



FairFight

Annual Report
Year: 2019

Date: April 2020

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Executive Summary

In 2019, FairFight prioritized the professionalization of its activities, the expansion of its network of partners, and the development of long run strategies for its projects. Progress towards Stage 3 in Zimbabwe was stymied by the worsening economic and political crisis, causing a change of strategy from large scale impact to targeted support designed to yield a long-run ripple effect. The project in India went from strength to strength until the unforeseen closure of the Disha House in December 2019. Options for the future will depend on the post-Coronavirus crisis situation.

Summary of Activities

- **March:** small-scale impact visit to India led by Mary Stevens, with Charlie Stevens.
- **March:** International Women's Day event *EUCxFairFight* in Rotterdam.
- **May:** Jindokai fundraising event in Northampton with Sensei Gonzalo Villarrubia.
- **July:** FairFight Zimbabwe women's health campaign at Nagle House. Launch of the "Send Patience and Ruva to Zambia" fundraising campaign.
- **August:** FairFight Annual General Assembly. Myrthe Minnaert heads to Zimbabwe and Zambia for a solo impact visit.
- **October:** Impact visit to India led by Mary Stevens, with Ginie Servant-Miklos, Alton Brown, Nivedita Sarveswaran and Harald Herland.
- **November:** FairFight is approved for Facebook fundraising. Volunteer Training *Post-colonial approaches to Charity*.
- **December:** Dojo solidarity campaign raises money for food in Zimbabwe. Disha House in India suddenly closes.

Key Issues Addressed

- **Mission:** we adapted our mission to a turbulent global context in which stable operating conditions cannot be guaranteed. We built resilience into our theory of change.
- **Fundraising:** we resolved the short-term acute cashflow issues, building in fundraising mechanisms for long-term financial resilience of the organization. We moved our focus to online, network and corporate fundraising.
- **Volunteers:** We created a volunteers training programme to increase retention of volunteers, provide benefits in kind for services rendered, and promote collaboration in the team.
- **Impact Visits:**
 - *India:* we took first steps towards stage 3 of the project, widening the network of partners in Varanasi. We built a wider local team with different skillsets. We set a pathway towards a post-Disha future.
 - *Zimbabwe:* we navigated the economic crisis, re-defining project scope to fit the local situation.

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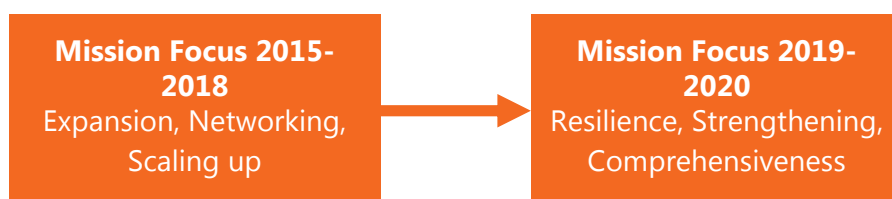
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Building Resilience within the Organization

One of the key insights of 2019 was that FairFight was very much set up under “favourable” operating conditions, in Zimbabwe, in India, and in the world generally. That is to say, Zimbabwe still had a (relatively) functioning economy and some political stability, making it possible to send large groups of volunteers without major issues; to import items and equipment from South Africa; to transfer sums of money across in US dollars; to ensure a regular transfer of goods and money from Europe to Zimbabwe via volunteers flying back and forth. Likewise, FairFight was established in India at a time where hostility against foreign NGOs and Hindu nationalism was on the rise, but still contained. The global economic context meant that it was possible to find volunteers in Europe with the financial means to take time out and pay for their own participation costs to impact visits (or with a sufficiently wide network to fundraise for these things); and that it was possible to source funds for our projects without too much difficulty. The most salient lesson of 2019 is that all of these basic operational premises must now be questioned, and our objectives and mode of operation must be recalibrated to reflect the new reality.

