



# FairFight

Annual Report  
**Year: 2021**

**Date:** March 2022  
**Author:** Dr. Ginie Servant-Miklos



# Executive Summary

2021 was once again defined by the COVID-19 pandemic and its impact on Zimbabwe and India. Schools remained closed in Zimbabwe for a large part of the year. India experienced an extreme wave of the Delta COVID variant in April. Despite these challenges, FairFight conducted two impact visits in 2021, to Zambia, Zimbabwe and India. Our scholarship programme in Zimbabwe continued to expand, Disha House re-opened with 16 of the girls, the Red Brigade project graduated its first cohort, and the launch of FairFight Zambia was set in motion.

## Summary of Activities

- **March:** Launch of Sponsorship programme in Sarnath
- **April:** Nagle House programme restarts after COVID lockdown
- **April:** Madeline Muusha obtains Ambassador of Change scholarship
- **May:** COVID-19 Delta wave food relief in India
- **June:** First FairFight Day at Mbare Dojo, Harare
- **June:** Future Leaders scholarship programme launched
- **August:** Alton Brown is the first FairFight Outreach Ambassador
- **September:** Tawana Matiki, Michelle Chijiri and Andile Mahachi obtain Ambassador of Change scholarship.
- **October:** Ali Nyoni second FairFight Outreach Ambassador
- **November:** Impact visit Zambia / Zimbabwe
- **December:** Impact visit India

## Key Issues Addressed

- **Mission:** we navigated an uneasy period with to-and-from remote and live training and schooling with a focus on personalized mentoring and growth, channeling resources behind programmes with high growth and impact potential (Mbare programme in Zimbabwe, Red Brigade programme in India)
- **Fundraising:** we equaled our performance of 2020 and systematized planning and budgeting. However, long-term strategies still need to be worked out for durable funding sources.
- **Volunteers:** we recruited eight new volunteers and lost one. However, the volunteer we lost oversaw trainings, and we have not been able to replace her. Our Volunteers coordinator was not available for most of the year, hampering performance in this area.
- **New programmes**
  - *Zambia:* We went on reconnaissance in Lusaka to evaluate the potential for a new FairFight site.
  - *Future Leaders:* we launched a new scholarship programme for vocational and university education.

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# Annual Overview

## Impact of COVID-19

2021 was once again defined by the challenges of unpredictable COVID-19 lockdowns and travel restrictions. The main challenges were:

- Difficulties in planning impact visits
- Increased costs of impact visits
- Impact of closed schools on Ambassador of Change programme
- Impact of closed schools and lockdowns on Disha re-opening.
- Impact of lockdowns on FairFight volunteers
- Impact of lockdowns on fundraising

### **Difficulties planning impact visits**

Rules of travel were unclear and fast-changing throughout 2021. It was not possible to plan an impact visit until the second half of 2021. Zambia and Zimbabwe did not coordinate COVID travel responses: planning was chaotic and the visit to Zimbabwe was curtailed to only 4 days. The visit to India was curtailed to only 7 days after a 7-day quarantine was imposed. FairFight gives credit to the dedication of the volunteers who risked travel despite the inconvenience and expense.

### **Increased cost of impact visits**

Impact visits were made more expensive by COVID-19.

- Up to 5 PCR tests required for each volunteer, costing upwards of 300 euros per person.
- Tourist visas were not re-established with India, Mary required special sponsorship for a 1,300 euro Indian visa.
- Flights were up to 300% more expensive.

These costs have not deterred dedicated volunteers who joined impact visits in 2021 but prevent FairFight from inviting guest trainers and people with riskier financial positions on impact visits for the foreseeable future. Pandemic measures are settling down in Europe in 2022 but remain erratic and unpredictable in Africa and India.

### **Impact of closed schools in Zimbabwe**

Schools remained closed or erratically open in Zimbabwe. This posed huge challenges for our Ambassador of Change scholarship programme.

