



FairFight

Annual Report
Year: 2016

Date:

February 2017

Author:

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Executive Summary

2016 was a successful year for FairFight in terms of the operation and management of its projects in India and Zimbabwe, and raising the funds required for the projects in question. In January 2016, FairFight ran a solid campaign in Zimbabwe with five volunteers from Europe and the assistance of Marondera Karate Club under the leadership of Gerald Muusha. In July 2016, a FairFight team of 3 ran a pilot project in India which set up karate classes in a girls' safe house in Varanasi. A partnership with the HE Space Foundation, based in The Hague, enabled FairFight to fund all of its projects in 2016, and achieve much more than had been anticipated when the budget was discussed in early 2016.

However, towards the end of 2016, holes appeared in the management of the organisation, which did not become apparent until January 2017. Our chief challenge was in terms of human resources: with many of the early-days volunteers and project veterans unable to commit to projects for various reasons, our organisation and supervision capacity for projects was seriously impaired, resulting in a lack of organisation and preparation for both Zim and India 2017. While this was not a significant problem for Zimbabwe, it caused major challenges in India and will continue to pose problems for the everyday running of the charity in 2017.

This report concludes that strengthening our volunteer base should be the first priority of FairFight in 2017.

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Administrative Matters

Membership forms

As well as having project-specific liability waiver forms, FairFight introduced membership forms which are valid for one year and allow the members to participate in projects and attend in and vote at the General Assembly, provided they adhere to the values and requirements set forth in the membership document. There is no charge for membership, and membership forms are available from the Secretariat of FairFight.

In 2016, the following people submitted membership forms:

Ginie Servant (board)
Emma Bourterse (board)
Simone Punzo (board)
Alex Whitcomb
Floris Eland
Laurent Masson
Pearla Papiernik
Mark Caddy
Krissi Silianova

General assembly

The first FairFight general assembly was held on 20th June 2016 at its headquarters located at Nieuwemarkt 1A. The minutes of the General Assembly and full list of members present and absent is available from the Secretariat of FairFight.

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Administrative Matters

General Assembly (continued)

The key points covered were the Statutes, the situation with regards to the Zimbabwe project, the budget for the next Zimbabwe project and the India project. Finally, a vote was taken on FairFight's affiliation with Jindokai, which was approved unanimously.

As the FairFight board runs on a 2-year basis, there was no need to organise a vote for board positions.

End of year & Financial Report

These tabled and approved at the General assembly, and are available on request from the Secretariat of FairFight.

Outstanding issues:

1. FairFight is critically lacking human resources at the moment. Basic administrative matters are taking too long to complete. Project reports are late or not handed in. Simple administrative and financial matters have been outstanding for months. This is not sustainable in the long run: we must find more people willing to help us out, and those holding positions of responsibility must fulfil the minimum requirements for those positions.

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FairFight Zimbabwe

Outreach Project: in January 2016, FairFight held its second annual 3-week FairFight project in Zimbabwe. A full report on the trip is available from the FairFight website.

FairFight participants to the project were:

Ginie Servant (coordinator)

Emma Bourterse

Simone Punzo

Alex Whitcomb

Mark Caddy

Floris Eland

Pearla Papiernik

The project focused on expanding outreach at Nagle House in Marondera, fixing issues with the partnership with Monte Cassino in Macheke and St Francis in Marondera, cementing our collaboration with Peterhouse Girls and Boys and Springvale, reaching out to the Jindokai Old Harrarians, and getting materials to promote the project back in Europe.

Nagle House: The outreach at Nagle House was the most successful point of the trip: we were able to help the girls who had already been training with Gerald to grade to the next kyu level, and also expand our project to a whole new group of beginners. Parents and teachers were invited to join, culminating in a large closing ceremony during the last day in Marondera. Throughout 2016, classes have continued at Nagle House, once or twice per week.

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FairFight Zimbabwe

Peterhouse: The collaboration with Peterhouse has also been a success story: Gerald is employed as a teacher in all 3 schools of the Peterhouse group, and in late 2016, karate was made mandatory for all new intakes at Peterhouse Boys. This continues to provide Gerald with a steady source of income, allowing him to continue teaching at Nagle House free of charge. He has also been able to purchase a car to facilitate his commute from Chitungwiza.

Other schools: The collaborations with Monte Cassino and St Francis met a dead end. Although things looked promising during our trip, with successful sessions in both schools, Monte Cassino refused to honour its commitment to pay Gerald's travel expenses to Macheke, and St Francis erected insurmountable administrative blocks to further collaboration. After much discussion with them, Gerald decided to drop Monte Cassino as the negotiation was not going anywhere.

