



# FairFight

Annual Report  
**Year: 2020**

**Date:** March 2021  
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# Executive Summary

2020 was a year of exceptional challenges due to the Coronavirus pandemic. Following from the lockdowns, the Disha house remained closed, and no impact visits took place. However, despite the circumstances, FairFight's professionalization was consolidated. We organised the first meeting of the advisory board, the opening of a new mentor team, the recruitment of new volunteers, a record-breaking year of fundraising, new directions in supporting girls' education, and the opening of two new projects – one in India and one in Zimbabwe.

## Summary of Activities

- **January:** Launch of the Ambassador of Change Scholarship programme.
- **March:** International Women's Day event in Delft.
- **May:** Food fundraising campaign and first round of food distributions in Zimbabwe.
- **June:** FairFight formalizes partnership with HDKI.
- **July:** First meeting of the Advisory Board.
- **August:** General Assembly approves two new projects, in India and Zimbabwe.
- **November:** FairFight mentor training workshop organised with Katie Kachmarchyk
- **November:** Official start of the *FairFightxRedBridage* project in India
- **December:** Launch of the FairFight lustrum anniversary book
- **December:** Launch of the Mbare project in Zimbabwe.
- **December:** Christmas food fundraiser and food distributions in Zimbabwe.

## Key Issues Addressed

- **Mission:** in the absence of face-to-face trainings for much of the year, we focused our mission on mentoring, education, health and basic needs support in Zimbabwe, and self-protection in India.
- **Fundraising:** we had a record-breaking fundraising year, which allowed us to professionalise our budgeting for 2021.
- **Volunteers:** we recruited five new volunteers and lost three. We streamlined our volunteer intake process. We allocated defined roles to every active volunteer in our books.
- **New projects**
  - *India:* we opened a new project in Lucknow, Uttar Pradesh, in collaboration with the Red Brigade. The project is focused on self-protection.
  - *Zimbabwe:* we opened a new project in Mbare, with a focus on supporting women's self-defense, health and education in collaboration with a pre-existing Shorin-ryu dojo.

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# Annual Overview

## Emergency Remote Project Management

The year 2020 has presented enormous challenges to the entire NGO sector around the world. Lockdowns forced us to switch from a hands-on mode of operation to a more nimble remote operation system that relies on a broader network of stakeholders in Europe and on site in Zimbabwe and India. We have gone from a modus operandi with the calendar year being built around impact visits, fundraising being focused around in-person events, and volunteer training being premised on getting people together in the same room, to a decentralized, online and remote way of operating. Moving into 2021, we take stock of some of the key lessons learned from this enforced shift, what worked, what did not, what we wish to keep when in-person travel is possible again, and what we wish to change.

### **Remote, decentralized project management**

One of the key changes brought about by the pandemic is that we were forced to find ways to keep the projects running without any physical European FairFight presence on the project sites. This brought about three distinct challenges:

- Managing cash flows
- Ensuring the continuity and quality of the karate and self-protection programmes
- Ensuring the wellbeing of the FairFight girls

In the past, given the derelict banking system in Zimbabwe, we have relied on the regular to-and-fro travel of FairFight volunteers and Zimbabwean acquaintances (mostly EUC students) to get cash over to Zimbabwe. With travel no longer possible, we have had to rapidly learn new ways to reliably get cash across to Zimbabwe. We have now settled on using Western Union, with a compensation fee for our local contact who has to stand in line for 3-5 hours in order to retrieve the money. The situation has enforced better budget planning on part of our local partners, with items and budgets agreed upon ahead of time, cash transferred, and then a statement of account relating actual costs to the budgeted amount sent to the coordinator by WhatsApp. Paradoxically, the remoteness has ensured better digital communication between the coordinators and the local teams, as the option to simply leave all administrative matters and accounting until the next impact visit isn't available.

The continuity of our karate and self-protection programmes has been seriously compromised by the on-and-off lockdowns in both India and Zimbabwe. However, the challenge of school closures did encourage us to rent a hall in Marondera, a decision which encouraged girls that had previously dropped out of the programme in Zimbabwe to return. Additionally, food distributions did more than any awareness-raising seminar to encourage parents to see karate in a positive light and willingly send their daughters to training. In India, Mary has pursued the self-protection programme on Zoom, despite the challenges of poor internet connectivity in Lucknow. We are not worried about the continuity of the karate programmes in the long run – our efforts in 2020 ensured that the programmes kept running despite the biggest of challenges, so things can only get easier as the world re-opens.