- It warped our budgeting and financial planning. School closures meant school fees were no longer due, but private tutoring costs had to be factored in.
- Maintaining the scholars' access to internet was a challenge, due to phone losses and cost of data.
- The dojo at Nagle House was not accessible. We secured a training place at our own expense, but this increased costs.
- Closures impacted girls' school performance. Some girls developed problematic behaviours, such as soft drug use, unsafe sexual conducts, and mental health issues.

# Annual Overview

## Impact of COVID-19 (continued)

### **Impact of closed schools and lockdowns in India**

Schools remained closed or erratically open in India. For the Disha programme, the Delta wave had catastrophic consequences. The re-opening of Disha was postponed by six months, and Varanasi was the centre of a deadly outbreak. The death toll was clearly above what official figures conveyed. The delay cost Disha two students, who were pulled out by family members, including the karate team captain, Kajal Chaurasia. However, the Disha house re-opened in October 2021 with 16 girls.

### **Impact of lockdowns on FairFight volunteers**

We salute the resilience of FairFight volunteers who kept up their engagement throughout the two years of the pandemic. We hosted a hybrid general assembly in August 2021. Half of the group met at our Rotterdam headquarters, and the other half on Zoom. A social event was held in London in September 2021. However, events remained sparse; there is good cohesion within the teams, such as the mentor team that meets regularly on Zoom, but there is less communication between teams. This is also a consequence of growth – from a dozen to almost 30 volunteers. As restrictions ease, volunteers catch up on work projects and family reunions, understandably taking precedence over volunteer work. Re-engagement will be a top priority for 2022.

### **Impact of lockdowns on fundraising**

FairFight raised nearly 18,000 euros two years running. However, many in-person fundraising events in 2021 were cancelled. FairFight positioned itself as a trustworthy charity that could bring relief on the ground during COVID - with food distributions in Zimbabwe and India. However, going into 2022, the war in Europe will damage our ability to fundraise for causes in Africa and India. We built a significant financial cushion to see us through 2022 if that is the case, but savings would have to be rebuilt in 2023.