Jindokai Zim: Despite logistical problems, we were able to attend a training session at the Old Hararians in Harare. This connection enabled us to make contact with Taneta Kagande of the Ruwa Dojo Community, a Jindokai-funded community dojo outside Harare, via Facebook in late 2016, a connection which will be further developed in 2017 to explore how Ruwa could work with FairFight.

Indoor Tournament: At the request of Gerald, FairFight funded (with the support of HE Space) an indoor tournament which involved participants from all of the Kofukan dojos in Mashonaland – including Peterhouse and Nagle House. This

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FairFight Zimbabwe

tournament was held in Marondera on 8th October 2016. A full budget for the tournament is available in the Finances section.

Bellow follows a list of categories and winners:

Category	Winners
Boys 6-7yrs KUMITE	<ol style="list-style-type: none">1. Mhosva (Hre)2. Taidhg (Springvale)3. Anastasios (Springvale)
Boys 8-9yrs KUMITE	<ol style="list-style-type: none">1. Tawananyasha (Hre)2. Mateo (Springvale)
Girls 10-11yrs KATA	<ol style="list-style-type: none">1. Sasha (Hre)2. Aisha (Hre)3. Mhosva (Glendale)
Girls 10-11yrs KUMITE	<ol style="list-style-type: none">1. Daniella (Springvale)2. Sasha (Hre)3. Aisha (Hre)
Boys 10-11yrs KATA	<ol style="list-style-type: none">1. Liam (Springvale)2. Nathan (Hre)3. Makomborero (Springvale)
Boys 10-11yrs KUMITE	<ol style="list-style-type: none">1. Liam (Springvale)2. Nathan (Hre)
Girls 10-11yrs KATA	<ol style="list-style-type: none">1. Aimee (PHG)2. Anne (PHG)
Girls 12-13yrs KUMITE	<ol style="list-style-type: none">1. Anne (PHG)2. Aimee (PHG)

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FairFight Zimbabwe

Competition results (continued):

Category	Winners
Boys 14-15yrs KATA	1. Vasheel (PHB) 2. Takura (Hre)
Boys 14-15yrs KUMITE	1. Takura (Hre) 2. Vasheel (Hre)
Girls 14-15yrs KATA	1. Tayana (PHG) 2. Sharitel (Nagle House) 3. Patience (Nagle House)
Girls 14-15yrs KUMITE	1. Sivuya (PHG) 2. Tawonga (PHG) 3. Sharitel (Nagle House)
Under 21yrs girls KATA	1. Madeline (Chitungwiza) 2. Kayla (PHG) 3. Shanen (PHG)
Under 21yrs girls KUMITE	1. Tinashe (Nagle House) 2. Shanen (PHG) 3. Madeline (Chitungwiza)
Open men KATA	1. Munyaradzi (Chitungwiza) 2. Malvern (Chitungwiza) 3. Rolland (Chitungwiza)
Open men KUMITE	1. Munyaradzi (Chitungwiza) 2. Malvern (Chitungwiza) 3. Fred (Marondera)

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FairFight Zimbabwe



Participants to the FairFight Indoor Tournament October 2016

Other developments: In January 2016, FairFight began discussions to invest in a brick-and-mortar dojo in Marondera. However, plans were shelved when the socio-political situation began to deteriorate mid-way through 2016. FairFight is continuing to monitor the situation actively, but considering the other options such as supporting existing grassroots projects like the Ruwa Dojo, and making better use of facilities like those available at Nagle House.

Outstanding issues:

1. Since the collaborations with Monte Cassino and St Francis didn't work out, we have to find other schools in Marondera to work with. Procedures for collaboration should be initiated as soon as possible.

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FairFight Zimbabwe

Outstanding issues (continued):

2. The cost of tournaments is too high to be sustainable for FairFight. Mark Caddy has been working with Gerald to reduce those costs by donating medals and trophies, making an agreement with Nagle House to use their hall for free, and purchasing a tatami for Nagle House that can be used for training and tournaments.

3. There are a lot of good initiatives going on in Zimbabwe, such as the Ruwa Dojo Community, but there is not much networking and connection going on between these activities. Maybe FairFight could play a role as a network builder.

4. Gerald is now at maximum capacity in terms of training slots. To expand our work we need to focus on helping his senpais Freddy and Prichard to get their 1st Dans and improve their teaching skills. Shifting to the Ishimi curriculum may prove helpful to these Senpais.

