

# Annual Report

## 2024



**WILDE**   
**GANZEN**   
FOUNDATION

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# Glossary



## Active Initiators

Anyone who wants to tackle world poverty. Whether you are actively involved in a development project, supporting a project or living in poverty yourself and improving your own life: every tackler makes the world a little bit better.

## Focus Countries

In 17 countries, we are active in supporting LPOs, often in partnership with NPOs: Burkina Faso, Cambodia, Colombia, Ethiopia, Gambia, Ghana, India, Indonesia, Kenya, Malawi, Nepal, Uganda, Peru, Sierra Leone, Sri Lanka, Tanzania, South Africa.

## Participatory

Everyone is involved. There is collective decision-making and responsibility.

## Basic Services

Basic health care, clean water, food, shelter, proper sanitation, basic education and employment.

## Sustainable Change

Long-lasting and positive change.

## Giving for Change

Programme to promote community philanthropy and rights claiming at the local level, in partnership with Global Fund for Community Foundations, Africa Philanthropy Network and Kenya Community Development Foundation. External funder is the Ministry of Foreign Affairs.

## Sustainable Change

Long lasting and positive change.



# Glossary

## NPO

National Partner Organisation. These are foreign organisations we work with. Among other things, they help shape Change the Game Academy's training programmes, which aim to promote community self-reliance by raising funds locally for sustainable change. For a complete list, see [Appendix 2](#).



## Autonomous

Not too dependent on foreign financial or administrative support and (for example) able to make its own choices when it comes to spending resources.

## LPO

Local Partner Organisation. Organisation in a developing country that has direct contact with the community and people living in poverty. Initiator and implementer of projects. See also [Appendix 1](#).

## PDI

Private Development Initiative. Partner organisation that raises funds in the Netherlands and works with Wilde Ganzen to support LPOs and make projects abroad successful. See also [Appendix 1](#).



## Connect for Global Change

Connect for Global Change is a programme that awards grants and provides support to small and medium-sized NGOs in 11 European countries in the field of global citizenship.



# Glossary

## Match Funding

Projects by LPOs that do not receive support from a PDI. The assessment is done by the NPO. The aim is to encourage CSOs to raise funds locally in order to become less dependent on foreign support and/or encourage them to learn more in terms of lobbying and appealing to local government.

## Civil Society

Community organisations, movements, informal groups and human rights defenders.



## Strengthen the Roots

Programme to support local wildlife organisations, in partnership with IUCN NL, WACSI, A Rocha Ghana, WARSI and Nature Bolivia. This programme is funded by the National Postcode Lottery.

## Global Citizenship

The realisation that, as global citizens, people are members of a greater whole that does not stop at the boundaries of their own local community or country. That we are equals and have shared responsibility for global issues.

## Developing or DAC Countries

For lack of a better word, we often use the term 'developing countries'. By this we mean low- and middle-income countries according to the [DAC-list](#). Wilde Ganzen only supports projects and programmes in countries on this list.

## CtGA

Change the Game Academy: training programme implemented by Wilde Ganzen with seventeen partners united in the Change the Game Academy Alliance, with the aim of promoting community self-reliance by raising local funds for sustainable change.

# Looking back on 2024

I look back on the year 2024 with mixed feelings.

For Wilde Ganzen, it was once again an excellent year. We were able to support no fewer than 324\* projects with a total amount of €14,628,320. These were concrete, small-scale projects run by Local Partner Organisations (LPOs), which we supported together with hundreds of Private Development Initiatives (PDIs) in the Netherlands. Our focus on local communities, participatory and equal collaboration continued successfully, supported by workshops and training sessions. It is encouraging to see that we are increasingly working through multi-year partnerships with attention to long-term strategies.

Connect for Global Change got off to a successful start. This three-year grant programme – with Wilde Ganzen as lead organisation – focuses on global citizenship and is being implemented in 11 EU countries. The first round in the Netherlands was a success: 51 organisations submitted applications, of which 14 were approved.

Our training programme Change the Game Academy received multiple awards last year as an innovative and impactful e-learning platform. Thousands of organisations have already been successfully trained, and we hope many thousands more will find their way to our training on local fundraising and lobbying.

The Blue Ambition Fund was also launched – a major Named Fund aimed at vocational education and entrepreneurship. In addition to supporting organisations in Asia, we were also able to start supporting projects in Africa.

Financially, Wilde Ganzen had a strong year. We reached 41,726 regular donors – for the first time exceeding 40,000. This loyal and growing support

base is enormously important to us: public support for our work remains significant and is on the rise. We also greatly appreciate the continued and growing support from the Dutch Postcode Lottery, which has pledged to increase its annual contribution to one million euros in the coming years. We were able to close the year with a positive result, thanks largely to above-average investment returns.

But alongside all this good news, there is a serious caveat. The Dutch government decided on an unprecedented cut to development cooperation – unfortunately, part of a global trend. Wilde Ganzen is not directly affected by this cut. However, many civil society organisations, both in the Netherlands and abroad, are. Local partner organisations are experiencing financial difficulties as a result. This only underlines the importance of training programmes like Change the Game Academy, where we help organisations become less dependent on foreign aid.

What is also cause for concern is that civil society organisations are increasingly being restricted by governments. Even in the Netherlands, we are seeing more restrictive legislation and regulations, making it harder to fundraise, make payments to partners, open bank accounts, or even express opinions. For Wilde Ganzen, this is making our own fundraising more complicated. But it is especially worrying for small organisations like our PDIs – a development that calls for serious reflection.



**Kees de Jong**  
Director

\* This does not include the projects that fall under Match Funding or the Blue Ambition Fund (see [page 15](#)).



# Highlights

## Recognition for Change the Game Academy

On 13 November, the training programme Change the Game Academy won one of the most prestigious awards in the field of learning technologies.

In London, the website received the Learning Technologies Award for Best Learning Technologies Project – Public & Non-Profit Sector.

Just a few months earlier, Change the Game Academy had also won the aNewSpring Training Improvement Award 2024, an award for the most

impactful training programme. "Our programme is highly effective in strengthening the position of active initiators in developing countries," says Nienke Nuijens, Programme Manager at Wilde Ganzen. "This award is a testament to our commitment to impactful training. But we believe this award belongs to the partners of Change the Game Academy and all the participating organisations. Let's keep improving and innovating our courses worldwide!"



## Connect for Global Change has launched

In September, Connect for Global Change officially launched. Between 2024 and 2027, this programme will support initiatives that inform and engage European citizens in addressing global challenges. The aim is to reach in particular young people and citizens who are usually less familiar with global citizenship.

Wilde Ganzen is the lead organisation on behalf of 11 partner organisations implementing this EU-funded programme across Europe. In the Netherlands, we received 51 proposals from civil society organisations, of which 14 were approved. These initiatives will begin in 2025. See also [page 37](#).



## Continued support from the Postcode Lottery

As of 1 January 2025, the Postcode Lottery has extended its partnership with Wilde Ganzen for another five years. And there was a pleasant surprise: the annual contribution will increase from €900,000 to €1.000.000 million.

In 2024, the collaboration was evaluated. The review assessed whether Wilde Ganzen still meets its

objectives, whether the organisation is operating effectively, and especially whether the funding is reaching the right places. Based on these outcomes, the Lottery decided to continue the partnership. Marieke Rodenhuis, Head of Charities at the Postcode Lottery: "We are very proud that the Postcode Lottery can once again support Wilde Ganzen for another five years – thanks to our participants."

## Eindhoven leads in Nacht van de Fooi

On 1 June, the Nacht van de Fooi raised more than €41,000. With the slogan "Keep the change, change the world," hospitality venues in nine student cities donated their tips for one night to a good cause – and Wilde Ganzen matched the total amount.

This year, Eindhoven topped the list. In addition to the tip collection in nightlife venues, students also organised successful sponsored runs at various schools. In Wageningen there was a jungle party, and in Delft students hosted a boat trip.

The total raised – a remarkable €82,362.84 – went to the Mganja Primary School in Malawi, a project by the Diocese of Dedza and the Nazareth Foundation Malawi.



## Two new websites

To better inform our partners, we launched two new websites this year: [wildeganzenpartners.nl](https://wildeganzenpartners.nl): A website specifically for PDIs in the Netherlands. It includes comprehensive information on collaborating

with Wilde Ganzen and a 'Knowledge Hub' with resources, tools, and an event calendar. [wildeganzen.org](https://wildeganzen.org): A platform dedicated to our LPOs, international partners, and other foreign organisations and donors.





# What we believe in



All around the world, Wilde Ganzen supports active initiators who tackle poverty from the bottom up – creating crucial progress in their own communities through small, smart projects. In the Netherlands, we support initiators who are connected to people living in poverty. We back their joint projects and organisations with funding, advice, expertise and our network.

We strengthen the self-reliance of people living in poverty and their organisations, particularly in fundraising and in defending their rights in their own country. All of this contributes to long-term improvements in their living conditions and prospects.



### Our vision

A world in which people living in poverty are empowered to improve their lives and their future by themselves.



### Our ambition

Wilde Ganzen aims to be the leading supporter of Private Development Initiatives in the Netherlands with their local partner organisations. In addition, our programmes will be a benchmark for local fundraising and lobbying in at least fifteen low- and middle-income countries.



### Our mission

People living in poverty become more self-reliant in meeting their basic needs, and their organisations less dependent on foreign aid – thanks to the leading support provided by Wilde Ganzen.

## Our core values

Our three core values and guiding principles are:

1

#### Human scale

Personal attention, empathy, customised support, clear communication, and a people-centred approach.

2

#### Working together

Equality, inclusion, hands-on collaboration, teamwork, and results-oriented action.

3

#### Positive engagement

Appreciation, openness, genuine interest, trust, and a proactive attitude.



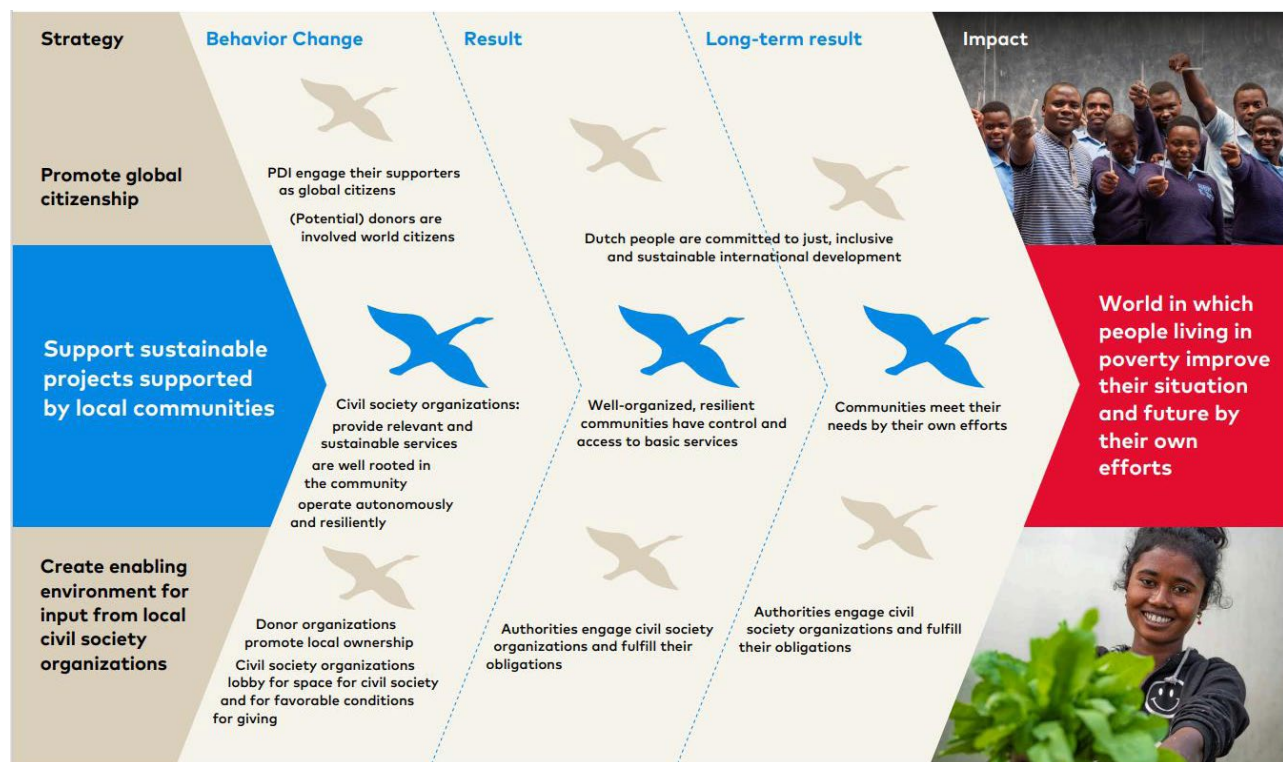
# Our strategy

This year, we translated our vision into three strategic lines:

1. Supporting sustainable community-driven projects
2. Creating an enabling environment for input from local civil society organisations
3. Promoting global citizenship

## Theory of Change

We work from a clear Theory of Change that links our strategic choices to desired outcomes and long-term impact. Wilde Ganzen supports local organisations and initiatives that work towards inclusive, sustainable, and community-led development.



# / Sustainable Development Goals

Everything we do is aligned with the Sustainable Development Goals (SDGs) – the 17 global goals for a fair and sustainable world, adopted by all United Nations member states.

Since we finance but do not execute development projects ourselves, Wilde Ganzen contributes primarily to SDG 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development. We do this by strengthening partnerships between organisations.

In addition, the projects we support contribute directly to achieving SDGs 1 through 7:

- SDG 1:** End poverty in all its forms everywhere.
- SDG 2:** End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.
- SDG 3:** Ensure healthy lives and promote well-being for all at all ages.
- SDG 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all..
- SDG 5:** Achieve gender equality and empower all women and girls.
- SDG 6:** Ensure availability and sustainable management of water and sanitation for all.
- SDG 7:** Ensure access to affordable, reliable, sustainable and modern energy for all.





# Strategy 1: Supporting sustainable community-driven projects

We believe it is essential that people organise themselves and work together as equals to fight poverty, exclusion, and injustice. Change is more sustainable when communities are closely involved in the establishment and maintenance of essential basic services such as education and healthcare. Developments are more resilient when supported by strong, autonomous local organisations that can withstand setbacks and are not overly dependent on foreign aid.

## How we work

Wilde Ganzen works in partnership with other organisations in everything we do. The projects we support are not 'ours' – they are owned by Local Partner Organisations (LPOs). These local organisations represent the interests of people living in poverty. With financial support, advice, our network, and training, we encourage local ownership.

These local organisations (often in collaboration with their Dutch partners) submit project proposals to our Projects Department. Proposals that

align with our objectives (including community participation and sustainability) receive financial support. We also provide feedback, advice, and help build connections between organisations.

Private Development Initiatives (PDIs) play a vital role in this process. Their dedication and involvement are invaluable and help to maintain public support for development cooperation in the Netherlands.

We are eager to work alongside PDIs to further empower local organisations – enabling our partners abroad to achieve lasting results.



## Premium overview

For regular projects, Wilde Ganzen contributes a 50% premium on the amount raised by our Dutch partners. In some cases, this premium is doubled:

Type of Premium	Description	Countries	Premium %
Regular Premium	Joint project proposal and fundraising plan by LPO and PDI	DAC countries	50%
Wilde Ganzen Small	For small projects (up to €6,000) by new PDIs	DAC countries	100%
Local Fundraising	Additional premium for LPOs on locally raised funds	Focus countries	50%
Match Funding	LPO submits project directly to the National Partner, no PDI involvement	Focus countries	100%

## Finances flow via Wilde Ganzen

The funds raised by PDIs in the Netherlands are referred to as the fundraising proceeds (actieresultaat). The amount added by Wilde Ganzen is the premium. Both amounts are transferred via Wilde Ganzen to the LPO. This setup serves several purposes:

### 1 Transparency and accountability

For auditing purposes and to maintain donor trust, it is essential to guarantee the proper transfer and use of funds. Routing all transactions through Wilde Ganzen ensures full verification and transparency.

### 2 Efficient and cost-effective international transfers

Wilde Ganzen partners with financial specialists like StoneX, enabling us to transfer foreign currency under favourable conditions – resulting in lower transaction costs and better exchange rates.

### 3 Added value beyond financing

Wilde Ganzen offers more than funding. Through cooperation, we provide:

- a **Coaching and training** for both PDIs and LPOs to enhance sustainable impact.
- b **Quality improvement** through constructive feedback and suggestions on project plans.
- c **Networking opportunities** with relevant partners and experts.

This approach not only guarantees financial integrity and efficiency but also strengthens the overall impact and sustainability of the projects we implement together with PDIs and LPOs.



## Number of Approved Projects

Thanks to the tremendous efforts of our partners abroad and in the Netherlands, we were able to support 324 projects this year – six fewer than in 2023. However, the total project budget increased due to a higher average premium per project. Over half of all supported projects focused on children, particularly in the areas of education and child protection. We see that both LPOs and PDIs increasingly consider child protection a natural part of their work. In addition, there is a growing number of project proposals focused on healthcare and people with disabilities. More and more partners are placing emphasis on building inclusive communities where everyone is valued, regardless of differences.

Our staff coach partners on preparing solid financial reports. This increased support has resulted in better and more substantiated reporting.

A complete list of supported projects can be found in [Appendix 1](#).

Year	Number of Projects	Total Budget (€)
2024	324	14.628.320
2023	330	13.834.592
2022	273	11.770.781
2021	283	10.896.785
2020	562	14.694.474

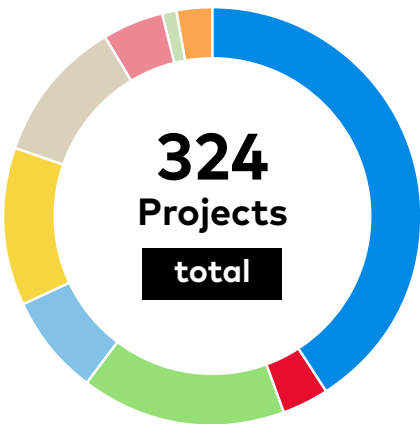
Note: These figures do not include Match Funding projects, which are implemented by LPOs raising funds independently in their own countries. Wilde Ganzen doubles the amount raised for these projects to acknowledge this special effort.

## Blue Ambition Fund

The Blue Ambition Fund is also not included in the above figures. In 2024, we supported 28 projects through this fund, with a total amount of €1.583.790. The fund supports a wide range of activities that prepare young people for the labour market. This year, new agreements were made with two partners in India and four in Ethiopia and Uganda. They will initiate projects focused on vocational education and youth training.

## Approved Projects per sector

See [Appendix 1](#) for a complete overview of approved projects.



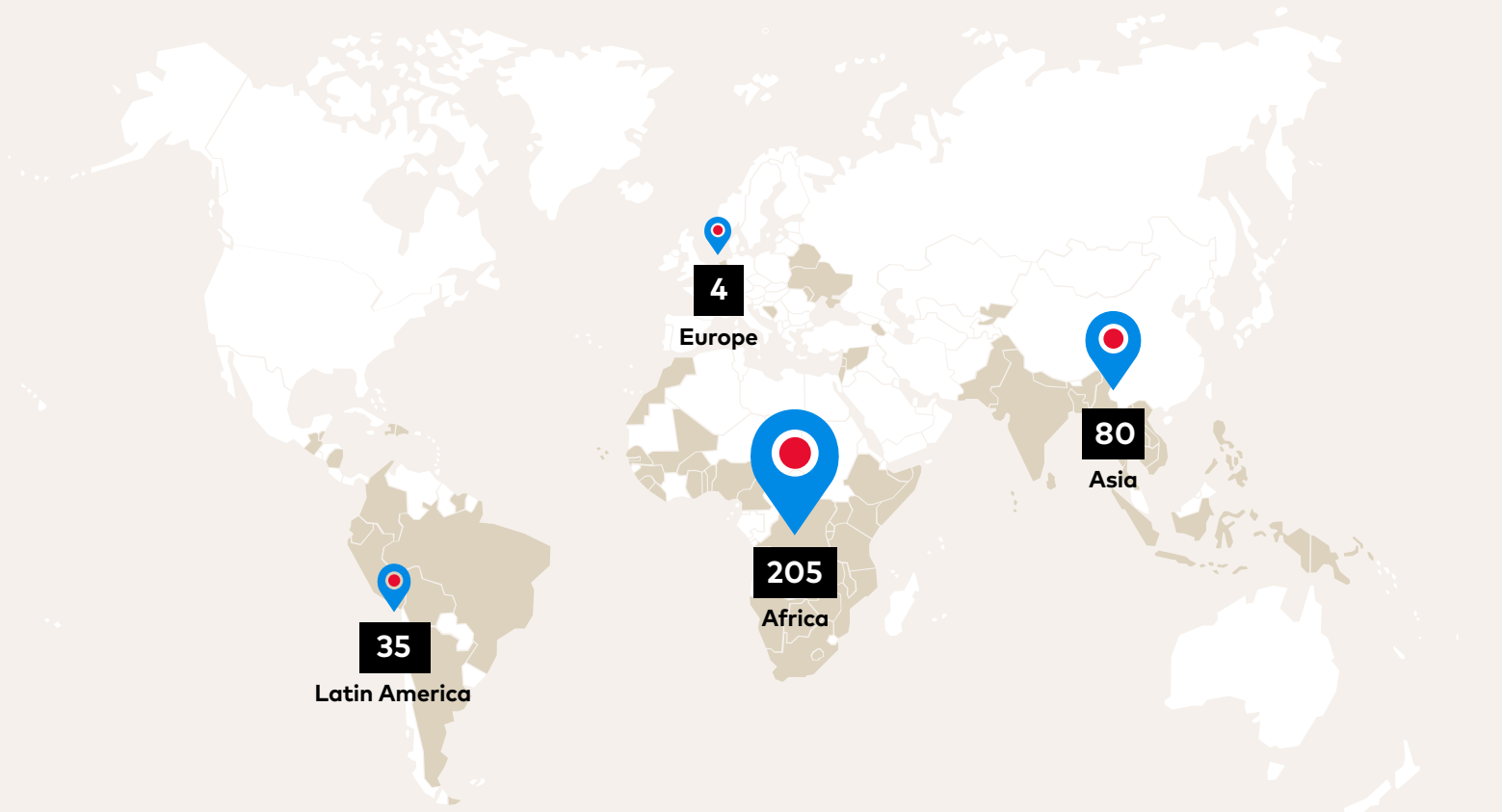
How PDIs rate us



132	SDG4	Education	
12	SDG2	Food Security	
51	SDG3	Good Health	
25	SDG6	Water and Sanitation	
40	SDG11	Care and Welfare	
36	SDG8	Socio-economic	
15	SDG13	Improvement of Living Environment	
4	SDG17	Building Civil Society	
9		Other	

## Country overview

In 2024, Wilde Ganzen supported projects in 49 countries:





A woman with dark hair, wearing a white and red striped shirt, is smiling and looking towards the camera. She is holding a large, round, woven basket on her head with her right hand. A baby is wrapped in a yellow and black patterned cloth and is being held in her arms. The baby is wearing a blue and red striped hat. The background is a blurred green landscape.