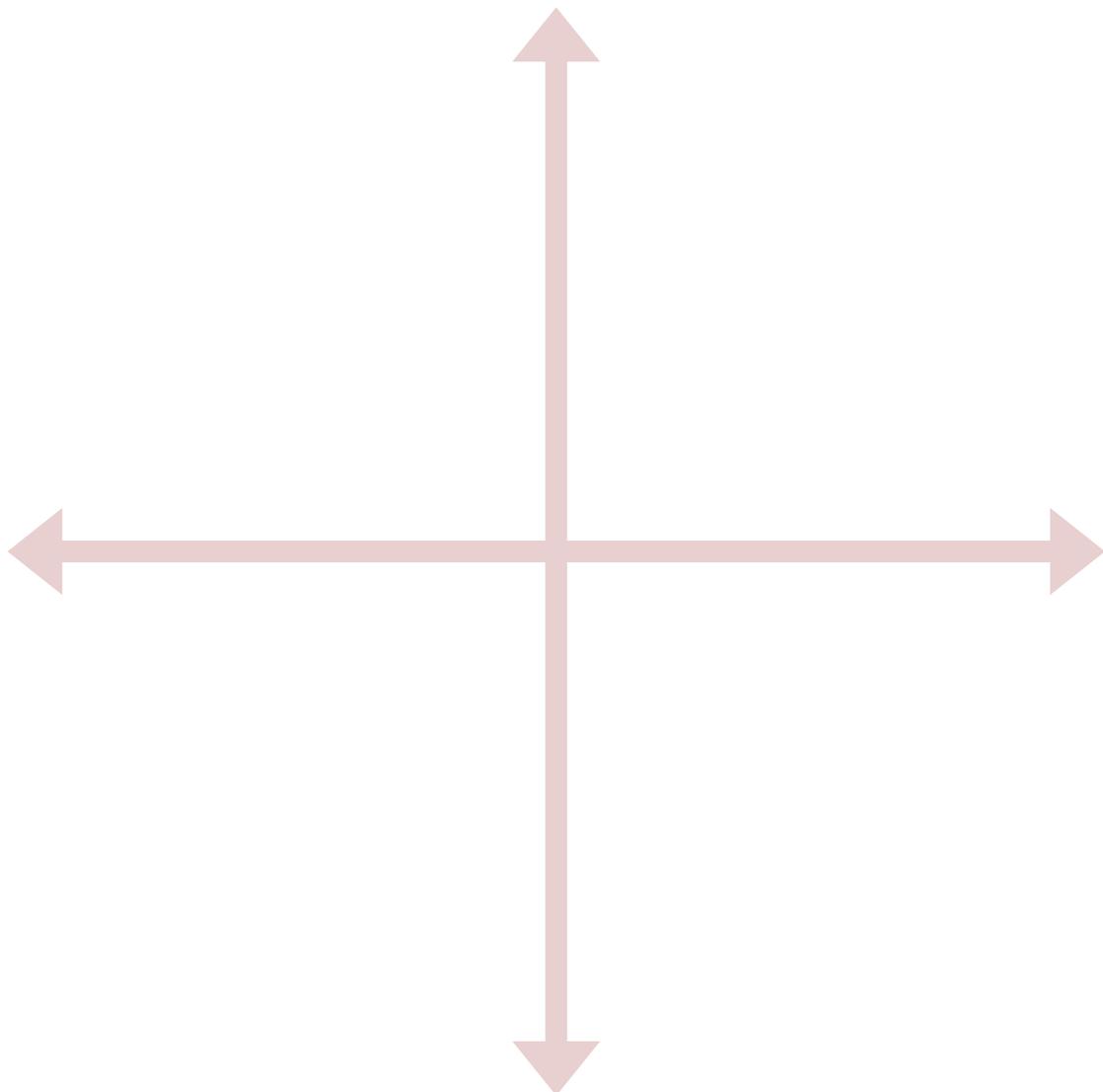
# Annual Overview

## Impact of COVID-19 (continued)

### SWOT analysis post-COVID

#### *Strengths*

- Established local networks: we have multiple contacts within the local communities where we operate. We are able to find people to get information, mediate conflicts, and take action where necessary.
- Established reputation: FairFight gets it done. FairFight is transparent. FairFight makes good use of donations. FairFight has success stories. These are a part of our identity. That's why people donate to us.
- Dedicated volunteers: a core group of volunteers who stays mentally, financially and committed in action.
- Good mentoring programme: our one-on-one support for girls is excellent, one of the best out there.
- Sufficient financial backup: we have one year's budget saved up.



# Annual Overview

## Impact of COVID-19

### SWOT analysis post-COVID

#### *Weaknesses*

- Miscommunication with partners during COVID: in Zimbabwe and India, trust is based on close personal contact. Two years of remote communication harmed communication - some damage control on poor communication was done during impact visits.
- Lack of volunteer cohesion: some volunteers have never met each other. This is inevitable in a growing organisation, especially during a pandemic, but we depend on a sense of belonging to FairFight to keep our team going.
- Vulnerability to elements outside our control: we do not have direct control over the girls' schooling or wellbeing. We have partners who make their own decisions, in a political context that we do not control, in a shifting global context that impacts us all.
- Lagging fundraising planning: our outreach team has the skills and received training to put together a fundraising strategy, but taking proactive action remains a challenge.

#### *Threats*

- COVID-19 resurgence: could impact travel, planning and costs in 2022.
- War in Europe: best case scenario: increase in costs, decrease in fundraising opportunities. Worst case scenario: all bets are off.
- Political unrest: Zimbabwe and India remain politically precarious. We are monitoring the situation and evaluating the safety of our operations regularly.
- Economic crisis: economic crisis in Zimbabwe and India decreases opportunities for economic independence for our girls and women. It also increases the cost of our programmes and increases financial uncertainty with inflation and price fluctuations.
- Volunteer burnout: post-COVID fatigue, war in Europe, economic hardship all causes for concern among our volunteers.
- Trust breakdown: increasing tensions between the girls and some of their teachers, especially in Zimbabwe, needs to be carefully managed to avoid trust breakdown. FairFight also needs to deliver on improvement points promised to partners.

