



# FairFight

Annual Report  
**Year: 2022**

**Date:** May 2023  
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# Executive Summary

2022 was a good year for Fairfight: after COVID, we resumed our on-site activities in India and Zimbabwe, and inaugurated a new programme site in Lusaka, Zambia. We were able to send impact visit teams from Europe to all our programme sites, catch up with the girls in and out of the dojo, and supported two more girls for post-secondary education in Zimbabwe. We expanded our network of donors and supporters, building new relationships and consolidating old ones. 2022 was also a big year for our team as we aligned a management team to suit our growth needs for the coming years.

## Summary of Activities

- **February:** 100-man kumite fundraiser in Ireland, 50-man challenge in Zimbabwe
- **March:** Mukarati further education & Munemo Masters Degree campaigns
- **April:** Psychologist Ina Schabram joins our team, first session at Chibolya Dojo Lusaka
- **May:** Impact Visit Zim-Zam 2022, inauguration of Chibolya Dojo
- **July:** Start of the Ambassador of Change campaign at Muusha Wevana Orphanage
- **August:** Kofukan Zambia tournament with Zim & Zam FairFight teams
- **September:** Elisabeth Kerr joins executive board of FairFight
- **October:** Impact visit to India 2022 with Ali Nyoni, Mary Stevens & Harald Herland
- **November:** Madeline Muusha bachelor degree campaign
- **December:** Strong Girls Fundraising Campaign

## Key Issues Addressed

- **Mission:** we were back to fully on-site work post-COVID, evaluating all our programmes to focus on our most impactful work. To this end, we refocused the mission of our organization to our core expertise: martial arts, with other activities like education, trainings and scholarships in support of our core mission.
- **Fundraising:** We focused on building a more resilient and sustainable fundraising network with long-term partners with whom we can build a mutually trusting relationship. Those partners are key to the long-term success of FairFight.
- **Volunteers:** we worked hard to find the right management team to lead our executive board and programme teams. By the end of 2022, all team leader and board roles were aligned with volunteers with local and domain-specific expertise to hold those roles, except the Volunteers Team, which is still looking for a coordinator due to the previous coordinator moving to a board position.
- **Programme updates**
  - *Zambia:* We inaugurated FairFight Zambia in partnership with Girl Kicks Zambia
  - *Mbare:* We suspended our collaboration with Mbare Dojo due to changes in management, with the possibility of continuation dependent on showing alignment between the new management's vision of the programme and ours.

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# Annual Overview

## Consolidating our Mission & Management

In 2022, we refocused our mission and management team around the core values that brought FairFight into existence: empowering women, girls and their communities through the mental and physical benefits of martial arts. Since the launch of our first scholarship programme in 2020, FairFight has been steadily investing more time, money and effort in education. While we recognize that education is crucial for the girls we work with, and that this had yielded great outcomes, like offering three girls the opportunity of university studies, the financial and personnel burden of managing scholarships and educational programmes is misaligned with the capabilities of a charity focused on martial arts. This led to disbalance in the executive management structure, in which much attention and expertise was dedicated to issues unrelated to martial arts, creating imbalance between the charity's vision, and the operationalization of its mission.

### Refocusing the mission

During the General Assembly 2022, FairFight volunteers agreed to refocus our mission around martial arts, with education and scholarships conditional on committing to the practice and values of karate.



### Rebalancing the budget

We've refocused our general budget on funding martial-arts related activities, with educational activities almost entirely funded by one-to-one sponsorships. Funding for educational activities is conditional on the girls committing to their karate activities.

### Rebalancing the team

We changed some key personnel to reflect the re-alignment of our mission. First, in welcoming Elisabeth Kerr as Secretary to the FairFight Executive Board, we now have an executive board made up entirely of women black belts, reflecting the core values and goals of FairFight. Then, in promoting local partners to the Zambia, Zimbabwe and Scholarships team leadership (Nayombe Muliyunda in Zambia, Gerald Muusha and Jenica Nechombo in Zimbabwe), we moved closer to our mission of empowering strong communities.

# Annual Overview

## Inaugurating FairFight Zambia



*Inauguration of FairFight Zambia in May 2022*

### **Context & Background**

Chibolya is a violent and deprived area of Lusaka with high teen pregnancy rates and school drop-outs. Although public education was recently made free in Zambia, many girls still cannot go to school for lack of uniforms and books. It's also difficult for girls to change their mindset about the future due to a lack of exposure to the outside world and previous lack of access to education.

### **Chibolya Dojo & Girl Kicks Zambia**

To remedy this situation, Nayombe Martha Muliya, 4<sup>th</sup> Dan black belt in Shorin Ryu and Jindokai affiliated Sensei, opened the Girl Kicks Zambia community association. With the support of FairFight, Girl Kicks took in 15 girls in a rented space in Chibolya for thrice weekly karate trainings, carried out by Sensei Martha and Senpais Jo and Adam Banda. With the help of the Kwok Meil Wah foundation, a British charity headed by Prof. Stephen Chan, the girls received scholarships to pay for books and uniforms to send them back to school. They also receive weekly life coaching from Sensei Nayombe to help change their mindset about the future.

### **Progress and challenges**

The Chibolya dojo has been a roaring success in terms of its impact on the girls. The dojo grew from 15 to 30 girls by the end of 2022, with a new batch of scholarships offered by the KMW Foundation to send them to school. The girls have started to pass their exams and make it to the next grade, both in karate and at school, and took part in their first local and national tournaments. Through competitions nationally and internationally, the girls have received exposure to new people and situations outside of Chibolya. The main challenge for this programme is the cost. Unlike our other programme, we pay rent, transport, cleaning costs and grading costs, on top of the usual expenses like equipment and competitions. It is therefore vital that we find long-term partners here in Europe and in Zambia to help us cover the costs of running this programme.

# Annual Overview

## Rebuilding FairFight India



*Disha girls in Varanasi in October 2022*

### **Context & Background**

FairFight's activities in India came to a stop in 2019 when the Disha house was closed by the local government. In 2020, India was one of the countries hardest hit by COVID-19. However, thanks to the perseverance of our partners at Act & Help, the Disha girls were relocated to a new boarding school in late 2021. During the pandemic, FairFight opened a self-protection programme in partnership with the Red Brigade Trust in Lucknow and Varanasi, and rekindled cooperation possibilities with Project Mala, an educational charity based in Guria (TBC in 2023).

### **Restarting our karate programmes in India**

Mary Stevens visited Varanasi in October 2022 with Ali Nyoni. They were able to reconnect with the Disha girls, make sure the girls had the equipment to train, and align with the local team at ISKF-UP on the direction of the Disha programme. Mary and Ali provided a WKF-kumite seminar at St Thomas International, including our ISFK partners, the Disha girls and our two sponsored students, Anjali and Ganga. Both girls have made fantastic progress and should be ready for their 1<sup>st</sup> dan black belt exam by the end of 2023.

### **Building a solid self-protection base**

Mary has been steadily building up the self-protection partnership with the Red Brigade Trust, under the leadership of Ajay Patel and Sushmita Bharti. Because language is a serious barrier in Uttar Pradesh, FairFight funded Mary's Hindi tuition starting 2021. We still rely on our local translator Srimoyee Mukherjee, but Mary was able to manage basic communication on the ground in 2022. The self-protection programme has made strides in terms of outreach, with over 1000 women in UP exposed to Mary's training programmes through the dissemination efforts of Ajay and Sushmita. In October 2022, Mary and Ali were joined by Harald Herland and his Norwegian film crew to prepare a documentary on victims of acid attacks with the participation of Sangeeta, an acid attack survivor working with the Red Brigade Trust.

# Annual Overview

## Streamlining FairFight Zimbabwe



*Nagle House team in Marondera in June 2022*

### **Context & Background**

We have been running a successful ShitoRyu karate programme in Marondera since 2015 in partnership with Kofukan karate and Nagle House Girls High. In early 2020, we piloted a 2-year scholarship programme to encourage commitment and reduce drop-out rates within the dojo. In 2019, we were approached by Mbare Dojo in Harare to start a programme in the Mbare slum. We provided start-up funds to make repairs to the dojo roof and fence and provide equipment for the girls.

### **Ambassadors of Change**

Our scholarship programme is an opportunity for the girls in our Marondera dojo to grow in their karate path, with the support of their assigned mentor and the financial resources provided by FairFight. As part of Ambassador of Change responsibilities, we provide seed funding for the girls to start local projects. That's why we were very happy to see three of our ambassadors, Tawana, Andile and Michelle, start a community outreach programme to teach karate to the orphans at Muusha Wevana children's home with the support of our new scholarships coordinator Jenica Nechombo. We organized a meeting with the parents of the girls to explore how we work together in a partnership that can promote discipline, respect and perseverance for the benefit of the community. This was well received and enabled us to grow our trusting relationship with the school and the community.

### **Collaboration goes both ways**

After a great start to the collaboration with Mbare Dojo, we ran into problems when the programme coordinator, Nthelelo Moyo, moved to Canada. In his absence, the quality of the communication deteriorated, and we were not able to generate the transparency and trust necessary for a partnership to work, which goes to show how important local leadership is in our operational model. Collaboration with Mbare Dojo was on hold at the end of 2022, with the option to restart if we are able to find alignment between our values.

# Annual Overview

## Fundraising: New Approaches

Our main target for 2022 was to set the foundations for most sustainable long-term financing of the organization. With the support of our Advisory Board, we built a strategy to move away from relying primarily on one-off donations, towards sustainable partnerships with private and institutional donors. As a result of this work, we did not take in as much in donations in 2022 as we had in 2020 and 2021, but we built the foundations to significantly improve our fundraising for 2023 and beyond.

### **Upskilling & Planning**

The biggest contribution to our transition to a sustainable fundraising strategy was investing in upskilling outreach volunteers with professional fundraising skills. To that end, Ginie Servant-Miklos and Camryn Litjens took an online fundraising course at UC Davies, which led to the creation of a FairFight donor database and fundraising plan.

### **Building positive donor relationships**

The second biggest contribution was promoting Elsie Cheung to Outreach Coordinator, putting her in charge of handling donor communication, particularly thanking donors and keeping donors informed of the progress of the projects based on their contributions. We have put care and attention to keeping our donors informed of the outcomes of their donation, facilitating direct communication between donors who sponsored individual girls and the girls benefiting from their generosity. We realized that it's important for our donors to feel like they are part of this with us, rather than just contributing once.

### **Working on institutional partnerships**

Institutional partnerships accounted for 40% of our income. This covers grants and donations from other foundations, contributions from dojos, and sponsorship from companies. We worked on a strategy to build long-term sustainable relationships with these partners, including better quality reporting, official thanks at the end of the year, speedy tax return documents for deductions, and giving them the opportunity to promote the partnership on social media. We put in a grant for 4500 euros on behalf of Girl Kicks to the European Patent Office Third World Association and will aim to put in one grant application per year to different foundations.



# Financial Report 2022

Dates: 01.01.2022 – 31.12.2022

		Total Amounts
Opening Balance		17,959.19
Income		
- Private donations to bank account	+ 3304.00	
- Corporate donations	+ 5096.24	
- Donations via Facebook fundraisers	+ 3701.65	
- Subscriptions	+ 1425.00	
Total Operating Income		13,901.89
Expenses		
- Admin	- 209.87	
- Volunteers	- 146.00	
- Outreach	- 981.07	
- Zimbabwe / Zambia	- 5039.52	
- India	- 2432.74	
- Mentors / Scholarships	- 3970.89	
Total Operating Expenses		12,780.09
Difference between Income and Expenses		+1121,80
Closing balance		19,080.99

# Budget 2023

Dates: 01.01.2023 – 31.12.2023

		Total Amounts (eur)
Team Zimbabwe		1,800.00
<ul style="list-style-type: none"><li>• Impact visits</li><li>• Nagle House Dojo</li></ul>	1000,00 800,00	
Team Zambia		4500,00
<ul style="list-style-type: none"><li>• Rent</li><li>• Cleaning &amp; Transport</li><li>• Competitions</li><li>• Other</li></ul>	1000,00 1500,00 1500,00 500,00	
Team India		2500,00
<ul style="list-style-type: none"><li>• Hindi lessons</li><li>• Impact visits</li><li>• Sponsorship programme</li></ul>	300,00 2000,00 200,00	
Team Mentors		5350,00
<ul style="list-style-type: none"><li>• Ambassador of Change scholarships</li><li>• Future Leaders Scholarships</li></ul>	2000,00 3350,00	
Team Volunteers		300,00
Team Outreach		1000,00
General Fund (Admin, banking, extras)		200,00
<b>TOTAL BUDGET</b>		<b>15,650.00</b>