# Examples of projects supported in 2024



# Project Examples from 2024

## Chickens for widows in Afghanistan

Afghan women still face major restrictions and dependency. The Afghans Peace Transparency and Leadership Organization and Stichting Village of Peace proposed a simple plan to empower widowed women by helping them start small poultry businesses. The local organisation engaged the women directly, and the project was initiated based on their own proposal. Each of the 25 women receives between 50 and 100 chickens, depending on the number of children they care for. A central farm provides training and support to help them become self-sufficient entrepreneurs. Profits from the farm will later support more women. The project started in 2024.

## Towhid's journey to independence in Bangladesh

Towhid, a 13-year-old from Koraibari, a river island in Bangladesh, surprised everyone last year by walking outside for the first time in his life. A volunteer from the Friendship organisation noticed him playing on the ground and recognised his disability. He was placed on a support list, assessed by a physiotherapist, and a treatment plan was created. His parents received guidance, and the organisation applied for a government benefit on his behalf—something the family didn't know they were entitled to. Wilde Ganzen is now supporting the expansion of this project. In the coming years, 4,000 people with disabilities will receive appropriate support, and efforts will be made to involve the broader community and urge government accountability.







## A self-reliant school in Guatemala

In a dangerous region of Guatemala plagued by gangs and drugs, a school offers hope to hundreds of youth and families. The Instituto Tecnológico is a safe haven where young people can pursue their dreams. The school is so popular that its managing organisation, Asociación Guatemalteca de Desarrollo Integral (AGDI), wants to expand. With extra classrooms, better toilets, and updated materials, more students can enrol, and the school can generate more income—eventually becoming financially independent. Wilde Ganzen supports this project together with Stichting Flor Ayuda.

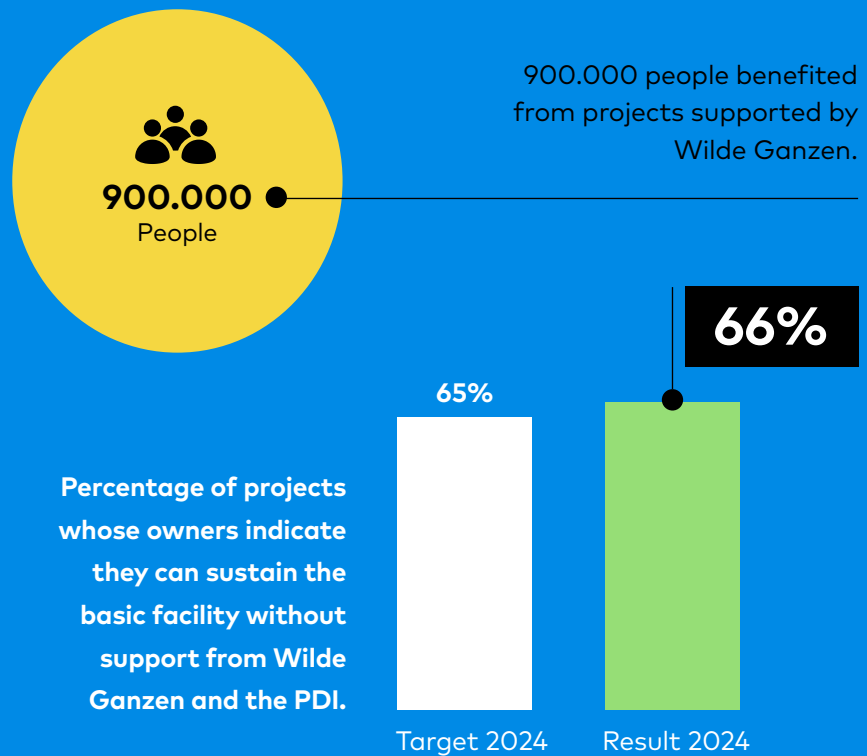


## ICT classroom in Tanzania

Marambeka is a traditional village in one of the poorest regions in northern Tanzania, where people survive on less than a dollar a day through subsistence farming and livestock keeping. Village leader Mramba Simba Nyamkinda, chairman of the Mazingira Community Development Forum, prioritised education and co-founded a secondary school. Together with Stichting Mazingira Nederland, he requested support to renovate an old classroom and convert it into an ICT lab. For just €6,100, 900 students will soon have access to computer education. The government will provide an ICT teacher and teaching materials. A small project, big impact.

## Sustainability Beyond External Support

Wilde Ganzen supports the construction of basic facilities such as schools or wells, but sustainability without external aid is key. We ask LPOs to confirm whether their facilities can remain operational for at least three years after project completion. Our goal is 65%; this year we achieved 66%.



### Strong local partners

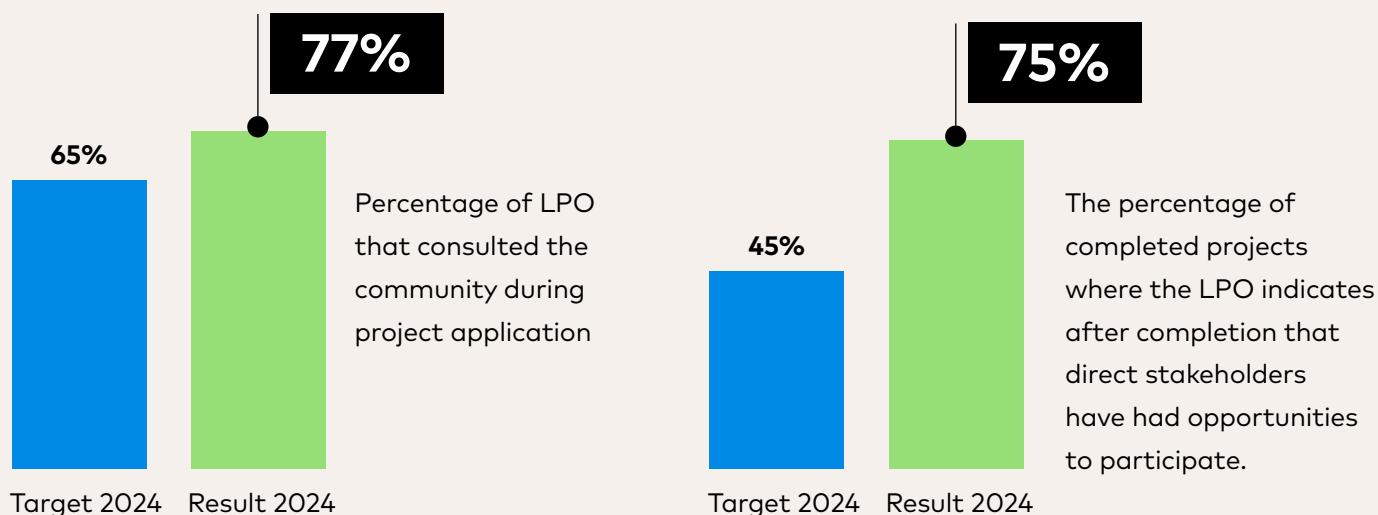
Self-reliance requires strong local civil society organisations with sound financial management, governance, and registration. Over the past years, Wilde Ganzen has heavily invested in strengthening our Local Partner Organisations (LPOs). Through training, coaching, and matching locally raised funds with a premium, we enhance their capacity. As a result, they become less dependent on foreign aid, more aware of their rights, and better equipped to hold local authorities accountable. This approach is proving effective. We observe increased engagement from LPOs in improving their own operations. Wilde Ganzen also encourages PDIs to support this transition by delegating more responsibilities to their local partners, ultimately fostering greater independence.

### Participatory practices

In addition to promoting self-reliance, we believe in the importance of participatory approaches. This means communities themselves identify their needs, rights, and solutions, and take responsibility for the outcomes. We've identified the group of LPOs actively working this way and will conduct an external evaluation in 2025 to better understand the real-world impact of their practices.

We are also advancing participatory approaches through the Participatory Grantmaking pilot, which began in 2023. By transferring decision-making power over grants to communities themselves, we aim to further democratise our work. The pilot continued in 2024 and will be evaluated in 2025.





In 2024, we made significant strides in community-led development. Our staff consistently emphasised this topic in their engagements with LPOs and PDIs. We also offered training to help partners promote community participation and inclusion. Information and encouragement were shared via newsletters, our new website [wildeganzenpartners.nl](https://wildeganzenpartners.nl), and through whitepapers, webinars, and blogs.

Balancing trust and control remain a key internal issue, particularly given the diverse local contexts that require constant adaptation. A positive development is that local partners are increasingly connecting with each other to exchange knowledge—such peer learning events took place in Malawi, Uganda, and Sri Lanka.

### Multi-year partnerships

Some LPOs are leading the way in self-reliance and participatory work. Wilde Ganzen now maintains multi-year programme-based partnerships with 66 partners, focusing on long-term goals rather than short-term projects. We also support a second group of promising LPOs to help them transition toward a similar long-term approach. For partners who are not willing to embrace this vision, we will eventually phase out collaboration.

### Safeguarding vulnerable groups

New in 2024 was our emphasis on safeguarding—protecting vulnerable children and adults. In Kenya, KidsCare offers homeware programmes to support child development in families with orphans, children with special needs, or those requiring additional assistance. Their approach goes beyond care: they identify abuse cases, support families, and introduce preventive measures. Working alongside 24 village committees and various partners, their goal is to create a safe environment. Wilde Ganzen fully supports this project and encourages all partners to develop their own safeguarding policies and practices.

## Training in Local Fundraising

We also strengthen local organisations through the Change the Game Academy. By offering training in local fundraising, we help communities become more self-reliant and less dependent on international aid.

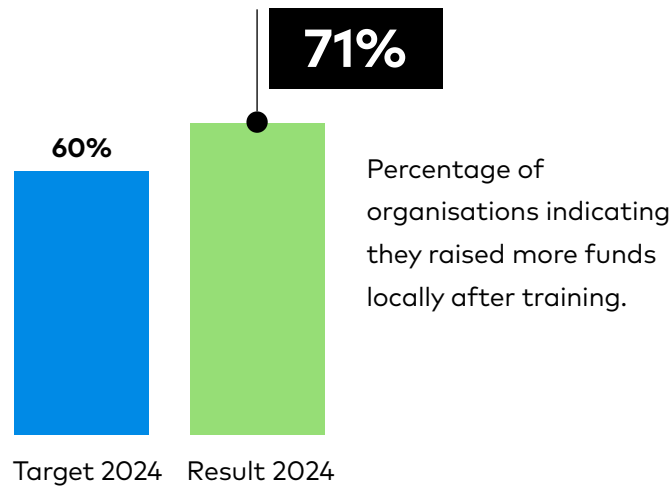
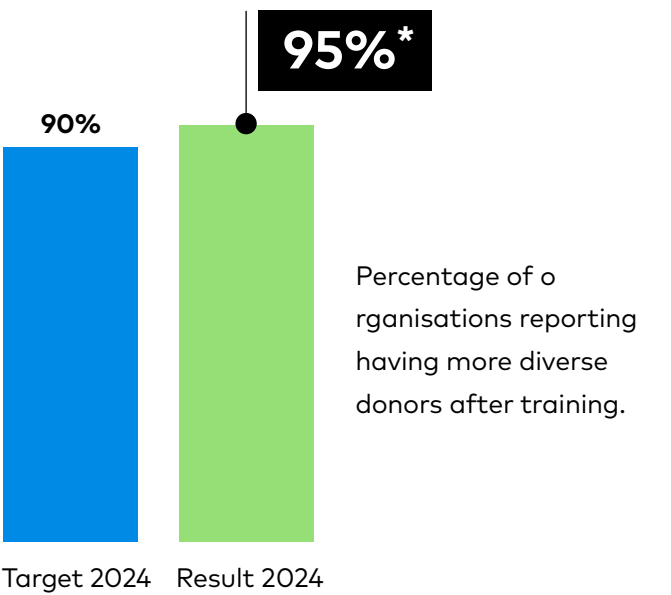
The migration of our online courses to a new platform has been successfully completed. This allows us to better track participant progress (real-time tracking) and measure impact. Participants are surveyed one month after completing the course, and two-thirds report having successfully raised local funds, a great result!

We also monitor classroom participants via WhatsApp and Telegram. This method improves response rates and reliability of evaluation data. These evaluations are available in multiple languages and the first results show that nearly 100% of participants gained new knowledge, 71% now raise funds locally. This percentage was higher than expected. Additionally, 95% report having raised more funds locally than before the training. A great result.

Number of online

2021	2022	2023	2024
12.994	12.581	6.992	9.853

Year	Number of classically trained organisations local
2024	343
2023	296
2022	462
2021	166
2020	93



\*These results are self-reported.



### Tackling plastic waste in Ghana

Only 5% of plastic waste in Ghana is recycled. The rest ends up in the environment. The Ghana Youth Environmental Movement launched a campaign to combat plastic pollution. Funding for the campaign was crucial, so the organisation participated in a training by Change the Game Academy. Successfully, the organisation found more donors in their own country and were able to launch their campaign.

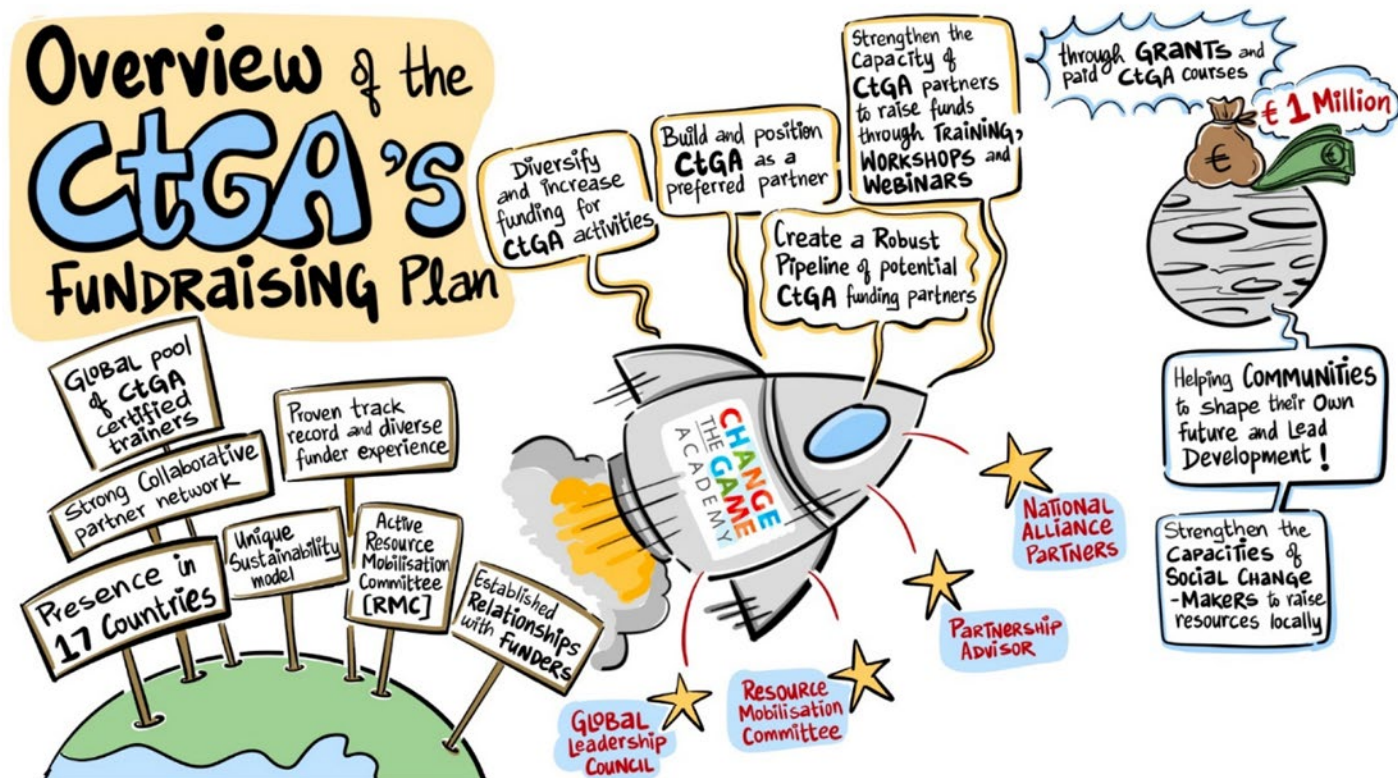


### The Great Bangladesh Bake Off

For nearly 30 years, DRRA in Bangladesh has worked for children with disabilities. After participating in Change the Game Academy training, they organised a cake festival and raised 200,000 BDT (approx. €1,675) through local fundraising.







## Change the Game Academy Alliance

In line with our commitment to equal decision-making, the Change the Game Academy Alliance continued to develop. Established in 2022, the self-governed alliance now includes 17 partners who meet quarterly to guide strategic direction and exchange knowledge.

In 2024, the Alliance discussed, among other things:

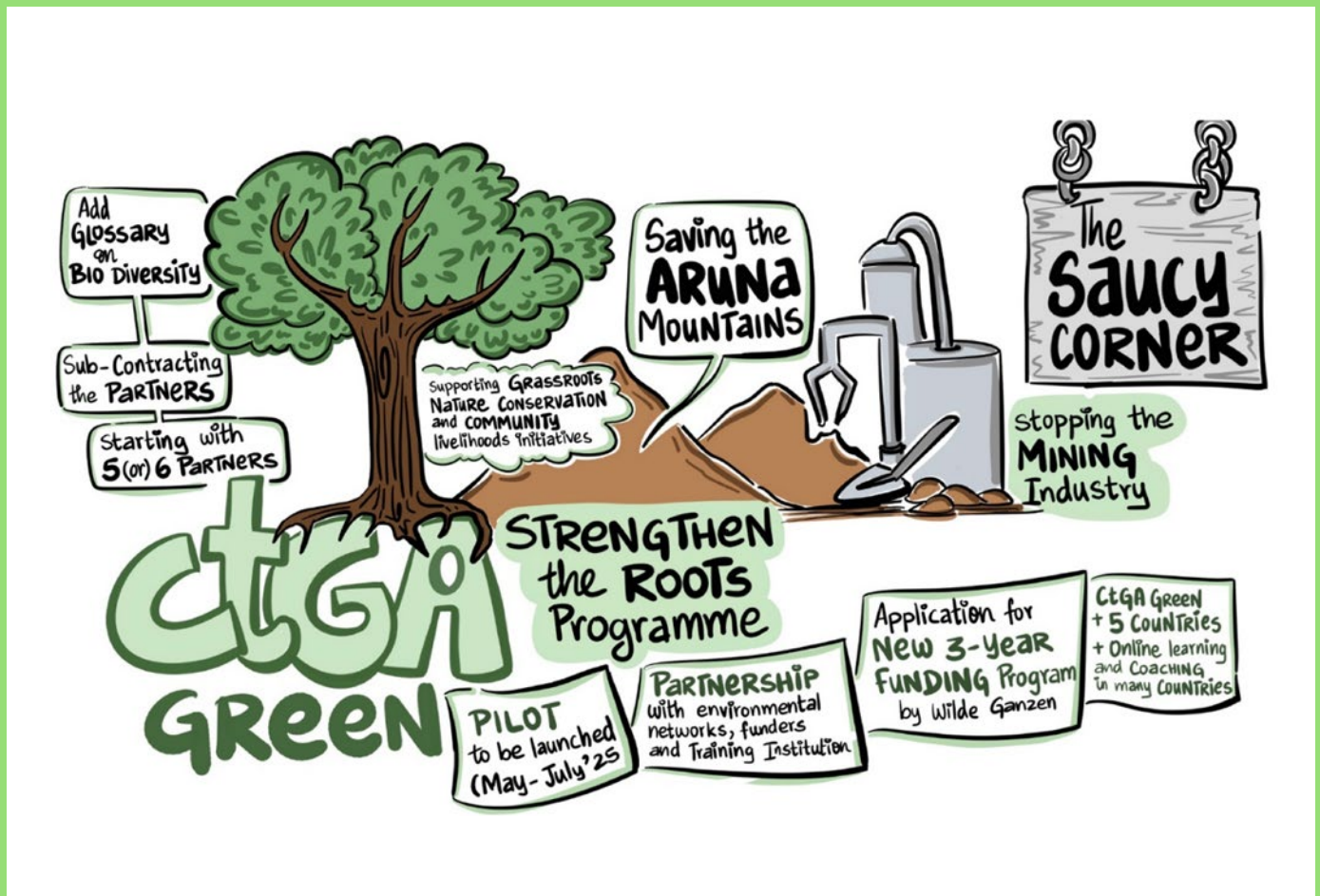
- Improving knowledge management: better impact tracking, communications, and storytelling.
- Balancing online vs. classroom training: physical courses are effective but costly; online training is more affordable.
- Training funding: Currently, 40% is financed by external donors; the aim is 50%. To reduce costs, better license deals have been negotiated, leading to significant savings. National partners are also encouraged to raise local funds to ensure the sustainability of the programme.



