



Algemene Ledenvergadering Partos

21 april 2022

Agenda

- Opening Hans Bruning
- Notulen ALV 18 nov. 2021
- Nieuwe leden
- Nieuwe bestuursleden
- Jaarverslag 2021
- Lopende Activiteiten 2022
- Presentatie Zohra Moosa
- Presentatie Birgitta Tazelaar
- Rondvraag & afsluiting



Notulen ALV november 2021



Nieuwe leden
Macheo

Bestuur



Nieuwe bestuursleden

Anna Timmerman (**Pax**)

Jannemiek Evelo (**Choice**)



PARTOS JAARVERSLAG 2021

Betrokken, adaptief en effectief



Jaarverslag & Partos Highlights 2021



Financieel jaarverslag



Partos jaarrekening 2021

STAAT VAN BATEN EN LASTEN

STAAT VAN BATEN EN LASTEN – BATEN

Baten	ref.	werkelijk 2021	begroot 2021	werkelijk 2020
	10			
Contributies		696.012	670.000	657.291
Trainingen en bijeenkomsten		47.766	8.000	13.958
Shared Services		230	4.500	4.605
Innovatieplatform The Spindle		-	-	410.432
Programma Leren & Innoveren		500.624	584.200	-
Bijdragen overig		-	200.000	-
Financiële baten	15	-	-	32
Totale baten	€	1.244.632	1.466.700	1.086.318

STAAT VAN BATEN EN LASTEN - LASTEN

Lasten	ref.	werkelijk 2021	begroot 2021	werkelijk 2020
	14			
Kosten van Activiteiten				
Lobby & Advocacy		13.068	18.750	14.613
Trainingen en bijeenkomsten		44.208	10.000	10.368
Communicatie		5.108	38.750	19.073
Kennis & Effectiviteit		6.877	10.000	15.805
Onderzoek		-	6.265	-
Toekomstverkenning en ledenwaarderingsonderzoek		21.859	15.000	-
Deelname CONCORD		17.000	17.000	17.000
Programma Leren & Innoveren		519.053	619.200	-
Innovatieplatform The Spindle		-	-	455.941
Overige projecten		-	200.000	-
Subtotaal van kosten activiteiten		627.173	934.965	532.800
Overige Kosten				
Personeelskosten	11	462.188	429.000	400.027
Huisvestingskosten	12	50.072	56.500	54.033
Beheerkosten	13	62.702	65.000	58.755
Subtotaal overige kosten		574.962	550.500	512.815
Totale lasten	€	1.202.135	1.485.465	1.045.615
Resultaat	€	42.497	-18.765	40.703

STAAT VAN BATEN EN LASTEN – RESULTAATVERDELING

	Soldo per 1-1-2021	Toevoeging	Onttrekkingen (uitgaven)	Mutatie 2021	Soldo per 31-12-2021
Continuïteitsreserve Partos	391.661	31.263	-	31.263	422.924
Bestemmingsreserve Onderzoek	30.000	35.359	-20.359	15.000	45.000
Bestemmingsreserve Leren & Innoveren	28.766	12.734	-16.500	-3.766	25.000
Totaal	€ 450.427	79.356	-36.859	42.497	492.924



Lopende activiteiten 2021



Cecile



Bart



Gigi



Sonja (vanaf mei)



Mariska



Koos



Team



Sera



Frédérique



Alexander



Marion



Karin



Niels



Presentatie | Shift the power
Zohra Moosa

Because feminist activism works

Reflections and challenges on 'sharing power'
Mama Cash for Partos AGM
21 April 2022



Who is Mama Cash?

Highlights – 2021 Annual Report facts and figures

- Over €84m awarded to women's, girls', and trans and intersex people's groups worldwide, since 1983
- Income of €15.7m
- In two strategic partnerships with Dutch MFA under Power of Voices:
 - CMI! (Count Me In!) – as Lead/penholder
 - GAGGA (Global Alliance for Green and Gender and Action) – as one of three alliance members
- 50 staff (approx 45 FTEs), of which:
 - 78% identify as women; 6% as women/non-binary; 6% as non-binary; 10% as men
 - 22 nationalities
 - Approx 20% of total staff working outside of NL



Two experiments currently in progress:

- I. Participatory Grantmaking (PGM)
- II. Shifting to a Co-ED (executive director) leadership model



Participatory Grantmaking (PGM)

Past – evolving roles of activists/constituents

- Invented in 1983 in Amsterdam
- The first international women's fund in the world
- Founded by five lesbian anti-capitalist feminist activists in Amsterdam
- Early years: no paid staff; decisions made by activists
- Later years: growth, consolidation; professionalised, paid staff became the decision makers
- Activists were involved in the decisions as Advisors
 - eg every new partnership grant had to have a positive endorsement from at least two independent Advisors



Participatory Grantmaking (PGM)

Present – experiences and experiments with PGM

- Began hosting Red Umbrella Fund in 2012
 - Global participatory fund led by and for sex workers
- Spark Fund launched in 2017
 - Participatory fund focused on the Netherlands, where local activists designed the fund and made the decisions on its grants on a rotating basis
- Solidarity Fund launched in 2019
 - Global participatory fund focused on women's funds, co-designed with women's funds, women's funds make the decisions on grants



Participatory Grantmaking (PGM)