# Annual Overview

## Emergency Remote Project Management

Ensuring the safety and wellbeing of our girls in both project sites has been a challenge. In India, the girls were sent back to their families across state lines, while in Zimbabwe, girls were also obliged to shelter in homes that are not always optimally safe for them. One of our girls in Zimbabwe dropped out of the programme after falling pregnant, aged 15, and being compelled to marry the father of her child. We have sought information about her situation and attempted to find out how we could help, but information is hard to come by, and our team on the ground is also hampered by travel restrictions and curfews. In India, we are assisted in the task of checking up on our girls by Uday Shashank of AshaDiya who gives us regular updates. We are not able to ascertain much other than that they are safe and fed. A couple of girls have reached out to us directly via Facebook. We have been informed that schooling has stopped for the past year for many of the girls. This will definitely be a setback for AshaDiya, and for us. In Zimbabwe, the mentorship programme has enabled us to keep a closer eye on the girls than we ever have before. Our ambassadors of change look out for each other and the other girls in the programme. We are therefore aware of problems in real time, though we are not always in a position to resolve them. Ultimately, school closure pose a great security risk to our girls and we can honestly say that so long as the lockdowns persist, the threat of losing girls to unwanted pregnancy, being married off by their families or trafficked into informal work abroad remains unacceptably high. Our food distribution efforts and scholarship options remain our best weapons against this risk.

### **Things to keep and things to change**

There are valuable lessons to be learnt from our unexpected 12 month experiment in emergency remote project management. Firstly, we do not need to structure our involvement in the projects around impact visits. There is clearly room for involving our local partners significantly more in the day-to-day management of budgets, finances, scholarships, and activities involving the girls. Secondly, serving the communities should not be something we only do in times of emergency, it should be a core part of our mission. We had originally envisaged that change would flow through the girls as ambassadors of change but through the food distribution programmes, we have seen that we can actually have a big impact on hearts and minds by reaching out directly to families and making FairFight a win-win proposition for this. This is only possible if our community activity is a year-long commitment planned with and executed by our local teams, including the ambassadors of change. Thirdly, empowering girls with phones to provide a direct communication line with the organisation and with mentors makes the difference between real-time information that allows us to keep girls, and losing girls because we find out afterwards that something has gone wrong.

It is clear, however, firstly, that FairFight needs impact visits. Their purpose may be retooled to more specifically conferring with and upskilling the local team, but we need to have feet on the ground at least once, if not twice a year. As restrictions ease up, we must try to schedule at least one impact visit in each project site before the end of the year 2021. Secondly, volunteers need to engage with the organisation in a physical manner. This will be covered more extensively in the volunteers section but we are facing an uphill battle in retaining people without the prospect of physical events here and on site. Clearly, FairFight is not designed to be an online-only organisation. Although we have made it work for 12 months, this is not our long-term game.

# Annual Overview

## Building an Online Fundraising Ecosystem



*Our last in-person fundraiser in Delft, March 2020*

The Coronavirus pandemic forced us to cancel all in-person events after March 2020. Luckily, we already had an online architecture in place at the end of 2019, with the PayPal NGO status, the Benevity affiliation and most importantly, the Facebook NGO status, that allowed us to effortlessly switch to online fundraising. While we recognize that in-person fundraising is not possible so long as the pandemic continues, and that in-person events are time-consuming to organize and have a low return on investment, we do see their impact in terms of spreading awareness, and so would like to see a return to fewer, well thought-out, high impact events interspersed with a high online fundraising drive.

### **Online fundraising: what works, what doesn't**

We now have a whole year's experience of exclusively online fundraising to draw from. What we have learned from this year's fundraising is that we should find donors where they already are – donors are on PayPal and Facebook. 90% of our revenue in 2020 came from these two platforms, and people who donated directly via PayPal were most often already following us on Facebook. Instagram is good to reach a younger audience, but this has a minimal impact on donations. We do not yet have a LinkedIn presence, but this may be useful to develop in the future as several people do look us up and our "empty" page has over 100 followers. We have also learned that platforms like Stripe, GoFundMe and other third-party platforms do not generate much traffic or donations. It may be that people don't trust the platforms, but our working theory is that it's too much effort for people to go around looking for their credit cards, clicking to find the donation page, whereas Facebook offers a one-click donation option linked to PayPal.