## Strengthen the Roots

This partnership between Wilde Ganzen, IUCN NL, and local partners in Bolivia, Ghana, and Indonesia aims to strengthen community-based organisations (CBOs) so they can protect vulnerable ecosystems and generate sustainable income.

After receiving training in local fundraising and support mobilisation, CBOs implemented 28 creative and inspiring projects in 2024. Locally raised funds were matched to amplify their impact.



## Change the Game Academy Green

Based on our Strengthen the Roots experience, new Change the Game Academy modules tailored for environmental organisations, Change the Game Academy Green will launch in May 2025. These revised courses aim to empower CBOs worldwide to become agents of environmental change.



This programme is supported by the Dutch National Postcode Lottery.

## How the climate is changing in Bolivia

Rogelio Carrasco from Bolivia is passionately committed to protecting nature every day. He loves his work. However, he has noticed that his living environment has changed drastically in recent years, and this worries him.

"It can now reach 50 degrees Celsius here in the summer. It wasn't like that when I was a child," he says. "It rains much less than before, and the dry periods last longer than they used to. I also see fewer leaves and fruits on the trees. I'm worried about our future."

To help and protect nature, Rogelio works every day on several important efforts. He plants wild tree species to increase the number of flowering trees in the barren area. The Carrasco family also keeps bees.

The local organization Natura Bolivia and the Strengthen the Roots program support Rogelio and his community in becoming more financially self-reliant. Thanks to the training sessions, the residents can protect the local flora and fauna together, while at the same time earning an income from nature.





## Strategy 2: Creating an enabling environment for input from local civil society organisations

Wilde Ganzen believes it is crucial that donor organisations support their partners in building autonomy and resilience. We encourage donors to reflect on their practices and facilitate training, coaching, and mutual learning between civil society organisations and their funders. This approach raises awareness of both harmful and empowering practices and contributes to meaningful change.

### Shift the Power

We advocate for greater equity and power balance between donor organisations and their partners. Many global challenges require local solutions, where the input of local partners is essential. This aligns with the ongoing discourse in the international development sector known as Shift the Power.

At Wilde Ganzen, Shift the Power focuses on transferring decision-making to local communities and their partners. After all, people living in poverty

know best what they need and what structural issues they face. Research conducted this year in Uganda and Nepal shows that while LPOs do consult communities, people living in poverty don't always feel they have real influence. That's why we prioritise working with strong local partners who co-create projects with the community. We promote this by encouraging participatory work (see Strategy 1) and strengthening local organisations through this second strategy.



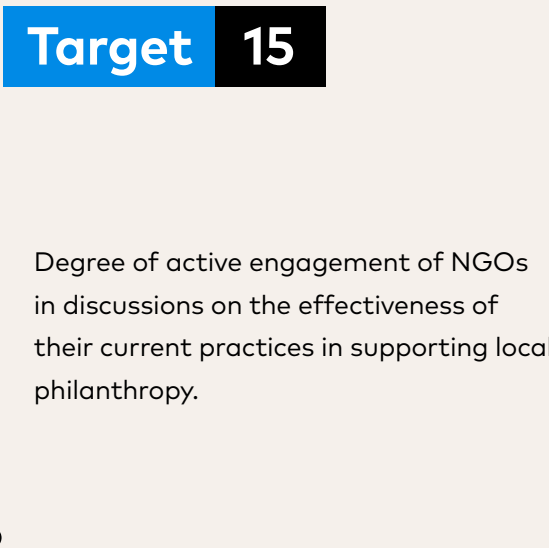
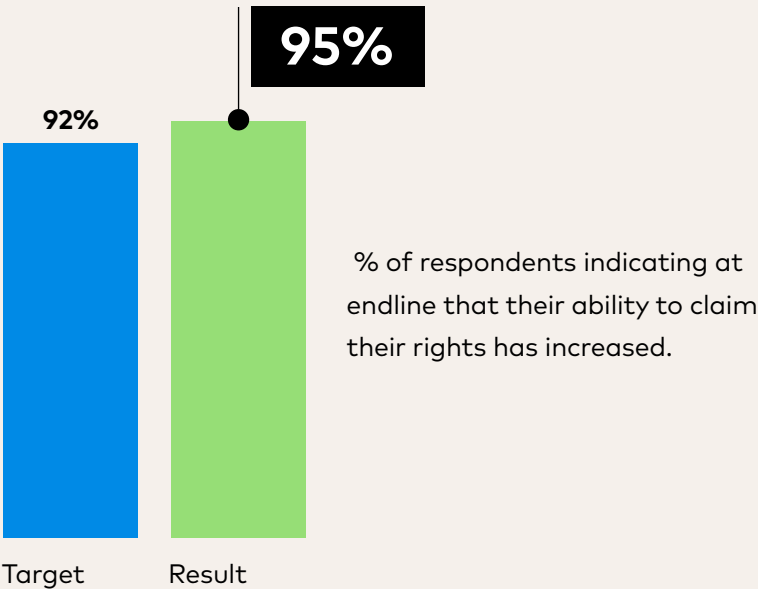
## Trainings on Mobilising Support

Abroad, we defend and expand the space for civil society. Through the mobilising support trainings offered by our Change the Game Academy program, we strengthen the capacity of civil society organisations to make their voices heard by the government. This enables them to claim the space they need to continue their work. We also support initiatives that advocate to authorities for less restrictive legislation for civil society.

Year	Number of organisations trained in Mobilising Support (Classroom)
2023	236
2022	255
2021	137
2020	224
2019	217

We further support local initiatives that lobby for favourable conditions for local philanthropy, such as laws that encourage charitable giving or backing for emerging philanthropic foundations.

The ultimate desired outcome is that governments begin to actively involve civil society organisations in problem-solving and fulfil their responsibilities to the public.







### Rainwater Storage

Temperatures in Burkina Faso increasingly exceed 40°C, and rainy seasons are shorter. The local organisation FAS constructs water reservoirs and works to prevent water pollution from pesticides and fertilisers. After a training in mobilising support, FAS began working closely with local authorities, significantly increasing its impact. As a result, our national partner ABF awarded FAS the Game Changer Award 2024.

### Bus Access Restored

In São José da Mata, Brazil, public transport was unreliable and unaffordable, especially for students. Youth organisation AJURCC, after receiving advocacy training, proposed a solution. The outcome: buses now run in the evenings and weekends, and students receive a 50% discount.



### Finally, Local Government Support

Luke Bwambale Musubaho, of the Kihyo Community Development Forum in Kenya, used his new skills to organise a dialogue with the local government. Community issues were discussed, leading to commitments from the government to improve education and electricity access.





## Giving for Change

Together with the Global Fund for Community Foundations, Africa Philanthropy Network, and Kenya Community Development Foundation, we implement the Giving for Change programme. These partner organisations are global leaders in promoting local fundraising and ownership.

Giving for Change, like all Wilde Ganzen activities, aims to strengthen community philanthropy. In Africa, the Middle East, and Latin America, we inspire and support civil society organisations to build local constituencies, engage citizens in their work, and advocate with governments. This helps communities utilise their own knowledge and resources instead of relying solely on external aid. It boosts confidence, collective strength, and reduces dependency on foreign funding.

This program is financed and supported by the Ministry of Foreign Affairs until 2025. It is not yet clear whether it will continue after 2025.



### Target: 83

Number of advocacy initiatives by organisations participating in the Giving for Change Communities of Practice.



### Result: 1

Number of policy or legislative changes in favour of civil society organisations.



### Support for the Palestinian Population

On the West Bank, with support from Giving for Change, a neglected water basin was transformed into a public park. The stagnant water had posed a health hazard by encouraging disease. Community members, together with the Dalia Association, worked side by side to revitalise the space. Not only did this improve the living environment, but it also became a strong example of enhanced social cohesion.



### Seeds for Gaza

The Dalia Association also established a seed bank for indigenous varieties. This is particularly important for Gaza's devastated agricultural lands. Once circumstances allow, the seeds will be used to grow food crops for the local population.

### Strengthening International Collaboration

To promote community philanthropy and enhance international collaboration, Wilde Ganzen, alongside partners, also works to create a more favourable global environment for civil society and philanthropy. Many countries impose barriers that hinder the work of civil society organisations — such as bureaucratic registration processes, burdensome reporting obligations, or the need for prior government approval for public fundraising campaigns. Where possible, our partners engage with governments to advocate for more enabling legislation.

In this context, Wilde Ganzen has taken several key steps:

- Submitted input to the UN Special Rapporteur on the Rights to Freedom of Peaceful Assembly and of Association, focusing on philanthropy and access to resources.
- Actively contributed to advice and recommendations for the new policy framework of the Dutch Ministry of Foreign Affairs.
- Provided critical feedback on the EU's Global Gateway Strategy, particularly regarding its lack of attention to civil rights and civic engagement.
- Engaged in dialogue with the USAID Senior Advisor for Localization to discuss Wilde Ganzen's approach to locally led development.
- Contributed to the Philea Funders' Network for International Development (FIND), focusing on locally led development.
- Collaborated with Partos on shifting power dynamics in international cooperation and actively participated in Partos' Community of Practice Shift the Power.
- Partnered with Radboud University to conduct research on civic engagement in international solidarity.



# Strategy 3: Promoting Global Citizenship

As global citizens, people are part of a greater whole that extends beyond local or national borders.

Wilde Ganzen believes it is important that individuals grow in global citizenship, which includes:

- Becoming informed about local, global, and intercultural issues.
- Understanding the perspectives and worldviews of others.
- Engaging in open dialogue with people from different cultures.
- Acting with a focus on collective well-being and sustainable development.

**Target +12,5%**

Increase in % of donors who say Wilde Ganzen contributes to a broader worldview (no measurement in 2024).

## Wilde Week

As global problems increase and public support for development cooperation wanes, Wilde Ganzen began preparations for Wilde Week, a new action week to take place in April 2025.

During this week, Wilde Ganzen and PDIs will spotlight their projects and the people involved. Simultaneously, we aim to engage the Dutch public in international solidarity. The goals: to humanise development cooperation, foster global citizenship, fundraise for concrete projects, and boost Wilde Ganzen's visibility and brand recognition.

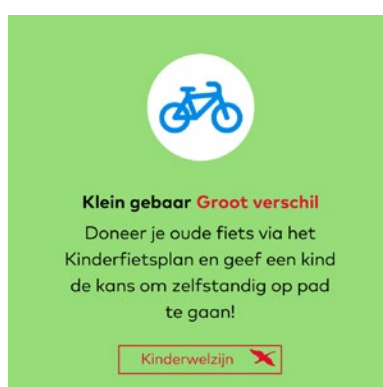
### Magazine

Every issue of Wilde Ganzen Magazine features stories about the Sustainable Development Goals and showcases how changemakers and donors are working for a better world.



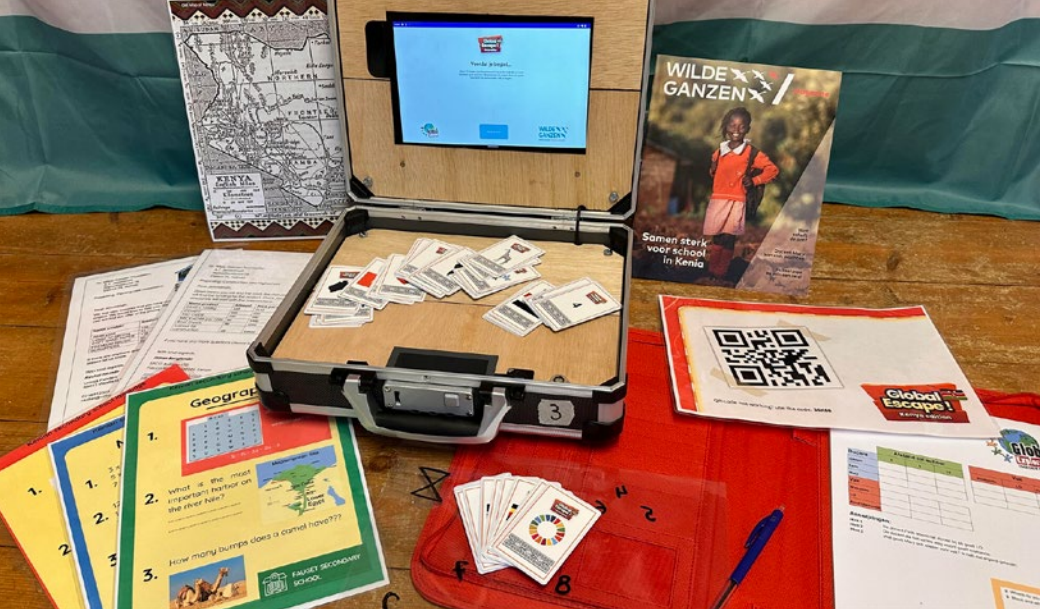
### Social media

In the Facebook and Instagram series "Klein gebaar, groot verschil" (Small gesture, big impact), we share practical tips to promote global citizenship.



### Local media

Twenty articles were written for local media across the Netherlands about PDIs, enhancing public understanding of their work.



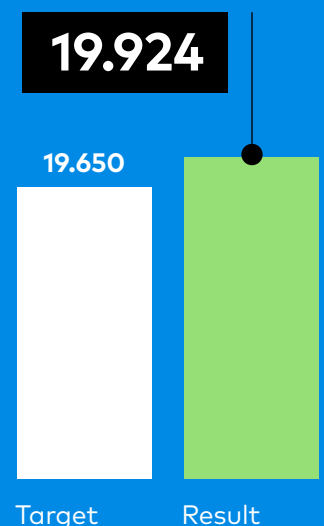
## Engaging youth

In 2024, Wilde Ganzen again focused on reaching a younger audience to raise awareness and foster global citizenship. In collaboration with Global Exploration, a global citizenship game was developed and distributed to schools. Through Day for Change, microcredit projects were implemented in classrooms. Wilde Ganzen was also present at youth events such as Impact Fair, Je Bent Jong en Je Wil Wat, and Impact Night. Our collaboration with Nacht van de Fooi was further strengthened, with the latest edition being a highlight (see [page 8](#)).

As of 31 December 2024, Wilde Ganzen had 41,726 structural donors, an increase of almost 2,000 (+5%) from 2023. Additionally, over 15,000 people supported us incidentally this year, in line with expectations. We had more occasional donors in 2023, but that was due to a successful media campaign. In total, we come out at almost 60,000 donors. That's down from the peak year of 2023, but up almost 12% if you compare the figures with 2022.

**Number of new donors introduced to Wilde Ganzen's message each year**

### Number of donors

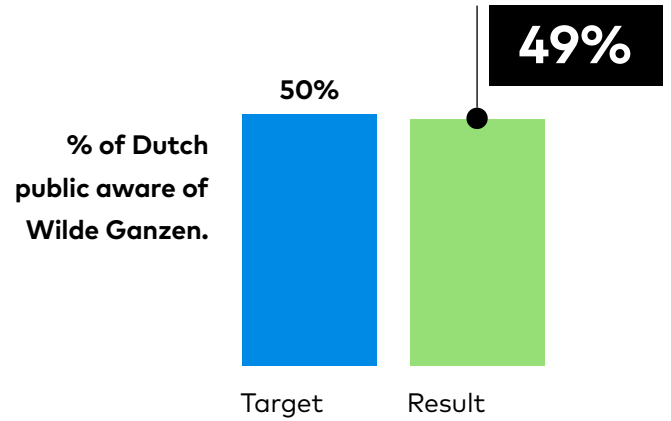






## Campaigns

To increase brand awareness, Wilde Ganzen ran four corporate campaigns with online rollouts, two TV campaigns, and a legacy giving campaign in 2024.



Brand recognition is fluctuating but gradually approaching the 50% target.

## Facts and myths about development cooperation

Together with several humanitarian organizations in the Netherlands, Wilde Ganzen created the booklet [‘Beyond Small Talk’](#). In this booklet, written by Mirjam Vossen, sixteen questions are answered using helpful facts and persistent myths about development cooperation. You can read it for enjoyment, to become more informed, or to refine your opinion on development cooperation. That’s why we also actively approach the media and political parties to read *Beyond Small Talk*. Naturally, the booklet is also intended for the actual “borreltafel” (drinks table). It is especially there that we must elevate the discussion about development cooperation to a higher level.

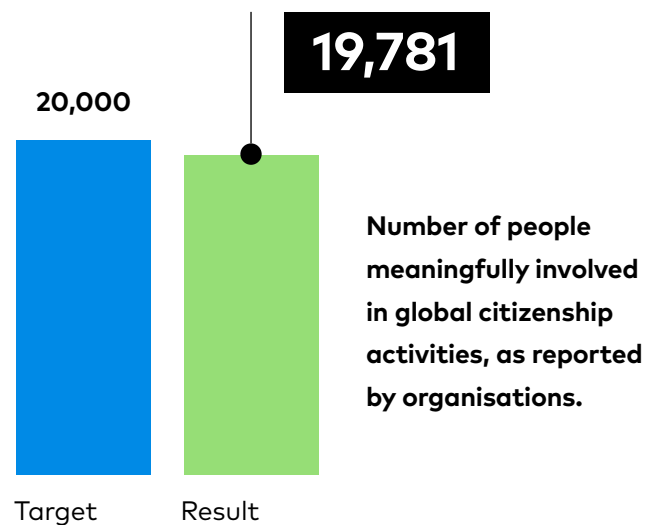
## Encouraging PDIs

Besides donors, Wilde Ganzen encourages its partners in the Netherlands, Belgium, and other European countries to involve their supporters in global citizenship through funding, training, knowledge sharing, campaigns, and events.

### PDI survey

To assess how Dutch partner organisations engage their supporters, PDIs were asked to complete a questionnaire. They shared how they communicate (website, social media, local media, presentations, special events), the reach of their efforts, and perceived impact on attitudes.

A total of 83 PDIs completed the survey—there is room to improve participation, as we worked with more organisations this year.



## Events for PDIs

To support PDIs, Wilde Ganzen organized several gatherings this year. For example, we hosted the Wilde Ganzen Day, which was attended by 250 people. Additionally, 8 special country days and 9 thematic days were held to discuss specific topics or situations in particular countries.

In the area of child protection, a coaching program was organized in collaboration with the think tank 'Ieder Kind een Thuis' (Every Child a Home), aimed at ensuring children are cared for within families as much as possible. There was also a special Child Protection Training including a relationship day, online sessions, and a meeting during the Wilde Ganzen Day.

Furthermore, four sessions were organized on "facilitative collaboration with your partner." All these sessions mainly focused on how to handle such matters in a facilitative way with your partner organization and how to encourage them to take steps without stepping into execution yourself.

## Masterclass for International Development

Last year, the Masterclass for International Development was organized for the second time for diaspora organizations and other interested parties. Wilde Ganzen aims to support diaspora organizations in their professionalization and therefore offered, in collaboration with Georgina Kwakye of Local Changemakers (formerly Stichting Pimp My Village), a series of masterclass sessions. These sessions, including coaching, focused on governance (a clear organizational structure), communication (an effective communication plan), visibility (the organization's visibility), and fundraising here & there (sustainable fundraising in the Netherlands and in the project country). A total of 29 participants took part in the masterclass, 85% of whom came from diaspora

organizations and 15% from other interested parties. Due to evident demand, it was decided to offer the masterclass again in 2025.

## Training: "Engage and Rejuvenate Your Support Base"

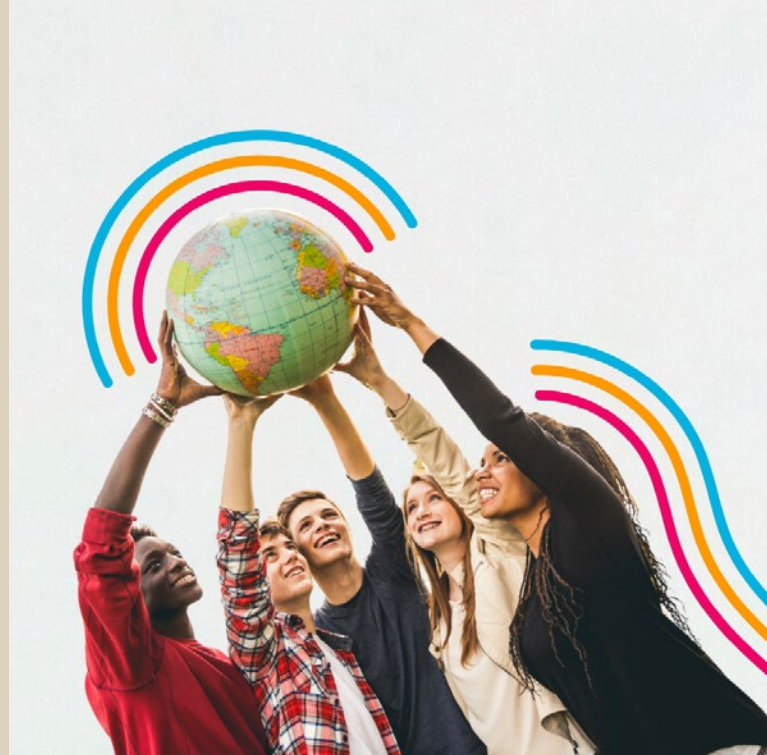
The online training "Engage and Rejuvenate Your Support Base" was once again organized this year. This interactive course is based on the experiences and knowledge Wilde Ganzen gained during the *Frame, Voice, Report* program (a subsidy program that ran from 2017 to 2020 and aimed to increase awareness of the United Nations' Sustainable Development Goals among European citizens). Eighty people participated in the training.

