marked the year of our great investment in creating space for young people at UN level. In 2019 we launched our YouthUpUN Campaign, a campaign with the objective to have youth actively involved in Geneva advocacy processes. There is a lack of Meaningful Youth Participation at the UN Human Rights Council in Geneva, and so began the initiative, YouthUpUN. The campaign works to increase the meaningful presence of youth, both in representation in decision-making spaces

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and in the increase of youth-inclusive language in resolutions. Political participation is a human right, and we believe that to address the needs of youth, young people must be a meaningful part of the decision-making process. In June 2019, we attended HRC41 where we established a network of delegations who are interested in making a commitment towards MYP. In September 2019, we held a language advocacy workshop with diplomats and youth delegates/staff to sensitise delegations on youth-inclusive language within resolutions. In 2020 we will expand the YouthUpUN campaign, with two advocacy workshops and collaboration with Plan International and the European Youth Forum.

Through our Youth Ambassador for SRHR program we furthermore aim to bring youth voices to the table at national and international policy making spaces. In 2020 the Youth Ambassador SRHR program was granted another 5 year of funding by the Dutch MoFA. The renewal of the program allows for new youth ambassadors SRHR to take the floor, and also focuses on strengthening the Dutch MoFA (The Hague and Embassies) in strengthening MYP. We work closely together with the Special Ambassador for Youth Tijmen Roosenboom, who was appointed to this position in 2019.

In 2019, we welcomed Justine van de Beek as the new youth ambassador YASRHR. In her 2019-2020 term, she focuses on bodily integrity – the ability to be able to decide on one's own body. Within that, she focuses specifically on contraception and a life free of gender-based

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violence. Justine about her travel and work in 2019: "I was mostly impressed by my field visits in Kenya, which happened after the International Conference on Population and Development +25 Conference (November 2019). Although the conference was very insightful, I learned most outside of the more formal space. We visited a community in Kajiado County that is going through the transition of leaving female genital cutting behind, and I saw first-hand how young women in the community were leading the way to change, which was very inspiring. I also visited an abortion clinic in Nairobi city that, despite backlash, is still providing people with the means to decide over their own bodies. It reminded me that everywhere, every day, people are standing strong for SRHR." Justine is taking her insights from such field trips along in her advocacy work.

We made another step towards being able to guarantee a solid youth voice at international advocacy spaces because in 2020 we gained Consultative Status to the United Nations Economic and Social Council (ECOSOC)! When NGOs have ECOSOC status, they are allowed to participate in the work of the United Nations. Having previously gratefully made use of invitations from our partner organizations with ECOSOC status such as Rutgers, IPPF, Hivos and the SRI, we are now able to go

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ourselves, and equally importantly, we are able to bring 20 people to UN spaces. This allows us to further create spaces for young people at these events and will increase our youth impact.

ADVOCACY IN THE NETHERLANDS

In 2020 CHOICE launched several campaigns for advocacy and awareness raising at the Dutch national level. After the first #IkKies campaign in 2018, CHOICE further invested in our national presence in the abortion debate. The issue we focused on was the fact that government is funding an anti-choice group to provide counselling for people who are unsure about abortion. We responded to this by creating a youth friendly social media campaign with FAQs and facts about abortion in the Netherlands, so that (young) people considering abortion will have more fact-based information available to them. An abortion Q&A factsheet was created, which was accompanied by social media posts.

1. CHOICE Youth Advocates and REA partners at the UN in Geneva for Human Rights Council
2. Youth Advocate Linda at UN in Geneva to participate in the OHCHR consultation on HIV and Human Rights
3. CHOICE and other HIV/Aids activists meets UN Expert on SOGI
4. Together with Dutch UN youth delegates Jahkini Bisselink
5. CHOICE facilitates training for five diplomats and three UN Staff on MYP in the HRC
6. Youth Advocates National Advocacy Group share information on access to abortion in the Netherlands

COMMUNICATION AND FUNDRAISING

COMMUNICATION

Our platform You(th) Do It! was further strengthened in 2019. It is the online platform for young people to access resources that will strengthen their capacity in advocating for their SRHR and meaningful participation. It also offers downloadable session outlines and tools on organizational development such as our youth-friendly toolkit on writing a Theory of Change. You(th) Do It! had an average of 2000 visits a month in 2019.

FOLLOWERS INCREASE	
Instagram	+13%
Facebook	+48%
Twitter	+7%
LinkedIn	+43%

INCREASING YOUTH VISIBILITY IN INTERNATIONAL NETWORKS

In 2019, CHOICE participated in several conferences (Women Deliver, Reproductive Health Supplies Coalition General Membership Meeting) to share best practices on MYP and youth-led funding and to put young people’s SRHR on the agenda. We were present at several high-level meetings within our network to present and organize workshops, contribute to panels, disseminate our resources and share our experiences.

FUNDRAISING

With the ending of many of our programs by the end of 2020, 2019 was an important year for fundraising. We invested in relationship building and alliance formation in order to prepare for the Dutch MoFA call on the Power of Voices and the SDG5 fund. These formed important preparations for the year 2020. Furthermore, CHOICE made another step in creating equal-level partnership with our partners from the Global South. We signed MoUs with the partners who were interested in continuing our partnership on an equal level by co-writing program proposals and have developed proposals in several occasions.

As can be read above, we continue to work on our broker role to support young people and YLOs to access more funding. We invested in the capacity strengthening of our partners in terms of fundraising in the Connector Week 2019. Moreover, in 2019, we continued to advocate for more youth-friendly funding.

2019 was also a year to celebrate new funding and programs:

Renewal of our Rights, Evidence, Action (REA) program

After three years of the implementation of our REA program, Amplify Change is further supporting CHOICE and RNW Media’s REA program in 2020. The program was ended in Uganda, India and Kenya by the end of 2019, and will continue in Nigeria in 2020. Also, the Democratic Republic of the Congo (DRC) was added to REA year 4. We are excited to start the implementation and working together with four new partners in 2020 and thank Amplify Change for their continued support on this program.

Renewal of the Youth Ambassador SRHR, freedom of choice and gender equality program

The Dutch MoFA has also renewed our partnership on the Youth Ambassador for SRHR, freedom of choice and gender equality (YASRHR). Over a period of 5 years, 4 new ambassadors will serve a term and striving for SRHR, freedom of choice and gender equality. Next to that, a big focus of the program is to create structures for meaningful youth participation in the Dutch MoFA, so that policy makers are more informed on the needs of young people worldwide which will lead to SRHR and gender policies that better suit the needs of young people. We thank the Dutch MoFA for their continued support and their willingness to engage youth in their work in a meaningful way.

Ariadne Fund

CHOICE would like to thank the Ariadne Fund, which has funded a training of trainers on youth leadership skills in Zambia. Because of their support, young people from different organizations, including HIV/AIDS organizations and LGBTIQ+ organizations, were able to come together to build their own youth leadership and training skills to be able to build the capacity of other young people.