#### *Opportunities*

- Travel opening up again: we expect more frequent impact visits in 2022. Opportunity to re-engage volunteers.
- Many offers of collaboration and support: With 2 new partners lined up for 2022, we expect new fundraising and volunteer recruitment opportunities to arise.
- Fundraising opportunities identified: at least 2 foundations with relevant grants have been identified and we are in the process of applying.

# Annual Overview

## Extending our partner network



*Emmett Doyle from Ireland organizes a 100-man kumite in aid of FairFight*

Extending our partner network was identified as crucial to stabilizing fundraising sources. We follow a 3-pronged strategy:

- Re-engaging existing partners
- Onboarding new partners
- Seeking third-party grant opportunities

### **Re-engaging existing partners**

Our biggest fundraising sources in 2020 came from the Jindokai and HDKI networks. We have re-engaged both in 2021 through:

- Social media engagement, with thank-you posts for donors, reports on outcomes of donations.
- Targeted fundraising: creating online campaigns for single-issue fundraising has been very successful.
- Subscription model: we onboarded 6 subscribers in 2021.

### **Onboarding new partners**

We have onboarded new partners through our social media presence:

- Dragon AllStyle Martial Arts Federation in Ireland (Emmett Doyle)
- Senjokai in Scotland (Liam Gallagher & Seon McLaren)

We expanded our reach to new partners through podcast participations, social medial contents, and sponsored actions (100-man kumite in Ireland). We expanded our presence on LinkedIn, leading to new individual donors

# Annual Overview

## Extending our partner network

### Third-party grant opportunities

We began the application process for a 6,000 euro grant to the European Patent Office Third World Association in partnership with Mbare Dojo in December 2021. We expect to hand in the application in mid-2022. We will then apply for a matching grant of 3,000 euros from the Wilde Ganzen Foundation. We are on the lookout for further grant opportunities.

### Outreach Ambassadors

We nominated Alton Brown and Ali Nyoni as Outreach Ambassadors. Preliminary talks with Tokaido International through Ali were fruitful, but supply chain issues hampered turning this partnership into material donations for our programmes. Alton organized a successful online fundraiser for us (500 euros raised). We aim to onboard 2 new outreach ambassadors in 2022.

### Website & Social Media

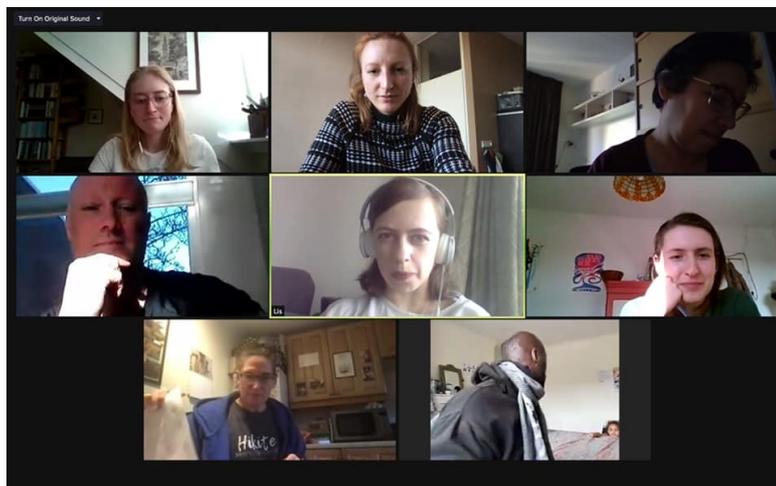
Website was transferred to complete FairFight ownership with the help of Alex Powell (Jindokai) in December 2021. Website contents needs finalizing before new ambassadors are recruited in 2022. We offered public speaking and vision crafting training to the girls in Zimbabwe in October 2021, leading to significantly improved media contents to showcase on our feeds.