# Annual Overview

## Building an Online Fundraising Ecosystem

In terms of raising funds on Facebook, our most successful campaigns have been related to personal challenges (i.e. some volunteers do run a marathon for us or do 10,000 push ups in one month), and specific campaigns, e.g. related to food distribution. It stands to reason that people are more likely to donate when they know what it's for. We also have a steady stream of income coming from Facebook "birthday" fundraisers.

### **Fundraising networks: expansion is key**

The success of 2020 can largely be explained by the integration of FairFight within the HDKI network. Given our limited success in partnering with organisations in the Netherlands, in 2021, we will seek other European networks to partner with, the key being commitment rather than affiliation with any particular style of martial arts. Though, due diligence should be done with regards to the quality of the network. Being perceived to affiliate with charlatans would harm the organization – we have in the past turned down collaborations on such grounds and will continue to do so moving forward. Fundraising should not come at the expense of integrity.

### **Targeted partnerships**

In 2021, we have a much better idea of our cost structures for each project, with scholarships taking a large, but predictable chunk of our costings. We are working on a scholarship "adoption" package for dojos and small businesses, who will be able to partner with our Ambassador of Change (AoC) programme to sponsor a girl individually. This is modelled on our collaboration with the Kwok Meil Wah Foundation and Nesoden Dojo for the three AoC scholarships of 2020.

When more specific items are needed – like new gis for India and Zimbabwe, we can tap into our network to either collect second hand gis (though the cost of transportation to Zimbabwe must be factored in), or acquire new ones through strategic partnerships, for instance, through our connection with top athletes like Alton Brown.

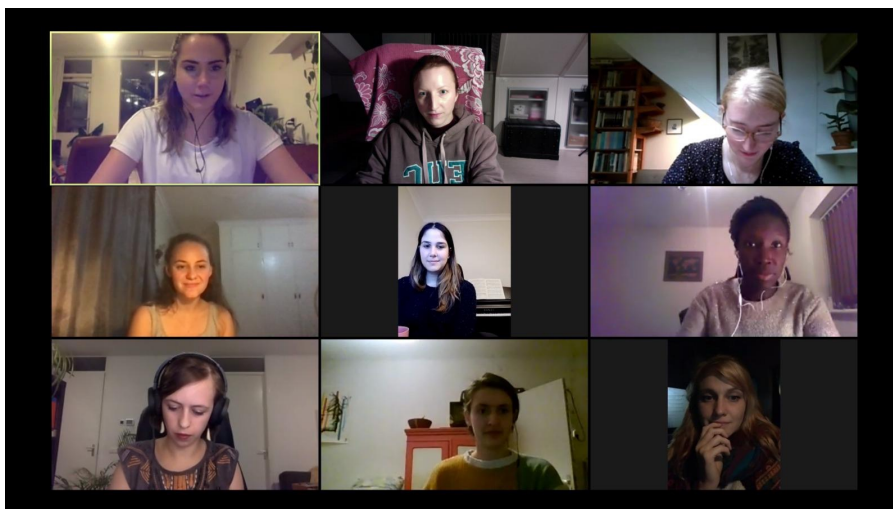
We have thus far not established long-term corporate sponsorships. Even though this was a key area under consideration in 2019 already, the pandemic has made it difficult to approach struggling businesses. We will relaunch this drive after the end of the lockdowns.

### **The future of live events**

The possibility of hosting a live event in 2021 will depend on the progression of the Coronavirus pandemic and lockdowns in Europe. We are currently working with the assumption that such an event will not be possible until the second half of 2021 at the earliest. It is our sense that such events serve more as a means to showcase our achievements than strictly as a fundraising drive. As such, it makes sense to hold off until at least one impact visit has been successfully run in both countries. Realistically, this would mean early 2022. We are eagerly awaiting the release of the second FairFight documentary about the Disha programme – this may be an opportunity to host our first post-lockdown live event.