Each year, the "Engage Your Support Base" training is also accompanied by a competition for the best idea to strengthen global citizenship. The first prize was awarded to the Fairtrade Municipality Netherlands Foundation. They created the program *Young + Fair*, a lesson plan designed for and by young people. The organization developed two guest lessons on the themes of *Fair Food and Fair Fashion*. The jury called it a well-thought-out plan that builds on existing networks and contacts with schools. It engages young people in a meaningful way as guest teachers. The message is constructive, and the emphasis on action perspective for youth was considered a strong point. The prize money of 4,500 euros may be used by Fairtrade Municipality to implement the plan.

The second prize went to the foundation iMPACT direct, which proposed a plan to tell the stories of African charities through African videographers. The third prize went to the Mustangh Foundation, a student-led organization from Maastricht University, which organizes an evening course about the tropics. All three winners received their prizes during Wilde Ganzen Day.







Medegefinancierd door  
de Europese Unie

## Connect for Global Change

On 1 April, Connect for Global Change launched. Funded by the European Union and implemented by ten partners across Europe, this programme provides grants to small development organisations to run creative communication campaigns that promote global citizenship among youth and less engaged audiences.

An information session was held on 5 October at Museum Speelklok in Utrecht, explaining grant criteria. A partner meeting took place in Vilnius, bringing together representatives from 11 partner organisations. We eventually received 51 proposals. In January 2025, 14 organisations were selected to run their campaigns. In October 2025 there will be a second round of grants for which organisations may submit a proposal, the decision will follow in January 2026.

Connect for Global Change is a major opportunity for Wilde Ganzen to expand and structurally strengthen global citizenship and civic engagement across Europe. The programme runs in Belgium, Denmark, Finland, France, Italy, Latvia, Lithuania, the Netherlands, Poland, Slovenia, and Spain.



# Our Organisation

We strive to create a working environment in which everyone feels at home and recognized. We aim to be an attractive employer for all. We care for people living in poverty, and we also care for each other.



Organisational development

In view of the growth of the organisation and to continue anticipating the many changes in a rapidly evolving context, we initiated a strategic HR planning process. Based on the organisation's strategy and internal and external developments – such as the Shift the Power agenda – we are identifying what is required to become a “futurefit workforce.”

Each quarter we measure employee satisfaction via a short standard questionnaire ('pulse measurement'). In 2024 the average score was 7.9, just below the target of 8 – still very positive. At yearend the result was 0.3% lower than at the beginning of the year, mainly due to mental balance issues, both work and privaterelated. There is ample (preventive) attention to this via one-to-one

coaching conversations, as well as easy access to the online platform and mental health support from The Mental Move. Additional capacity was also added to respond to the increase in activities.

Furthermore, the five-yearly review of the job and salary structure was carried out using the FuWa methodology from Human Capital Group and benchmarking within the charity sector. The outcomes did not necessitate adjustments to the job and salary framework.

To further stimulate agile working, a substantial representation from different departments completed a Liberating Structures training. These are simple yet powerful working methods to achieve concrete results quickly in a team setting.

Customer satisfaction

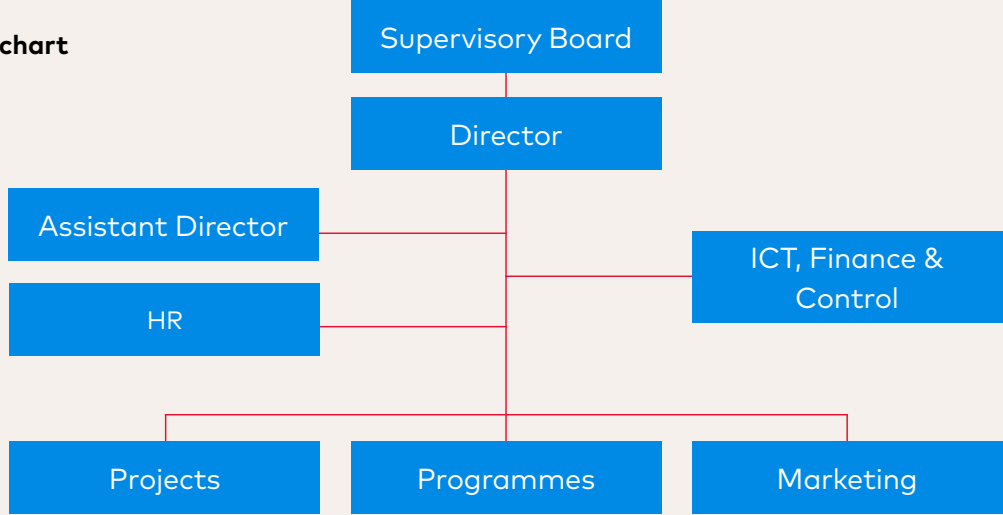
Target group	Target	Result
Staff	Rating: 8	7,9
Equity funds	Conservation: 85%	98%
PDI	Rating: 4/5	4,4
LPO	Rating: 4/5	4,6
NPO	Rating: 8/10	8,8
CtGA trainees	Rating: 4.5/5	3,7
Ministry of Foreign Affairs	Rating: good	good

Aantal medewerkers

Measurement date	Number of employees	Number of FTEs
31-12-2024	62	54,31
31-12-2023	56	48,47
31-12-2022	52	44,11
31-12-2021	49	41,78
31-12-2020	52	44,74

The workforce expanded in 2024 in response to increased activities, including new programmes and the Blue Ambition Fund.

Organisation chart



Director's salary

Director Kees de Jong received a 2024 annual salary of €123,552, based on a 34 hour workweek (0.94 FTE). Wilde Ganzen complies with the "Remuneration Scheme for Directors of Charities". This scheme uses a BSDscore to determine the maximum annual salary. For Wilde Ganzen the BSDscore is 455. Based on that, the maximum salary for 2024 at 1 FTE is €159,212. The actual salary remains below this maximum.

The salary is determined by the Supervisory Board. Further explanation can be found on [page 91](#).

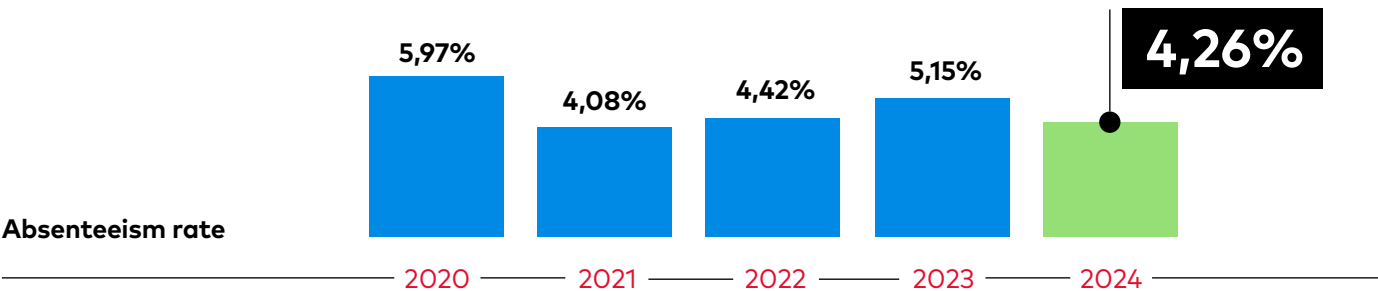
Vitality & Absenteeism

Wilde Ganzen supports its employees to remain mentally and physically healthy by providing good workspaces, encouraging walking meetings, offering coaching, working with The Mental Move (which helps organisations improve employee mental health), actively offering the periodic occupational health examination (PAGO), and periodically measuring staff satisfaction.

The absenteeism rate in 2024 was 4.26%, just above our target of 4%, but significantly lower than in 2023. The majority of absences (over 80%) concern longterm (mainly non-workrelated) absence, which we have less influence over despite preventive measures.

Complaints

In 2024 Wilde Ganzen received a total of 133 complaints. This is almost equal to 2023, with a slight increase of 8 complaints. The vast majority (121) concern face-to-face fundraising; mainly about people believing they were making a onetime donation, but being registered as regular donors. Other complaints involved processes of local partners and PDIs. Each complaint was addressed and the large majority resolved satisfactorily.





## Fraud

Within our organisation we monitor potential fraud among our project partners. In case of suspicion, we have a fraud committee which investigates the report and, if necessary, takes appropriate measures. Several suspicions of fraud were registered this year. This is the overview:

Characteristics	Number of cases	Explanation
Incomplete reports	5	Final reports have been submitted, but important documents such as audit reports or receipts are missing.
No final reports provided	6	Final report – to substantiate the project's content and finances – missing despite reminders and warning letters. The contact person is often unavailable. Sometimes there are photos showing that the project has been completed.
Insufficient transparency/ possible fraud	3	Possible misuse of project funds. Insufficient transparency regarding payments.
Partially completed projects without proper interim reporting.	4	Project has been partially completed, without a concrete end date due to war/conflict, the coronavirus pandemic, or extreme weather conditions.

## Follow-up

- Projects without a final report and with a low budget (< €30,000) have been closed.
- The partner is placed on the so-called red list and receives an official letter.
- Projects without a final report and with a higher budget have been further investigated by, for example, contacting the POI or visiting the project during a business trip. In some cases, this still results in a final report, while in other cases the collaboration is terminated.
- An investigation is currently underway into a report by two different whistleblowers concerning fraud allegations at a project in Kenya.
- Discussions have been held with partners with partially completed projects to develop a concrete action plan for remaining project plans.

Our staff coaches our partners in financial management where necessary, and we are discontinuing organizations that do not submit financial reports.

## Integrity

Wilde Ganzen conducts an active integrity policy to promote a safe and healthy working climate for employees and to prevent harmful practices. We ensure responsibility for integrity at all levels of the organisation, set out and share guidelines and procedures (also in different languages), actively promote awareness internally and externally, regularly discuss ethical dilemmas within management/MT and all departments (teams are trained for this), and encourage ethical leadership and equal collaboration. In addition, we have appointed an integrity officer, internal and external confidential advisors, an internal code of conduct and a code for our partners and trainers abroad, a complaints committee via GIMD, and a whistleblowing regulation. All employees, interns and volunteers are required to provide a certificate of conduct (Verklaring Omtrent Gedrag). Integrity oversight is the responsibility of the Supervisory Board.

Giving and receiving feedback remains a focus internally, as it demonstrably contributes to a positive and transparent working environment. In 2024 no incidents of crossboundary behaviour were reported.

**Risks**

Several risks may prevent us from achieving our objectives. We analyse these annually and take measures to mitigate them. Key stakeholders include project and programme partners, governments such as the Ministry of Foreign Affairs and the European Union, employees and volunteers, donors and foundations.

Our top five risks and measures:

- Local partners may be less effective due to increasing restrictions from governments ('shrinking civic space'). We have started collaborating with other INGOs to increase the number of trained organisations via Change the Game Academy and to enhance direct influence via the advocacy alliance under Giving for Change.
- A decline in income, including from legacy donations and legislation that negatively impacts fundraising (e.g., face-to-face methods) or currency losses. We have focused on diversifying income sources and are exploring new methods such as DRTV.
- Rising costs due to inflation. Costs will increase and spending-reports may come under pressure. Inflation cannot be directly influenced and will be continuously monitored.
- Technological developments such as AI provide opportunities but also risks (e.g., misuse). We have decided to develop a policy on AI.

- A reduction in the number of PDIs, limiting our pipeline of partners in DAC countries (e.g., due to conflicting visions on development work or ageing boards). Measures include a stronger emphasis on training and dialogue with PDIs to apply 'Shift the Power' standards, continuing to recruit new PDIs, and maintaining alternative funding models such as Match Funding and Participatory Grant Making.

**Marketing**

The marketing department focuses on the Dutch public, donors, foundations, companies and PDIs.

Fundraising results in 2024 were well above budget, mainly due to favourable results from foundations. Brand awareness fluctuates but is trending toward 50%. In 2024 we made professionalisation strides in fundraising and retention, with better selection and upgraded marketing software. Multiple campaigns were run, increasing our visibility.

**Corporate Social Responsibility (CSR)**

Wilde Ganzen considers it important to make choices in the area of Corporate Social Responsibility (CSR)—choices that contribute to a healthy and conscientious society. Our CSR goals are evaluated annually and all staff are involved. An overview of our goals is in Appendix 5.

Target group	Means
Dutch public	Radio, TV, print, social media, outdoor ads, free publicity
Existing & potential donors	Website, Wilde Ganzen Magazine, newsletters, social media, webinars and events, face-to-face fundraising, telemarketing
Foundations and companies	Personal approach
PDIs	Website, newsletters, social media, webinars and events



## Privacy

We place great importance on careful handling of donor, customer and employee privacy. We recognise that responsible data management strengthens trust in our organisation.

Wilde Ganzen strictly follows the rules of the GDPR. A privacy policy is in place which outlines applicable legislation and risk control measures. The Privacy Officer reports results to the Board. Our privacy statement is available [our website](#).

## Monitoring & Evaluation

We aim to be a learning organisation and focus on our results. We review how projects have progressed based on substantive and financial final reports. Lessons learned are recorded to ensure knowledge is preserved.

To measure the impact of our strategies, we collaborate with Radboud University Nijmegen and the UK-based organisation INTRAC (see [Appendix 2](#)).

## Works Council

Wilde Ganzen's Works Council (OR) consists of four employees. A regulation defines composition, elections and working methods. The term of office is four years, with half of the members stepping down every two years to ensure continuity. Every six weeks the OR discusses employee-relevant topics with the executive director, and at least once a year consults the Supervisory Board.





A blurred background image of a man in a purple shirt writing on a chalkboard. The chalkboard contains several math problems, including  $674 = 1$ ,  $203 + 37 =$ ,  $20433 =$ ,  $235 + 51 =$ , and  $222 + 19 =$ .

# Financial results 2024



# Financial results

Amount x 1000	Actual 2023	Budget 2024	Actual 2024
Income from individuals	9.241	10.363	10.117
Income from companies	66	70	191
Income from lottery organisations	1.014	1.009	1.090
Government subsidies	5.329	9.219	9.293
Income from other non-profit organisations	42.606	9.992	14.304
<b>Total income</b>	<b>58.256</b>	<b>30.653</b>	<b>34.996</b>

Spend on objectives	28.817	32.133	32.334
Fundraising cost	2.059	2.156	2.172
Cost of management and administration	798	923	1.063
<b>Total cost</b>	<b>31.673</b>	<b>35.213</b>	<b>35.569</b>

Balance before financial income and expenses	26.582	-4.560	-574
Financial income and expenses	1.489	1.545	3.471
<b>Balance of income and expenses</b>	<b>28.072</b>	<b>-3.015</b>	<b>2.897</b>

Income from individual donors in 2024 amounted to €10.1 million, approximately €250,000 below budget. Donations and gifts were over €500,000 higher than budgeted, mainly due to increased income from notarial donations and additional investment in face-to-face fundraising. As in previous years, the focus in 2024 remained on generating a stable and recurring income stream. Conversely, income from legacies was €750,000 lower than budgeted, which had been based on the 10-year historical average.

The contribution from the Dutch Postcode Lottery was approximately €80,000 higher than planned. As of 1 January 2025, the Postcode Lottery has extended its partnership with Wilde Ganzen for another five years, increasing the annual contribution from €900,000 to €1 million for 2024. An amount of €90,000 in income is related to the Strengthen the Roots programme, funded from this additional contribution. The total additional commitment for this programme amounts to €2.2 million, which was received in 2022. Only the portion actually spent in 2024 is recognised in this year's financial statements.

Government subsidies totalled €9.3 million, in line with the budget. Of this amount, €5.4 million relates to the Giving for Change programme — about €275,000 more than budgeted, mainly due to extra allocations from the contingency reserve and higher reported expenditures by consortium partners.

Income for the Connect for Global Change programme amounted to €3.9 million, €200,000 less than budgeted, as the first round of subgrants was awarded not in the fourth quarter of 2024 but in the first quarter of 2025.

Income from other non-profit organisations reached €14.3 million, exceeding the budget by €4.3 million. This increase was primarily driven by €3.1 million higher income from project-related fundraising due to a larger number of approved projects, and €1.2 million more income from foundations, thanks to several substantial new and renewed grants.

In 2024, a total of €32.3 million was spent on our objectives — €200,000 more than budgeted. In 2023, Wilde Ganzen assumed €3.4 million in ongoing commitments for the Blue Ambition Fund, which had been budgeted for 2024. Due to the higher number of approved projects, this was offset by proportionally higher expenditures, resulting in total expenses closely aligning with the budget. Expenditures on programmes and public engagement showed no major deviations from the budget.

Additional investments were made in face-to-face fundraising, though these were largely offset by lower spending on other fundraising activities. Total fundraising costs were therefore only €15,000 higher than budgeted.

Management and administration costs exceeded the budget by €140,000, mainly due to an expanded workforce and additional investments in the improvement and security of our IT systems and applications.

Financial income and expenses were €1.9 million higher than budgeted. The budget assumed an average long-term return of approximately 4.5%, whereas the actual yield in 2024 was 7.3%. Wilde Ganzen's investment policy focuses on the medium to long term. As a result, high short-term returns are not immediately spent, ensuring that expenditure levels remain stable even in years with lower financial returns.



# Expenditure Ratios

% of costs	Objective	Result in 2023	Budgeted for 2024	Result in 2024
Fulfilling objectives	90	91,0	91,3	90,9
Fundraising costs	7	6,5	6,1	6,1
Management and administration costs	3	2,5	2,6	3,0

% of income	Objective	Result in 2022	Budgeted for 2023	Result in 2023
Fundraising costs	7	3,5	7,0	6,2

The desired ratio of expenditures was established by the Supervisory Board in 2023 as the target for 2024–2027. These targets are set at 90% for programme spending, 7% for fundraising costs, and 3% for management and administration. Due to higher investments in IT systems and application security, the relative spending on objectives was slightly lower than budgeted, while administrative costs were slightly higher. Nevertheless, all expenditure ratios remain within the established targets.



# / Governance

Wilde Ganzen is governed according to the Supervisory Board model. The Executive Director defines the strategic direction and is responsible for day-to-day management, supported by members of the Management Team.



## Supervisory Board

The Supervisory Board (SB) appoints the Executive Director, approves the strategic plan and the annual budget, and oversees general operations and the performance of the Executive Director, both proactively and retrospectively. The roles and responsibilities of the SB are defined in the statutes and accompanying regulations. Any amendments to these are adopted by the Supervisory Board.

The SB consists of at least five members, each appointed for a four-year term and eligible for one reappointment. As of 31 August 2024, Chair Anita van der Wal stepped down. She was succeeded by Pauline Eenhoorn. As of 1 September 2024, two new members joined the board: Marieke Obdam and Wilco Finisie. Hicham Amziran joined as an observer from 1 September 2024 and will formally succeed Marina Senten in the audit committee starting 6 March 2025.

All members receive a volunteer reimbursement for their work. The SB is affiliated with the Dutch Foundation for Internal Supervision of Charities (Stichting Intern Toezicht Goede Doelen – ITGD).



## Meetings in 2024

The Supervisory Board meets at least twice a year with the Executive Director and the Deputy Director or another member of the Management Team. In 2024, four regular meetings were held. Topics discussed included quarterly reports, the annual report, risk and stakeholder analyses, the multi-year policy plan, the annual plan, CSR policy, and matters brought forward by the subcommittees.

In addition, two thematic sessions took place: in June, an employee presented a field visit report; in November, two employees gave a presentation on the Blue Ambition Fund and the Connect for Global Change programme.

In June, the SB conducted a self-evaluation, reflecting on the launch of the Blue Ambition Fund, reviewing board training needs and portfolios, and evaluating the outcomes of previous self-evaluations.

## Audit Committee

This committee oversees financial operations and risk management at Wilde Ganzen. In 2024, the Audit Committee consisted of Marina Senten and Theo de Ruijter (Chair). Hicham Amziran joined as an observer from 1 November, in preparation for succeeding Marina Senten in March 2025.

The Audit Committee meets at least twice annually: in spring to review the financial statements and in autumn to assess the budget. The committee provides its recommendations to the full Supervisory Board.

## Remuneration Committee

This committee focuses on the functioning of both the SB and the Executive Director. In 2024, it was composed of Pauline Eenhoorn (Chair) and Anita van der Wal. In September, Anita was succeeded by Marieke Obdam.

The committee conducted the annual performance review with the Executive Director in March and met with the Works Council in November. In 2023, the committee also facilitated the SB's self-evaluation and organised Unconscious Bias training as part of the recruitment process for new board members in 2024.

## Members of the Supervisory Board in 2024:

### **mr. drs. A.T. (Anita) van der Wal**

Chair until 31 August 2024

- Also member of the Remuneration Committee
- 2016-2024
- Director at Quatrospect bv (consultancy for organisational development)
- Other roles: Supervisory Board Member at KWH (Quality Centre for Housing Corporations), Supervisory Board Member at National Study Choice Centre, Chair of the Jan van der Snel Foundation, Chair of the Certification Committee for Interim Supervisors.

### **drs. P. (Pauline) Eenhoorn**

Chair as of 31 August 2024

- Also member of the Remuneration Committee
- 2018-2026
- Head of Marketing and Communication, Faculty of Science, University of Amsterdam

### **H. (Hicham) Amziran**

Observer until formal appointment in March 2025

- 2025-2029 (1st term)
- Lead Control & Reporting at ABN AMRO
- Other roles: Supervisory Board Member at Valkhof Museum

### **drs. W. (Wilco) Finisie, MPA**

- 2024-2028 (1st term)
- Process and Project Manager at P2 Process- en Projectmanagers B.V.