Generation Now / International Aids Society

We would like to thank Generation Now and the International Aids Society for the grant to implement our program No SRHR without HIV Services, of which the results are presented on page 27 of this report.

CHOICE would like to thank the Ariadne Fund, which has funded training of trainers.



organization

ORGANIZATION

CHOICE is a youth-led organization: we work for your people through young people. Everyone who works or volunteers at CHOICE is between 16 and 30 years old. Our team exists of a board, a staff team and youth advocates, who all have different responsibilities.

The general board

The general board is the governing body of the organization and determines the policies and organizational strategy. They carry ultimate responsibility for the organization. Their task is to oversee if planned activities and budget are in line with the policies and strategy of the organization and they evaluate the functioning of the Executive Director. The board has the responsibility to supervise the organization, which is arranged by quarterly management reporting and periodic board meetings.

A board member is selected through an application procedure, where a selected committee consisting of a current board member, a youth advocate and an external advisor, recommends a possible candidate to the organization. Youth advocates and the sitting board vote for the appointment of the new board members. A board member is appointed for two years with a possibility to extend for two more years. Every board member receives a remuneration of EUR 200 per month for their work. "Their remunerations are well below the maximums as stipulated in the 'Wet Normering Topinkomens'

Composition of the general board as per 31 December 2019

- Max Bloem (Chair). BSc. Liberal Arts & Sciences: Global Challenges, University of Leiden. Policy Officer at Landelijk Aktie Komitee Scholieren.
- Lara Fizaine (Treasurer). MSc. Social Policy and Public Health. Society Affairs and Policy Officer at European Society for Radiotherapy and Oncology.
- Mayanka Vij (Vice Chair). MSc. Economics and advanced-master International Development Studies.

Monitoring and Evaluation Officer at COC Nederland.

- Giulia Giacometti (Secretary and General Board Member). MSc in Gender. Senior Project Officer at Nationale Jeugdraad.

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. In a new structure integrated in the organization in 2018, we have multiple long-term working groups and short-term working groups for projects that come up. Youth advocates are responsible for our external communication, our national advocacy work and they manage their own team in terms of selection, evaluation and personal development.

The 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 2019, the team consisted of an Executive Director, an Administration Officer/Program Officer, a Resource Mobilization and Communication Coordinator, an Advocacy Coordinator and an Advocacy Officer, three Program Coordinators and one Program Officer. We also are lucky to have been supported by two interns in 2019.

Executive Director

The Executive Director is responsible for the daily management of the organization. This includes the design, development, and implementation of organizational strategic plans in a cost-effective and time-efficient way. The Executive Director is accountable to the general board and reports to them on a regular basis. The current Executive Director is Nathalie Metheuver. Nathalie had been working at CHOICE as a youth advocate (per September 2015) and as a Program Coordinator (per July 2016) before she was appointed as Executive Director. The earnings of Nathalie were EUR 53,426 (based on 1FTE/4 months and 1.11FTE/8 months). A total of EUR 1,635.24 was also paid out to the ex-Executive Director, Zoë Nussy. The total earnings of the EDs do not exceed the maximum of EUR 181,000 as stipulated in the ‘Wet Normering Topinkomens’. In addition, the board of CHOICE follows the ‘regeling beloning directeuren van goede doelen organisaties’. The treasurer of the board has calculated that CHOICE has a BSD score of 315 points. This score establishes the maximum salary of the executive director for 2019 at € 86.578. With the actual salary of the executive director of CHOICE at € 53.426 CHOICE remains well below this threshold. 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 2019 with 6.78 FTE (excluding the Executive Director). In the beginning of January, there was one staff member (0.89 FTE) added to the team to replace Nathalie, who took up the position of Executive Director at the end of 2018, resulting in 7.67 FTE at the beginning of the year. One contract was expanded with 4 hours during the year, and two staff members (1.89 FTE) left the organization. We furthermore temporarily raised the contracts of four staff members as to respond to the capacity needs of our fundraising efforts for the funding call from the Dutch Ministry of Foreign Affairs. We therefore added four times 0.11 FTE to our staff team from December 2019 to March 2020. All of this resulted in a total of 6.33 FTE at

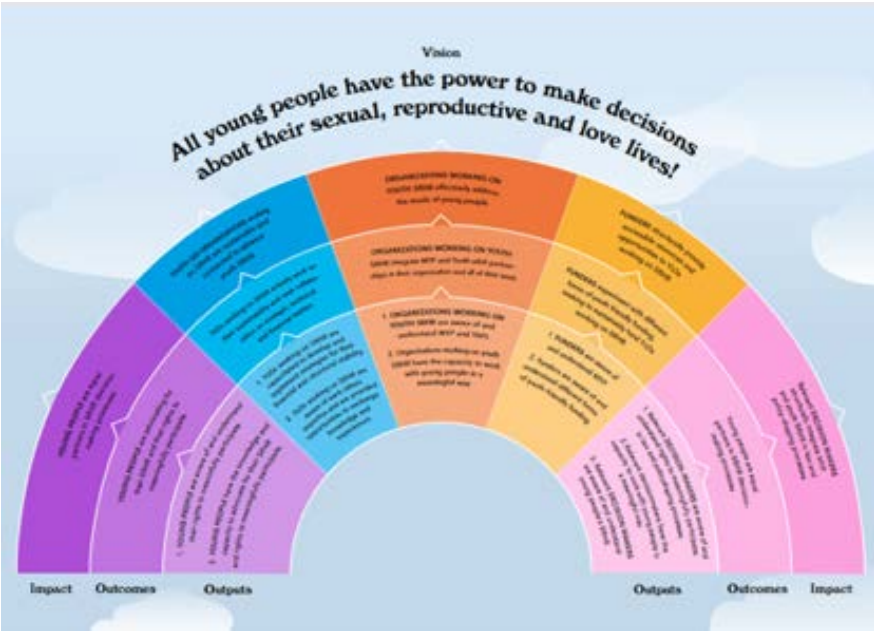
31 December 2019 (excluding the ED).
In the months of 2020 we plan to add 3.45 FTE to the staff team to replace the people who left the organization in 2019 and because of expanding responsibilities under our REA, RHRN and YASRHR program. We will then have 9.78 FTE (excluding the ED).

ADVISORY BOARD

CHOICE strongly believes in the merit of youth-adult partnerships in complimenting youth-run endeavours. As such, our Advisory Board is comprised of two experienced and seasoned professionals, each with their own expertise in areas CHOICE regularly consults them for. The members of our advisory board are:
– Daan Rijk – Team Lead Credit Management – Broca-
cef Phoenix Group
– Ellen Eiling – Senior Policy Advisor Aidsfonds (M&E)
In 2020, we hope to build on our relationship further and continue to seek their advice on necessary and relevant strategic matters. In addition, we will seek to expand our Advisory Board, to include professionals from all relevant fields. In the upcoming organizational assessment, we will also analyze the ideal functioning of our advisory board.