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FairFight India

In January 2016, FairFight was contacted by AshaDiya, an Indian NGO located in Varanasi, Uttar Pradesh. They run Disha, a girls' safe house for girls from the most underprivileged background of Varanasi, and Asha, an after-school activities centre for slum children.

Outreach Project: In July 2016, a small FairFight team went to Varanasi to kick-start a stage 1 two-week project there. The team comprised:

Ginie Servant (coordinator)

Floris Eland

Krissi Silianova

A full project report is available from the FairFight website.

The project focused on getting to know the Dragon Martial Arts Academy and its teachers from Sarnath, getting to know AshaDiya and its two projects, and ensuring the girls and teachers had the equipment necessary to continue the project.

Dragon Martial Arts Academy: we trained at DMAA three times during our stay. The trainings were interesting although it was clear that the club was much more focused on sports karate than on Budo and traditional martial arts etiquette. We did not have the opportunity to see the head of the club, Sohan Kumar, teaching, as he had some medical issues. We did have the opportunity to see Devesh teaching, and it was clear that he is still quite young and inexperienced, but his teaching was middle-of-the-road compared with other local martial arts teachers we saw who hit and verbally abuse their students. The club works in partnership with ICM sisters, a catholic girls' safe house. The girls take part in the karate classes.

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FairFight India

Disha: We focused most of our efforts in India developing the programme at Disha. We purchased gis, tatami mats, kick pads and protection gear for all of the girls at Disha and had it shipped from Delhi. There are about 25 girls living at Disha, aged 8-16, and all of them have now taken up karate. We ran classes for the girls while we were there, and those classes were taken over by Devesh twice per week for the sum of 350 rs per class (paid for by AshaDiya) after we left.

Asha: We were able to go to Asha three times, with Devesh every time. There were about 20 children in attendance for each class. Devesh taught the last class in the presence of Floris and Krissi, who judged his teaching satisfactory, though not outstanding. We purchased gis and protections for 40 children (the number of children enrolled at Asha). It seems that this was too much for the number of children who actually attended karate at Asha during the second half of 2016. Furthermore, the continuation of the karate classes at Asha is under questions as AshaDIya is not certain of the value added there. Should this happen, FairFight has requested that part of the gis be stored at Disha in case equipment needs replacing, and the rest be donated to ICM Sisters where half the girls do not have gis.

Other developments: In October 2016, Meera Rana resigned at the head of AshaDiya and was replaced by Shiva, a local manager. At this point, we lost contact with AshaDiya (and AshaDiya HQ in Paris lost contact with its own staff in India), which posed serious logistical challenges for the preparation of the trip in January 2017. At the same time, while the trip for January 2017 was originally supposed to comprise two members who had already been to India, Ginie and Floris, the first pulled out in August due to pregnancy and the second in December due to a broken leg.

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FairFight India

This means that Laurent Masson was left to handle the entire coordination of the trip on his own, having never been to Varanasi himself. Although the January 2017 is outside the scope of this 2016 report, it is important to note the events which led to the issues surrounding the 2017 trip.

Other issues surrounding the project in India involved uncertainties about the location of Disha, which was supposed to move in late 2016 but didn't; weather conditions including historic monsoon floods that stopped the classes for most of August 2016; and a dire lack of information about Devesh's performance as a teacher.

Outstanding issues:

1. We do not have enough information to make a definite judgement on the suitability of Devesh as a karate teacher capable of passing on empowerment values (Budo) to the girls at Disha. This needs to be fixed ASAP. AshaDiya has hired a replacement for Shiva, Heifara Danielson, who is a 2nd Dan Shotokan Karate teacher accredited by the French Karate Federation. She has promised to carry out the evaluation task on our behalf. Should Devesh not be up to standard, however, we must send a team back to Varanasi to find a replacement, as we cannot impart this task to Heifara.

2. The conditions of operation in Varanasi are far tougher than in Zimbabwe. We must set up a protocol to ensure that volunteers are well looked after – including but not limited to hiring a local translator and logistics manager and sending our coordinator a few days in advance of the FairFight team.

3. Finding human resources to volunteer for the India project

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FairFight Rotterdam

In early 2016, a proposal was tabled by the board to look into setting up a project with refugee girls in Rotterdam. Although the plan was not written down in a formal proposal, the premises were initially agreed upon and steps were taken to work with Zonta Rotterdam, a women's advocacy group, and the Gemeente. Laurent and Ginie went to the Lustrum of Zonta in June 2016 to speak with the president of Zonta, and Ginie applied for membership there. Laurent and Emma went to the Gemeente to present our charity and ideas. However, no further action has been taken since the summer on this project, mostly due to FairFight's human resource issues. All available human resources have been diverted to the Zimbabwe and India projects, and all new projects are on hold until existing human resources are available again or new resources can be found.

Outstanding issues:

- 1. Find more human resources**
- 2. Get back in contact with Zonta and the Gemeente and see if the project is still viable**
- 3. Put a proposal to paper**

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Volunteers & Recruitment

Management of existing volunteers

FairFight started 2016 out quite strongly on the human resources front. The entire board was present in Zimbabwe in January 2016. We were able to fill our volunteer ranks for the Zim 2016 project without issues. However, during the second half of 2016, almost half of existing members that were assigned to projects for 2017 were forced to drop out for various health-related reasons. Other volunteers were very busy with work-related tasks that diverted energy away from FairFight related activities. This sparked a lack of human resources for project preparations and the everyday management of the charity, things such as banking, marketing etc. were either done late, not done at all or delegated (sometimes at the last moment) to one or two people. The impact of this lack of human resources was not truly felt until January 2017, but has become inescapably apparent since then.

Recruitment

In 2016, our recruitment strategy was mainly ad hoc. We did not launch an open application process, we recruited on a per-project basis, through people who had previously worked with us.

The following volunteers joined our projects this year:

Krissi Silianova – Tang Soo Do (India)

Nivedita Sareswaran – Karate (Zim)

Lijnie Rijers – Aikido (India)

Madeleine Papiernik – Karate (India)

Wahing Lee – Tang Soo Do (India)

It should be noted that the last three are considered Masters in their arts, with Dan grade ranging from 4 to 6. The recruitment of

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Volunteers & Recruitment

Masters to participate in FairFight projects would have required the standard procedure to be adapted to cater to their rank and expectations, and although we held a team building day on December 3, we did not significantly shift from our previous *ad hoc* approach to project preparation. While this approach had worked reasonably well when all participants were willing to pitch into the preparation phase, this was not an appropriate mode of operation once Masters were brought on board who would more aptly be described as honoured guests to FairFight projects rather than volunteers with an interest in the organisational aspect of project preparation.

Furthermore, FairFight did not seek to expand its volunteer base at EUC in 2016. This is something that could be addressed in 2017.

Outstanding issues:

1. Existing volunteers must be encouraged to be realistic about their commitment to the charity, and not to commit to things that they cannot carry out. Perhaps the introduction of some sort of volunteer agreement in which each volunteer states what he or she is going to do for the charity for a 6-month period would be advisable. Ultimately, as a charity, we cannot require anything of anyone, but we should encourage full transparency on part of our members on their commitment level so that we are clear on what our available human resources are.

2. The recruitment and management of volunteers, the terms and conditions under which they operate, the scope of their responsibilities and the procedures for having members engage with projects should be a key focus point for FairFight in 2017.

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Volunteers & Recruitment

3. FairFight urgently needs to launch a recruitment campaign for new volunteers below the Master level to help in fundraising, operations and project preparations. Such a recruitment campaign should begin at EUC and within local clubs. We might also consider an open application process.

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Fundraising

The financial situation was one of the strong points of FairFight 2016. We struck a partnership deal with the HE Space Foundation which guaranteed 5000 euros of funding for our projects throughout the year.

Local Fundraisers

Local fundraisers were held at The Hague University of Applied Sciences in June (Krissi, Floris & Ginie), raising 90 euros, at the NTSDA in October, raising 388 euros and at Jundokan France in November, raising 378 euros.

EUC fundraiser

We held a FairFight Zim night at EUC on April 28, to which we invited all major stakeholders and potential partners. FairFight organised drinks and snacks for the evening, the screening of a short film from the second Zimbabwe project, speeches presenting progress in Zimbabwe, and plans for India. The biggest donors of 2015 were rewarded with certificates, T shirts and photo books.

Although this event was billed as a “thank you” event rather than a fundraiser, we raised over 150 euros in cash during the evening, and received the offer from HE Space as a result of the evening’s preparations.

Sale of T shirts

Instead of organising bake sales, FairFight has begun selling T shirts at fundraising events. These shirts generate a profit of 10 euros per shirt and sell quite well. The down side is that we can only do a T shirt sale once in each dojo/place as people will only buy a T shirt once.

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Fundraising

Outstanding points:

1. Although our financial situation in 2016 was favourable and we were able to buy everything we needed for our projects, we do not have a sustainable fundraising strategy in the long term with a diversified range on partners, relying instead on ad hoc donations and small events which bring in around 350 euros each. This limits our ability to operate on a larger scale. We were only able to purchase large items such as tatami in Zimbabwe and India thanks to the HE Space partnership. We should pursue such partnerships with other sponsors.

2. We need to expand our local reach for fundraising as we have already held fundraisers in all of the dojos we work with.

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Marketing, Exposure & Networking

Marketing, exposure and networking was shaping up in the first half of 2016: our website content was updated, the Facebook page received regular updates, the FairFight event of April 28 was a great success, and we made headway with our contact at Zonta. However, outreach and exposure fizzled out in the second half of 2016, mainly as our marketing officer was diverted to managing the India project, which goes back to our human resources problem. As a result, the Chair of FairFight was often left to update the Facebook page and the blog, the website content is out of date again, and we have made no progress with the marketing strategy.

Although a FairFight strategy document was proposed to the Board by the Chair in the first half of 2016, this document did not materialise into a marketing and exposure strategy. We have a lot of marketing materials, photos, videos etc. from India that were never used or even uploaded to the website, even though they are now more than 6 months old.

Outstanding issues:

1. Human resources need to be allocated to FairFight marketing and exposure, and realistic targets set. Nothing else can be done until this is fixed. A team of people who have the time and capacity to manage a. the website updates b. the Facebook page c. promotional materials must be assembled ASAP.

2. The exposure and networking campaign needs to be picked up where it was left off, and expanded from there once the human resources are in place to manage it.

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Communication

Communication at FairFight has been rendered challenging by the spread of volunteers across Europe. Internal communication is done mainly via WhatsApp. Different WhatsApp groups are made for each project and people communicate mostly through that and through email. Trello was dropped as a project management platform after the majority of FairFight members stopped checking it. Other alternatives to project management were attempted, such as Google Apps. However, the fact that the India 2017 project was allowed to go ahead without a project proposal shows that we need to rethink our internal communication when it comes to project management.

Outstanding issues:

1. Since the team does not like Trello, an alternative method of project management must be found. WhatsApp is clearly not proving sufficient to make sure that all the boxes are checked when it comes to the projects. Google Apps may be a solution, as long as everyone remembers to check it regularly, since Google does not usually provide you with indications if something has been updated.

2. Some members have voiced concerns that they are not kept informed of developments, but they are also not very pro-active in seeking out information. This means that we need to find a way to communicate to members that does not require them to ask but pushes the information to them. Perhaps a monthly summary of activities based on our new activities log, posted to the Facebook Page, would be a good idea.

Financial Report

January 5th 2016 – 1st January 2017

	Intermediary Items	Total Amounts
Opening Balance		€1973,75
Income		
<i>Donations</i>		
- Cash donation from Jindokai GoFundMe (USD)	- \$1000,00	
- Misc donations to account 2016	- €325	
- HE Space Foundation Grant	- €3080,00	
- Cash donations from fundraising events	- €831,00	
<i>Sales & Fees</i>		
- Merchandise sales	- €75	
- Self-defence seminar fees collected	- €65	
<i>Reimbursements</i>		
- Volunteer reimbursing business card delivery fees	- €6,00	
- Volunteers reimbursing personal photo books	- 143,44	
Total Operating Income		€4525,44 + \$1000
Expenses		
<i>Admin</i>		
- Purchase and design of business cards	- €34,97	
- Banking fees	- €2,50	
- Purchase of official FairFight Stamp	- €34,78	
<i>Zimbabwe project</i>		
- Grading fees in Zimbabwe (USD)	- \$160,00	
- Petrol/transport costs Zimbabwe (USD)	- \$140,00	
- Cash-in-hand donation to Kofukan Zimbabwe (USD)	- \$300,00	
- Competition certificates for Zimbabwe	- €98,37	
- 2x T shirt orders for Zimbabwe 2016&2017	- €955,90	
- Operating expenses impact visit in Zimbabwe 2016 (USD)	- \$400,00	
- Air ticket + insurance for inviting Gerald Muusha to Holland	- €512,00	
<i>India project</i>		
- India initial equipment purchase	- €1275,00	
- 1x T shirt order for India 2016	- €477,95	
- Cash withdrawal to pay for more equipment in India	- €250,00	
- India impact visit 2016 operating expenses	- €375,75	
<i>Fundraising costs</i>		
- Gifts for guest speakers FF event	- €8,00	
- Purchase of photobooks for volunteers and VIPs	- €231,01	
- Food, drinks & room rentals for fundraising events	- €256,25	
Total Operating Expenses		€4512,48 - \$1000
Total Money Left Over		€1986,71