### Team Outreach KPIs for 2022

Team Goals	What does success look like?	How will you measure it?
10-15% increase in funds raised compared with 2020	19.800-20.700 euros before Jan 1 2022	In euros raised
Recruit 1 recurring corporate sponsor	1 corporate sponsor signs on for recurring support	In a written agreement with a corporation + funds or gear transferred
2 fundraisers carried out by entities / people outside FF	2 fundraisers in person or online by 3 different entities or people before June 2022	2 fundraisers bringing in at least 500 euros each by 2 different entities / people not in FF
2 meetings between Jan 2022-June 2022	2 meetings with at least 5% team members present online between Jan 2022 and June 2022	5 people attend a meeting organised by team outreach between Jan 2022-June 2022
2-3 Ambassadors recruited before June 2022	2-3 high profile person's agree to represent FairFight and an announcement is made online	2-3 successful announcements of ambassadorships on Facebook + at least 1 actual promotion act by the ambassadors.

# Annual Overview

## Challenges with volunteer management



*Online volunteer social event in February 2021*

In 2021, we experienced considerable growth, but we were missing volunteers in key posts – particularly volunteer training and events management. We were unsuccessful in recruiting someone to this post.

### **Volunteer growth**

In 2021, we experienced another surge in volunteering, with most growth concentrated in the Mentors Team:

- Eli Stamnes (Mentors Team)
- Philippa Caddy (Mentors Team)
- Maria Aguilar (Mentors Team)
- HCM (Mentors Team)
- Camryn Litjens (Outreach Team)
- Anjali Agarwal (India Team)
- Harald Herland (Outreach Team)
- Vimbainashe Mushure (Outreach Team coordinator)

### **Volunteer losses**

Vera Westerheijden, our volunteers' events and trainings organizer, left FairFight to pursue her military career. Lis Kerr, our Volunteers Team Coordinator, was unavailable most of the year due to personal and work-related issues. This slowed down recruitment and trainings organization. Only two social events, one training, and the General Assembly were organized throughout 2021. No social events or trainings were planned for the first quarter of 2022.

Lis Kerr is returning to The Netherlands in early 2022. The priority will then be to rebuild our volunteer training and social organization capacity. Cohesion within the organization frayed during COVID-19. Rebuilding that cohesion will be important moving forward.

# Annual Overview

## Mentoring: managing growth

As of December 2021, this was the mentoring situation at FairFight:

Mentee	Mentor	Scholarship
Patience Mukarati	Nivedita Sarveswaran	Jan 2020-Dec 2021 (AoC)
Victoria Sithole	Katie Alexander (supp. HCM)	Sept 2020-Sept 2022 (AoC)
Andile Mahachi	Philippa Caddy	Sept 2021 – Sept 2023 (AoC)
Michelle Chijiri	Eli Stamnes	Sept 2021 – Sept 2023 (AoC)
Tawana Matiki	Jet Huwae	Sept 2021 – Sept 2023 (AoC)
Madeline Muusha	Maria Aguilar	May 2021 – Dec 2021 (AoC)
Ruvarashe Nyamukunda	Maryse Degbegni	June 2021-May 2023 (Future Leaders)
Tinashe Munemo	Ginie Servant-Miklos	Graduated March 2021

### Team growth

We added 4 Ambassadors of Change in 2021: Andile, Michelle and Tawana. In addition, we recruited a supplemental mentor, HCM, during Katie's maternity leave in Autumn 2021. This means we added 5 new mentors to the team. Maryse Degbegni took over the team coordination in January 2021, while continuing to mentor Ruvarashe.

### Scholars

We experienced several challenges with the Ambassadors of Change in 2021:

- An unsafe domestic situation led us to rehome a scholar in a boarding house at our expense for the whole of 2021.
- Drug use increased in Zimbabwe during the lockdowns. This has affected some of our girls, directly and indirectly.
- School performance was seriously challenged by repeated lockdowns, with exams regularly postponed.

Nonetheless, we graduated 3 students from our programmes: Tinashe Munemo graduated from the University of Zimbabwe with a 2.2. in Public Administration. Ruvarashe graduated from Nagle House and started pre-med in Zambia at Eden University with a Future Leaders scholarship. Patience Mukarati graduated from Nagle House and registered for a Nurse Aid course in Harare.

# Annual Overview

## Mentoring: managing growth

### **Mentoring programme strengths**

Our mentoring programmes are one of the most successful initiatives in FairFight history:

- One-on-one support builds trust, confidence, enables us to anticipate problems, and intervene very quickly when things do go wrong. Real empowerment happens in the mentee-mentor relationship.
- Financial support provided by the scholarships enables girls to stick around. Drop out rate is zero among scholarship holders. This means we have brown and purple belts for the first time.
- Scholarships are relatively easy to fundraise: the girls are empowered to tell their own stories, recording videos for our social media. They connect directly with donors who feel a direct bond with them.
- We have successfully navigated the post-scholarship transition for all our scholarship graduates so far – either by sending them to university on a different scholarship, or by providing employment opportunities and / or vocational upskilling opportunities.
- We received help from an English language IELTS coach Jan Ellen Harriman from the UK to assist with girls preparing IETLS qualifications for further education and work opportunities.
- Mentors are among our most engaged volunteers because they have a clear, defined, time-limited mission with clear objectives and time commitments.

### **Challenges of a growing programme**

With success comes challenge – we now have 8 girls to manage, with 2 more expected to join in 2022. Mentors are now the biggest team in FairFight, and scholarships are our largest expense item. We anticipate the following challenges:

- Unexpected costs due to school closures, teacher strikes and other issues arising in Zimbabwe, such as rehoming needs, safeguarding costs etc. With more mentees, the potential for unexpected surprises increases.
- Upskilling mentors on safeguarding issues.
- As we get to know our girls in depth, we are realising that trauma and associated mental health issues are complicating our empowerment efforts. We will expand our collaboration with Pamela Armitage from Studium Violentia (Canada) in 2022, providing trauma-informed practices training for mentors, and trauma-guidance for mentees, where required. We plan to onboard a professional counsellor / psychologist for the mentors team in 2022.

# Annual Overview

## Zimbabwe: challenges and opportunities



*Visit to Mbare Dojo in October 2021*

The Zimbabwe programme experienced successes and challenges in 2021. Key successes include:

- Launch of the Mbare Dojo collaboration
- Impact Visit 2021 & FairFight Zambia

Key challenges include:

- Survey of the situation in Marondera
- Financial hardship in Zimbabwe

### **Mbare Dojo partnership**

Initiated in 2019, the Mbare Dojo partnership finally took form in 2021. As a gesture of collaboration, FairFight sponsored and Mbare Dojo organised food distribution for the community before the January 2021 lockdown.

- **First FairFight Day June 2021:** Mbare Dojo organised a FairFight day at the dojo with local officials. FairFight volunteers participating in the day included Elsabe Nel, Madeline Muusha, Tinashe Munemo and Vimbainashe Mushure. The day featured a donation of 30 karate outfits from HDKI Netherlands, a women's health workshop with donations of re-usable sanitary pads for all 16 girls, and a self-defense class.
- **Second FairFight Day October 2021:** during the impact visit, Maryse Degbegni and Ginie Servant-Miklos visited Mbare with Elsabe Nel and Vimbainashe Mushure to meet the girls, give a self-defense workshop, hand out information flyers about the Ambassador of Change scholarship, and present FairFight's support options to the girls and their senseis.

In 2021, FairFight sponsored fixing the leaking roof and the broken outer fence of Mbare Dojo. It was decided that FairFight would provide the dojo with 2 scholarships in 2022, and apply for an ETWA grant to set up a community kitchen for the girls to learn a trade on the premise.

# Annual Overview

## Zimbabwe: challenges and opportunities



*Retreat at Goshu Park October 2021*

### **Impact Visit 2021 & FairFight Zambia**

The first impact visit since COVID took place at the end of October 2021 with Maryse Degbegni, mentors teams coordinator, and Ginie Servant-Miklos, Chair of the Board. The visit comprised:

- 6 days in Zambia
- 4 days in Zimbabwe

**In Zambia**, the team visited Chelstone Dojo in Lusaka, led by Hanshi Mushipi. An agreement was made to open a FairFight Zambia site in Lusaka under the leadership of Martha Muliya, 3<sup>rd</sup> Dan, opening May 2022 with 10 girls. The visit also enabled Maryse to meet her mentee, Ruvarashe Nyamunukda, currently studying pre-medicine at Eden University in Lusaka. Key success points on the Zambia visit was the groundwork for opening FairFight Zambia, key challenge was mapping the karate-politics of Zambia and finding our bearings in Lusaka.

**In Zimbabwe**, the team opened the Kurai Kofukan tournament in Chitungwiza, visited Mbare dojo, organised a training retreat with the Ambassador of Change holders in Goshu Park, Marondera, paid a visit to Nagle House management, led a self-defense seminar at Old Hararians Dojo, and held meetings with Tinashe Munemo, Vimbainashe Mushure and Elsabe Nel. Key success points in Zimbabwe were reconnecting with the ambassadors of change, re-establishing lines of communication with our local team, and establishing a groundwork for further collaboration with Mbare.

Key challenges were resolving outstanding communication and coordination issues between Kofukan and Nagle House, identifying opportunities for Ambassadors of Change after graduation, and getting our bearings on the programme's functioning post-COVID.

# Annual Overview

## Zimbabwe: challenges and opportunities

### Key challenges for 2022

Several areas of challenge emerged during the impact visit:

- **Overall state of the karate programme in Marondera:** due to the short visit, it wasn't possible to make a full survey of the state of the Nagle House programme. As of October 2021, classes had not yet been moved back to Nagle House. A school closure during the Omicron wave further delayed this move. A new sensei, Peter, has joined the teaching team in Marondera, but we did not have the opportunity to meet him. Gerald has moved to Marondera, sending his younger daughter Geraldine to Nagle House. However, we have not been able to ascertain the impact of this move on the quality of the karate programme. Therefore, an impact visit is being organised in May 2022 with Myrthe Minnaert, Zimbabwe coordinator, to finish the survey work that we started during the short visit in October 2021.
- **Financial situation** in Zimbabwe: the economic situation in Zimbabwe is not improving. The war in Europe is expected to make things even more expensive and hard to obtain. Zimbabwe is at the bottom of the global supply chain, and global shortages of materials and supply chain disruptions are expected to make building materials more expensive and hard to find in Zimbabwe. This risks compromising our renovation plans at Mbare. The financial crisis also spurred a teacher's strike which is still ongoing as of early 2022, meaning that even when schools re-open officially, lessons are still not taking place. We will take stock of the impact of this problem during the 2022 impact visit. Inflation is still rampant, and the euro has collapsed against the dollar as a result of the war, meaning that either way, FairFight should expect to spend at least 30% more on Zimbabwe in 2022.

# Annual Overview

## India: tentative post-COVID steps



*Mary Stevens visiting the Disha girls in their new location in Varanasi*

In India, 2021 was marked by the deadly Delta COVID wave that caused an estimated 4 million deaths in the country. As a result, the re-opening of Disha was delayed by 6 months, and visiting India was only possible in December 2021, with great difficulty.

### **Delta wave and COVID-relief efforts**

In response to the Delta wave, our partners at Red Brigade Trust asked for assistance in organizing food and medicine distributions in Varanasi and Lucknow. FairFight organized 2 money collections with :

- 450 + 720 euros going to Red Brigade Trust for relief efforts with widowed families.
- 450 euros going to Act & Help for relief efforts with the homeless in Varanasi
- 450 euros going to Project Mala for relief efforts in rural communities.

The relief efforts were coordinated by partners on the ground.

India struggled to re-introduce tourist visas and ease travel restrictions for the rest of 2021. Therefore, Mary Stevens, our India programme coordinator, was obliged to obtain an expedited visa from the embassy at enormous cost (sponsored by a private company) and remain 7 days of her 14-day trip in quarantine in Varanasi. This meant that further progress on collaborating with Project Mala was shelved until 2022. As of early 2022, quarantine-free travel had still not been re-established in response to Omicron, and the visa situation was not improved. The next impact visit is therefore likely to take place in October 2022.

# Annual Overview

## India: tentative post-COVID steps



*Mary Stevens giving a self-defence for trainers workshop in Varanasi*

### **Resetting Disha House**

The Disha house closed in December 2019. After months of delay caused by the pandemic, it re-opening as a boarding school in a new location near Sarnath in October 2021. The same support staff have returned to Disha, including Uday Shashank, the manager of AshaDiya. 16 of the original 20 girls have returned. Another 2 may return in 2022. 2 are missing and are unlikely to be found, including our former karate champion Kajal Chaurasia.

Devesh Verma and Pankaj Jain have resumed karate classes with the girls at St Thomas School in Sarnath. The girls still express great attachment to their karate. Their material situation presents certain challenges that will be addressed by Act & Help in 2022, but mentally, they have grown in strength. Many are now empowered young women.

### **Establishing a working relationship with Red Brigade**

Mary had been training Red Brigade instructors over Zoom since 2020. However, the impact visit was the first opportunity to meet the community face-to-face. Mary gave 2 days of self-defence and self-protection workshops with community volunteers in Varanasi, met with acid attack survivors at Orange Café, worked with schools on self-protection practices and met with Red Brigade management led by Ajay Patel. Learning Hindi was a big asset for the project, but Mary was also assisted by Srimoyee Mukherjee with translations throughout the visit. There is much potential for growth in this project. A strategy must be worked out in 2022 to align the efforts at Orange Café in providing work opportunities for victims of acid attacks, and the work of FairFight. One of the options considered is extending the Ambassador of Change programme to Varanasi.

# Financial Report 2021

Dates: 01.01.2021 – 31.12.2021

		Total Amounts
Opening Balance		12,559.95
Income		
- Private donations to bank account	+734,94	
- Corporate donations	+2.972,92	
- Facebook donations	+11.883,91	
- Subscriptions	+787,50	
Total Operating Income		16,379.27
Expenses		
- Admin	-156,47	
- Volunteers	-96,74	
- Outreach	-526,35	
- Zimbabwe Project	-6579,26	
- India Project	-3621,48	
Total Operating Expenses		10,980.03
Difference between Income and Expenses		5,399.24
Closing balance		17,959.19

# Budget 2022

Dates: 01.01.2022 – 31.12.2022

		Total Amounts (eur)
Team Zimbabwe		3500,00
<ul style="list-style-type: none"><li>• Mbare Dojo</li><li>• Competitions</li><li>• Impact visits</li><li>• Nagle House Dojo</li><li>• Zambia</li></ul>	<ul style="list-style-type: none"><li>200,00</li><li>500,00</li><li>1200,00</li><li>500,00</li><li>1100,00</li></ul>	
Team India		3500,00
<ul style="list-style-type: none"><li>• Hindi lessons</li><li>• Mentoring with Pamela Armitage</li><li>• Equipment for Disha</li><li>• Impact visit</li><li>• Sponsorship programme</li></ul>	<ul style="list-style-type: none"><li>1000,00</li><li>500,00</li><li>500,00</li><li>1200,00</li><li>300,00</li></ul>	
Team Mentors		4000,00
<ul style="list-style-type: none"><li>• Ambassador of Change scholarships</li><li>• Future Leaders Scholarships</li></ul>	<ul style="list-style-type: none"><li>2500,00</li><li>1500,00</li></ul>	
Team Volunteers		100,00
Team Outreach		700,00
General Fund (Admin, banking, extras)		200,00
<b>TOTAL BUDGET</b>		<b>12.000,00</b>

Note: this budget does not include the funds from the 6,000 euros ETWA application, which would go entirely to Mbare dojo.