MULTI-ANNUAL STRATEGY

In 2019 we proudly launched our new Multi-Annual Strategy (MAS) that guides our work between 2019 and 2022. The strategy was developed in a co-creation process together with the board, the staff team and youth advocates. The process was supported by a consultant, and external partners of CHOICE also provided input on CHOICE strengths. Our MAS is guided by the CHOICE Theory of Change (ToC) that shows five pathways of change.



All of CHOICE’s work in 2019-2022 will be defined along the following five strategic directions:

- 1. Young people are equal partners in SRHR decision-making processes
 - 2. Youth-led organizations working on SRHR are sustainable and connected to advance youth SRHR
 - 3. Organizations working on youth SRHR effectively address the needs of young people
 - 4. Funders structurally provide accessible resources and opportunities to YLOs working on SRHR
 - 5. Relevant decision-makers structurally integrate MYP and youth SRHR in law and policy-shaping processes.
- When drafting the new strategy, we made specific choices about our areas of work. We continue the work that we do on capacity strengthening of young people and youth-led organizations, capacity strengthening of other organizations on MYP and YLA and advocating for the SRHR of young people. Furthermore, we also added/refined some of our areas of work:
- As CHOICE we see our role expand beyond being a knowledge partner to that of a broker. We can be a power broker, taking an advisory role between young people and adults and working to shift the power dynamics in decision-making spaces towards young people. Moreover, we can be a knowledge broker, leveraging our technical expertise on MYP, YLOs and

- YLA to take up a capacity strengthening role for other organizations, youth-led as well as adult-led. Furthermore, we can broker spaces for young people in terms of resources and opportunities.
- Based on our broker role, we made a strategic decision to focus our capacity strengthening work on youth-led organizations who need support to grow into fully functioning and sustainable organizations. We aim to work with youth-led partners who are already sustainable on a more equal level in the future, jointly implementing programs on an equal decision-making level. We are already integrating this in our fundraising efforts for 2021 and beyond.
- In our new MAS we will explore if CHOICE can take up capacity strengthening of MYP in consultancy trajectories to generate funding for the capacity strengthening of our youth-led partners.
- We also integrated a pathway that specifically focuses on funders and advocating for funding for youth-led organizations working on SRHR. From our experience over the last 20+ years we have found that youth-led organizations face specific challenges when it comes to accessing funding. In 2019-2022 we will make an effort to bring funders and YLOs closer together and bridge this gap by promoting alternative and youth-friendly ways of funding.
- Our MAS defines specific yearly milestones that guide our work in the years to come.

Vision

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

YOUTH-LED ORGANISATIONS working on SRHR are sustainable and connected to advance youth SRHR

YLOs working on SRHR actively work on their sustainability and seek collaboration on strategic, technical and financial matters

1. YLOs working on SRHR are capacitated to develop and implement strategies for their financial and structural stability
2. YLOs working on SRHR are aware of each others expertise and are provided opportunities to exchange knowledge and experiences

ORGANIZATIONS WORKING ON YOUTH SRHR effectively address the needs of young people

ORGANIZATIONS WORKING ON YOUTH SRHR integrate MYP and Youth adult partnerships in their organisation and all of their work

1. **ORGANIZATIONS WORKING ON YOUTH SRHR** are aware of and understand MYP and YAPs
2. Organizations working on youth SRHR have the capacity to work with young people in a meaningful way

FUNDERS structurally provide accessible resources and opportunities to YLOs working on SRHR

FUNDERS experiment with different forms of youth friendly funding, seeking to sustainably fund YLOs working on SRHR

1. **FUNDERS** are aware of and understand MYP
2. Funders are aware of and understand different forms of youth-friendly funding

1. Relevant **DECISION-MAKERS** are aware of and understand rights to meaningfully participate in law and policy-shaping processes.
2. Relevant decisionmakers have the capacity to work with young people in a meaningful way.
3. Relevant **DECISION MAKERS** are aware of and understand young people's SRHR.

Young people are equal partners in SRHR decision-making processes

Relevant **DECISION MAKERS** structurally integrate MYP and youth SRHR in law and policy-shaping processes

YOUNG PEOPLE are equal partners in SRHR decision-making processes

YOUNG PEOPLE are advocating for their SRHR and their rights to meaningfully participate.

1. **YOUNG PEOPLE** are aware of and understand their rights to meaningfully participate
2. **YOUNG PEOPLE** have the knowledge and capacity to advocate for their SRHR and rights to meaningfully participate.

Impact

Outcomes

Outputs

Outputs

Outcomes

Impact

CODE OF CONDUCT AND INTEGRITY

CHOICE follows the CAO Zorg & Welzijn for remuneration of staff. Furthermore, CHOICE follows the guidelines of CBF's erkenningsregeling, which was granted again for 2018. Since 2018 is CHOICE also part of Goede Doelen Nederland and therefore we meet the following codes, rules and guidelines:

- SBF-code voor Goed Bestuur
- Richtlijn 650 and Aanbeveling Toepassing Richtlijn 650 'kostentoerekening beheer en administratie'
- Erkenningsregeling Goede Doelen
- Regeling beloning directeuren van goede doelen
- Richtlijn Financieel Beheer goede doelen
- Handreiking verwerking en waardering nalatenschappen belast met (vrucht)gebruik

In 2019 our Trust Person received a training and was (re-)announced during a General Meeting so that the whole organization is aware of a Confidential Advisor on Undesirable Behaviour (or Trust Person) being in place. Based on the insights of the training, the Trust Person provided some recommendations for our internal policy on integrity. We revised our Code of Conduct and Integrity Policy in 2020, which will be in effect as of February 2020.

INAPPROPRIATE BEHAVIOR AND REPORTING/COMPLAINTS

CHOICE considers it crucial to deal with inappropriate behavior. Inappropriate behavior is defined in our integrity policy that is in effect as of February 2020.

Inappropriate behavior 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 2019, no internal reporting cases or complaints were issued, and the Trust Person was not consulted for any internal matters. Concerning exter-

nal matters, in 2019 we were approached by a whistle-blower to pay attention to alleged mismanagement within our partner organization Aliansi Remaja Independen (ARI) in Indonesia. The report was related to financial mismanagement and non-compliance to values and policies on MYP. A research (including audit, visit to the partner and issuing an investigation report) was conducted which resulted in the termination of our contracts with ARI under YID and GUSO. The amount spent without evidence was EUR 7,516 for YID and EUR 556 for GUSO. CHOICE is still rounding up things financially with ARI, an audit will be conducted over the 2019 activities.

SOCIAL REPORT

At CHOICE we find it important to strive for a healthy work environment. We observe that the workload for our staff and board members are high and are working on a strategy to decrease this workload. In the meantime, the management of CHOICE is investing in creating a positive atmosphere. In 2019, we revised the time-for-time policy, to stimulate that members of CHOICE don't make too many overtime hours, especially when traveling. We furthermore trained the Trust Person, to create a safe space for any CHOICE member who feels the need to ventilate or report issues.

On top of this, we introduced 'We Work, We Play', a session that is done every other week with all staff members aiming to celebrate successes, ventilate challenges and get out of the working mood and relax for 30 minutes. The facilitation of the sessions is rotated among staff members. The 'We Work, We Play' sessions have contributed to teambuilding and a positive work environment. Furthermore, in February we introduced the 'Love Line', in which staff members could give each other compliments through putting notes in another staff member's envelope.

Within the staff team we had a 1.25% absence rate. There was one staff member who consulted a health and safety officer in 2019 because of high work pressure. One employee found another job.

In order to stimulate the personal and professional development of our staff members, CHOICE provides a training budget for each staff member. In 2019, staff members used their training budget for different

professional development trajectories, ranging from a course on leadership and people management to French classes.

In order to make our organization more accessible for people from abroad, CHOICE also invested in attaining the IND referent status. We acquired the status in Q4 of 2019 and now have a significantly bigger chance to be able to provide a working permit for young people from outside of Europe to work for us. With this step, CHOICE is able to create an international staff team, which is beneficial for our work. Having people from multiple backgrounds in our team also contributes to the professional and social development of CHOICE members.

MONITORING AND EVALUATION

PMEL

PMEL is an integral part of our work within the programs. Every program has a PMEL system, for which data is acquired bi-annually. For REA, we further developed the PMEL system in year 3. In this program we also further organized a linking and learning workshop together with RNW Media and partners, in which lessons learned of the program were discussed and documented. For YID, GUSO and RHRN we report the data on our PMEL indicators in IATI.

Furthermore, along the development and launch of the MAS, we also finished the development of our CHOICE ToC and PMEL framework in 2019. The PMEL framework was designed by a team of three staff members and in October a workshop was organized for the full staff team to understand their responsibilities for PMEL. We also reported on the CHOICE organization's PMEL indicators in IATI.

On top of this, two staff members scoped out possibilities for a data management system for CHOICE. A mapping was created and some NGOs were visited to look at their systems. Based on this small study, a data management system will be selected in 2020.

CORPORATE SOCIAL RESPONSIBILITY

As CHOICE we find it very important to keep our ecological footprint to a minimum. Being an organization working in international development, our work requires

a lot of traveling. At the beginning of 2019, we developed guidelines for decision-making regarding traveling. One of the values that these guidelines were based on is taking care of the environment and reducing our ecological footprint. As a result, we are conscious of the environment when deciding if and how many people from CHOICE should travel and we take the train when possible and reasonable. Furthermore, we started to compensate our flight tickets in 2019. These measures are the start of becoming more eco-friendly. In 2020, we will further investigate how we can minimize our footprint.

In selecting and monitoring our international partners, we make sure they share our values and views on what makes a better world for young people. This includes gender equality, LGBTIQ+ rights, diversity and inclusion, HIV and AIDS, cooperation among civil society organizations and financial management.

CHOICE POLICIES

In 2019 the board revised some of our internal policies. The policies that have been updated are:

- CHOICE Procurement Policy
- CHOICE Per Diem Policy

In Q1 2020 we also plan to revise our code of conduct and to integrate an integrity policy.

RISKS ANALYSIS AND UNCERTAINTIES

Being a youth-led organization in a changing field of international development brings risks and uncertainties. We have identified several risks that we faced in 2018 and 2019 and which we will continue to face in 2020. In the matrix presented below we indicate the risk, impact and probability, and our mitigation actions.

	Risks	Impact	Probability	Mitigating actions	Status
1	Turnover of CHOICE staff leading to drop in project implementation and institutional memory loss.	M	H	1.Ensure a long and comprehensive handover period. Changing the contract of staff members to have a notice period of two months instead of one. 2.Identify people who may be exiting the organization and prepare for their replacement on time. 3.Extensive documentation of work and strategies employed are in place for new staff.	1.In progress 2.In progress 3.In progress
2	Dependency on one main donor.	H	H	1. Increase and diversify fundraising sources. 2. Ensure full and continuous pipeline of high-quality institutional proposals. 3. Investigate new funding channels and partnership creation.	1.In progress 2.In progress 3.In progress
3	Shrinking political space in partner countries as well as in the Netherlands limits our freedom of working.	M	M	1. Keep close contact with relevant countries and be flexible in program planning. 2. Build good relationships with key MPs, MoFA and embassies. 3. Show importance of protecting activists and space for civil society to decision-makers and public.	1.In progress 2.In progress 3.In progress
4	Funding streams ending at the same time.	M	M	1. Ensure strong fundraising focus in the next year and set goals of achieving at minimum two new funds in 2020. 2. Strategically divide staff tasks upon departure of some staff so that continuity lasts longer with key staff and lean program implementation team.	1. In progress 2. In progress
5	Decrease in internal capacity within CHOICE with staff, board and advocates.	M	M	1. Ensure an internal capacity building track for staff members, advocates and the board of CHOICE. Focus on trainings through internal events such as the Internal Training Weekend, Annual General Meeting and General Meetings as well as through external facilitators. 2. Provide ample opportunities for advocates to engage and participate in events, both in the Netherlands as well as abroad, to increase the 'experienced advocates' pool.	1. Planned. 2. Planned.
6	Turnover of board members out of their term leading to loss of institutional management memory.	M	H	1. Ensure a strong handover period and document. 2. Stricter screening of newly recruited board members to ensure they serve out their term in its entirety.	1. In progress 2. In progress



Financial report 2019

RESULT

CHOICE realized a positive result of EUR 24.386.

INCOME & EXPENDITURE

INCOME

Our total income in 2019 was EUR 1,420,556, which is a decrease of 21% compared to 2018. This decrease is explained by the fact that the Yes I Do program, the Get Up Speak Out program and the Right Here Right Now program were planned to have 2018 as the focus year of implementation. Hence, in 2018, the budget for each alliance partner would be the highest. The income that was budgeted for and that was actually received matches relatively well, as the actual income was 0.6% higher than expected.

EXPENDITURE

In 2019 we spent a total amount of EUR 1,395.855 Compared to our total income, the amount directly spent on the objectives was EUR 1,229.446, which is equal to a percentage of 86.5%. When we compare the direct spending on the objective to our total expenditures, this number raises to 88,1%. In 2018, these percentages were respectively 89.8% and 91.5%, so there was a slight decrease. That can be attributed to the 21% decrease in total income, while keeping the same overhead costs. The overhead costs were kept the same because all of our program staff also worked a lot on fundraising. Management and organization costs resulted in a total number of EUR 93,106. The actual number is 10.7% higher than the budget 2019. Despite this increase in actual spending, the management and organization costs share of the total expenditure decreased from 7.1% in 2018 to 6.7% in 2019.

DEVIATIONS IN INCOME AND EXPENDITURE

– Indirect staff costs

The indirect staff costs are lower than expected because of two reasons:

1. Not the full training budget for staff was spent (64%) because some trainings of staff members were essential in order to fulfil the programmatic work, and were therefore considered as programmatic costs.

2. Only 50% of the budget for travel costs for staff was spent. This was caused by the fact that the budgeted amount was based on the spending of 2018. However, the staff member that joined the team lives in Amsterdam and replaced a staff member that lived in Rotterdam. Furthermore, staff members travelled abroad more in 2019 and more people worked from home in 2019.