### **M.S. (Marieke) Obdam**

- Also Chair of the Remuneration Committee
- 2024-2028 (1st term)
- Interim Director, Strategic Adviser, and Trainer at the Netherlands Institute for Human Rights
- Other roles: Supervisory Board Member at Bopinc

### **dr. M.C.M. (Marina) Senten, MBA**

- Also member of the Audit Committee
- 2017-2025
- Programme Director for Infectious Disease Collaboration, Dutch Health Funds Alliance

### **drs. T. (Theo) de Ruijter, RA**

- Also Chair of the Audit Committee
- 2022-2026 (1st term)
- Chief Compliance Officer at Achmea

### **R.J.T. (Remco) van der Veen**

- 2021-2025 (1st term)
- Department Manager, Coordination and Projects, Public Health Service Haaglanden
- Other role: Chair of Buurtpreventie Team Laak Centraal (community cohesion initiative)

## External Supervision

Wilde Ganzen has held the CBF Seal of Approval since 2001 and complies with the standards set by the Central Bureau for Fundraising. We undergo an annual audit to maintain this certification. We are also members of Goede Doelen Nederland and adhere to the Code for Good Governance. Wilde Ganzen is ISO and Partos-9001 certified. An overview of the codes and guidelines we follow can be found in [Appendix 4](#).



A woman and a young child are sitting on a terraced dirt slope in a dry, rocky landscape. The woman, on the left, is wearing a blue patterned headscarf and a colorful patterned dress. She is holding a large wooden bowl and appears to be preparing food. The child, on the right, is wearing a green long-sleeved shirt and a purple patterned headscarf. They are both looking down at the ground. In the background, there are more terraced slopes, some trees, and a few small buildings built into the rocky hillside. The overall scene suggests a rural, arid environment.

# Looking Forward to 2025



After a long period of relative stability, economic growth and poverty reduction, the world around us has rapidly become restless, uncertain, unreliable and unpredictable. For Wilde Ganzen, that means paying close attention, navigating carefully and being ready to act swiftly when needed. We expect global democracies, human rights and civil society to come under increasing pressure. Peace is no longer taken for granted, nor is access to objective information and facts. Political support for international development cooperation is eroding, while at the same time the poverty gap within and between countries continues to widen.

## **Cuts**

With the freezing of funding by USAID (the world's largest aid agency), the future of people living in poverty has become highly uncertain. Projects on which millions depend were suddenly halted at the beginning of 2025. It is difficult to fully grasp the extent of the damage, but it is clear that, for example, the number of AIDS-related deaths will rise, the risk of food shortages will increase, and many civil society organisations will collapse due to financial shortfalls. Some of Wilde Ganzen's partner organisations are also affected. We are doing our utmost to support our partners impacted by this American policy.

As Wilde Ganzen, we have two clear and practical responses to these budget cuts:

- Civil society organisations in the global south need to become less dependent on foreign money and build more on their own resilience and sustainable self-reliance. This can be done effectively by focusing on local fundraising and support locally, among their own citizens, businesses and governments. Change the Game Academy is an impactful tool for this.
- Increase the socio-economic self-sufficiency of young people in the Global South. Africa is experiencing explosive population growth while young people there already have little prospect of paid work, let alone a hopeful future. Focus on relevant vocational education focused on jobs and entrepreneurship for greater livelihood security. Countries like India have already successfully implemented this. With our Blue Ambition Fund, we contribute to this and seek new partners for even more scale and impact.

## **Self-reflection**

The global cuts to international development cooperation additionally call for self-reflection. Why is political support declining? Why are civil society organisations increasingly under pressure? What are the deeper causes, and what role do we ourselves play? In cooperation with the Ministry of Foreign Affairs, Partos and other charities in the Netherlands, we aim to find answers to these questions. Within the development cooperation sector, we are doing relatively well. When asked, people and organisations appreciate Wilde Ganzen for our human approach, our collaborative spirit, and our positive engagement. We will continue to do so.

## **Wilde Week**

Spearheaded by 2025 is the Wilde Week. With this new campaign, we invest in positive citizen involvement in concrete development projects. Projects created in close cooperation with local partners and PDI'. Another focal point is our government's new subsidy framework for development aid. Despite the huge cuts, therein lies renewed attention to PDI and that gives hope. We will also consider whether continuation of our Giving for Change programme is possible in some way.

Finally, in 2025, we will prepare our new strategic plan 2026-2028. In view of all the recent developments, we consider it important to critically reflect, look back, and look forward.



# Appendix





# Appendix 1

## Approved projects in 2024

Project country	Subject	PDI	LPO
Afghanistan	Chicken farm start-up: chickens for widows	Village of Peace Foundation	Afghans Peace Transparency and Leadership Organisation
Bangladesh	Climate change adaptation & women empowerment	SAKO - Foundation for the Support of Overseas Children	Chandradip Development Society (CDS)
Bangladesh	Inclusive education: children with disabilities attending school	Physci Foundation	Association Disabled Development (ADD)
Bangladesh	Water installation	Egmond Abbey (St. Adelbert Abbey VVE)	Caritas Bangladesh - Khulna Catholic Diocese
Bangladesh	Renovation of care farm for children with disabilities	Niketan	Disabled Rehabilitation and Research Association (DRRA)
Bangladesh	Digital Hub at Mati Primary-Eco School	MoMo education (Sister Schools Netherlands)	MATI Bangladesh
Benin	Water pipeline from water tower Siliko to 4 villages	PlanFutur Foundation	PlanFutur Bénin
Benin	Expansion of paediatric clinic with shipping container for neonatology clinic	Lions club Roomley Tilburg	Clinique Gloire Divine
Benin	School libraries ism My Book Buddy	Ben-in-Connection	Ben-In-Connection-Benin
Bolivia	Training in digital arts and entrepreneurial support (Year 2 programme)	Ayni Foundation Bolivia-the Netherlands	ONG Ayni Bolivia
Bolivia	Solar Verde	Samay Foundation	Association Agroecología y Fe
Bolivia	Urban agriculture, kitchen gardens for families (year 2)	NME Mundial Foundation	Fundacion Alerta Verde
Bosnia and Herzegovina	Renovation barrack centre for people with disabilities	Proplan Foundation	IFS-EMMAUS
Brazil	Sports ground	Foundation Handbook on Oceans	Centro de Assistência Social de Capão Bonito
Brazil	MF with CESE 2024		CESE
Brazil	Sports and games facilities in refugee camp	KLABU Foundation	Associação Voluntários para o Serviço Internacional
Brazil	Repairing roof auditorium	Friends of Brazil	Amigos Movendo Fe e Esperanca (AMFE)
Brazil	Construction of multi-purpose building - Phase 2	Avante Educação Brasil Foundation	Associação Ecolibrium
Burkina Faso	Year 3: Guidance programme startup own company tbv 30-50 educated young people	Wool Foundation	Développement Sans Frontière (DSF)
Burkina Faso	Water basins and storage area for women's garden (refugees)	De Gouwkamp Foundation	Association Jeunesse Solidarité SINIGNANSIGI
Burkina Faso	Sheep breeding by 12 women/households	ZWO Committee of the Protestant Church, Geldrop	Association PROMO Femme et Enfant de Zimtanga - APROFEZ
Burkina Faso	Dam and vegetable garden of 0.5 ha for Weefin	Sahel Projects Support Fund Foundation	Fondation d'Aide aux projets Sahéliens (FAS)
Burkina Faso	Chickens, fish ponds and vegetable greenhouses for agricultural school	ASAP Foundation	ALAP ? Association pour le Lycée Agricole Privé
Burkina Faso	Match Funding ABF 2024		Association Burkinabé de Fundraising (ABF)
Burkina Faso	School for internal refugees Ouagadougou	Lot Foundation	Nafoore Cellal
Burkina Faso	Latrine for primary school	Zeewolde World Village Foundation (ZWD)	Association Paix et Solidarité au Faso (APSF)
Burundi	Library for secondary school Santamaria	Mwana na Mama Foundation	Association Dufatanye
Burundi	Micro-entrepreneurship / agro-ecology in a concentration school of Batwa's	NPO Social Ecology Fund	Réseau SOS Femmes en Détresse ? SOS FED
Burundi	Echo devices and training to reduce maternal deaths	Microprojects Foundation	IBAZA (Imfura Barundi Zacu a.s.b.l)
Cambodia	Kindergarten in (the prison of) Sihanoukville	Sawasdee Foundation	Don Bosco Foundation of Cambodia
Cambodia	Community centre in Andoung phase 2/3	DARA Europe	SCCO (Stellar Child Care Organisation)
Cambodia	Renovation of student houses and IT/library project	Hopeful Children Center Foundation	NGO Hopeful Children Center
Cambodia	Chikara programme study fund	Chikara Cambodia	Friendship Association for Cambodian Child Hope (FACCH)
Colombia	Empowering vulnerable women/girls programme	Amigos Colombianos Foundation	Corporación Sueños y Huellas del Mañana
Colombia	Podion match funding		PODION
Colombia	expansion of vocational training for young people with disabilities	Maasdriel Foundation supports its missionaries	CE CAMILO (Fundación Centro Educativo de Habilitación y Rehabilitación Integral San Camilo)



Project country	Subject	PDI	LPO
Colombia	Community house construction	Delft University Fund Foundation	Fundación Más Por TIC
DRC - Democratic Republic of Congo	Bandundu Village Practical School	Esengo Foundation	C.A.T.D.R.
DRC - Democratic Republic of Congo	Construction of bridge for school	Super Eagle Foundation	Fondation Super Aigle
DRC - Democratic Republic of Congo	Construction of sewing school	Friends of Mikondo Foundation	Projets Mikondo a.s.b.l.
DRC - Democratic Republic of Congo	Purchase of water pumps with solar panel	Mucolim Netherlands Foundation	MUCOLIM ONGD
DRC - Democratic Republic of Congo	Construction of 2 classrooms and office for primary school	Diba Foundation	Fondation Diba Dietu
DRC - Democratic Republic of Congo	Improving lives of 1,200 families with children with disabilities	Impaction Foundation	ADED
DRC - Democratic Republic of Congo	Vocational training for vulnerable young people in eastern Congo	4u2develop Foundation	ACPD - Actions des Communautés Paysannes pour le Développement Integre
Ecuador	Mutual Learning programme year 1: pathways 5 and 6	Kidscare Foundation	Danielle Children's Fund Ecuador
Ecuador	Purchase and operation of ultrasound machine.	Quina Care Foundation	Quina Care Ecuador
eSwatini	Renovation and professionalisation of community pre-school	De Mûne Foundation	Globe Care Foundation
Ethiopia	Match Funding 2024 JeCCDO		Jerusalem Children and Community Development Organisation (JeCCDO)
Ethiopia	Match Funding 2024 DEC		Development Expertise Centre (DEC)
Ethiopia	fistula operations	ISEE Urk	Ithiel MCH
Ethiopia	PGM 2024 Partners in Education		Partners in Education Ethiopia
Ethiopia	agricultural training for young people	4YBIN Foundation ?For Youth Business Innovation Network	4YBIN Ethiopia
Ethiopia	PGM 2024 The Well in Action		The Well in Action (TWA )
Gambia	Building out school facilities Hope Academic Center	Education for Gambia Foundation	Hope Academic Center Foundation
Gambia	Water project	Mama Africa for Gambia Foundation	Mama Africa for Gambia Foundation
Gambia	Project in Gambia	Bonfari Foundation	Village Development Committee Tintinto Sotokoi
Gambia	Phase 1B/2 construction and renovation maternity clinic Brufut	Brufut Vooruit Foundation	Foundation Brufut Forward
Gambia	construction of 3 classrooms Nyofelleh lower Basic school	Chef Childcare Education Foundation	Childcare Education Foundation Gambia (CHEF)
Gambia	Vocational training for people with disabilities	Small Steps 2 Success Foundation	Small steps 2 success Gambia
Ghana	School renovation	Wings of Support	Service Awareness Support Organisation (SASO)
Ghana	Microcredit for Tumi graduates	Nkoso Foundation	Tumi Ghana
Ghana	Year 3 - Rights and equal opportunities for (street) children in Ghana	Adamfo Ghana Foundation	Catholic Archdiocese of Kumasi - Street Children Project
Ghana	Purchase minibus for hospital	Berekum Foundation	Catholic Diocese of Sunyani
Ghana	Solar panels phase 2 + food forest for sheltered workshop	Clear Mind Foundation	Clear Mind Foundation
Ghana	Greenhouse farming	Treasures International Ministries Foundation	Treasurers Foundation
Ghana	Bee project	IMPACT Foundation direct	Vulnerable Aid Organisation
Ghana	Construction district hospital	Friends of Bawku Foundation	Presbyterian Regional Eye Centre
Ghana	Training masons to build Calabash tanks	Ghana Foundation across the Jssel	Bongo Ateel-Taaba Group
Ghana	computer lab junior high school	Quashie School Project Foundation	Empower Playgrounds Ghana
Ghana	EMDR therapy for psychologists	Trauma Aid NL Foundation	Korle Bu Teaching Hospital
Ghana	New washing machines for Holy Family Hospital	Berekum Foundation	Catholic Diocese of Sunyani
Ghana	Water security through Mechanised Borehole Drilling	IMPACT Foundation direct	Pinasol Foundation
Ghana	Match Funding WACSI 2024-2025		WACSI
Ghana	Liquid soap production training	Treasures International Ministries Foundation	Treasurers Foundation
Ghana	Construction of 23 water pumps	Ghana Children's Aid Foundation	Heart for Children Foundation Ghana
Guatemala	Purchase of a plot of land for Carpenter's School Alotenango	Foundation Carpentry Project Guatemala	Asociacion Proyecto Carpinteria Guatemala
Guatemala	Corporatisation of AGDI	Flor Ayuda Foundation	Asociación Guatemalteca de Desarrollo Integral (AGDI)
Guatemala	Capacity building of teachers NdG and public schools	Niños de Guatemala Foundation	Niños de Guatemala
Guatemala	Training mind and hearts, SEE learning, Teacher Development Programme	Marky Foundation	ONG Mindful Guatemala
Guatemala	Quality improvement of education	StartUp4kids Foundation	Asociacion Yabal Guatemala

Project country	Subject	PDI	LPO
Haiti	Distribution of eating utensils for schoolchildren	Jarikin Foundation	Bureau de Nutrition et Développement (B.N.D.)
Haiti	Growing rice and vegetables in Haiti	VZW OSJOSMA	OSJOSMA Orphelinat
India	Computers and solar panels high school	Helping Hands Foundation	Udavam Karangal Educational trust
India	Education	Don Bosco Foundation	Bosco Seva Kendra (BSK) Planning and Development Office of the Salesians of Don Bosco, Hyderabad
India	Rehabilitation home for Leprosy patients	Pavlos Culture-Adventures Foundation	Sivananda Rehabilitation Home
India	Education project homework classes	Colourful Children Foundation	Holy Cross Ministries
India	Schoolbags	Amadhi Foundation	Karunala Social Service Society
India	Children's rights programme	Raja Foundation	Bangalore Oniyavara Seva Coota (BOSCO)
India	Final phase 1 million trees project	Jalihal Foundation	Yerala Projects Society (YPS)
India	WGK Information activities for pregnant women	Chain Reaction Foundation	ASHA Foundation
India	New construction phase rehabilitation centre	Amadhi Foundation	Social Action and Value Education Trust (SAVE)
India	Training capacity building	Net4kids Aid Foundation (The Base A)	Society for Serving Humanity
India	Echo device for Gayathri Hospital	Helping Hands Foundation	Sri Gayathri Medical Mission & Research Foundation (SGMMRF)
India	Spending Matchfunding programme funds		Smile Foundation
India	Sewing machines and laboratory equipment for JCC	Helping Hands Foundation	Udavam Karangal Educational trust
India	Construction of Rehabilitation Centre for ex child workers and Community Centre	Amadhi Foundation	Social Action and Value Education Trust (SAVE)
India	Construction of a tailoring training centre	Castricum Helps Muttathara Foundation	Rural Christian Leper's Welfare Association
India	Starschool model project		Youth Council for Alternative Development (YCDA)
India	Reviving Himalayan resources and seeds - focus on Than and Biden villages	Himalayan Resources Foundation	Uttarakhand Jan Jagriti Sansthan (UJJS)
India	Water supply and toilets	Sari Foundation	Society for Women Education and Economic Thrust (SWEET)
Indonesia	Community-based rehabilitation training for people with intellectual disabilities	Camelia Foundation	Yayasan Kristen Panti Asih Pakem
Indonesia	Construction school part 2	World Harvest Foundation (Europe)	World Harvest Indonesia
Indonesia	Organic farming garden at kindergarten (part II)	Yasap Netherlands	YASAP Tarus
Indonesia	Follow-up project	Learning for Life Bali (formerly Pacung-Bali Fundraising Foundation)	Yayasan Gemah Ripah Pacung (Y.G.R.P.)
Indonesia	Second classroom at Kejora basecamp	Kejora Karimunjawa Foundation	Yayasan Kejora Karimunjawa
Indonesia	Event development skills for teachers	Maasdriel Foundation supports its missionaries	Yayasan Salib Suci
Indonesia	Adapt water source and install public toilets	Happy Green Islands	Toma Majo Lease
Indonesia	Community Climate Change Resilience	Global Exploration Foundation	DeTara Foundation
Indonesia	Sewing training for the disabled	Nativitas Foundation	Yayasan Help Flores! (YHF!)
Indonesia	Vaccination campaign	Benjamin Foundation	Yayasan Westerlaken Alliance
Indonesia	From Craft to Commerce: Elevating Ikat Artisan's business skills	Center for Culture and Development - The Netherlands	Ina Manenu
Indonesia	Skills training mothers in Jayapura	HAPIN Foundation	Yayasan Frans Lieshout (Yawu Papua)
Indonesia	Improving living conditions (socio-economic and care)	Pro-Kumpulan Foundation	Yayasan Maha Lesa Aboru
Cape Verde	Music school for children in underprivileged neighbourhood	Water for Life Foundation	Associação Agua para Viver
Cameroon	Construction and equipment of operating theatre at Bafoussam clinic	Maasdriel Foundation supports its missionaries	Holy Union Sisters
Kenya	Rebuilding kindergarten and extension with sports and library	Fursa Foundation	Fursa Centre Kenya
Kenya	Construction 4 classrooms Makhukhuni Primary School	Harambee Holland Foundation	Hongera Foundation
Kenya	My Global Impact 2023 - Upgrading of School Sanitary Facility - Kenya	Global Exploration Foundation	Rware High School
Kenya	Shammah Centre Kibera Vocational training for vulnerable youths	FAPADAG (facilitation and participation of disadvantaged groups)	Shammah Centre and Community Based Organisation Kibera
Kenya	A resilient organisation for vulnerable families - Annual plan 2024	Kidscare Foundation	KidsCare Kenya
Kenya	Match Funding KCDF 2024		Kenya Community Development Foundation (KCDF)
Kenya	Self-reliance women's group	Kenya-SALWO Foundation	Kenya-SALWO (CBO) (Shine a Light Widows and Orphans)
Kenya	Agricultural project at School	Project Lala Salama Foundation	Congo Primary School