Refocusing our Mission

In August 2019, a strategy report was presented to the Annual General Assembly of FairFight with key strategic decisions to be made about the future of FairFight, given the shifting context in which we were operating. In that meeting, the group expressed a wish to persevere with the projects despite the increasing difficulties in both project sites (see the specific sections on Zimbabwe and India for details). It was understood that this meant that the straightforward path from Stage 1 to Stage 3 as envisaged in previous strategy documents would need to be adapted – particularly with regards to the scale originally envisaged in Stage 3. In a context of political and economic instability, building trusting, resilient relationships with our existing communities and paying close attention to the needs and wishes of our existing group of girls is of paramount importance. The ability to respond swiftly, to mitigate losses and build on successes is crucial in surviving these unstable times, and that means being able to closely monitor what is happening in our projects. Therefore, it has been decided that for the moment, instead of trying to expand the project in terms of the number of girls and number of communities reached, as was originally planned in Stage 3, FairFight is refocusing its efforts on providing more comprehensive support to the girls that are already within the programme and the communities that surround them. It is our belief that focusing on making sure that the girls in our programme are fed, educated, and safe in and out of the dojo will yield far greater results in the long run than simply providing martial arts and self-protection classes and courses to a large number of girls. We have therefore shelved any plans to expansions to new schools or areas in Zimbabwe, we are refocusing our efforts on core communities in India, and aim to launch a full scholarship and mentorship programme for 5th and 6th form girls in Zimbabwe in early 2020.



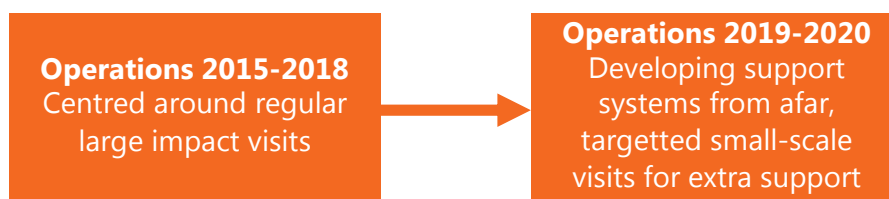
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Building Resilience within the organization

Retooling our mode of operation

One of the practical consequences of refocusing our mission is that the way in which we operate in India and in Zimbabwe needs to be rethought. In particular, with regards in allocation of funds, impact visits, and the role of volunteers in Europe.

- Funds: under the current conditions, financial independence for either of our projects is off the table for now. While there are still some fundraising opportunities in India, the logistical and legal difficulties of operating a charity registered in India (required for fundraising in India) limit our possibilities on that front (**see section on India**). With regards to Zimbabwe, there is no money available in Zimbabwe itself to support our project at the moment. The General Assembly discussed and approved increasing financial support to our projects, and especially Zimbabwe, with the understanding that this means redirecting most of the efforts of our volunteers in Europe towards fundraising.
- Impact visits: impact visits to Zimbabwe are difficult to organise and manage in the wake of the financial meltdown in the country. The acute shortage of fuel in the country means that transport needs to be planned carefully and ahead of time, and limits the number of people that we can bring to the number that fits in one car, including the local team members. In practice, this means no more than 3 people can travel to Zimbabwe on any given impact visit, and we need to be mindful of the burden that this constitutes for our hosts. There are no such problems with logistics in India, but the purpose of impact visits in 2020 needs to be refocused towards evaluation and planning in the wake of the closure of the Disha House. In practice, this means that both in Zimbabwe and in India, large impact visits with world-class athletes will be on hold for now and our efforts will be focused on giving the local teams the (financial) means to operate on their own as much as possible, with our remote support from afar. There is no projection, currently, of when travel to Zimbabwe or India might be possible again, in the light of the covid-19 crisis.
- Role of volunteers: in practice, as a result of the General Assembly's decision to increase financial support to the projects, and the decreased need for people actually engaged in planning and undertaking impact visits, most of the manpower at FairFight has been redirected towards fundraising, outreach, and team building (**see section on fundraising and volunteers**). This constitutes a challenge for FairFight as impact visits are great energizers for volunteers who feel more engaged with the project when they can see the girls in person. Generating the same level of engagement from afar will be one of the key tests in developing resilience.



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Generating Sustainable Fundraising Flows



Fundraiser in Northampton in May 2019 with Sensei Gonzalo Villarrubia and Jindokai Dojos

Fundraising was one of the key issues of 2019, and one of the central points of discussion of the General Assembly. In the first half of 2019, our fundraising efforts remained ad hoc. We fundraised under the pressure of already-made commitment for which we later had to assemble sufficient funds, rather than making commitments on the basis of existing funds. 2019 was also a year where we increased spending, especially as a result of the ambitious impact visit to India in October, which put FairFight into a double bind. It was therefore agreed at the General Assembly (G.A.) that generating sustainable fundraising flows should be a priority. In September, we put together a fundraising task-force comprising Charlie Stevens, Vera Westerheiden, Guy Shpak, Alexander Best and Floris Eland, and determined a new fundraising strategy.

Fundraising events

Up until now, ad hoc fundraising events have been one of our main fundraising tools. Such events are useful for getting people engaged with what we do, and bringing people together outside of impact visits, but unless they are well organized and advertised, with large numbers of participants (which is always difficult to guarantee), keeping costs down and with pre-determined participation fees, such events run the risk of costing more in volunteer time and effort than they bring in.

As such, we determined that FairFight would organize one big yearly event at EUC, the purpose of which is as much outreach and showcasing our work as it is fundraising. In 2019, that even took place on International Women's Day, in collaboration with EUC's Codarts fine arts programme. We were granted permission to use the ground floor of EUC to set up an art gallery, comprising the

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Generating Sustainable Fundraising Flows

Works of Codarts students, FairFight artist Katie Alexander and the project photography of Myrthe Minnaert. The event also featured speeches by Lijnie Reiers, an Aikido grand master, Sarah Hopkins, a London-based recruiter, and Anyouk Tan, a post-modern queer media personality. About 50 people attended the evening.



EUCxFairFight International Women's Day Event in Rotterdam on March 8, 2019

FairFight is still organizing fundraising events such as martial arts seminars, but these have a hit-and-miss return on investment. Such events are most significant in terms of fundraising when they are organized in partnership with large martial arts organisations. Two successful events in 2019 include FairFight's Jindokai fundraising seminar in Northampton, UK, led by Gonzalo Villarrubia, and attended by the Northampton and Milton Keynes Jindokai dojos; and the HDKI summer camp in Frederikstad, Norway, where the fundraising was organized by Alexander Best. Attempts to organize small events at EUC, EUR and with the NTSDA did not generate significant funds. As such, it is not recommended to focus attention on such small events for the purposes of fundraising. In general, FairFight decided to move away from fundraising events as its main source of income as they are time consuming to organize, do not generate very high revenues even when they are successful, and have a hit-and-miss success rate.

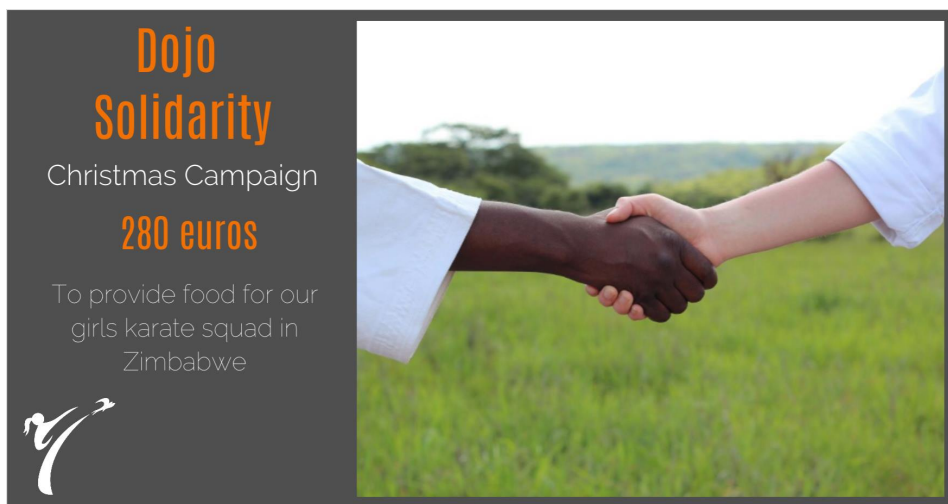
Targeted online campaigns

One of the key insights of the fundraising task-force was that we needed to expand our online fundraising capacity. As such, we managed to obtain NGO status with both Paypal and Facebook. This meant paying significantly less on transfers from Paypal to our bank account, and being able to add a "Donate" button to our Facebook page. This button then allowed us to create targeted online campaigns.

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Generating Sustainable Fundraising Flows

In 2019, we ran two targeted online campaigns. The first was a fundraiser to send Patience and Ruvarashe, two Zimbabwean FairFight students, to a tournament in Zambia. Ginie recorded a video message, followed by a video message by Patience and Ruvarashe. In the end, we raised more than the original amount of 500 euros, thanks to the involvement of a FairFight supporter with a large Twitter following who shared the campaign on Twitter. The second campaign was to raise enough funds to pay for meals for the girls training in the dojo in Zimbabwe. We raised double the required amount within days of starting the campaign, from two donors who both gave the full amount. From our experience, it is helpful to have targeted campaigns for urgent items where the delivery can easily be documented for the donors and supporters.



Dojo Solidarity Fundraising Campaign for Zimbabwe, December 2019

Third party fundraisers

Another very successful route, made possible by our Facebook NGO status and our subscription to Donorbox, has been delegating fundraising to FairFight supporters. For instance Steve Moore from the Milton Keynes Jindokai dojo offered to run a Marathon for us using the Donorbox tool to fundraise. In addition, many FairFight supporters have started throwing birthday fundraisers for FairFight, which has brought in a steady stream of income of 100 – 200 euros a month for FairFight with a very minimal time investment from volunteers. These online tools also allow any dojo around the world to organize a fundraiser for us and send us the money with minimum fees, as HDKI did in November, for instance.

Corporate fundraising

Corporate fundraising will ultimately be a more sustainable source of revenues for FairFight, but it is notoriously difficult to get Dutch companies to part with their money. In December, we registered with Benevity, a UK based CSR fundraising platform and hope to start corporate fundraising in the UK in January 2020.

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Developing Attractive Volunteering Pathways



The FairFight General Assembly 2019

One of the key weaknesses of the organization identified in 2018 was the difficulty in recruiting and retaining high quality volunteers outside of the impact visits. At the General Assembly 2019, it was discussed whether FairFight should move towards a more professional organization with a payroll and employees, which would guarantee a core team at all times. However, that option was rejected by the Assembly. It was felt that trying to create a professional organization would be a stressful experience that would land on the shoulders of the Board, and a large part of the DNA of FairFight would need to be rethought if it were to become a salary-paying organization. In particular, it would lose some of its flexibility, nimbleness and ability to adapt to difficult situations - right when the situation is becoming more difficult in Zimbabwe and India. In the light of the global events of 2020, this was a good decision.

Given the Assembly's decision, a volunteer training programme was devised to give volunteers a pathway to earning valuable skills that they can use in their professional life. It was also suggested that volunteers who complete the training could be given priority for a place on impact visits. The following areas were considered for training workshops:

1. Post-colonial approaches to charity work
2. NGO photography skills – telling a respectful story
3. Fundraising for charities
4. Interviewing and impact evaluation for charity work
5. Building strategic partnerships in local communities
6. Media and Social Media for charities

In November 2019, at Erasmus University College, we ran the post-colonial workshop with Dr. Phyllis Livaha, a post-colonial theory specialist. Seven volunteers attended, and the workshop was appreciated by the participants. It was decided to host workshops every six months. The workshops last 2-3 hours, followed by social drinks. In 2020, a volunteer management and development system needs to be put in place. A team comprising Vera Westerheiden, Elisabeth Kerr and Jet Huwae has been assigned this task.

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Zimbabwe: Re-orienting our Focus



The FairFight girls at the Cultured Mayhem Jindokai Seminar in Harare in August 2019

The economic crisis that started in Zimbabwe in 2018 continued into 2019. There were ongoing fuel shortages, food shortages, medicine shortages, an unstable and unreliable local currency, and difficulties with imports and exports. In response to this crisis, the plans for expansion that we elaborated during our 2018 impact visit had to be changed. Impact visits had to be whittled down to what was logistically manageable. The focus shifted from increasing the reach of the project to building deeper bonds with the girls that are already in the project, to increase retention and create opportunities for action down the line.

Reshaping our approach to Zimbabwe

Once it became clear that we would not be able to expand to other schools due to the constraints on local senseis Gerald and Prichard's time in the context of the economic crisis, we focused on supporting the girls already enrolled in the programme. This was the objective in the build up to and during the small-scale impact visit of 2019. Due to the logistical constraints, project coordinator Myrthe Minnaert travelled to Zimbabwe by herself. The purpose of the visit was as follows:

- Determine how the economic and political unrest has affected and is affecting the project
- Strengthening the foundations of the project
- Strengthening the local team's ownership of the project
- Integration of Nagle House Karate Club in the Nagle House club system
- Defining the goals, responsibilities and work method of the project with the local team
- Empowerment curriculum and supportive environment in the dojo
- Start building a structure through which we can collaborate with our community partners
- Connecting with Mbare dojo and determining if and how we can collaborate with each other

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Zimbabwe: Re-orienting our Focus

Myrthe organized a participatory session with our local team support Jenica Nechombo, and our two top students Patience and Ruvarashe to understand the key challenges to retention in the project. The unpredictability of the situation in Zimbabwe was identified as a key source of hopelessness and anxiety. People don't feel like they have control over the situation or their own lives and therefore take life as it comes, day by day. The effects of the economic hardships can also be seen in the dojo. Though several girls have been very committed throughout the year, the majority has not been attending classes regularly. The girls seemed to lack discipline and commitment. This may be related to less consistent and strict supervision. Gerald has not been able to attend all Friday afternoon classes, Prichard sometimes misses training because of his work. Jenica and Calvin Karivetti, the head of sports clubs at Nagle House, have not been able to be involved in the dojo as much as they would have liked to be. Therefore, the project has been impacted in an indirect but significant way by the economic collapse, as people have other things on their mind and need to take the opportunities for earning income as they come.

One of the key lessons from this impact visit was that we need to get a better understanding of the girls' individual situations outside of the dojo in order to keep them in the dojo. We need to know who struggles to meet their daily calorie intake, who is at risk of dropping out of school due to their family's inability to pay the fees, who has health issues etc. Such an interventionist approach was not the original intent of FairFight in Zimbabwe and begs the question of what to do once such issues do come to the fore. But empowerment through martial arts cannot succeed if the basic foundations of health, security and education are not met. Since the General Assembly of FairFight elected to pursue the project despite the economic situation, FairFight must now broaden its scope in terms of the issues that we deal with, while limiting the range of our work to the girls already in our programme. Our hope is that this will yield positive long-term results as the girls that receive our help graduate from school and progress in martial arts, and are empowered to "pay it forward" in the future.

Enacting a plan for individualized support

During the impact visit, Myrthe met with the families of the girls on an individual basis, to get a better handle on their situation. All the girls that had access to a mobile phone were also added to a WhatsApp group in which they could discuss issues with each other and with Myrthe. Prichard, Jenica and Tinashe Munemo (who moved back to Mardonera for a few months) were also tasked with keeping an eye out for any special circumstance that might arise among the girls – such as the possibility that a girl might drop out of school.

In 2019, a special fundraising campaign was organized to support our top talents, Patience and Ruvarashe, in attending a competition in Zambia. Myrthe travelled with them to manage the distribution of the funds, provide moral support, and obtain good quality media from the tournament. Focusing special funds for international competitions on top talents gives the younger students something to aspire to, and motivation for top talents to keep up their training. Ideally in 2020 we would like to get to a situation where this does not require special fundraising campaigns but can be integrated into the regular FairFight budget.

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Zimbabwe: Re-orienting our Focus



Ruvarashe fighting at the Kofukan Tri-Nations Tournament in Zambia in September 2019

In late 2019, we started building up a structure for individualised financial and personal support with schooling for top talents within our programme, tentatively name the “Big Sisters” programme – changed in early 2020 to the Ambassador of Change Programme. This will be developed in the 2020 annual report.

Strengthening the dojo community

The other side of the coin to individualized support is strengthening the community as a whole. One salient problem arising from the lack of supervision is a haphazard enforcement of rules and discipline, and difficulties with self-regulation and respect. To remedy these issues, the following action points were agreed upon by the local team:

- More social time at the dojo, investing more time in teambuilding. The dojo and its members should serve as a safe space and family like group that functions as a safety net and offers support. This will contribute to a safer and more supportive environment in the dojo.
- Educating girls about respect and other practices in karate. The girls need to learn more about the values and practices in karate and how to apply them. Prichard and Gerald will teach the girls about respect and how this relates to the belt system. They will also try to instill more discipline and focus in the girls. This will contribute to more respectful behaviour of the girls towards each other.
- Make and print a list of rules for in the dojo.
- Make a list of duties of the captain. It needs to be clear what the duties and responsibilities of the captain are. The captain should not only be responsible for keeping up the attendance register and making sure the dojo stays clean, but also for checking in with the girls who are not showing up, staying updated on the girls’ personal circumstances and noticing whenever quarrels arise.

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Zimbabwe: Re-orienting our Focus

- Senseis Gerald and Prichard suggested changing the club from an open club to a closed club. Making the club a closed club means that students can no longer come in and join whenever it suits them. At the beginning of each term, there will be one week of open sessions, after which students can sign up for the club or not. The club is then only open to those who have signed up for that term. After two absences without a notice or clarification beforehand, students will get a warning. After three absences they will be asked to leave the club. This measure should help the students to become more disciplined and will enable Gerald and Prichard to keep better track of the progress of the girls. Adding potential funding for competitions, and ultimately, support with schooling for those who persevere adds an extra incentive to stay in the club. The use of extrinsic motivators is appropriate given the unusual situation currently occurring in Zimbabwe.

Strengthening our network in Zimbabwe

Given the challenges of operating in Zimbabwe, it is imperative for the project that we build a strong a network of partners and allies to support our local team.

In early 2019, we were contacted by a dojo in Mbare, aiming to teach underprivileged children karate. This dojo would like to collaborate with us and asked us to help them increase their number of active female students. During the impact visit, Myrthe and Tinashe met with the dojo and discussed what FairFight and the dojo can do for each other.

The dojo is located in Mbare, one of the poorest areas in Zimbabwe. The aim of the dojo is “to offer a sporting and life discipline to the orphans and under privileged youths from all backgrounds in the suburb of Mbare, in Harare, Zimbabwe”. The dojo has four qualified instructors and about 60 students of different belts. They have a well maintained building that also serves as a community centre. There are trainings 3 times a week, but the rest of the week the students can come in to play pool, practice more and do other things. As the senseis said, they are literally keeping their students of the streets, offering them something to hold onto in life.

The dojo had three requests for us:

- Their dojo is in big need of renovations and they were hoping to get financial support. We made clear that this is something we probably won't be able to provide.
- They have had difficulty retaining their female students and would like to get help with this. They do attract some female students, but they often drop out when they get older. This is something we are able to help with in the form of providing a female perspective, analysing why the girls at their dojo are dropping out and showing that there are more female karatekas through collaborations with the Nagle House Dojo.
- Just like us, they are struggling to find post-karate opportunities and were hoping that we could help with that. As we are also still trying to create more post-karate opportunities, we can learn from each other here.

For now, we will keep communicating as we did before this meeting and follow up once we have a clearer plan of what we could do for them.

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India: Potential and Pitfalls



The FairFight girls and their instructors on the Disha rooftop in Varanasi

In 2019, FairFight reached both new highs and new lows in India. In terms of the positive outcomes, the girls trained through to the end of 2019, graded to green belt, took part in competitions, and we conducted a very successful impact visit in October 2019. However, this was counterbalanced by ongoing difficulties in establishing functioning relationships with the local community, and the sudden closure of the Disha house in December 2019.

A successful karate curriculum

During the course of 2019, we saw marked progress in the girls' skills, focus and physical and mental conditioning. Our local trainers Devesh and Pankaj successfully bonded with the girls, producing more dynamic, engaged classes, and spurring the girls' motivation to practice in and out of the dojo. The excitement of gradings and competitions also spurred the girls. An "elite squad" for competitions was established comprising Pooja, Muskan, Kajal C., Susmita and Anjoo. However, the competition season was cut short by the "citizenship law" protests and riots that occurred all over India in late 2019.

Bringing world-class talent to Varanasi

One of the highlights of 2019 was the October impact visit and high level kumite seminar led by World Shotokan champion and Team Jamaica athlete Alton Brown. The seminar was organized by Mary Stevens, the project coordinator, hosted at Sunbeam Bhagwanpur in Varanasi, and run in conjunction with the ISKF. The seminar brought nearly 100 participants together over two days, including the elite Disha squad on the first day, and all of the Disha girls on the second. The feedback on the event was overwhelmingly positive. The event itself generated a lot of press for both FairFight and the ISKF, thanks to Alton's willing participation in local media Q&As.

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India: Potential and Pitfalls



Alton Brown trains with Anjoo during the first day of the kumite seminar in Varanasi

The impact visit also included Ginie Servant-Miklos, Chair of the Board, for her first visit to the project site since 2016; Harald Herland, who came to finish his film work about the Disha project (film expected in 2020); and Nivedita Sarverswaran, who had travelled on the Zimbabwe 2017 impact visit. FairFight's ability to bring together a group of such high caliber athletes and professionals, and to create effective team dynamics with nearly no logistical or communications issues for the team prior to the trip and on the ground is a credit to the organization's project planning procedures, and to the project managers' timely planning and on-the-ground improvisation abilities. This was without a doubt our most professional impact visit to date, and a template for future impact visits on either project sites.

The Challenges of Community Collaborations

Throughout 2019, FairFight worked on moving the India project into Stage 3. This meant a strong focus on expanding community connections, and building up the FairFight "brand" in India. Mary Stevens paved the way for such expansions during the March 2019 impact visit, in which she was accompanied by Charlie Stevens. Mary spent the short visit building up relationships with various strategic partners – including local schools and universities. Charlie built up a bank of images that could be used in building up the FairFight brand. They were greatly helped in this endeavor by the addition of Dheer and Moyee to the local team. However, it became apparent throughout 2019 that while it is easy to build up community relationships while we have a team from Europe on the ground, maintaining these connections while we are away is much more difficult. We have consistently experienced difficulties in communicating with potential partners – with our emails often going unanswered. Upon returning to India, in October, we found willingness to fix the communication problems, but such efforts and commitments to not seem to stand the test of time and communication was problematic once again within weeks of our departure.

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India: Potential and Pitfalls

One promising partnership, however, is with Mala Project, a group of schools set up in remote rural districts of Uttar Pradesh for talented but extremely poor children from the carpeting industry district. We discussed collaborations in the domains of teacher training and self-defense. We planned to have the Disha girls take part in demonstrations at the main project mala campus.



Nivedita engages in crafting activities with the Mala Project children

Closure of the Disha House and Future Prospects for FairFight India

The closure of Disha house was sudden and unexpected. This event was outside of FairFight's remit. All we could offer was support where needed to Act & Help. The problem was taken in hand by Uday, the Disha project manager, who ensured that all the girls were safe, fed, and where possible, continued getting an education. However, we are engaging continuously with Act & Help to discuss the future of the Disha project now that the house is gone. The plan is to rebuild the project on a different, larger piece of land, with more girls and a different legal status. This opens the possibility of housing the older girls onsite as well, under the name "Project Kusumit". FairFight would contribute to the construction of a new on-site dojo. At the end of 2019, the projection was that this transition period would be over by July 2020. However, these estimates were made prior to the Coronavirus pandemic that brought the world, including India, to a standstill. Future prospects for FairFight India will depend very much on Act & Help's ability to restart the transition to the new site in the post-covid reality, and on our team's ability to operate in India given the government's restrictions on foreign visas as a result of the pandemic. Mary Stevens is working on alternative possibilities for FairFight India, should Plan A not come together. But as of early 2020, our position was to wait and see where the chips fall after the pandemic.

Financial Report

Dates: 01.01.2019 – 31.12.2019

| | | Total Amounts |
|---|-----------|---------------|
| Opening Balance | | 2103,37 |
| Income | | |
| - Donations | 4269,86 | |
| - Fundraisers | 2685,42 | |
| - Seminars and workshops | 365,00 | |
| Total Operating Income | | 7320,28 |
| Expenses | | |
| - Loan repayment | - 125,00 | |
| - Cost of Business Banking (paid to ING) | - 164, 97 | |
| - Cost of Equipment for Projects & Merch for Sale | - 2309,06 | |
| - India Project Costs (paid to Act & Help) | - 500,00 | |
| - International Women's Day Event | - 272,76 | |
| - Stationary & Admin refunds to Volunteers | - 31,00 | |
| - Project Coordinator Flight Subsidy | - 800,00 | |
| - Project Operating Costs | - 3112,95 | |
| Total Operating Expenses | | -7315,74 |
| Difference between Income and Expenses | | 4,54 |
| Total Money Left Over | | 2107,91 |