- General organization costs
- We spent less resources on fundraising and communication, because in 2019, fundraising and communication was scaled under 1 FTE of the Resource Mobilization and Communications Coordinator. A lot of their effort this year was put in writing funding applications, working on internal fundraising structures and preparing for the MoFA call for proposals for 2021–2026. Therefore, less time and resources were spent on communication efforts and fundraising travels. In 2020 we split the position, so that a full FTE can dedicate their time to fundraising and 0.22 FTE will be dedicated to communication.

- Accountant and administration costs
- The accountant and administration costs differ from the budget because of two reasons:

1. Our financial administration consultant spent more hours than in 2018, because he was involved in some tasks that are normally handled by our office manager. Our office manager didn't have enough hours in their contract to be able to finish all administration tasks. In order to mitigate this, in 2020 we increased the position of office manager from 0.67 FTE to 0.89 FTE. As a result, our costs for financial administration are expected to decrease.
2. The costs for the accountant are lower, because part of the accountant costs is booked on the programs as they directly link to the programs.

RESERVES

The year 2019 created a result of EUR 24.386. Per 31 December 2019, the continuity reserve equals an amount of EUR 208.157. Since CHOICE is facing financial risks related to the expected ending of programs in 2020 (REA4, RHRN, GUSO and YID), this continuity reserves allows for ensuring that CHOICE can meet its contractual obligations, such as salary costs and organizational costs. When looking at salary and organizational costs, CHOICE identified the following contractual obligations that will need to be covered for at least three consecutive months: – Salaries staff: EUR 135,000 – (In) direct labor costs (including insurances): EUR 10,000 – Financial administration costs: EUR 6,000 – Office costs: EUR 7,000 – Organizational costs: EUR 10,000 – Bank costs: EUR 300 Summing these values gives a total of EUR 168,300 that should be the absolute minimum for the continuity reserve. The continuity reserve per 31 December 2019 is sufficient to meet this minimal threshold. CHOICE also aims to build the reserves to a level more in line with a long term financial stability by diversifying funding outside government subsidies. This aim is integrated in the updated fundraising strategy.

PROGNOSIS 2020

ORGANIZATION

Several changes will happen within the organization. First of all, our executive director Nathalie Metheuver will leave the organization per 1 March 2020 and will be replaced by Lindsay Vogelzang. There will be a handover period of one month in order to guarantee a smooth continuation of our work. Furthermore, our staff team will increase with 3.45 FTE in Q1 of 2020, replacing the Office Manager and the Resource Mobilization Coordinator and adding an Advocacy Coordinator and a coordinator for our Youth Ambassador SRHR program.

In 2020 we will also review our governance structure. CHOICE has grown over time to become a professional youth-led organization. Yet, despite several changes in the last couple of years, our governance structure provides challenges. With the opportunity of the start of the new programs in 2021, we believe that a well-considered governance system is essential for a strong and healthy organization. We will therefore work with a

consultant to define and implement a new governance structure.

As part of the professionalization of our organization, the board of CHOICE will review our integrity policy and code of conduct.

In 2020 we will furthermore focus on fundraising. We invest heavily in joint proposal writing with our Dutch and Southern partners for the SRHR partnerships 2021–2026 of the Dutch MoFA and will also invest in diversifying our funding streams in 2020.

YOUTH LEADERSHIP PROGRAM

Since the programs GUSO, YID, RHRN and REA are ending in 2020, we are working with our partners on the sustainability of the programs as well as of their organizations. Each partner is working on a sustainability plan and we will support them in its execution.

CHOICE will also enhance its capacity strengthening trajectory for youth-led organizations. The already existing OCAT and ACAT will be further broadened with other capacity strengthening tools, and these tools will all be merged into a capacity strengthening trajectory that can be done with all youth-led organizations.

ADVOCACY

We will broaden our advocacy work in 2020 and specifically invest in deepening our engagement in advocacy spaces and advocacy work in Geneva. We will also finish our advocacy strategy, which will guide our advocacy work for the coming years.

IMPACT OF COVID-19

At the moment of writing we find ourselves in extreme exceptional circumstances caused by the pandemic virus COVID-19. This virus is a direct risk to global health and impacts the entire global society in unforeseen ways. At this moment we, and our partner organizations, experience the direct effect on the implementation of the current programmes. Therefore, we are conducting risk assessments for these programmes which helps us to anticipate on current changes. The income over 2020 will not be at risk since 95% of the grants are already formally appointed until the end of 2020. For now, it is unclear what long term effects it will cause, but conversations are ongoing with local partners, alliance partners and the Ministry of Foreign Affairs.

ANNEX - FINANCIAL STATEMENTS 2019

1. ANNUAL FINANCIAL STATEMENTS 2019

		31-12-2019	31-12-2018
		€	€
ASSETS			
Fixed assets	4.1	6.643	8.042
Receivables	4.2	142.114	183.360
Prepayments and other current assets	4.2	26.408	33.727
Cash and cash equivalents	4.3	400.578	410.883
<hr/>			
Total		575.742	636.011
		31-12-2019	31-12-2018
		€	€
LIABILITIES			
Reserves			
* Continuity reserve	4.4	208.157	183.771
* Current and accrued liabilities	4.5	367.585	452.240
<hr/>			
Total		575.742	636.011

1.2. STATEMENT OF INCOME AND EXPENDITURE FOR 2019

		Actual 2019	Budget 2019	Actual 2018
		€	€	€
INCOME				
Private persons	5.1	384	0.000	5.385
Companies	5.2	-	2.500	
Lottery organizations	5.3	-	-	
Government subsidies	5.4	1.244.059	1.246.921	1.434.124
Related not-for-profit organizations	5.5	-	15.000	13.035
Unrelated not-for-profit organizations	5.6	176.113	139.691	344.295
<hr/>				
Total income from fundraising		1.420.556	1.411.612	1.799.339
Sale of products and services	5.7	-	-	-
Other income	5.8	-	-	-
<hr/>				
Total income		1.420.556	1.411.612	1.799.339
		Actual 2019	Budget 2019	Actual 2018
		€	€	€
EXPENDITURE				
Directly allocated to objectives				
Projectcosts - wages & organization		352.584	392.594	405.723
Projectcosts - travel & other direct		283.062	297.389	339.523
Projectcosts		635.646	689.983	745.246
Partner organizations		593.800	549.416	869.748
<hr/>				
Total expenditure		1.229.446	1.239.399	1.614.993

The amount for Partner organizations reflects the funds CHOICE has contracted and paid out to her partners. CHOICE monitors the actual spending by her partners according to an approved procedure. At the time of writing, not all partner spendings were accounted for. CHOICE does not foresee any upcoming problems in this regard.

Fundraising and administration costs

Fundraising costs	73.302	84.127	24.267
Management and administration	93.106	84.127	125.811
	166.408	168.254	150.078

Total expenses	1.395.855	1.407.653	1.765.071
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	Actual 2019	Budget 2019	Actual 2018
	€	€	€
Result before financial income & costs	24.701	3.959	34.268
Financial results	-315	-750	-1.265

Total results	24.386	3.209	33.003
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Appropriation of the result

Added to continuity reserve	24.386	3.209	33.003
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1.3. CASH FLOW STATEMENT 2019

	2019	2018
	€	€
Cash flow from operational activities		
Surplus/deficit	24.386	33.003
Adjustments for depreciation	3.793	4.072
	28.179	37.075
Changes in work capital		
Change in accounts receivable	48.565	308.854
Change in accounts payable	-84.655	-234.445
	-36.090	74.409
Cash flow from investing activities		
Investments in tangible fixed assets	-2.393	-6.560
	-2.393	-6.560
Net cash flow		
Cash flow from operational activities	28.179	37.075
Changes in work capital	-36.090	74.409
Cash flow from investing activities	-2.393	-6.560
	-10.305	104.924
Cash on January 1	410.883	305.959
Cash on December 31	400.578	410.883
Movement cash and cash equivalents	-10.305	104.924

2. EXPLANATORY NOTES RELATED TO THE FINANCIAL STATEMENTS FOR 2019

2.1. 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.

2.2. ACCOUNTING PERIOD

These financial statements have been drawn up on the basis of an accounting period of one year. The financial year is concurrent with the calendar year.

3. ACCOUNTING PRINCIPLES

General

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

Fixed assets

CHOICE does not foresee to end its activities any time soon. Depreciation is therefore calculated with the normal ongoing percentages.

Transactions in foreign currencies

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

Use of estimates

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

(Government) Subsidies

Subsidy income is incorporated on the balance sheet in the same year as the subsidy grant/commitment with the donor becomes active. The amount can never exceed the amount as shown in the subsidy grant/commitment. Subsidy income is allocated based on the

realised indirect and direct project costs, implying that this income is only reflected if and when the related costs have been made. Commitments for funding of future expenditures are not recorded as a receivable.

Continuity reserve

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

Donations and contributions

Donations and contributions are recorded in the year in which they were generated.

In kind donations

In kind donations are recorded in the year in which they are granted and are valued at the fair value in The Netherlands.

(Government) Subsidies

Subsidy income is incorporated on the balance sheet in the same year as the subsidy grant/commitment with the donor becomes active.

Cost allocation

Costs are allocated to the objective, fundraising income and management and administration on the basis of the following criteria:

- directly attributable cost is allocated directly;
- indirectly attributable cost is apportioned according to a formula based on the number of staff working on the relevant activity.

In doing so, CHOICE follows guideline 650, as well as the recommendation regarding management and administration costs drawn up by the Fundraising Institutions Association (VFI).

4. EXPLANATORY NOTES TO THE BALANCE SHEET

4.1. FIXED ASSETS

	2019 €	2018 €
Acquisition costs	14.771	14.147
Accumulated depreciation	-8.129	-6.105
	6.643	8.042
	2019 €	2018 €
Fixed assets previous year	8.042	5.554
Depreciation for the year	-3.793	-4.072
New investments	2.393	6.560
	6.643	8.042
	2019 €	2018 €
Accumulated depreciation start of the year	-6.105	-6.420
Depreciation for the year	-3.793	-4.072
Divestments during the year	1.769	4.387
Accumulated depreciation end of the year	-8.129	-6.104

During 2019 CHOICE acquired new laptops and new wooden furniture. Depreciation percentage is 33%. All assets are used for the day-to-day management of the organisation.

4.2. RECEIVABLES, PREPAYMENTS AND OTHER CURRENT ASSETS

	2019 €	2018 €
Receivables donors & subsidies	142.114	183.360
Decommissioned grants	15.784	-
Prepaid grants for next year	-	-
Other debtors	2.245	-
Deposits and securities	3.130	3.130
Prepayments and other advances	5.249	30.597
	168.521	217.087

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

The major receivable donors and subsidies are as follows:

	2019 RHRN €	2018 RHRN €
Situation as of 1 January	2.943	4.048
Interest	20	3
Received	235.428	213.728
Subsidies received in advance	232.505	209.683
Claimed/granted subsidy	237.748	212.626

Subsidies received in advance 5.243 2.943

	2019 REA €	2018 REA €
Situation as of 1 January	166.929	187.054
Interest	-	-
Received	196.280	362.680
Subsidies received in advance	29.351	175.626
Claimed/granted subsidy	166.221	342.555

Subsidies received in advance 136.870 166.929

4.3.CASH AND CASH EQUIVALENTS

	2019 €	2018 €
Bank current account and deposit	399.956	410.338
Petty Cash	623	545
	400.578	410.883

The cash equivalents include a bank deposit of EUR 267.548 with an average interest of 0,10%. All cash equivalents are immediately claimable.

4.4 RESERVES

Continuity reserve	2019 €	2018 €
Situation as of January 1	183.771	150.769
Profit or loss before appropriation	24.386	33.002
Situation as of 31 December	208.157	183.771

A continuity reserve is created to cover risks in the near future and to ensure that the organisation can continue to meet its obligations in the future.

4.5 CURRENT AND ACCRUED LIABILITIES

	2019 €	2018 €
Subsidies received in advance	253.892	308.186
Contract obligations	-	67.991
Holiday provision	38.133	36.457
Contributions for national insurance, income tax and pensions	19.712	22.123
Creditors	45.848	8.408
Other accrued liabilities	10.000	9.075
	367.585	452.240

Within the other accrued liabilities is a reservation of EUR 10.000 for audit costs.

The largest subsidies received in advance are:

Proceedings subsidies	2019 GuSo €	2018 GuSo €
Situation as of 1 January	143.046	298.201
Interest	41	89
Received	464.305	433.417
Subsidies received in advance	607.392	731.706
Claimed/granted subsidy	-454.230	-588.660
Subsidies received in advance	153.162	143.046

Proceedings subsidies	2019 Yes I Do! €	2018 Yes I Do! €
Situation as of 1 January	161.014	199.642
Interest	44	60
Received	410.984	554.590
Subsidies received in advance	572.042	754.293
Claimed/granted subsidy	-522.076	-593.279
Subsidies received in advance	49.966	161.014

Proceedings subsidies	2019 YA 19-23 €	2018 YA 19-23 €
Situation as of 1 January	-	-
Interest	-	-
Received	80.768	-
Subsidies received in advance	80.768	-
Claimed/granted subsidy	-30.005	-
Subsidies received in advance	50.763	-

5. EXPLANTORY NOTES TO THE STATEMENT OF INCOME AND EXPENDITURE

5.1. INCOME FROM PRIVATE PERSONS

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Donations and contributions	363	10.000	5.093
In-kind donations	21		293
	384	10.000	5.385

5.2. INCOME FROM COMPANIES

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Donations and contributions	-	-	2.500
In-kind donations	-	-	-
	-	-	2.500

5.4. GOVERNMENT SUBSIDIES

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Dutch Ministry of Foreign Affairs RHRN	237.748	223.728	212.626
Dutch Ministry of Foreign Affairs GuSo	454.230	486.208	588.660
Dutch Ministry of Foreign Affairs Yes I Do!	522.076	516.985	593.279
Dutch Ministry of Foreign Affairs Youth Ambassador 16-18			29.252
Dutch Ministry of Foreign Affairs Youth Ambassador 19-23	30.005		
United Nations			10.307
Other government subsidies		20.000	
	1.244.059	1.246.921	1.434.124

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

The subsidy for Youth Ambassador 19-23 runs from January 2019 till December 2023.