# Annual Overview

## Structuring Volunteering Roles & Processes



*Volunteer Training on Zoom, November 2020*

The recruitment and retaining of volunteers was already identified as a key issue in 2019. In 2020, we made headway in structuring the organization such that every volunteer knows exactly where they belong and what job they are expected to do at any given moment. Elisabeth Kerr has devised a new organigram with a more decentralized volunteer structure that gives discretion to the team coordinators to manage the every-day activities of that team. All volunteers who were not sure of their role have either been allocated to a team, with a specific function attached to their role, or been given an “inactive volunteer” status, that does allow them to participate in social events, but bars them from going on impact visits or representing the charity for the public (the assumption being that they are not sufficiently informed of the charity’s latest developments). In addition, two structures have been devised to accommodate senior advisors in a way that respects their time and talent and provides targeted input for the organization: an advisory board, which began operating in 2020, and a technical committee, which will be operational in 2021.

### **Structuring processes – managing intakes and “career” pathways**

A recurring theme since FairFight’s inception was the difficulty that volunteers felt in “situating” themselves within the organization. At the entry point, it was not clear when someone was or was not a volunteer. This has now been clarified, with legal paperwork kept up to date by the Volunteers Coordinator.

- The intake process includes a volunteers manual developed by Emma Bouterse and Krissi Silianova in 2018, access credentials to the Slack platform, and a FairFight t-shirt.
- After entry, volunteers were not sure what their exact role was, and roles were fluid and changing. We are still a small organization and roles are still fluid, but volunteers are now assigned to one (or two) teams, with a specific function, and an informal procedure to move from one role to another. The coordinator role has taken on a higher level of importance in this decentralized structure – which makes recruiting coordinators difficult. We have been trying without success to recruit an outreach coordinator for 2 years.
- Volunteer exits are also now better managed. Volunteers who no longer wish to participate in FairFight activities can either fully exit (as Krissi Silianova did in 2020), or go “inactive” (as Floris Eland did in 2020).



# Annual Overview

## Structuring Volunteering Roles & Processes

### **Roles for senior advisors**

FairFight has benefitted from the support of a number of senior martial artists over the years, but outside of impact visits, it has not been clear what is expected of them with regards to their involvement in the organization. Senior martial artists also tend to be successful professionals with a very busy professional and / or family life. The tension between availability and input has therefore been a difficult one to manage. We have sought to remedy this by building towards a technical committee that provides senior martial artists with an advisory role specifically with regards to the quality of the martial arts programmes we offer. This role would complement the role of the Advisory Board. Strategy and finance would be the purvey of the Advisory Board while Martial Arts quality control would be the remit of the Technical Committee. This is still in the early stages of development but we hope to get this going in 2021.

### **Volunteer training in corona times**

We were able to host one training at Erasmus University College prior to the corona lockdowns. This training in decolonial photography essaying run by British-American photographer Brooke Balza was well attended, including volunteers from the UK. We organized a further training on mentoring skills online in November 2020 with Katie Kachmarchyk, Student Counsellor at Erasmus University College. This was also well attended and appreciated by volunteers. All in all, we have maintained a commitment to up-skilling volunteers during the lockdown period, even though it is noted that volunteers were beginning to run out of steam with Zoom by the end of the second National Lockdown in the Netherlands. In the future, we will look to instigating blended trainings so that volunteers who are not present may join, while volunteers who prefer physical contact may meet.

### **Recruiting and retaining volunteers during and after Corona**

The inclusion of HDKI in our network of affiliated martial arts organisations has provided us with a new avenue for recruiting volunteers. In the past 12 months, Alexander Best, Chrissie Howard and Maryse Degbegni joined our group of volunteers. Chrissie Howard was originally recruited as Mentor Team coordinator, but due to COVID work pressures, she was not able to continue in that role, which is now handled by Maryse. We have seen that the lockdowns have increased work pressure of a few of our volunteers, while engagement is slowly decreasing overall as time draws on. The absence of physical get-togethers, events and impact visits is certainly a factor in this. People are also generally just tired after a year of emergency remote working.

When Corona restrictions are lifted, this will be a good moment to take stock of the situation of our volunteers, plan where we can recruit new volunteers, and in what capacity. It will also be a good moment to help volunteers who want to upskill to push forward with their plans.

