

ANNUAL REPORT



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Thank you

INTRODUCTION

Change is inevitable. The only thing we can do is learn from it, be flexible, and be kind to ourselves and others.

COVID continued to be a blessing and a curse. This year created new challenges for us that forced all of us (inside and outside of our organization) to revisit what we want to do.

Adapting to change seems to be at the core of our business not just for our clients but also as a non-profit. Due to the challenges from COVID, personal situations, etc. we learned this year how to pivot and adapt. From losing one of our co-founders, and adjusting to the ever-changing COVID regulations, to the changes to our business model, we've learned how to accept change as a part of life. We continue to help our community of migrants also learn to accept change as a part of the process and adapt without losing themselves in the process.

The last two years our clients have had to manage change from new angles. It's not just being a foreigner AND being unemployed. It was also a foreigner, unemployed, forced to stay indoors, sometimes homeschooling.

We have been there for our clients in the services we provided and the space we created so they could connect, (re)connect, escape, regroup, and reflect on what will be their next step. We did that for our clients and our volunteers who needed the space and safety to find themselves again.



The signing of the paperwork to start our non-profit in March 2017 with Jane Stephenson, Flor de Maria Paredes Mattos, and Shea Harty

For all of us, this year was the beginning of something new leading to us closing some of the old ways we did things. We didn't know it at the time because we were dealing with so much at once.

We want to thank our volunteers who saw us through the highs and lows and helped tu to help others.

With love and gratitude,

Shea and Flor

OUR 2021

HIGHS AND LOWS

We share the things that motivated us and the things that challenged us in 2021

HIGHLIGHTS

1

One of our goals was to keep expanding how we help our clients of migrants feel as if they belong. We maintained our online sessions but reduced them to twice a month from every week. The feedback was still strong. And we added a monthly evening event to help bring in more revenue

2

We started charging a standard admin fee of 20€ to anyone applying for our coaching services. This saved us since our online events were no longer generating enough income to cover our costs.

3

We hosted our first online Virtual Event launching our WEnnovate brand. We put this initiative under our Empowerment BV since we were not sure what to do with it. We had over 100 participants and raised money to cover our costs.

LOWLIGHTS

1

This goal was challenging as COVID continued to create barriers for us. We had to change from weekly online sessions to every two weeks. People were ready to move away from online sessions. However, COVID continued to prevent us from in-person events. We lost the momentum with the audience we had

2

Our co-founder, Jane Stephenson became ill and we were unsure what her role was going to be or if she would even return. It left us unsure about our actions. Jane decided to retire in the summer and it took us time to readjust roles and responsibilities

Financials 2021

	Actuals 2021	Actuals 2020
Revenue		
Fundraiser	€0.00	€0.00
Donations	€409.00	€10.00
Sponsorship- Oranje Fonds	n/a	n/a
Back to Work Program	n/a	n/a
Admin Fees for Free Coaching	€1,300.00	n/a
Paid Coaching (Employed Clients)	€907.50	n/a
Belastingdienst Refund (SE)	€397.00	€0.00
DEI Corporate Client	n/a	n/a
Empower Events/Workshps	€2,964.87	€220.00
Total income	€5,978.37	€230.00
Expenses		
Operational Costs	€3,662.91	€46.91
Location Rental	€0.00	€54.50
Volunteer & Representatie Costs	€456.97	€193.50
Travel costs	€26.40	€0.00
Bank & Insurance Costs	€237.51	€49.47
Eventbrite fees	n/a	€22.88
KAep Notaris (ANBI status)	€793.12	n/a
Administrative Costs (i.e. Reconi)	€194.81	€0.00
total expenses	€5,371.72	€367.26
Balance		
Assets		
bank balance (per 31 December ...)	€823.41	€105.75
Sponsorship still to come (Oranje Fonds)		
Total Assets	€823.41	€105.75
Liabilities		
Beginning Year Bank Balance 1 January ...	€565.33	€243.01
Reserves en fondsen	€258.08	-€137.26
loans & debts	€0.00	€0.00
invoices pending	€0.00	€0.00
Totale Liabilities	€823.41	€105.75

ACKNOWLEDGEMENTS

We want to thank the more than 80 volunteers that helped us during 2021. From hosting events, to finding facilitators, coaching our clients, coaching facilitators, marketing our events, and offering more than we asked all while having little to no budget. We could not be here without the soul and passion of our volunteers who believe in what we are doing.

Empowerment Foundation

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WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMS