

END OF YEAR REPORT

5 August – 31st December 2015

STICHTING FAIRFIGHT YEAR 1

CHAIR: Virginie Servant
SECRETARY: Emma Bouterse
TREASURER: Simone Punzo

**THIS VERSION OF THE REPORT IS A DRAFT AND MUST NOT BE
CIRCULATED OUTSIDE OF THE BOARD.**

1. HANDOVER FROM EUCSA

The handover of FairFight activities from EUCSA to Stichting FairFight was completed on August 5, 2015, the official start date of FairFight as an independent Non-Profit Foundation (Stichting). All leftover funds in the EUCSA bank account were transferred to FairFight. Alex Whitcomb initially stepped in as treasurer but was replaced with Simone Punzo in September. All paperwork related to the founding of the Stichting and its board was completed in due form.

Outstanding issues:

- Elections (when, how, who votes, who can apply to be a board member?)
- Supervisory board? Did we decide anything on this?
- Who should have access to:
 1. Minutes of board meetings
 2. Annual Report
 3. Financial Report

2. CORE ACTIVITIES

Zimbabwe Project:

Stichting FairFight (SFF) inherited the Martial Arts component of the EUCSA Zimbabwe Study Trip. All martial arts related activities in Zimbabwe are now under SFF's management. The following notable events happened since August 5:

- 15 girls graduated with a yellow or yellow-stripe belt from Nagle House. Gerald had to pay for most of them, but we reimbursed him via the intermediary of the Whitcomb family.
- 5 girls took part in the national kumite championships, winning one gold medal.
- Nagle House agreed to let Sensei Gerald teach twice a week instead of once.

Target for 2016:

- Consolidation of Nagle House Project

- Opening St Francis Project
- Keep relations open with Monte Cassino
- Keep relations open with ZKU
- Keep relations open with PeterHouse. Get more paid hours of work for Sensei Gerald at PeterHouse.
- Begin inquiries for Dojo Project 2017.

Outstanding issues:

- Belt exam fees: reimburse girls who paid out of their own pocket?
- Give Gerald an advance for further exams and competition fees?

India Project:

Despite initial good progress during a visit of Ginie Servant in July, progress has stalled since then. These were the agreements made in July:

- Vidya Niketan School (VNS) to house and feed 2 volunteers (same gender) without charge in exchange for 3 week training programme (martial art not specified).
- Parikrma Foundation to make time for us 2 x per week for 3 weeks for karate & self-defense programme.

Proposed targets for 2016:

- Make contact and establish how we can help and support TKD club existing at Parikrma.
- Build TKD/ TSD/karate & self-defense programme for VNS.
- Build karate & self-defense programme for Parikrma.
- If possible, renew contact with local karate schools.

Outstanding issues:

- If no further progress made, then what? Go and try to work with what we have anyway? Switch to Israel? What is our cut-off date for deciding?

3. FINANCES

Report of income and expenses given by Treasurer.

The largest share of the expenses for this year went on martial arts equipment for Zimbabwe.

Outstanding issues:

- Do we need to file anything with the Dutch Tax authorities?
- With the Kamer van Koophandel?
- What do we do about the liability insurance?

4. VOLUNTEERS

In 2015, we recruited 4 permanent volunteers:

1. Alex Whitcomb, who handles Zimbabwe logistics for us.

2. Laurent Masson, who handles Social Media and PR for us.
3. Mathieu van Kooten, who handles the Website and Video & Photo media.
4. Floris Eland, who runs local fundraising and awareness raising events at EUC, in and around Rotterdam.

We recruited 2 per-project volunteers:

1. Mark Caddy, for teaching karate, general MA skills and self-defense in Zimbabwe.
2. Pearla Papiernik, for teaching karate and general MA skills in Zimbabwe.

(Note, Floris was originally recruited on a per-project basis but soon moved to the permanent roster)

Volunteers wanting to join:

1. Sophie van der Vorst, who would like to help us with fundraising strategy.

Outstanding issues:

- What do we do about Sophie's application?
- Can we establish a list of available volunteers who could be called upon for events?
- Can we / should we train our volunteers?

5. FUNDRAISING

We held various fundraising events, with more or less success in terms of attendance and cash intake, listed from most cash to least cash brought in. Numbers are not exact, just to give an idea. Exact numbers to be found in the financial report:

1. Aikido Dordrecht Fundraising Event – >2000 euros.

This event was very well attended. Many young children and their parents participated. Food and drinks were available and sold well. The tractions came from a well established and tight knit martial arts community. There are many more local martial arts communities we could tap into.

2. Mark Caddy's Fundraiser - > 1000 euros.

This was an online fundraiser, based on Mark's long established pre-existing martial arts community and community of friends. Would likely only work once, but good to tap into if we bring experienced martial artists in.

3. Rotaract Fundraiser – 600 euros.

We didn't have to do much for this event. The Rotaract decided to take on our cause and promoted it for us, using their name and reputation. This sort of partnership could yield great results in the future but does require a high-energy fundraising team on our part to seek out partners.

4. Equipment Collections in Dojos – almost 30 gis donated.

In order of donations:

- Morêt sur Loing SEPAM karate (19 – about 14 useable) + belt rolls of each colour.
- Delft Karate Club (+- 10, about 7 useable) + a large number of white, blue, green, brown belts.

- Pearla's Club (6)
- Jindokai (3 useable)
- Dordrecht Aikido (only pants useable)

The quality of gear we get is quite variable. Ranging from high quality fabric in the right sizes to dirty, oversized outfits, or judo outfits which we cannot use for karate / TKD and are too heavy for tropical climates. We donated to clothing banks equipment that was not suitable.

5. Sophie's fundraising – 250 euros.

Sophie van der Vorst raised over 1000 euros by herself by writing to various companies and pitting them against each other to max out donations. She donated 250 euros of this to FairFight and the rest to the Zim project, taking nothing for her ticket.

6. Self-defense seminars - < 200 euros all in.

Although fun, these seminars are time consuming and yield little exposure and little cash inflow. The seminar at EUC had a mandatory fee of 15 euros, so brought in a dozen staff who paid up. The seminar at EUR did not have a mandatory fee and brought in students, so donations were pitiful.

7. Maarten's cookie challenge - 150 euros (after costs)

Fun and requires one afternoon's work for a team of baking volunteers. I think we'll make this a tradition.

8. Emma's sponsored tournament – 120 euros (I think? Simone needs to double check numbers)

This is a good idea and has some potential. But we need to tap a wider community. Maybe set up an online sponsor-me page?

9. Documentary Screening – 75 euros (after costs)

The initial take-in of the documentary wasn't too bad, over 110 euros, and we had a nice crowd. Good awareness-raising. But our costs were unacceptably high. Shared responsibility of senior volunteers (Ginie, Simone) for not checking and approving the expenses of inexperienced volunteers beforehand and not making sure all purchases were approved first (they bought wine!? Wasted a lot of money on that).

10. Direct contact with companies.

Sending letters to companies has not yielded much result so far: Adidas / Reebok have turned down the offer of collaboration. Laurent is following up all of the other leads. There is a potential for huge windfall (20000 euros +) at Google if we have a) a solid proposal b) a good case with supporting videos, photos media etc. c) we go present this in person at Google HQ in Ireland.

In summary, we did better than expected on the fundraising, but mainly because we had a couple of high scores with Floris's event, Mark and the Rotaract. Smaller events are fun, but don't yield much money. There is a solid future for us in collaborating with larger companies and foundations but we need to find our feet there.

Outstanding points:

- How to we create more opportunities for high yielding events / fundraisers?
- What do we do about low-yielding events?
- How do we establish links with large foundations / companies?

6. EXPOSURE / NETWORKING

In 2015 we had the following exposure:

- Contact established with Zonta International who would like to promote us and work with us. We should contact them again after Zimbabwe.
- Rotaract want us to work with them on a programme for young women in Rotterdam.
- Ginie Servant gave a TEDx talk at Erasmus University, the video is available on the TEDx channel and can be used for awareness raising purposes.
- Although we cannot screen the documentary on Internet, the docu screening was a very cosy event. This could be repeated.

Outstanding points:

- We need to dramatically increase our exposure. How do we do this? How do we do this without setting the Zim government on our tails and endangering the project? How do we do this without incurring the wrath of anti-women ideologists and putting our volunteers in danger (e.g. Palestine project, India)?
- To what extent are we prepared to work in Rotterdam?

7. COMMUNICATION

Communication & task management is much improved since our early beginnings. The best proof of this is that the only outstanding tasks a week prior to Zimbabwe are out of our direct control (government permissions. We submitted the request well on time!)

Trello has allowed us to streamline task management substantially. It may be a little unwieldy for some to use yet another platform, but it does mean that the project manager can keep a close eye and a good overview of what still needs to be done, and remind / ask / suggest / re-allocate accordingly.

Facebook remains a quick and easy tool for general announcements or discussions, but it is not very food for day-to-day task management and long-term project management. Hence Trello.

Whatsapp is the go-to means of communication for immediate to-dos.

E-mail reminders for larger items and projects.

Coms with Zimbabwe are slow. Gerald does reply to his e-mails, but it takes one to two weeks for him to do so. It is possible to arrange phone calls with Gerald if necessary, but even as I write this Alex has been trying to call Gerald without success for a few days.

On the whole the communication situation is much improved. There were a couple of misunderstandings mainly due to the huge distance between SFF HQ and some of the volunteers / board members but these were very quickly fixed and since nothing really gets done without being on Trello, everyone can keep track of what's going on.

Outstanding issues:

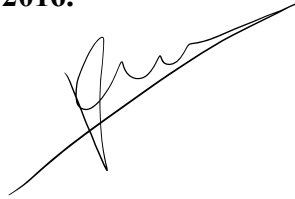
- How much should be communicated just with the board vs. with the other volunteers vs. with the public?
- How to communicate with occasional volunteers (such as Zim group)?
- Better coms with Zim on the ground?

Report prepared by Virginie Servant (Chair of the Board) in Rotterdam, on January 4, 2016.

Report discussed by the Board meeting in Rotterdam on January 5, 2016.

Report modified by Ginie Servant on January 10, 2016

Report filed by Emma Bouterse (Secretary of the Board) electronically and in print on June 20 2016.

A handwritten signature in black ink, appearing to be 'Emma Bouterse', written over a horizontal line.