# Annual Overview

## Zimbabwe: Navigating Collapse



*Food distributions in Marondera in May 2020*

The economic difficulties that had already started in Zimbabwe since 2018 took a significant turn for the worse in 2020 as a direct consequence of a strict and lengthy lockdown to contain the Coronavirus pandemic. People were confined to their homes, schools were shut, the informal economy was pushed underground, and this for weeks on end. As a result, over eight million people were at risk of hunger by mid-2020. With schools and sports halls closed, karate training was cancelled across the country. Given the poor quality and high price of internet data, remote training was not possible. When it became clear that the pandemic would last well into the year, we determined that a rapid shift in strategy was needed.

### **Emergency food distributions**

The first priority was to make sure that our girls were safe and fed. FairFight is not an emergency response organisation, and we therefore had no funds immediately available for emergency relief. We therefore set up a special fundraiser for food distributions on Facebook. The response was immediate, and massive. We raised 2,000.00 euros in under a week. The money was transferred in chunks to Gerald Muusha, Prichard Zishumba and Taneta Kagande in Chitungwiza, Marondera and Ruwa respectively. They bought the ingredients for the food hampers with a budget per hamper agreed upon in advance and distributed them to the families of the FairFight and Ruwa Dojo communities. As the lockdowns were prolonged until February 2021, we continued with special fundraising campaigns and food distributions throughout the year, delivering seven rounds of food packages to our families. The last round of food distributions took place around Christmas 2020.

There were some difficulties with the food distributions: the purchase and distribution of food

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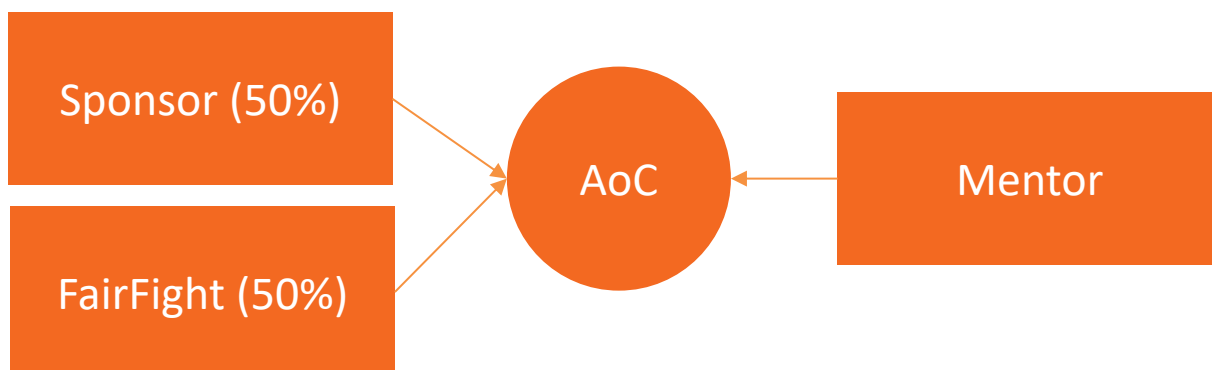
## Zimbabwe: Navigating Collapse

was not always done very efficiently, with some students waiting several days longer than others to receive their food hampers, and one round of food distribution delayed by a couple of weeks. These difficulties were largely due to local constraints (lockdown, curfews, fuel shortages, difficulty finding food), to communication challenges (made worse by poor network connection, and/or lack of data on our local team's phones), and to misaligned expectations. The food distribution operations were also expensive for us: we paid our instructors a nominal monthly fee of 100 USD each to handle the food distributions. However, we believe that the advantages were worth the cost.

Firstly, the families of the girls, who were either reluctant or only mildly enthusiastic about their daughter's participation in the FairFight programme became significantly more enthused when they realized that our support was not conditional on fair conjunctural conditions. We received reports that the families' trust in FairFight was increased by our food distribution efforts. Secondly, we were able to keep a close eye on the girls during the lockdown period, despite the closure of Nagle House. We were therefore able to intervene in case of problems, to organize trainings in a local sports hall while the school was still closed, and to keep up with the basic needs of the girls. Unfortunately, despite our best efforts, we still lost one of our teenage girls to pregnancy. She was promptly married off to the father of her child, and our efforts to inquire after her and explore possibilities to pursue her education were systematically thwarted by the school closures and curfews. Finally, the stipend paid to the instructors enabled them and their families to survive the lockdown, as all of their other sources of income dried up. If we had not supported them in this way, we may have found ourselves without instructors by 2021, as they would have been forced to find other ways to survive, possibly leaving the country.

### The Ambassador of Change Scholarship Programme

FairFight had already fostered internal discussions around expanding our scope to include education and workplace training for a couple of years. However, it took five years to build up enough of a trusting relationship with the school leaders, the teachers and our local team to be able to handle the logistical complexities of a scholarship programme. The impetus for the Ambassador of Change (AoC) programme came from a distress call from Patience Mukarati, one of our more senior karateka at Nagle House. She would not be able to enroll in the next school year without financial support.



# Annual Overview

## Zimbabwe: Navigating Collapse

The agreed upon setup for the programme was to have a separate financial and mentoring arm.

The **mentors** are volunteers who do not have any financial implications with FairFight. We ask of the mentors that they contact their mentees through WhatsApp, and provide them support with schoolwork, personal issues and, if possible, their martial arts development. We require that mentors are female, and over the age of 25. Martial arts experience is appreciated but not required. We advise mentors to contact their mentee at least once a week.

The **sponsors** are a dojo, corporation or organization that can provide at least 50% of the funding for a scholarship. In 2020, one full scholarship cost 660 euros, and we therefore required partners to provide at least 330 euros. The sponsors do not have any other obligations with regards to FairFight or the students to whom the scholarships are allocated.

In 2020, we gave out three AoC scholarships, to Patience Mukarati, Victoria Sithole, and Ruvarashe Nyamukunda. Their sponsors were the Kwok Meil Wah Foundation (UK), and Nesodden Dojo (Norway), and their mentors were Nivedita Sarveswaran (UK), Katie Alexander (UK) and Maryse Degbegni (FR/UK) respectively. Patience's scholarship was given out in January 2020, and Victoria and Ruvarashe's in September.

A new Mentor team was created to take some pressure off of the Zimbabwe team. In 2020, this team was first led by Ginie Servant-Miklos, and then by Chrissie Howard (UK). This mentor teams meets online every 6 to 8 weeks to discuss issues arising with their mentees.

By the end of 2020, Chrissie Howard indicated that she would no longer be able to serve as the mentor team coordinator. As of January 2021, Maryse Degbegni has taken over this role. We expect a 100% growth of the programme in 2021, with 3 new scholarships given out by the end of the year. Recruiting for mentors has proven to be much easier than for any other position as it is a clear, defined role with direct contact with the girls in Zimbabwe. We therefore foresee no issues in filling the three mentor vacancies. Maryse will need some support in getting started with the coordinator role, but we are confident that she will prove to be an effective, efficient and motivating team leader.

In summary, we expect the Ambassador of Change scholarship programme to be very successful in the coming years. The major pitfalls will be FairFight's ability to respond to emergencies, such as unexpected pregnancies, girls losing their homes, girls failing their exams, etc.; it will also be the actual time investment made by each mentor, which is not something FairFight can control – the time investment then having an influence on the quality of the relationship with the mentee. The final challenge will be opening up bridges and pathways to university for those who might qualify. This would require a significantly larger financial investment than high school scholarships. We will need to explore the possibilities for corporate sponsorship to bridge that gap in 2021 and 2022.

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## Zimbabwe: New Horizons in Mbare

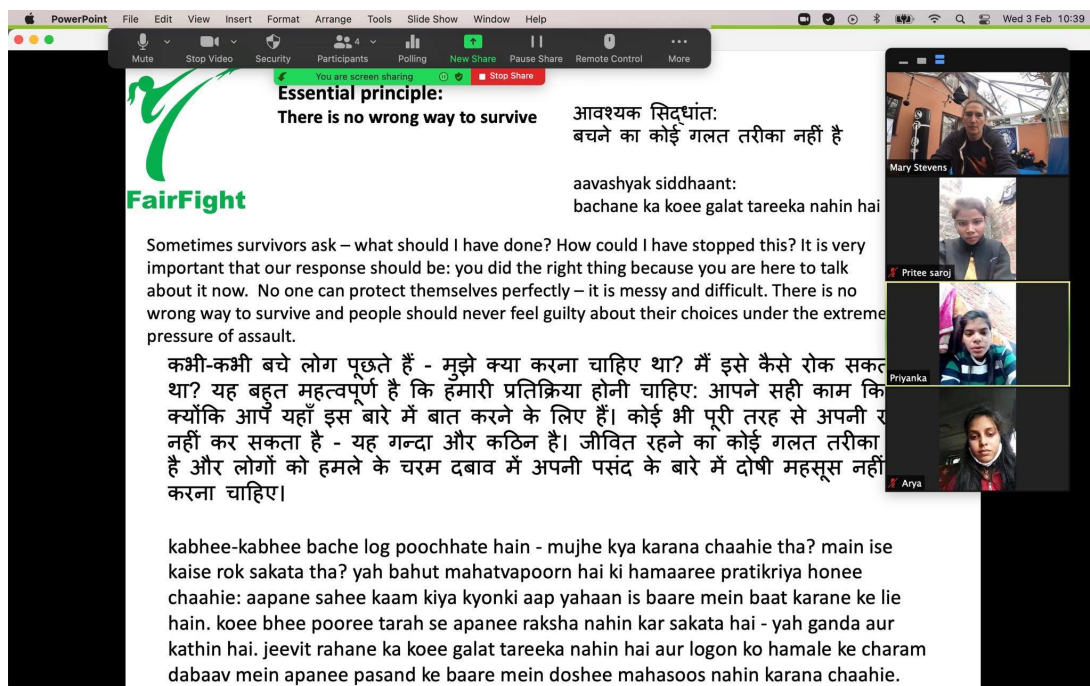


*FairFight Food distributions at Mbare Dojo in December 2020*

In 2019, we were approached by the Mbare Dojo in Harare to inquire whether we might be able to support them financially. During our last impact visit in September 2019, Myrthe Minnaert and Tinashe Munemo visited the Mbare Dojo to investigate opportunities for collaboration. Over the course of 2020, we negotiated with the senior Senseis at the dojo under what terms FairFight might be able to contribute to their dojo. We came to an agreement that FairFight would open a programme for female students on the dojo premises, run by Madeline Muusha on the ground, with the support of the senior Senseis of the dojo. From the FairFight end, the day-to-day running of the programme will be handled, in time, by Elsabe Nel and Charlie Stevens, under supervision of Myrthe Minnaert. In November 2020, we organized a call with Mark Caddy, the head of our Advisory Board, Myrthe as project coordinator, and Ginie Servant-Miklos as Chair of the Executive Board – the call was attended by Sensei Feroz, the Mbare dojo treasurer, Sensei Paul, one of the Senseis, and Sensei Moyo, the dojo secretary. In this call, it was agreed that FairFight would respect the Shorin Ryu tradition of the dojo, and rather than provide a karate programme, as in Nagle House, would instead provide support in creating safe(r) practice spaces for women, with self-protection and self-defense approach, access to our women’s health trainings and re-usable pads programme. We allocated a 2,000.00 euro start-up fund for this project, with Sensei Moyo to provide a list of allocations for this money. We also agreed to ship the majority of the second hand dogis held by FairFight to Mbare, and to include the Mbare project in the FairFight food distributions circuit. In time, we would like to integrate the Mbare dojo in the Ambassador of Change scholarship programme, though this carries the extra difficulty that a number of the girls there have already dropped out of school. The programme was ready to run full steam ahead when a new total lockdown was declared in Zimbabwe. As of early 2021, we had been able to carry out one food distribution round and no more – but the quality of the logistical support we received for the food distribution is extremely promising.

# Annual Overview

## India: new ways forward



The screenshot shows a Zoom meeting interface. The main content is a PowerPoint slide with the following text:

**Essential principle:**  
**There is no wrong way to survive**

आवश्यक सिद्धांत:  
बचने का कोई गलत तरीका नहीं है

aavashyak siddhaant:  
bachane ka koee galat tareeka nahin hai

Sometimes survivors ask – what should I have done? How could I have stopped this? It is very important that our response should be: you did the right thing because you are here to talk about it now. No one can protect themselves perfectly – it is messy and difficult. There is no wrong way to survive and people should never feel guilty about their choices under the extreme pressure of assault.