5.5. INCOME FROM RELATED NOT-FOR-PROFIT ORGANIZATIONS

	Actual 2019 €	Budget 2019 €	Actual 2018 €
dance4life	-		-
KIT Sharenet	-		12.035
Other organizations	-	15.000	1.000
	-	15.000	13.035

5.6. INCOME FROM UNRELATED NOT-FOR-PROFIT ORGANIZATIONS

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Mannion Daniels Amplify Change (REA)	166.221	136.760	342.555
International AIDS society	4.125	2.931	240
Other institutions	5.767		1.500
	176.113	139.691	344.295

FINANCIAL RESULTS

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Income from interest	15	250	79
Bank and other financial expenses	-330	-1.000	-1.344
	-315	-750	-1.265

J EXPENDITURE DIRECTLY ALLOCATED TO OBJECTIVES

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Total project costs	1.229.446	1.239.399	1.614.993

Spending percentage

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

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Total direct expenditures for the objectives	1.229.446	1.239.399	1.614.993
Total income	1.420.556	1.411.612	1.799.339
Spending percentage	86,5%	87,8%	89,8%

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

	Actual 2019 €	Budget 2019 €	Actual 2018 €
Total direct expenditures for the objectives	1.229.446	1.239.399	1.614.993
Total expenditure	1.395.855	1.407.653	1.765.071
Spending percentage	88,1%	88,0%	91,5%

K FUNDRAISING COSTS**Fundraising costs**

	Actual 2019	Budget 2019	Actual 2018
	€	€	€
Fundraising costs	73.302	84.127	24.267

Cost percentage fundraising

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

	Actual 2019	Budget 2019	Actual 2018
	€	€	€
Fundraising income	1.420.556	1.411.612	1.799.339
Fundraising costs	73.302	84.127	24.267
Cost percentage fundraising	5,2%	6,0%	1,3%

L MANAGEMENT AND ADMINISTRATION**Management and administrative costs**

	Actual 2019	Budget 2019	Actual 2018
	€	€	€
Management and administrative costs	93.106	84.127	125.811
Total expenditure	1.395.855	1.407.653	1.765.071
Management and administration percentage	6,7%	6,0%	7,1%

SPECIFICATION AND COST ALLOCATION TO APPROPRIATION

Appropriation	Objective	Raising funds	Management & Administration	Total 2019	Budget 2019	Total 2018
Expenditure	€	€	€	€	€	€
Grants to partners	593.800			593.800	549.416	869.748
Direct project costs	283.062			283.062	297.389	339.523
Staff costs	301.863	62.757	79.712	444.333	459.598	451.117
Accommodation costs	16.100	3.347	4.252	23.699	30.750	30.208
Office and general expenses	34.621	7.198	9.142	50.960	70.500	74.476
Total	1.229.446	73.302	93.106	1.395.855	1.407.653	1.765.071

APPROPRIATION	ACTUAL 2019	BUDGET 2019	ACTUAL 2018
	€	€	€
Salaries	306.396	307.962	304.214
Social security	49.023	49.274	48.674
Pension	46.509	47.063	46.490
Total staff costs	401.928	404.298	399.379
Illness insurance	7.430	5.000	6.678
Trainings for staff	7.969	12.500	12.159
Health services staff	0	800	-223
Travel staff to office	9.926	20.000	16.994
Other travel expenses	3.963	2.500	2.235
Internship costs	1.420	0	831
Representation board	11.028	12.500	12.328
Representation staff & advocates	668	2.000	736
Total indirect staff costs	42.405	55.300	51.739
Rent	13.909	15.500	13.667
Office costs	958	3.000	2.877
Write offs	3.793	3.500	4.072
IT	5.040	8.750	9.592
Total accomodation	23.699	30.750	30.208
Volunteer expenses	1.226	2.500	3.473
Board declarations	1.021	2.000	2.610
Membership fees	3.424	2.000	3.445
Website hosting	0	1.000	66
Foundation costs	6.712	5.000	5.610
Staff declarations	974	500	1.782
Fundraising	9.480	13.000	3.433
Communications	5.935	10.000	30.485
Consultant governance structure		5.000	0
Other general costs	1.428	500	443
Total general organisation	30.201	41.500	51.348
Finance administration	18.955	15.500	18.076
Accountant	1.385	8.000	2.626
Payroll services	419	2.500	2.426
Advice	0	3.000	0
Total accountant & admin	20.759	29.000	23.128
	518.992	560.848	555.801

SALARY OF DIRECTORS

During 2019 CHOICE has had two executive directors

Directors during 2019	Nathalie Metheuve	Zoë Nussy
Started	1 januari 2019	1 januari 2019
End	31 december 2019	31 januari 2019
FTE	1,0	1,0
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€49.393	€1.635
Pension	€4.033	€0
Taxable expenses	€0	€0
Total salary costs	€53.426	€1.635
WNT maximum per year	€181.000	€181.000
WNT maximum in proportion	€181.000	€15.083
Goede Doelen maximum per year	€86.578	€86.578
Goede Doelen maximum in proportion	€86.578	€7.215
Directors during 2018	Nathalie Metheuve	Zoë Nussy
Started	1 december 2018	1 januari 2018
End	31 december 2018	31 december 2018
FTE	100%	100%
Former TOP employee	no	no
Employment by contract	yes	yes
Salary	€3.582	€47.140
Pension	€427	€6.834
Taxable expenses	€0	€0
Total salary costs	€4.008	€53.974
WNT maximum per year	€174.000	€174.000
WNT maximum in proportion	€14.500	€174.000
Goede Doelen maximum per year	€82.408	€82.408
Goede Doelen maximum in proportion	€6.867	€82.408

Board CHOICE 2019

Chair
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Gaia Mori
 Jan - May
 No
 No
 € 11.313
 € 1.000

Chair
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Max Bloem
 Jun - Dec
 No
 No
 € 15.838
 € 1.400

Treasurer
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Max Bloem
 Jan - May
 No
 No
 € 7.542
 € 1.000

Treasurer
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Lara Fizaine
 Jun - Dec
 No
 No
 € 10.558
 € 1.400

Secretary
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Scarlett Hawkins
 Jan - May
 No
 No
 € 7.542
 € 1.000

Secretary
 Active during 2019
 Former top functionary
 Contract of employment
 WNT maximum
 Board stipend 2019