Project country	Subject	PDI	LPO
Kenya	Refurbishing community clinic	Bona Baana Foundation	TEMAK (Teenage Mothers and Girls Development Group)
Kenya	Water & Sanitation at two schools	Pamoja Kenya Foundation	CBO/Foundation Pamoja Kenya
Kenya	expansion of chicken project	SOIL Foundation	Nyayada Poultry Group
Kenya	Computer facilities secondary school	Van Doorn Foundation	Lambwe Secondary School
Kenya	Renovation and expansion of Kasemeni Primary School	Saidia Kwale Foundation	MUUNGANO KASEMENI DEVELOPMENT GROUP
Kenya	Aid to Trade, agriculture project in Abossi (phase2)	Kupanda2Grow Foundation	Neighbour Initiative-Abossi CBO (CBO-NIG-Abossi)
Kenya	Multifunctional building	KOP Foundation (Kiandutu Outreach Project)	Macheo Children's Organization
Kenya	Building Global Bridges Digitally	MoMo education (Sister Schools Netherlands)	DEEP Kenya (Sisterschools Digital Educational Exchange Trust)
Kenya	construct and finish 4 Ablution Blocks	Global Exploration Foundation	Arch Bishop Ndingi Boys Secondary School
Kenya	Good Shepherd Academy (Year 2)	Share Foundation	Parish of St Martin of Tours Sultan Hamud
Kenya	Comprehensive community development pilot project ngoliba ward	Benjamin Foundation	Watoto Wenye Nguvu International Orphan Care (W.W.N I.O.C)
Kenya	Year 1 vusha community comprehensive programme- vccp	IMANI Foundation	Victoria Friendly Montessori (VFM CBO)
Kenya	Construction stay patients chemo treatment hospital	Inspire2Live Foundation	Comprehensive Community Care Initiative (C.C.C.I)
Kenya	WASH project	De Vincenslagh HL Foundation	Women in Action for Change
Kenya	Food security (water, vegetable greenhouse and agricultural training)	Pamoja Kenya Foundation	CBO/Foundation Pamoja Kenya
Kenya	To meet, to connect, to learn 2024	Teachers4Teachers Foundation	Teachers for Teachers Foundation
Kenya	Installing water pumps at farmers' premises	Namelok Foundation	Springs of Hope Self Help Group
Kenya	Sewing and tailoring programme	DEAL Foundation	Smart Nakuru
Kenya	Educational activities for vulnerable young people	Wings of Support	Kinyago Ladies CBO
Kenya	Electrification of Chemangat Primary School	Baron Jagear Foundation	CBO Giving Wings
Kenya	Disability Prevention and Rehabilitation Programme (DPRP)	Benjamin Foundation	The Action Foundation
Kenya	Provision of menstrual kits	Rotary Club Amsterdam International	Rotary Club Kericho
Kenya	Purchase piki piki (motorbike)	Dumari Foundation	ACTION Consultancy LTD
Kenya	Construction pregnancy clinic	Normal Difference Mind Health Project Foundation	Yogalink Kenya
Kenya	Low vision project	Lions Fight for Sight The Netherlands Foundation	KSB ? Kenya Society for the Blind
Kenya	New eye clinic construction	Lions Fight for Sight The Netherlands Foundation	AIC Litein Hospital
Kenya	Sustainable Chicken Rearing	Kadowinja Foundation	Kind Heart Organisation
Kenya	Tudor Special Needs Vocational Training Centre	Dutch Down Support Foundation	Tudor Vocational Training Centre
Kenya	Water supply for HIV/AIDS self-help group		Nyayada Poultry Group
Kyrgyzstan	Preventing domestic violence by training children and teachers	Elnura Foundation	Centre for the Protection of Children (CPC)
Kosovo	Pilot education programme in Gjakove (Kosovo)	Chaim Foundation	Community & Business Development Centre (CBDC)
Liberia	LEEF solar energy project for a school	Liberia Entrepreneur Educational Foundation (LEEF) Belgium	Liberia Entrepreneur Educational Foundation School Liberia
Liberia	Rehabilitation school part 2	My Little Haven!	My Little Haven Foundation Liberia
Malawi	Kitchen for new hostel at school for MMB	Miriam Foundation in Malawi	Diocese of Dedza
Malawi	TEVET Masterplan Phase 4 TDCC - 2 classrooms + toilets	Verburg Charity Foundation	TDCC ? TEEM Development Centre College
Malawi	TEVET Masterplan Phase 4 - Stephanos - SVTI	Verburg Charity Foundation	Stephanos Foundation Malawi
Malawi	TEVET Masterplan Phase 4 - ECOM VTI	Verburg Charity Foundation	EVTI ? ECOM Vocational Training Institute
Malawi	TEVET Masterplan Phase 4 - FACE - FVTI	Verburg Charity Foundation	FVTI - FACE - Financial Assistance Change Education
Malawi	Year 3 - Building care for the visually impaired at Mzuzu Central Hospital	Lions Fight for Sight The Netherlands Foundation	BICO - Blantyre Institute for Community Outreach
Malawi	Construction operation unit eye surgery	Verburg Charity Foundation	Mulanje Mission Hospital
Malawi	Renovation of administration office at Ekwendeni Mission Hospital	Cypressa Foundation	Ekwendeni Mission Hospital
Malawi	Construction of Community Based Childcare Centre (day care / kindergarten)	Give2Grow Foundation	CHIDESO - Child Development Support Organisation
Malawi	Empowering vulnerable women/girls	Day for Change	Hope for Relief
Malawi	Development Maziko Youth Farm - phase 2	Youthure Foundation	C with B - Conserve with Benefit

Project country	Subject	PDI	LPO
Malawi	Purchase of teaching materials and initial capital IGA for vocational training	St. Friends of St. John's, Mzuzu	Sonda Technical & Vocational Institute
Malawi	Phase 2 - Renovation Primary School Mganja	Nazareth Foundation Malawi	Diocese of Dedza
Malawi	Phase 2 - Renovation and upgrading Chingazi Rural Hospital	Verburg Charity Foundation	EBC - Chingazi Rural Hospital
Malawi	2 staff houses, bus and spare batteries for hostel at school for MMB	Miriam Foundation in Malawi	The Registered Trustees of the CMC Mission
Malawi	Purchase YAG laser device for eye care glaucoma	Lions Fight for Sight The Netherlands Foundation	Zomba Central Hospital
Malawi	New ambulance for rural hospital EBC	Mission in Africa Foundation	EBC - Chingazi Rural Hospital
Malawi	Building and setting up Business Centre tbh revenue centre MMB	Verburg Charity Foundation	Tidzalerana Shelter for People Living with Disabilities
Malawi	Two field training series in 2025 - OneHeartMalawi VTC	OneHeartMalawi Foundation (Netherlands)	Oneheart Foundation (SO)
Malawi	Business Incubation Centre - land acquisition	Verburg Charity Foundation	Youth Enterprises
Mali	Year 1: Stop female genital mutilation	Foundation Stop Female Genital Mutilation	Moussou Dambé
Mali	Year 3: Green Desert	Partners Pays Dogon	Association Dogon Initiatives
Mongolia	Renovation sports field for secondary school No 16	Global Exploration Foundation	Source of Steppe Nomads NGO
Mongolia	Community development year 2: education, health and income	Foundation Friends of Source of Steppe Nomads Mongolia	Source of Steppe Nomads NGO
Mozambique	Rehabilitation project dormitory district hospital Milange	Verburg Charity Foundation	ESPANOR - Esperança Para Novo Rebento
Mozambique	Nursery & Primary Education Campus (Phase 4)	Verburg Charity Foundation	Igreja Reformada en Mocambique
Mozambique	Nursery School Programme 2024-2027	Verburg Charity Foundation	ESPANOR - Esperança Para Novo Rebento
Namibia	Capacity building and self-reliance Penduka year 2	Penduka Multicultural Foundation	Penduka Trust
Namibia	Construction wood and metalwork local	Lighthouse Ministry NL Foundation	Lighthouse Children & Youth Ministry
Nepal	Education project in Helambu	Nepal Foundation	HEAL Nepal
Nepal	Individual health care (ENT, oral and eye health)	Nepal Foundation	Dhaulagiri Integrated Rural Development Centre (DIRDC)
Nepal	My Global Impact 2023 - Mount Kailash School Stage Renovation - Nepal	Global Exploration Foundation	Mount Kailash school
Nepal	Education project in Helambu - HEAL	Nepal Foundation	WVAF Nepal
Nepal	Voluntary Corps Nepal (VCN) and Warming Harts (WH) Renovating schools Jajarkot	Nepal Foundation	WVAF Nepal
Nepal	Completion of HEAD Dream Home in Simikot	Nepal Foundation Gives!	Himalayan Education And Development (HEAD Nepal)
Nepal	Safe At School (SAS): the construction of a new kitchen and toilets in a school	Medora Belgium vzw	Community Help Centre Nepal
Nepal	Holistic approach to development village Haripur	Foundation 2 out of 52	LIFELINE
Nepal	Dental project in seven villages from Tukuche tol lam	Dhampus Foundation	Health & development society Nepal (HDSN)
Nepal	Training for Sherpa women running tea houses in Rolwaling	Nepal Foundation	Rolwaling Sangag Choling Monastery
Nepal	Outcome and Situation Analysis of "Quality Improvement for Schools in Gorkha"	Student Projects Nepal Foundation (SPN)	Sarathi Nepal
Nepal	Integral village development in Sindhupalchowk	International Council for Friends of Nepal (ICFON) Foundation	Integrated Self-help Association for Rural Development (ISARD)
Nepal	Building community forest in Chitwan - Year 2	Soul Venture Foundation (Charitable foundation of Ricksja Travel)	Sapana village social impact (SVSI)
Nepal	Microfinance project	Kula Loans International Foundation	Dhulikhel Hospital
Nepal	Establishment of Disaster Preparedness and Management Hub Centre	Nepalimed Holland Foundation	Dhulikhel Hospital
Nepal	Computer lab for school Shree Dipendra	Children of the World Foundation	Jagriti Child and Youth Concern Nepal
Nepal	Expansion of Day Care Centre for Children with Autism	Nepal Foundation	Autism Care Society Gandaki (ACSG)
Nepal	Reconstruction of SERC school in Nepal	Global Exploration Foundation	Special Education and Rehabilitation Centre for Disabled Children (SERC) in Kathmandu/ Nepal
Niger	Reforestation project in Darey-Goro	S-Eau-S Sahel NPO	Association Nigérienne de Volontaires pour le Développement Rural (ANVDR)
Nigeria	Renovation of classrooms	Spring of Life Foundation	Life and Light comprehensive college
Uganda	WGG: Waste site for clean environment	7Senses	Ameenah Women's Tailoring Group
Uganda	Dormitory for Girls at High School	Global Exploration Foundation	Busaba Seed Secondary School
Uganda	Developing a communal garden	Crane Foundation	Society of Missionaries of Africa Adjumani
Uganda	Year 2: School for midwives and nurses in Aber, northern Uganda	Equator Medicare Foundation	Registered Trustees of St. John XXIII Hospital Aber



Project country	Subject	PDI	LPO
Uganda	Tools and equipment for the workshops	Dutch Fair Innovation Foundation	St. Denis Vocational Training Centre Bukerere
Uganda	EMDR training Uganda	Trauma Aid NL Foundation	EMDR Uganda
Uganda	Reusable shopping bag project	The Horn Foundation	Mitandi Women and Orphans Care
Uganda	WGK: Training for physically disabled and hearing-impaired young people	Van Doorn Foundation	Pacer Community Polytechnic
Uganda	WGK: Renovation kindergarten Happy&Joy	Happy and Joy Foundation	Happy & Joy Nursery School Daycare Centre
Uganda	Three-year vision for KACHICA (2023-2025) - Year 2	Mirembe Foundation	Kamuli Childcare Association (KACHICA)
Uganda	dismantling of vocational training centre	NPO Kiyodel	KYODEL Company Limited by Guarantee (Uganda)
Uganda	Training programme for 100 women	Lot Foundation	Mother's Heart Uganda
Uganda	Mushroom growing project	EducAIDed	KUWA
Uganda	Adult education, agricultural extension , trauma healing	Protestant Congregation Hoofddorp	NUFOBO
Uganda	building additional 2 classrooms, 5 toilets and washroom for girls	Kabira Foundation	Kabira Foundation - Uganda
Ukraine	Early care for children with disabilities - year 3	Soft Tulip Foundation	Ukrainian Association of Early Intervention (UAEI)
Ukraine	Setting up a community centre in a warehouse in Moshchun	Hope4Ukraine	Fight for Freedom Ukraine
Pakistan	Education project Pakistan	Marianne Kok-Kampen Foundation	Youth Development Association (YDA)
Peru	Training room with 10 bedrooms	Foundation Huize Buitenveldert/ CM Pennings	ONG Mama Alice
Peru	Cooperation the state school Eleodoro Year 2/4	El Manguaré Foundation	Asociacion Civil ONGD "El Manguare"
Peru	Ahorro Comunitario en la Amazonía peruana	Foundation Huize Buitenveldert/ CM Pennings	ASOCIACIÓN COMPROMISO
Peru	Education for deaf persons and their environment (3/3)	Oportunidades Iguales Foundation (StOI)	Asociación Holanda
Peru	Capacity building of schools (Aflatoun and star schools programme) (year 2)	StartUp4kids Foundation	FINCA Peru
Peru	Materials for education, music lessons, English lessons and psychological help	Helping Hands Foundation	Grupo Yanapaq Maki Kuna - Helping Hands
Peru	Social welfare programme for the Cuzco region (year 3/3)	HoPe Foundation	Asociacion Civil Fundacion HoPe Holanda Peru
Peru	Year 2: Empowering vulnerable women	Solid International VZW	Asociación Manta Tejedoras Perú
Peru	Sex education for prevention of teenage pregnancy (Year I)	Solid International VZW	Desarrollo Integral del Adolescente (Dia)
Peru	Citizenship training to teachers	Miski Foundation - education in Peru	Asociación Misk'i Yachay- dulce sabiduría
Peru	Education project for adolescent mothers (back to school)	Foundation Huize Buitenveldert/ CM Pennings	Desarrollo Integral del Adolescente (Dia)
Rwanda	Visitors centre	Kisaro committee	ONG. CPPA. KISARO (CENTRE DE PERFECTIONNEMENT ET DE PROMOTION AGRICOLE DE KISARO)
Rwanda	radio for refugees	REF FM Foundation	REF FM RWANDA COMMUNITY BENEFIT COMPANY (CBC)
Rwanda	year 2 supporting families of deaf children	Fynn Foundation	Inclusive Rwanda
Senegal	Water pump for horticultural training	Diouma Senegal Foundation	CFP Thiadiaye
Senegal	Expansion of socio-cultural training centre	VZW De Blokkendoos	ANDO
Senegal	Two new sewing rooms for Satang Jabang vocational school	Kafontaine Foundation	Satang Diabang
Sierra-Leone	Year 3 Sustainable Hospital	Lion Heart Foundation	Lion Heart Medical Centre (LHMC)
Sierra-Leone	improve wound care	Masanga Foundation Netherlands	Masanga Hospital
Sierra-Leone	Building out a shop and equipping a sewing workshop	NPO Rinoo lighting lumière	Resilient in Empowerment and Advocacy for Live Skills - Sierra Leone (REAL SL)
Sierra-Leone	Water pump	S.K. BOB & U-CAP Films Foundation	S.K. Bob Foundation Sierra Leone
Somalia	latrines at schools	Chicos Foundation	Children's Aid Association (CAA)
Somalia	Construction of secondary school	Somalis Haarlem and Surroundings Foundation	Kisiwani Foundation
Sri Lanka	Poverty alleviation (vocational training, income gen. act. and micro-credit) 2	Sampath Foundation	Arthacharya Foundation
Sri Lanka	Care for children living with disability within their communities	Sarvodaya Foundation Netherlands	Sarvodaya Suwasetha Sewa Society Ltd.
Sri Lanka	Reintegration of young people in Batticaloa	Havonos Foundation	OMI - Jaffna Province
Sri Lanka	Inclusive education	Friendship Foundation	Dutch-Lanka Friendship Foundation (DLFF)
Sri Lanka	WGK: vocational training for people with disabilities	Van Doorn Foundation	Daya Mina - Sudaya Trust

Project country	Subject	PDI	LPO
Sri Lanka	Finish chilli processing plant	Theo de Wit Foundation - Lanka Education Fund	SAFE Foundation
Sri Lanka	Construction preschool	ACNS Project Aid Foundation	Social and Economic Development Centre - SEDEC Vanni
Sri Lanka	WASH projects in rural areas (year 3)	Sri Lanka Disadvantaged People Foundation (SKSL)	Disadvantaged S L Foundation (KSFL)
Sri Lanka	New mode of transport	Mullai Foundation	OMI - Jaffna Province
Sri Lanka	E-learning programme - phase 3	Rockids Foundation	Caritas Valvuthayam Mannar
Sri Lanka	Year 3: fostering self-reliance fishing communities	S2T Sri Lanka (Foundation Home and Future Sri Lanka)	Miridiya
Sri Lanka	Microcredit for women: tbv leadership and entrepreneurship	Rockids Foundation	Prosperous Life
Sri Lanka	Construction preschool	Need 4 Care Foundation	EHED CARITAS Trincomalee
Sri Lanka	Improving living conditions in several villages	Havonos Foundation	OMI - Jaffna Province
Suriname	Expansion of classrooms Primary school with remedial teaching	RIYOS Foundation	RIYOS Suriname Foundation
Suriname	Project Horizon: An Adaptive Future for Education	B&R Health Care	Matuku Educational Centre Foundation
Suriname	Suicide prevention among young people (year 2)	Shaan Creations International Foundation	Shaan Creations Suriname Foundation
Syria	Women's centre	Humanitarian Aid Syria Foundation (SHHS)	NEW START
Syria	Reconstruction project Al Ard Syria	Elefunds donation management foundation	Society of Jesus (Jesuits) in Syria
Syria	Diagnosis centre Al Bab	Humanitarian Aid Syria Foundation (SHHS)	NEW START
Tanzania	Construction school	Moving Mountains Foundation	NGO Africa Amini Alama
Tanzania	Ndabwa Water Supply, Calabash, Agriculture resource centre.	SPOT Tanzania	Chamavita
Tanzania	Support school project District Sengerema, Tanzania	Foundation support school fees	Safe Space For Children and Young Women Tanzania (Safe Space Tanzania)
Tanzania	My Global Impact 2023 - Girls toilets - Tanzania	Global Exploration Foundation	High Peaks Expeditions LTD
Tanzania	Youth Business Center - phase 2 (refining and expansion)	For Iron I Gave Gold	Rafiki Social Development Organisation
Tanzania	Machines and tools vocational training	Van Doorn Foundation	St. Joseph Vocational Training Center Chipole
Tanzania	Eye care instruments for Ndala hospital	Lions Fight for Sight The Netherlands Foundation	Ndala Hospital
Tanzania	Participatory Grantmaking 2024		Foundation for Civil Society (FCS)
Tanzania	Match Funding FCS 2024-2025		Foundation for Civil Society (FCS)
Tanzania	Sanitation project for Longido Secondary School	Global Exploration Foundation	High Peaks Expeditions LTD
Tanzania	Greening the living environment and raising awareness around climate change	Digital Education Africa Network (DEAN)	Draft 1
Tanzania	FA2T Project	Global Agricultural Development Foundation	Community Empowerment Towards Sustainable Development (CETOSUDE)
Tanzania	DISABILITY PREVENTION AND REHABILITATION PAMOJA PROGRAMME (DPRPP)	Benjamin Foundation	CBIDO
Tanzania	Gynaecologist and training for Sumve hospital	Sumve Hospital Foundation	Sumve District Designated Hospital
Tanzania	Improving access to pre-primary education in rural areas	Kidshare Foundation	Maasai Pastoralist Devote Initiatives (MPDI)
Tanzania	Improving access to pre-primary education in rural areas	Kidshare Foundation	Tanzania Women Research Foundation (TAWREF)
Tanzania	Project for Singe Secondary school renovation	Global Exploration Foundation	High Peaks Expeditions LTD
Tanzania	More water for people near Rubya	NW Tanzania Education Promotion Foundation	Foundation promotion education for northwest Tanzania
Tanzania	Meserani Nursery & Primary Education Project (Phase 1)	Verburg Charity Foundation	NGO ACODETA (Advocacy for Community Development Organisation)
Tanzania	Emergency obstetric care training	SINTAN IP Foundation	Mater Dei Africa (MDA)
Tanzania	Completion of Chambanda Dispensary	Foundation support school fees	ECOFO (Eco Farming Organisation)
Tanzania	Building of the Work&Shop Creative Center	Society of Africa Missions (SMA) / Bresillac Foundation	Work&Shop Creative Center
Tanzania	Renovation of classroom	Mazingira Netherlands Foundation	Mazingira Community Development Forum
Togo	Construction school library	VZW Soucoul Togo	Association pour la Culture, l'Éducation et le Tourisme au Togo (ACET - Togo))
Togo	Computer room, 3 latrines and 3 water pumps for Kpékpéta	Tomoka Support Foundation	Tomoka
Zambia	Setting up SMART centre in Petauke - year 3	Jacana Foundation	Jacana Foundation Zambia
Zambia	A new car for Home of Hope	Friends of Home of Hope St. Lawrence Foundation	St. Lawrence Home of Hope
Zambia	CHILDREN'S WARD RENOVATION PROJECT	Weaverbird Foundation	Lumezi Mission Hospital



Project country	Subject	PDI	LPO
Zambia	Renovation of hospital laboratory	St. Francis' Hospital Foundation - St Francis Mission Hospital Medical Support Group	
Zambia	Training pig and chicken farm	Friends of Zambia ASBL	Congregation Sisters of the Child Jesus
Zambia	Water pump with solar panels and community high water tank	ProjectsNow Foundation	Nanyanga Committee Development Foundation (NCDF)
Zambia	Construction staff housing at hospital	Fountain Force Foundation	Fountain Force Foundation Lumimba
Zambia	building a sanitary block with running water	Hetty Danes Foundation for Zambia	Hetty Danes Combined School
Zambia	Buy land and build emergency shelter for teenage mothers	Amake Foundation	Amake teen mothers organisation
Zambia	construction of three water boreholes in Nkulamaziba (Mumbwa district)	ZAP - Zambia Allocation Program	ZAP - Foundation Zambia
Zimbabwe	Staff training and eye care for visually impaired children	Lions Fight for Sight The Netherlands Foundation	Vision Ability Zimbabwe
Zimbabwe		Mpilo Foundation	iMpilo Zimbabwe Trust
South Africa	Operationalising clinic expansion in township	Rhiza Foundation	Rhiza Babuyile
South Africa	Sustainable empowerment of people and refugees living with HIV year 1	ICAN Trust Foundation (International Christian Aids Network)	Sister Mura Foundation
South Africa	Healthy eating awareness programme	Ibhongo Foundation	Masi Creative Hub
South Africa	Construction of 2 extra classrooms for Rainbow Angels group	Victory4All Foundation (Netherlands)	Victory4All Foundation Trust (South Africa)
South Africa	Quality improvement After School Programme year 2	Tjommie Friends Foundation	Ndlovu Medical Trust t/a Ndlovu Care Group
South Africa	True North Rainbow Development Framework	Mzamomhle Foundation	True North Consulting NPC
South Africa	After-school programme: surfing, education and empowerment	Surfpop Foundation	Surfpop Foundation
South Africa	Family strengthening to prevent family breakdown - year 1	Foundation Give a Child a Family Netherlands	Give A Child a Family (GCF)
South Africa	GED Programme for youth unemployment	Wings of Support	The Sozo Foundation
South Africa	Renovating preschool and training teachers	Mzamomhle Foundation	SEEDS Trust
South Africa	Construction of two Cruyff Courts	Rhiza Foundation	Babuyile Community Development Trust (BCDT)
South Africa	Organisational strengthening: staff conference, renovation, buy bus and after-school act.	Kerk aan de Linge: Diaconate Protestant Church in Leerdam	NorSA
South Africa	Scaling capacity for every child a home	Global Exploration Foundation	House Andrew Murray Child and Youth Care Centre
South Africa	Purchase of bus (16 seater)	Wings of Support	West Coast Kids
South Africa	Isisekelo year 1 (addressing HIV/AIDS and making organisation sustainable)	Zulu Aid Foundation	Hillcrest AIDS Centre Trust (HACT)
South Africa	Training midwives maternity clinic	Turn the Tide Foundation	Sensitive Midwifery Foundation
South Africa	Purchase 9-seater bus for after-school tutoring	Wings of Support	Clever Kids Homework Centre
South Africa	Inclusion of children and young adults with disabilities - year 1	Africa Tikkun Netherlands	Africa Tikkun NPC
South Africa	Building and starting pre-school	Build the Future NL	Build the Future ZA
South Africa	Renovation retirement home	Dordrecht-Dordrecht city link	ACVV Nerinahof Residential Facility
South Africa	Bus purchase	Wings of Support	Sibongile Day & Night Care Centre

# Partners we work with

**You don't fight poverty alone. The bigger the social movement is, the more we can get things done together. Wilde Ganzen works with many organisations, such as these:**

- **4de Pijler**

Umbrella organisation representing the interests of PDIs in Belgium. Thanks to this cooperation, Flemish organisations can also submit project proposals to us.