कभी-कभी बचे लोग पूछते हैं - मुझे क्या करना चाहिए था? मैं इसे कैसे रोक सकता था? यह बहुत महत्वपूर्ण है कि हमारी प्रतिक्रिया होनी चाहिए: आपने सही काम किया क्योंकि आप यहाँ इस बारे में बात करने के लिए हैं। कोई भी पूरी तरह से अपनी रक्षा नहीं कर सकता है - यह गन्दा और कठिन है। जीवित रहने का कोई गलत तरीका है और लोगों को हमले के चरम दबाव में अपनी पसंद के बारे में दोषी महसूस नहीं करना चाहिए।

kabhee-kabhee bache log poochhate hain - mujhe kya karana chaahie tha? main ise kaise rok sakata tha? yah bahut mahatvapooran hai ki hamaaree pratikriya honee chaahie: aapane sahee kaam kiya kyonki aap yahaan is baare mein baat karane ke lie hain. koee bhee pooree tarah se apanee raksha nahin kar sakata hai - yah ganda aur kathin hai. jeevit rahane ka koee galat tareeka nahin hai aur logon ko hamale ke charam dabaav mein apanee pasand ke baare mein doshee mahasoos nahin karana chaahie.

On the right side, there is a grid of participants in a Zoom meeting. The names visible are Mary Stevens, Pritee saroj, Priyanka, and Anya.

*Mary Stevens leads a virtual self-protection workshop in Lucknow on Zoom*

2020 began with a challenge for the India project as FairFight came to terms with the closure of the Disha house. The pandemic and strict lockdown that ensued in India closed access to school for most of the girls. Throughout 2020, Uday Shashank, coordinator of the AshaDiya Foundation, maintained contact with all of the girls and their families, such that by the end of 2020, we could still account for every single girl that was at Disha. However, by the end of 2020, there was no realistic prospect for Disha re-opening soon. Several relocation proposals were either turned down or fell through, and the pandemic situation remained extremely worrying. It was also not possible to gauge in 2020 when we might be able to have FairFight volunteers on the ground again. Despite these very serious challenges, Mary Stevens, our India project coordinator, initiated a promising development with the Red Brigade Trust in Lucknow.

### **Self-protection programme in Lucknow**

Mary Stevens was approached by the Red Brigade Trust, a local community organization in Lucknow, Uttar Pradesh, to provide self-protection and self-defense training to a group of women acid attack and rape survivors. The proposal was put to the board of FairFight, who approved it in September 2020, and initiated the project as a FairFight collaboration in November 2020.

Mary provides the red Brigade group with weekly training sessions with a translator on Zoom. The feasibility of this solution depends on the quality of the internet connection on the Indian end but so far, this has worked rather well. FairFight provides Mary with training and support from Pamela Armitage, a self-protection and trauma expert from Canada. FairFight hopes to connect with the Red Brigade in person when travel is possible again, and explore ways to tie this project in with our other projects in Uttar Pradesh, including the connection with Project Mala

# Financial Report 2020

Dates: 01.01.2020 – 31.12.2020

		Total Amounts
Opening Balance		2107,91
Income		
- Private donations to bank account	655,02	
- Corporate donations	3.492,54	
- Facebook donations	12.723,66	
- Stripe donations	469,90	
- Paypal donations	1.495,02	
Total Operating Income		18.836,14
Expenses		
- Admin	-185,73	
- Banking	-143,05	
- Volunteers	-125,75	
- Outreach	-975,81	
- Zimbabwe Project	-6.953,75	
- India Project	-0,00	
Total Operating Expenses		-8.384,10
Difference between Income and Expenses		10.452,04
Total Money Left Over		12,559.95

# Budget 2021

Dates: 01.01.2021 – 31.12.2021

		Total Amounts (eur)
Team Zimbabwe		4200,00
Items:		
- Nagle House Evolve Dojo Rent	480,00	
- Competitions	645,00	
- Meetup with Mbare & NH	280,00	
- Scholarships AoC	1385,00	
- Sanitary wear	110,00	
- Impact visit	1300,00	
Team India		2000,00
Items:		
- Mentoring with Pamela Armitage	545,00	
- Production and translation of self-protection materials	520,00	
- Impact visit	690,00	
- Hindi lessons	245,00	
Team Volunteers		500,00
Team Outreach		500,00
General Fund (Admin, banking, extras)		800,00
Start-up Funds (Mbare + Disha re-opening)		4000,00
<b>TOTAL BUDGET</b>		<b>12.000,00</b>

Note: the start-up funds are not part of the regular operational budget for one year. The regular budget is 8,000.00 euros. Start-up funds are one-off funds allocated to new projects.