The shift to be fully PGM – what, why, how

- What: in 2018, organisational goal of moving to be fully PGM within two years set
- Why:
 - To be values aligned re sharing power
 - To be more responsive to (the priorities of) those we exist to support
 - To increase transparency and accountability
- How:
 - Reflected and learned from Spark and Solidarity Funds
 - Study of 11 other participatory funders (their experiences and lessons, their input and advice to us)
 - Dialogues with stakeholders (grantee-partners, Advisors, allies)
 - Internal deliberations related to e.g. (perceived) risks, auditor requirements, restricted funding, donor reporting requirements, due diligence matters, and staffing
 - Participated in an (ongoing) learning community/community of practice with other PGM organisations from around the world



co-ED leadership model

Past – evolving models of leadership

- 1983: no directors, fully flat
- ED plus deputy ED
- Late 2000s: MT (management team – 3-4 team directors + ED)
- 2018: Supervisory Board (SB) + Managing Board (MB) structure



Co-ED leadership model

Present – experiences and experiments with shared decision making

- Within the MB Rules, formally installed a consensus decision making model for the MT (management team)
- Outlined:
 - On which topics consensus by the MT can be sought (Decision List)
 - What kind of decision can be sought (Type of Decision – communicate, consult, co-create)
 - What decision options can be individually expressed (Decision Options – agree, reservation, stand aside, object)
 - What counts as consensus for each Type of Decision (Definition of Pass)



Co-ED leadership model

The shift to Co-EDship – what, why, how

- What:
 - In 2021, organisational goal of shifting to Co-ED model by the end of 2022 set
 - Model = one ED in the Global South, one in NL
- Why:
 - To be values aligned re sharing power (more than one final decision maker, formally bring in leadership from the Global South)
 - To challenge the 'single leader' approach, strengthen sustainability and resilience, strengthen decision making
- How:
 - Reflected and learned from consensus-based MB/MT practice
 - Reflected and learned from having co-chairs of the SB for over a decade
 - Workshopped 4 models of leadership based on insights from interviews with orgs that have them (current structure; Co-EDs; flat/four directors; ED/MD or ED/deputy)
 - Participated in an (ongoing) learning cohort/community of practice with a group of feminist organisations from around the world trying different shared leadership structures



Reflections and challenges on power sharing

Lessons

- Start small and build up
- We are not alone
- Stay curious



Reflections and challenges on power sharing

Lessons – Start small and build up

- What we did
 - Experimented first with Spark and Solidarity funds to test the waters and gain experience (PGM)
 - Experimented first with co-chairs on the SB, and with shared decision making in the MT (Co-ED)
- How it helped
 - Piloting, and then intentionally learning and reflecting builds knowledge & confidence to boldly iterate further (try, learn, evolve)
 - Even when everyone is values-aligned in theory, generating some practice helps everyone move past the 'whataboutery' stage of the conversation – which can stall things, drain energy, and is in a way un(re)solveable (because at theory) – into 'how about' (propositions about what to try in practice)



Reflections and challenges on power sharing

Lessons – We are not alone

- What we did
 - Studied the experiences and sought advice from those who have already been doing this
 - Participated in learning communities/communities of practice
- How it helped
 - Building on good practice reduces the chances of making the same mistakes; more space to make new mistakes!
 - Sharing back with and in community and working collectively enhances everyone's practice



Reflections and challenges on power sharing

- Change is risky, outcomes not guaranteed – acknowledged this and tried to be open about the fact that we are experimenting
- Mistakes will happen – named that we expected to make them, and invited reflection when they did
- Big moves can be disruptive, colleagues may not feel confident and comfortable during the process – chunked the moves into smaller bites to explore and learn from, had different colleagues lead different elements to learn across the org and benefit from multiple leaderships
 -
 -
- How it helped
 - Adopting a ‘learning/experimenting and evolving’ posture can help manage the risks, mistakes & anxieties
 - Modelling a curious approach as a leader, that is interested to learn and experiment, expands the space for others to do same

Lessons – Stay curious

What we did



Because feminist activism works

Questions and reactions?



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Pauze



Nieuwe Beleidsnota BHOS | Presentatie

Birgitta Tazelaar

The background is a solid light yellow color. It features several abstract, wavy, hand-drawn lines in a slightly darker yellow or light brown hue. These lines are concentrated in the upper-left and lower-right corners, creating a sense of movement and depth. The central text is positioned in the middle of the page.

Another Side of the
Sustainable Development Goals



Netzwerk

WAT IS ONTWIKKELINGSSAMENWERKING

Beleidscoherentie

Rijksbreed beleid
met positieve impact
op duurzame ontwikkeling elders

Internationale eerlijke afspraken

Do-no-harm & wetgeving voor
internationaal maatschappelijk
verantwoord ondernemen

Gelijkheid, inclusie & diversiteit

Iedereen telt en doet mee

Mensenrechten

Voor iedereen,
altijd en overal

Wereldburger & Mondiale betrokkenheid

Duurzame levensstijl & solidariteit
Burgers & samenleving nemen verantwoordelijkheid

samenwerken
voor een eerlijke
en duurzame wereld

internationale
solidariteit

Eerlijke verdeling & toegang tot basisvoorzieningen

Investeren in onderwijs, rechtstaat, gezondheid,
werk, water, voedsel, landbouw en klimaat

Samenwerken aan duurzame ontwikkeling

Wereldwijd,
voor nu en later,
aan de hand van de SDGs

Vrede bevorderen en conflicten stabiliseren

Aanpakken van grondoorzaken van
armoede, geweld en ongelijkheid

Natuur, milieu & klimaatrechtvaardigheid

Zorgvuldig omgaan met natuurlijke hulpbronnen
Klimaatbeleid waar iedereen beter van wordt

Humanitaire Noodhulp

Steun bieden bij nood en crisis
Veilige migratie en humane
opvang voor vluchtelingen



samen werkt.