- **BCN**

Better Care Network Netherlands. Organisation that aims to improve assistance to children without proper parental care in developing countries.

- **CIGS**

The European Network for Citizen Initiatives for Global Solidarity (CIGS). A partnership with nine other European organisations. With this network, we aim to support and further develop PDIs across Europe.

- **Civicus and Resource**

Civicus connects civil society organisations worldwide. Resource Alliance connects fundraisers worldwide. Both network organisations have attached their names to Change the Game Academy, underlining the importance and quality of the trainings.

- **DCDD**

Dutch Coalition on Disability and Development. For support of organisations in developing countries working for inclusion and emancipation of people with disabilities.

- **FIN**

The FIN is the trade association of funds and foundations in philanthropy. Wilde Ganzen became a member in 2024.

- **GCE**

Global Campaign for Education Netherlands. Wilde Ganzen is a member of the Dutch branch of this networking organisation focused on lobbying and knowledge sharing for better education.

- **INTRAC**

UK research company. Evaluates the results of Change the Game Academy.

- **Ministry of Foreign Affairs**

The Ministry of Foreign Affairs in the Netherlands funds the Giving for Change programme.

- **Nacht van de Fooi (Night of the Tip)**

National student initiative that raises money for projects in collaboration with Wilde Ganzen.

- **National Postcode Lottery**

In 2023, we again received 900,000 euros from the National Postcode Lottery (NPL), for which we would like to thank all NPL participants. In addition, the NPL supports the Strengthen the Roots programme.

- **NCOI**

Dutch training institute. Officially recognises Change the Game Academy's training courses, enabling participants to obtain a formally recognised diploma.

- **NWP**

Netherlands Water Partnership. This networking organisation for the water sector supports international water projects.



- **Partin**  
Umbrella organisation representing the interests of PDIs.
- **Partos**  
Trade association for development cooperation. Takes part in improving approaches to poverty reduction and sharing knowledge with other organisations in the Netherlands.
- **Platform Disability Care**  
Platform of PDIs in the Netherlands engaged in supporting partners and projects targeting people with disabilities in developing countries.
- **Radboud University**  
A multi-year partnership is ongoing with the Department of Cultural Anthropology and Development Studies at Radboud University on the long-term outcomes of PDIs.
- **Global Exploration Foundation**  
Aims to engage young people in global citizenship. Together, we are working on new ideas to get young people more involved with Wilde Ganzen
- **Vice Versa**  
Journalistic platform focusing on global issues. With articles and meetings such as the World Café, we work with Vice Versa to promote global citizenship and try to raise awareness of our views on poverty reduction in the sector.

# National Partner Organisations – Change the Game Academy

## To conduct training and coaching

- CESE (Brazil)
- Association Burkinabè de Fundraising (Burkina Faso and other French-speaking Africa)
- Development Expertise Centre (Ethiopia)
- Kenya Community Development Foundation (Kenya)
- Uganda National NGO Forum (Uganda)
- West Africa Civil Society Institute (Ghana and other English-speaking West Africa)
- The Foundation for Civil Society (Tanzania)
- Smile Foundation (India)
- The Institute for Monitoring and Evaluation (Sri Lanka)
- Assembly of Social Mobilisation (Sri Lanka)
- Cooperation Committee for Cambodia and Advocacy Policy Institute (Cambodia)
- Advocacy and Policy Institute (Cambodia)
- Rhiza Babuyile (South Africa and other Southern Africa)
- Satunama (Indonesia)
- Casa Gambia (Gambia)
- Corporación Podion (Colombia and Andean region)
- Nepal Center for Integrated Development (Nepal)

## To further develop Change the Game Academy

- Intrac
- Podium
- Resource Alliance
- NCOI
- Civicus
- Edukans
- Africa Philanthropy Network
- Global Fund for Community Foundations
- Club de Fundraising





# Codes and guidelines

**In addition to all relevant legal provisions (such as the General Data Protection Regulation), we follow the following codes and guidelines**

- CBF Accreditation Scheme
- SBF code for good governance
- Guideline 650 and Guideline C2 (part of for Annual Reporting Guidelines) and recommendation Application Guideline 650 'management and administration cost allocation'
- Charity recognition scheme
- Charity Directors' Remuneration Scheme
- Handbook on responsible financial management
- Handbook on Processing of Commitments to Partners
- Handreiking Verwerking en waardering van Nalatenschappen belast met (vrucht)gebruik (Handbook on Processing and Valuation of Inheritances entrusted with (usufructuary) use)
- ANBI scheme
- ISO 9001:2015 and Partos 9001:2015 standard
- DDDN code of conduct (Fieldmarketing)
- Code of conduct for inheritance
- Better Care Network guidelines (such as the guidelines on the use of volunteers in work with children abroad) and the codes/guidelines they are based on (such as the Stockholm Declaration on Children and Residential Care)

Deadline for achieving the targets below is 31 December 2024.

Goals	Result
<b>Boar</b>	
<ul style="list-style-type: none"> <li>Renewed travel policy has been implemented: lessons learned from project trips are structurally fed back within the organisation via staff meetings or intranet.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Cloud management and ICT has been researched and purchased green as much as possible.</li> </ul>	Partially achieved
<b>Human right</b>	
<ul style="list-style-type: none"> <li>Implementation rules on 'child protection' ready and effectively rolled out to partners.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Policy plan to become more gender-sensitive is implemented.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Policy plan to work from inclusion and diversity is created and applied.</li> </ul>	Partially achieved
<b>Employees/workforce</b>	
<ul style="list-style-type: none"> <li>A growing percentage of our workforce and Supervisory Board has a non-Dutch background, disability or other distance from the labour market.</li> </ul>	Retrieved
<b>Environment</b>	
<ul style="list-style-type: none"> <li>Our catering is basically vegetarian, with an eye for diversity.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Guideline for preventing environmental damage in projects is in use.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Our CO2emissions have been offset annually through our own climate fund.</li> </ul>	Retrieved
<ul style="list-style-type: none"> <li>Climate Fund expands to include growing number of projects.</li> </ul>	Partially achieved
<b>Consumer topics</b>	
<ul style="list-style-type: none"> <li>Research has been done on the possibility for deployment engagement marketing.</li> </ul>	Partially achieved
<ul style="list-style-type: none"> <li>Grant proposal for sequel to Frame, Voice, Report! has been submitted.</li> </ul>	Retrieved



Doelen	Resultaat
<b>Fair business</b>	
<ul style="list-style-type: none"> <li>Employees include the CSR policies of prospective suppliers in selection criteria.</li> </ul>	Launch phase
<ul style="list-style-type: none"> <li>Employees score business partners in their supplier evaluation with at least a 3.5 on a five-point scale, starting from purchases of EUR 30,000.</li> </ul>	Launch phase
<b>Community engagement</b>	
<ul style="list-style-type: none"> <li>Advisory board Change the Game Academy is operational.</li> </ul>	Retrieved
<b>Monitor and communicate achievement of CSR objectives</b>	
<ul style="list-style-type: none"> <li>The annual report publishes the extent to which we have achieved the CSR goals.</li> </ul>	Retrieved
<ul style="list-style-type: none"> <li>Indicators are included in the organisation-wide measurement plan and KPI dashboard: progress is discussed biannually in the MT.</li> </ul>	Retrieved

# Reserves and Funds

**Wilde Ganzen has the following reserves in 2024**

## **Continuity reserve**

The continuity reserve covers short- and medium-term risks and ensures that Wilde Ganzen can continue to meet its obligations in the future. The continuity reserve is a reserve for ongoing organisational costs. The size is determined on the basis of a risk analysis and set as a percentage of the annual costs of the work organisation.

## **Earmarked reserves**

The limited use of reserves is determined by the board and is not an obligation. The board can remove this restriction itself. The earmarked reserves consist of

- Earmarked Assets Operations Reserve. This is a reserve for assets required for operations. The size is equal to the value of property, plant and equipment
- Earmarked reserves Target spending. This is a reserve for the future realisation of the target, so that commitments to projects and programme partners can still be made, even if revenues suddenly disappear
- Appropriated reserve Still to be settled Inheritances. This reserve was formed in connection with the processing and valuation of estates with usufruct. The size of this reserve is equal to the valuation of the relevant estates

## **Other reserve**

The other reserve is formed from results not earmarked for a specific purpose. Funds added to the other reserve should be spent in two years at the latest

## **Investment policy**

Wilde Ganzen's assets are managed in a non-risky manner. The objective of the investment policy is responsible asset management aimed at asset preservation. The investment horizon is medium to long, i.e. longer than 5 years. For the investment portfolio, the maximum interest in marketable securities is 45%. The interest in fixed-income securities is minimum 55% and maximum 75%. At least 30% of the fixed-income securities will be investments in government bonds or loans with an explicit guarantee from a government with a minimum rating of AA- or Aa3. Investments may only be made in bond loans with a rating of at least BBB- or Baa3

When choosing investments, not only financial criteria are considered, but also non-financial principles. Respect for people and planet is important to us. We follow the Responsible Financial Management Guide, the Global Compact Criteria and the ESG criteria. Investments in individual shares and bonds are tested against these criteria by an independent party, such as Sustainalytics. Investments in funds must at least comply with Article 8 of the Sustainable Finance Disclosure Regulation (SFDR)



The management is responsible for the investment policy. Implementation is delegated to three investment managers. The manager's mandate is laid down in an investment statute. This statute and the selection of the asset managers are approved by the Supervisory Board. The audit committee, consisting of members of the Supervisory Board, is responsible for monitoring the implementation of the investment policy. The asset managers provide reports at least quarterly and consultations with the asset managers are held at least twice a year. At least once a year, this is in the presence of the audit committee. A review of the investment statute will take place at least once every three years.

## Results of savings and investment (in euro)

	Actual 2020	Actual 2021	Actual 2022	Actual 2023	Actual 2024
Bond interest	52.035	62.693	63.434	94.397	337.967
Dividend	53.129	43.923	53.991	71.978	431.221
Gains of investment	525.374	1.032.031	-2.066.885	1.368.554	2.810.512
<b>Gross investment result</b>	<b>630.538</b>	<b>1.138.647</b>	<b>-1.949.460</b>	<b>1.534.929</b>	<b>3.579.700</b>
Investment costs	-49.666	-50.965	-52.444	-67.670	-145.597
<b>Net investment result</b>	<b>580.872</b>	<b>1.087.682</b>	<b>-2.001.904</b>	<b>1.467.259</b>	<b>3.434.103</b>
<b>Investment return</b>	5,9%	10,0%	-16,2%	5,0%	7,3%
<b>Average return 2020-2024 in %</b>	2,4%				
<b>Average return 2020-2024 in €</b>	913.602				
<b>Net result liquid assets</b>					
Interest on current bank accounts	-342	-14.962	-27.533	21.930	36.738

The annual average return is determined based on the value of the securities portfolio on the 1st of January and the 31st of December. As a result, the increase of the securities portfolio due to the donation for the Blue Ambition Fund of € 32 million in December 2023 had a significant effect on the investment return in 2023. This donation will be spent over a 20-year period.



# Budget 2025

in euro 1.000

**INCOME**

Income from individuals	10.960
Income from companies	73
Income from lottery organisations	1.061
Income from government subsidies	9.367
Income from other non-profit organisations	10.574

**Total income** 32.034

**EXPENDITURE**

**Expenditures for objectives** 31.889

**Fundraising costs**  
Fundraising costs 2.429

**Management and administration**  
Management and administration costs 950

**Total expenditure** 35.268

**BALANCE BEFORE FINANCIAL INCOME AND EXPENDITURE** -3.234

**Balance of financial income and expenditure** 2.476

**BALANCE OF INCOME AND EXPENDITURE** -758





# Relevant Key Figures Annual Report

in euro

	Actual 2023	Actual 2024
Income from individuals	9.241.350	10.116.958
Income from companies	65.804	191.390
Income from lottery organisations	1.013.629	1.090.200
Income from goverment subsidies	5.328.553	9.292.958
Income from other non-profit organisations	42.606.302	14.304.125
Total income	58.255.638	34.995.632
Expenditure for objectives	28.816.952	32.333.955
Fundraising costs as % of total income	3,5%	6,2%
Expenditures for objectives as % of total income	49,5%	92,4%
Expenditures for objectives as % of total expenditure	91,0%	90,9%
Management and administration costs as % of total expenditure	2,5%	3,0%
Number of FTEs	46,9	53,0

# Annual Accounts 2024





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# Balance Sheet as at 31 December

after appropriation balance of income and expenditure in euros

ASSETS		2024	2023
<i>Tangible fixed assets</i>	A	164.185	242.175
<i>Receivables and accrued assets</i>	B	2.131.049	2.008.261
<i>Securities</i>	C	49.014.098	44.871.813
<i>Liquid assets</i>	D	<u>4.740.764</u>	<u>12.063.205</u>
		<u>55.885.911</u>	<u>58.943.279</u>
<b>Total</b>		<u><b>56.050.096</b></u>	<u><b>59.185.454</b></u>
<b>LIABILITIES</b>			
<i>Reserves and funds</i>			
- Reserves	E		
Continuity reserve	E1	4.093.057	4.073.807
Earmarked reserves	E2	8.941.901	8.869.658
Other reserves	E3	<u>0</u>	<u>0</u>
		13.034.958	12.943.465
Funds	F		
Designated fund(s)		<u>32.988.587</u>	<u>30.183.167</u>
		46.023.545	43.126.542
<i>Provisions</i>	G	1.071.975	1.251.580
<i>Long-term debt</i>	H	1.111.795	1.930.579
<i>Short-term debt</i>	I	<u>7.842.781</u>	<u>12.876.752</u>
<b>Total</b>		<u><b>56.050.096</b></u>	<u><b>59.185.454</b></u>

# Statement of Income and Expenditure

in euro

## Statement of Income and Expenditure in euro

		Actual 2024	Budgeted 2024	Actual 2023
<b>INCOME</b>				
Income from individuals	J	10.116.958	10.363.374	9.241.350
Income from companies	K	191.390	70.060	65.804
Income from lottery organisations	L	1.090.200	1.008.500	1.013.629
Income from government subsidies	M	9.292.958	9.219.379	5.328.553
Income from other non-profit organisations	N	14.304.125	9.991.760	42.606.302
<b>Total income</b>		<b>34.995.632</b>	<b>30.653.073</b>	<b>58.255.638</b>
<b>EXPENDITURES</b>				
<b>Expenditures for objectives</b>	<b>O</b>			
Projects	O1	17.500.066	17.331.152	18.838.890
Programmes	O2	11.923.140	11.924.319	7.455.034
Information provision	O3	2.910.749	2.877.978	2.523.028
		32.333.955	32.133.449	28.816.952
<b>Fundraising costs</b>				
Fundraising costs	P	2.172.046	2.156.372	2.058.695
<b>Management and administration costs</b>				
Management and administration costs	Q	1.063.472	923.006	797.583
<b>Total expenditures</b>		<b>35.569.472</b>	<b>35.212.827</b>	<b>31.673.230</b>
<b>Balance before financial income and expenditure</b>		<b>-573.840</b>	<b>-4.559.754</b>	<b>26.582.408</b>
<b>Balance of financial income and expenditure</b>	<b>R</b>	3.470.841	1.545.000	1.489.189
<b>BALANCE OF INCOME AND EXPENDITURE</b>		<b>2.897.001</b>	<b>-3.014.754</b>	<b>28.071.597</b>
<b>Appropriation of balance of income and expenditure</b>	<b>S</b>			
<b>Addition/withdrawal from:</b>				
Continuity reserve		19.250		-395.856
Earmarked reserves		72.331		-517.161
Other reserves		0		-128.011
<b>Total reserves</b>		<b>91.581</b>		<b>-1.041.028</b>
<b>Total designated funds</b>		<b>2.805.420</b>		<b>29.112.625</b>
<b>BALANCE OF INCOME AND EXPENDITURE</b>		<b>2.897.001</b>	<b>-3.014.754</b>	<b>28.071.597</b>



# Cash Flow Statement for 2024

in euro

## Cashflow Statement for 2024 in euro

2024

2024

2023

### Cashflow from operational activities

Balance of income and expenditure

2.897.001

28.071.597

Adjusted for:

- Depreciation on tangible fixed assets

87.110

87.363

- Change in value of financial fixed assets

0

0

- Change in value of securities

-2.810.512

-1.368.554

- Change in provisions

-179.605

-104.390

- Interest and dividend income

-805.926

-188.305

### Gross cashflow from operational activities

-811.932

26.497.711

Changes/movements:

- Receivables and accrued assets

-122.788

-217.858

- Debts and deferred liabilities

-5.852.755

6.625.969

- Purchase of securities

-34.311.703

-44.380.941

- Sale of securities

32.979.931

14.231.437

- Interest received

374.705

116.327

- Dividend received

431.221

71.978

### Net cashflow from operational activities

-7.313.321

2.944.623

### Cashflow from investment activities

Investments in tangible fixed assets

-9.121

-11.506

Investments in financial fixed assets

0

0

### Total

-9.121

-11.506

### Total cashflow

-7.322.441

2.933.117

Summarised as followed:

Liquid assets end of financial year

4.740.764

12.063.205

Liquid assets start of financial year

12.063.205

9.130.088

### Change in liquid assets

-7.322.441

2.933.117

# Notes to the Annual Accounts

## General

Wilde Ganzen Foundation/IKON, with its registered office at Piet Mondriaanlaan 14 in Amersfoort in 2024, is a fundraising institution. Its main activities, besides fundraising consist of assessing and funding development projects, providing support for private initiatives, providing co-funding for subsidy programmes, and providing information in that context.

The annual accounts have been prepared in accordance with the Guideline 650 Fondsenwervende Instellingen (Guideline 650 for fundraising institutions).

The objective of the guideline is to provide insight into the costs of the organisation and the allocation of resources in relation to the objectives for which the funds were raised. This guideline is also one of the prerequisites for awarding the CBF seal. This is a seal awarded by the Centraal Bureau Fondsenwerving to fundraising institutions who comply with the requirements as set out in the Reglement CBF-Keur (CBF seal regulations). In 2001, Wilde Ganzen Foundation/IKON was awarded this seal and a reassessment in 2022 reinforced that Wilde Ganzen still complies with the established criteria.

## Continuity

These annual accounts have been drawn up in accordance with the going concern assumption.

## Reporting period

This annual accounts have been prepared based on a reporting period of one year. The financial year coincides with the calendar year.

## Accounting principles for the valuation of assets and liabilities and the determination of the results

The accounting principles applied to the valuation of assets and liabilities and the determination of the results are based on historical costs.

Unless otherwise stated, assets and liabilities are recognised at nominal value.

An asset is recognised in the balance sheet when there is reasonable assurance that its future economic benefits will accrue to the organisation and that these benefits can be reliably estimated. A liability is recognised in the balance sheet when there is reasonable assurance that its settlement will result in an outflow of resources embodying economic benefits and the amount of the obligation can be reliably estimated.

Income is recognised in the statement of income and expenditure when an increase in future economic benefit, related to an increase in an asset or a decrease in a liability, has occurred, the size of which can be reliably estimated. Expenses are recognised when a decrease in future economic benefit, related to a decrease in an asset or an increase in a liability, has occurred, the size of which can be reliably estimated.

Grant commitments deserve special attention in this regard. These often relate to multi-year obligations. A grant commitment arises after the board/management has made a decision in this matter and has made this known to the subsidy recipient, resulting in a legally enforceable or actual obligation. This obligation is recognised as a liability on the balance sheet and, at the same time, the expense is recognised in the statement of income and expenditure.

If a transaction results in virtually all future economic benefits or virtually all economic risks concerning an asset or liability being transferred to a third party, the asset or liability will no longer be recognised in the balance sheet. Furthermore, assets and liabilities will no longer be recognised in the balance sheet from the moment that they do not comply with the conditions regarding probable future economic benefits and reliable determination of value.

The income and expenditure are allocated to the period to which they relate.

The annual accounts are presented in euros, which is the functional currency of the organisation.

Use of estimates

The preparation of the annual accounts requires management to make judgments, estimates and assumptions that affect the application of the principles and the reported value of assets, liabilities, income and expenditure. The actual results may vary from these estimates. The estimates and underlying assumptions are continually assessed. Revised estimates are recognised in the period for which the estimate is revised and in future periods in which the revision has implications. In the opinion of the management, the following are the valuation principles which require estimates and assumptions and which are most critical to reflect the financial position of the organisation: the valuation of bequests and provisions.

Financial instruments

Financial instruments in the annual accounts comprise equities, bonds, other investments, liabilities, cash, long-term debts, creditors and other payables.

Financial instruments are recognised initially at fair value, in which the discount/premium and the directly attributable transaction costs are included.