Kelly Groen
 Jun - Nov
 No
 No
 € 9.050
 € 1.000

Secretary	Giulia Giacometti
Active during 2019	Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 1.508
Board stipend 2019	€ 200

General member	Mayanka Vij
Active during 2019	Jan - Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 18.100
Board stipend 2019	€ 2.400

General member	Giulia Giacometti
Active during 2019	Jun - Nov
Former top functionary	No
Contract of employment	No
WNT maximum	€ 9.050
Board stipend 2019	€ 1.200

Board CHOICE 2018

Chair	Esther van Duin
Active during 2018	Jan – Aug
Former top functionary	No
Contract of employment	No
WNT maximum	€ 17.400
Board stipend 2018	€ 1.700

Chair	Gaia Mori
Active during 2018	Sep
Former top functionary	No
Contract of employment	No
WNT maximum	€ 8.700
Board stipend 2018	€ 800

Treasurer	Marnix Heikamp
Active during 2018	Jan – Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 17.400
Board stipend 2018	€ 2.400

Secretary	Scarlett Hawkins
Active during 2018	Sep – Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 5.800
Board stipend 2018	€ 700

Secretary	Gaia Mori
Active during 2018	Jan – Aug
Former top functionary	No
Contract of employment	No
WNT maximum	€ 11.600
Board stipend 2018	€ 1.600

General member	Marijke Bleeker
Active during 2018	Jan – Aug
Former top functionary	No
Contract of employment	No
WNT maximum	€ 11.600
Board stipend 2018	€ 1.600

General member	Jelena Brodnjak
Active during 2018	Jan – Aug
Former top functionary	No
Contract of employment	No
WNT maximum	€ 11.600
Board stipend 2018	€ 1.600

General member	Mayanka Vij
Active during 2018	Sep - Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 5.800
Board stipend 2018	€ 800

General member	Max Bloem
Active during 2018	Sep - Dec
Former top functionary	No
Contract of employment	No
WNT maximum	€ 5.800
Board stipend 2018	€ 800

6.3 BUDGET 2020

Budget 2020	Actual 2018	Actual 2019	Budget 2020
Income			
BuZa - Right here right now	€ 212.626	€ 237.748	€ 341.028
BuZA - Get up speak out	€ 588.660	€ 454.230	€ 386.493
BuZA - Yes I Do (Plan)	€ 593.279	€ 522.076	€ 432.700
Amplify Change - Rights Evidence Action	€ 342.555	€ 166.221	€ 0
Youth Ambassador sep16 - aug18	€ 29.252	€ 0	€ 0
Sharenet - YouAct	€ 12.035	€ 0	€ 0
UN	€ 10.307	€ 0	€ 0
International AIDS Society	€ 240	€ 4.125	€ 0
Youth Ambassador jun19 - dec23	€ 0	€ 30.005	€ 88.111
Rights Evidence Action 2020	€ 0	€ 0	€ 337.770
Sprint with NJR	€ 0	€ 0	€ 840
Nieuwe subsidies - overheid	€ 0	€ 0	€ 0
Nieuwe subsidies - stichtingen	€ 4.500	€ 5.767	€ 5.271
Indivuele donaties & consultancy (9110, NLBB)	€ 5.593	€ 363	€ 500
In kind donaties (9115, NLBB)	€ 293	€ 21	€ 250
Interest	€ 79	€ 15	€ 0
Total income	€ 1.799.418	€ 1.420.571	€ 1.592.963
Projectcosts			
BuZa - Right here right now	€ 55.198	€ 73.401	€ 112.788
BuZA - Get up speak out	€ 394.361	€ 357.779	€ 299.497
BuZA - Yes I Do (Plan)	€ 494.091	€ 346.395	€ 261.200
Amplify Change - Rights Evidence Action	€ 228.236	€ 80.856	€ 0
Youth Ambassador sep16 - aug18	€ 19.888	€ 0	€ 0
Sharenet - YouAct	€ 7.033	€ 1.835	€ 0
UN	€ 10.454	€ 0	€ 0
International AIDS Society	€ 10	€ 3.020	€ 0
Youth Ambassador jun19 - dec23	€ 0	€ 13.576	€ 41.878
Rights Evidence Action 2020	€ 0	€ 0	€ 170.250
Sprint with NJR	€ 0	€ 0	€ 840
Nieuwe subsidies - stichtingen	€ 0	€ 0	€ 2.000
Total projectcosts	€ 1.209.271	€ 876.862	€ 888.453

Personnel- and organization cost

Salarissen en werkgeverslasten	€ 399.379	€ 401.928	€ 538.631
Overige personeelslasten	€ 51.739	€ 42.405	€ 54.350
Kantoorkosten	€ 30.208	€ 23.699	€ 31.305
Algemene organisatiekosten	€ 51.348	€ 30.201	€ 52.970
Accountant en administratiekosten	€ 23.128	€ 20.759	€ 25.310
Rentelasten en bankkosten	€ 1.344	€ 330	€ 1.020

Total	€ 557.145	€ 519.323	€ 703.586
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Total result	€ 33.002	€ 24.386	€ 924
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Continuïteitsreserve einde jaar	€ 183.772	€ 208.158	€ 209.082
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7. OTHER

7.1 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 € 13.500 per year.

7.2 SUBSEQUENT EVENTS

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

Amsterdam, April 17, 2020

General board

Chair	Max Bloem
Secretary	Giulia Giacometti
Treasurer	Lara Fizaine
General Board member	Mayanka Vij



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INDEPENDENT AUDITOR'S REPORT

To: the Board of Stichting CHOICE for youth and sexuality, Utrecht,
The Netherlands.

A. Report on the audit of the financial statements 2019 included in the annual report

Our opinion

We have audited the financial statements 2019 of Stichting CHOICE for youth and sexuality based in Utrecht, 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 2019 and of its result for 2019 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 2019;
2. statement of income and expenditure for 2019; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

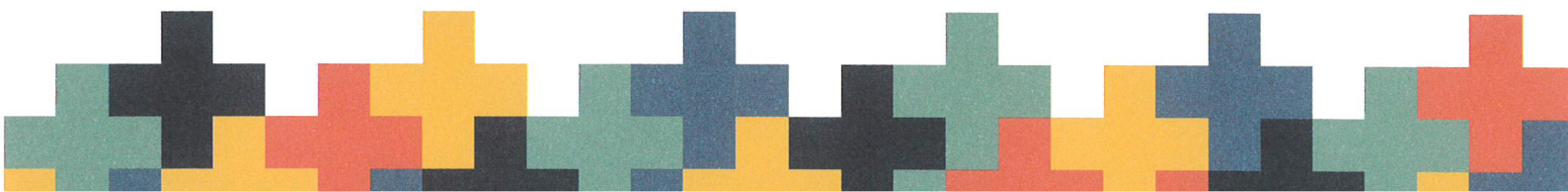
We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing as well as the Policy rules implementation WNT, including the Audit Protocol WNT. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial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

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, 23 April 2020

Dubois & Co. Registeraccountants

Signed on original by:
J.J.M. Huijbregts RA