The organisation makes use of a variety of financial instruments that expose the organisation to credit risk and liquidity risk. In order to manage these risks, the organisation has established a policy that includes a system of limits and procedures to mitigate the risks of unpredictable adverse developments in the financial markets and hence the financial performance of the organisation. The organisation does not use derivative financial instruments to manage the risks.

The credit risk of receivables from bequests, subsidies, interest and other receivables is practically nil. Receivables from bequests are based on the formal documents submitted by the notaries, receivables from subsidy programmes are based on agreements arising from ongoing programmes and interest relates to interest over the fourth quarter of 2024.

Wilde Ganzen has sufficient liquid assets, part of which is invested in securities. To date, no claim has been made on these securities.

The accounting principles for the valuation of these items after initial recognition are listed below by item.

Receivables

After the initial recognition at fair value, receivables are valued at amortised costs using the effective interest method, less write-downs. The amortised cost is equal to the nominal value if there are no transaction costs or discounts/premiums.

Securities

After initial recognition, the foundation’s investments in shares and bonds are valued at fair value. Changes in fair value are recognised in the statement of income and expenditure.

Dividends are recognised in the statement of income and expenditure when they are made payable.

Long-term and short-term debts and other financial obligations

After initial recognition, the foundation’s long-term and short-term debts and other obligations are valued at amortised costs using the effective interest method. The amortised costs is nearly equal to the nominal value if there are no transaction costs or discounts/premiums.

The repayment obligations of long-term debts which are due in the next year are included under short-term debts.

Accounting principles for the valuation of assets and liabilities

Tangible fixed assets

The tangible fixed assets are valued at their acquisition price, less cumulative depreciation and impairments.

The acquisition price consists of the purchase or manufacturing cost and other costs to install the assets in the state necessary for their intended use.

The depreciation is calculated as a percentage of the acquisition price according to the linear method based on the economic life span. Advance payments for tangible fixed assets are not depreciated.

Office buildings	10,0%
Inventory	20,0%
Other fixed assets	33,3%

Maintenance expenditure is capitalised only if it extends the useful life of the asset.

Decommissioned assets are valued at book value or lower realisable value.



### Impairments

Fixed assets are reviewed at each balance sheet date to determine whether there is any indication of impairment. If any such indication exists, the realisable value of the asset is determined. The realisable value is the higher of an asset's fair value or the value in use. If it is not possible to estimate the realisable value of an individual asset, the realisable value is determined of the cash flow generating unit to which the asset belongs.

### Disposal fixed assets

Fixed assets available for sale will be valued at book value or lower realisable value.

### Receivables and securities

The accounting principles for the valuation of receivables and securities are described under the heading Financial Instruments.

### Reserves

#### *Continuity reserve*

A continuity reserve is created to cover short-term risks and to ensure that the fundraising institution can continue to meet its current and future obligations. At Wilde Ganzen, the continuity reserve consists of a reserve for ongoing organisational costs.

#### *Earmarked reserves*

The spending restriction of the earmarked reserves (Operational management assets, Expenditure on objectives and Bequests in progress) is determined by the board. They are not obligations and the board has the authorisation to remove these restrictions. The size of the earmarked reserve for bequests in progress is equal to the valuation of the bequests with rights of usufruct and cannot yet be spent.

#### *Other reserves*

Other reserves relate to any reserves that remain after the aforementioned allocations.

### Funds

#### *Designated fund(s)*

Designated fund(s) refer to funds obtained with a specific purpose indicated by third parties.

### Provisions

#### *General*

A provision is included in the balance sheet when it relates to:

- a legally enforceable or actual obligation which is the result of a past event; and
- which can be reliably estimated; and
- the settlement of which is likely to result in an outflow of resources.

If (part of) the expenditure necessary to settle a provision is likely to be fully or partly reimbursed by a third party upon settlement of the provision, the reimbursement is presented as a separate asset. Provisions are valued at nominal value of the expenditure likely to be necessary to settle the provision and the losses.

#### *Provision for projects*

The provision for projects is formed for the committed premium to the projects and concerns the part of this committed premium related to the action result not yet received.

# Accounting Principles for the Determination of the Results

## **Income from private individuals**

This income is recognised in the year it is received.

## **Income from bequests**

Income from bequests is recognised in the year in which the deed of distribution or, in the absence of a deed of distribution, the statement of account is received. Payments in the form of advances are recognised in the year in which they are received.

## **Income from companies**

This income is recognised in the year it is received.

## **Income from lottery organisations**

Income from the annual contribution is recognised in the year of allocation. Income from the additional contribution is recognised when it is spent.

## **Income from government subsidies**

The income from government subsidies is recognised at the time the subsidy is spent. Because Wilde Ganzen is the lead agency for the Giving for Change programme and is accountable to the Ministry, all expenditures of the alliance members are included in the statement of income and expenditure, as well as the related grant income.

## **Income from other non-profit organisations**

The income from other non-profit organisations is recognised in the year it is received.

## **Expenditure for objectives and project obligations**

The project obligations are recognised as expenditure for their full term in the year in which the project decision is made and the committed action result and the allocated Wilde Ganzen premium result in an obligation. Any release of this obligation is recognised in the year in which it arises.

Spending by alliance partners under the Giving for Change programme is based on actual expenditure in the relevant financial year. Other programme commitments are recognised in the year in which the commitment is made. Any release of this obligation is accounted for in the year in which the release arises.

Other expenditures are recognised in the year in which the service is provided to Wilde Ganzen.

## **Fundraising costs**

The fundraising costs include all costs incurred to acquire the total income from fundraising, consisting of the direct fundraising costs and the related implementation costs of the own organisation.

## **Wages and salaries**

Wages, salaries, and social security charges are accounted for in the statement of income and expenditure under the terms of the employment to the extent they are payable to employees.

## **Balance of financial income and expenditure**

The realised and unrealised gains on investments are accounted for in the statement of income and expenditure in the financial year to which they pertain. Dividends are recognised in the financial year in which they are made payable. Interest income is recognised in the financial year to which it relates. Costs associated with the investments are deducted from the financial income.

Cost allocation

Costs are allocated per activity i. expenditure on the different sectors, ii. (subsidy) programmes, iii. information provision, iv. fundraising costs, and v. expenditures for management and administration, on the basis of the following standards:

- costs that can be attributed directly are directly allocated;
- costs that cannot be directly attributed are allocated based on the estimate time allocation of the individual employees relates for the purpose of the objectives, fundraising and management and administration. The costs are allocated pro rata and linked to the employee's salary costs.

The costs that are not directly attributable can be divided in percentage terms as follows:

	2024	2023
Personnel costs	81,4%	79,4%
Accommodation costs	3,2%	3,9%
Office and general costs	13,9%	14,9%
Depreciation and interest	1,6%	1,8%

Pensions

Wilde Ganzen Foundation/IKON has a pension regulation which is classified as a defined pension scheme. The pension scheme is administered by Pensioenfonds Zorg en Welzijn (PFZW). This concerns an industry pension fund and Wilde Ganzen Foundation/IKON has no obligation to pay additional contributions in the event of a deficit at the industry pension fund, other than paying higher future contributions.

The accounting principle is that the pension charge to be recognised in the reporting period is equal to the pension contributions payable to the pension fund for that period. A liability is recognised to the extent that the contributions payable have not yet been paid on the balance sheet date. If the contributions already paid on the balance sheet data exceed the contributions due, an accrued asset is recognised to the extent this will be reimbursed by the pension fund or settled with future pension contributions.

In relation to other pension commitments, the annual contribution is recognised as expenditure. Contributions due at year-end are recognised as a liability on the balance sheet.

Leasing principles

Leasing

The organisation may enter into financial and operational leases. Leases in which a significant portion of the risks and rewards of ownership are retained by the lessee are classified as financial leases. All other leases are classified as operational leases. The classification of a lease depends on the economic reality of the transaction rather than its legal form.

Operational leases

The foundation has entered into an operational lease as a lessee, whereby the lease objects are not capitalised. Lease payments in relation to the operational lease are recognised linearly in the statement of income and expenditure over the term of the lease.

Accounting Principles for the Cashflow Statement

Presentation

The cash flow statement has been prepared using the indirect method, distinguishing between cash flows from operational, investing and financing activities.

Accounting Principles for Fair Value

Determination of fair value

The fair value of a financial instrument is the amount for which an asset can be traded or a liability can be settled between knowledgeable, willing, and independent parties.

- The fair value of publicly-traded financial instruments is based on the bid price.
- The fair value of non-publicly-traded financial instruments is determined by discounting the expected future cash flows at a discount rate that is equal to the current risk-free market interest rate for the remaining term, plus credit and liquidity surcharges.



# Notes to the Balance Sheet

## A. Tangible fixed assets in euro

The movements in the tangible fixed assets can be shown as follows:

	Building	Inventories	Hard-ware/ Software	Total 2024	Total 2023
<b>Acquisition value</b>					
Balance on 1 January	229.484	303.839	54.694	588.017	576.511
Investments	7.079	1.170	1.071	9.320	11.506
Divestments	0	0	0	0	0
Balance on 31 December	<b>236.563</b>	<b>305.009</b>	<b>55.765</b>	<b>597.337</b>	<b>588.018</b>
<b>Decreciation</b>					
Balance on 1 January	85.575	210.509	49.759	345.843	258.480
Divestments			199	199	0
Depreciation	23.273	60.826	3.011	87.110	87.363
Balance of 31 December	<b>108.848</b>	<b>271.335</b>	<b>52.969</b>	<b>433.152</b>	<b>345.843</b>
<b>Book value on 31 December</b>	<b>127.715</b>	<b>33.674</b>	<b>2.796</b>	<b>164.185</b>	<b>242.175</b>

Tangible fixed assets are held for the purpose of conducting business.

## B. Receivables and accrued assets in euro

	2024	2023
Bequests	195.730	282.809
Interest on securities	153.390	62.615
Other subsidies to be recieved	176.384	0
Nationale Postcode Loterij	1.000.000	900.000
Programme receivables	478.133	675.039
Other receivables	127.412	87.799
<b>Balance on 31 December</b>	<b>2.131.049</b>	<b>2.008.261</b>

Programme receivables represent the balance amounts still to be received from cooperation partners under the Giving for Change programme.

The receivables excluding the bequests have a term of less than one year.

The receivables are retained for immediate use related to the objectives.

### C. Securities in euro

2024

2023

The securities are retained for investment.

Equities	18.842.311	38,5%	15.696.358	35,1%
Bonds	30.171.787	61,6%	29.175.455	65,0%

<b>Balance on 31 December</b>	<b>49.014.098</b>	<b>100%</b>	<b>44.871.813</b>	<b>100%</b>
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Both equities and bonds are valued at market value.  
Wilde Ganzen's assets are managed in a low-risk manner.

	Equities	Bonds	Total
Balance on 1 January	15.696.358	29.175.455	44.871.813
Purchases	8.180.495	26.131.208	34.311.703
Sales/Redemptions	-7.531.811	-25.448.120	-32.979.931
Gains on investments	2.497.269	313.243	2.810.512

<b>Balance on 31 December</b>	<b>18.842.311</b>	<b>30.171.786</b>	<b>49.014.098</b>
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The return (net of investment costs) on the investment portfolio for 2024 is 7,3% (over 2023: 5,0%). The annual average return is determined based on the value of the securities portfolio on the 1st of January and the 31st of December. As a result, the increase of the securities portfolio due to the donation for the Blue Ambition Fund of € 32 million in December 2023 had a significant effect on the investment return in 2023. This donation will be spent over a 20-year period. The return consists of the following components:

	Dividend/ coupons/ interest	Gains on Investments	Costs of Investments	Total 2024
Equities	431.221	2.497.269	0	2.928.490
Bonds	374.705	313.243	0	687.948
Investment costs	0	0	-145.597	-145.597
<b>Total net return 2024</b>	<b>805.926</b>	<b>2.810.512</b>	<b>-145.597</b>	<b>3.470.841</b>

### D. Liquid assets in euro

2024

2023

Bank accounts	4.729.936	12.062.584
Cash resources	10.829	621

<b>Balance on 31 December</b>	<b>4.740.764</b>	<b>12.063.205</b>
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All liquid assets are retained for immediate use related to the objectives. A bank guarantee of € 53.906 has been issued in respect of the office rent. The decrease in liquid assets is the result of the decrease in payables and accruals.

### E. Reserves in euro

2024

2023

E1 Continuity reserve	4.093.057	4.073.807
E2 Earmarked reserves	8.941.901	8.869.568
E3 Other reserves	0	0

<b>Balance on 31 December</b>	<b>13.034.958</b>	<b>12.943.375</b>
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# Annual financial statement

## 2024

The movements in the reserves can be shown as follows:

	Continuity reserve	Earmarked reserves	Other reserve	Total 2024	Total 2023
Balance on 1 January	4.073.807	8.869.570	0	12.943.375	13.984.403
Changes: addition to/withdrawals from reserves	19.250	72.331	0	91.581	-1.041.028
<b>Balance on 31 December</b>	<b>4.093.057</b>	<b>8.941.901</b>	<b>0</b>	<b>13.034.958</b>	<b>12.943.375</b>

### E1 Continuity reserve

	2024	2023
Balance on 1 January	4.073.807	4.469.663
Addition/ withdrawal through the appropriated balance	19.250	-395.856
<b>Balance on 31 December</b>	<b>4.093.057</b>	<b>4.073.807</b>

The continuity reserve has been created to ensure continuity in the event of strongly disappointing revenue or unexpected expenditure.

The size of the continuity reserve is based on an annual risk analysis. The established continuity reserve amounts to € 4.093.507 as at 31 December 2024. This is 0,58 times the annual costs of the work organisation. This is understood to mean:

Personnel costs, housing costs, office and general costs and depreciation are included in full, including the part that is allocated to the objective. Subsidies and contributions, remittances, purchases and acquisitions, outsourced work and communication costs are included in full except for the part that is allocated to the objective.

### E2 Earmarked reserves

	Operational management assets	Expenditure for objectives	Bequests in progress	Total 2024	Total 2023
Balance on 1 January	242.175	8.565.491	61.900	8.869.568	9.386.729
Changes/movements:					
Addition/ withdrawal through the appropriated balance	-77.990	150.321	0	72.332	-517.161
<b>Balance on 31 December</b>	<b>164.185</b>	<b>8.715.813</b>	<b>61.900</b>	<b>8.941.901</b>	<b>8.869.568</b>

There is no obligation on the above designated reserves. The limited possibility of spending has been indicated by the board of the foundation.

Part of the capital is tied up in assets that are used for business operations. The amount is equal to the book value of the office inventories, the computers and the fixtures and fittings on the premises.

There is also an earmarked reserves for expenditure for the objective. Should the income from fundraising not be sufficient to cover the premium on the projects or the programme commitments, these reserves will be used. The desired position based on the annual risk analysis has been set at € 14.901.186 excluding the continuity reserve and other earmarked reserves. Due to the increase in activities and the related costs, the desired size of this reserve has increased. As a result, the amount of this reserve as at 31 December 2024 is lower than the desired size.

The reserve for bequests in progress is created in connection with the processing and valuation of bequests with a right of usufruct. The size of this reserve is equal to the value of the relevant bequests.

### E3 Other reserves

	2024	2023
Balance on 1 January	0	128.011
Changes/movements:		
- addition through the appropriated balance	0	-128.011
- withdrawal through the appropriated balance	0	0
<b>Balance on 31 December</b>	<b>0</b>	<b>0</b>

The other reserve consists of the balance of income and expenditure that cannot be added to the continuity reserve and are not earmarked for a specific purpose. The principle is that these funds are spent within two years at the latest.



### F. Funds in euro

	2024	2023
Balance on 1 January	30.183.167	1.070.542
Changes/movements:		
- addition to designated funds	6.371.479	33.628.845
- withdrawal from designated funds	-3.566.059	-4.516.220
<b>Balance on 31 December</b>	<b>32.988.587</b>	<b>30.183.167</b>

The designated funds relate to resources received for specific objectives. An overview of the designated funds is included in the appendices. Gifts and projects relate to contributions and expenditures that are recognised in the statement of income and expenditure and which are allocated to the designated funds. The withdrawals from the designated funds are in accordance with the agreements with third parties. Under the agreements with third parties, they are given the right to determine the purpose for these resources.

The increase in the designated funds in 2023 is related to the donation for the Blue Ambition Fund of € 32 million. This amount will be spent over a period of 20 years.

### G. Provisions for projects in euro

	2024	2023
Balance on 1 January	1.251.580	1.355.970
Changes/movements:		
- Endowments	4.869.697	4.607.322
- Withdrawals	-5.049.302	-4.711.712
<b>Balance on 31 December</b>	<b>1.071.975</b>	<b>1.251.580</b>

The provision for projects was formed on the basis of commitments on the balance sheet date in the form of premiums and specific contributions to cooperation partners. Wilde Ganzen intends to pay out this obligation regardless of whether there will be sufficient income in coming financial years. A disbursement will take place subject to individual assessment based on a separate decision. The provision for projects is valued at the best estimate of the amounts necessary to settle the obligations on the balance sheet date. As at 31-12-2024, this estimate is 90% of the committed premium for the projects that are not older than three years. The provision concerns the part of the committed premium related to the action result not yet received.

### H. Long-term debt in euro

	2024	2023
Long-term project obligations	658.709	1.615.183
Long-term programme obligations	453.086	315.396
<b>Balance on 31 December</b>	<b>1.111.795</b>	<b>1.930.579</b>

Amounts committed to projects but not yet paid during the financial year are recognised as liabilities. Released commitments are reversed in the year in which the commitment expires.

Long-term programme commitments relate to amounts due to cooperating partners under the Change the Game programme.

### I. Short-term debts in euro

	2024	2023
Short-term project obligations	5.237.288	5.442.516
Short-term programme obligations	1.222.932	1.312.154
Programme funding received in advance	551.734	5.511.084
Short-term debts and deferred liabilities	830.827	610.998
<b>Balance on 31 December</b>	<b>7.842.781</b>	<b>12.876.751</b>

Amounts committed to projects but not yet paid during the financial year are recognised as liabilities. Released commitments are reversed in the year in which the commitment expires.

Short-term programme commitments relate to amounts due to cooperation partners under the Change the Game (€ 931.968), Giving for Change (€ 121.925) and Strengthen the Roots (€ 169.039) programmes.

The programme funding received in advance concerns the Connect for Global Change (€ 390.263) and Strengthen the Roots (€ 161.471) programmes.

Short-term debts and deferred liabilities consist of:

	2024	2023
Vacation days and holiday allowance	114.987	126.479
Payroll tax due	34	0
Pension contributions	105.650	0
Creditors	493.860	288.523
Other	116.296	195.996
<b>Balance on 31 December</b>	<b>830.827</b>	<b>610.998</b>

### Rights and obligations not Apparent in the Balance Sheet

#### Important financial rights

##### *Bequests with use of usufruct*

Bequests with usufruct are recognised in the financial year in which the amount can be reliably determined. For ten files with usufruct the value of the financial effect of the benefits cannot be estimated.

##### *Action result*

The pending action result for approved projects and the related liability are not recognised in the balance sheet until the action result is received.

##### *Subsidies*

The Dutch Ministry of Foreign Affairs has awarded Wilde Ganzen Foundation a grant for the Giving for Change programme for the period 2021-2025. The total amount of the grant for the entire period is €24.254.836. Wilde Ganzen's share is €16.071.110 and the consortium partners' share is €8.183.726. The maximum grant amount for the remaining duration is € 5.339.274, of which € 3.378.579 for Wilde Ganzen and € 1.960.695 for the consortium partners.

On 14 September 2023 the European Union awarded Wilde Ganzen Foundation a grant for the Connection for Global Change programme for the period 2024-2027. The total amount of the grant for the entire period is € 10.000.000. Wilde Ganzen's share is € 1.528.219 and the consortium partner's share is € 8.471.781. The maximum grant amount for the remaining duration is € 6.142.839, of which € 1.295.604 for Wilde Ganzen and € 4.847.235 for the consortium partners.

##### *Nationale Postcode Loterij*

Wilde Ganzen Foundation has a multi-year agreement with the Nationale Postcode Loterij until the end of 2029 to receive an annual contribution.

##### *Blue Ambition Fund*

in 2023 and 2024 a donation of over € 33,5 million has been received for the Blue Ambition Fun. The pledged donation also extends to the remaining assets, which is an amount of € 1,82 million. This donation will be spent over a period of 20 years.

#### Important financial obligations

##### *Lease obligations*

The foundation has entered into a lease agreement for the premises in Amersfoort. The lease obligation is € 178.080 per year. The agreement runs until June 2026. A bank guarantee of € 53.906 has been issued in connection with this lease.

The foundation has entered into a lease agreement for a photocopier. The lease obligation is € 4.948 per year. The lease runs until June 2029.

The foundation has entered into a lease agreement for 64 laptops. The lease obligation is € 37.403 per year. For 9 laptops the lease runs until September 2026 and for 55 laptops the lease runs until November 2027.

# Notes to the Statement of Income and Expenditure

## J. Income from individuals in euro

	Actual 2024	Budgeted 2024	Actual 2023
Donations and gifts	7.182.651	6.663.374	6.642.883
Bequests	2.934.308	3.700.000	2.598.467
	<b>10.116.958</b>	<b>10.363.374</b>	<b>9.241.350</b>

The donations and gifts are higher than budgeted. This is the result of more income from notarial deeds and the website and because of higher investments in face to face donor recruitment. Income from bequests is lower than budgeted. This income is always difficult to predict and in 2024 it came out lower than the long-term average assumed in the budget.

## K. Income from companies in euro

	Actual 2024	Budgeted 2024	Actual 2023
Income from companies	<b>191.390</b>	<b>70.060</b>	<b>65.804</b>

## L. Income from lottery organisations in euro

	Actual 2024	Budgeted 2024	Actual 2023
Income from the Nationale Postcode Loterij	<b>1.090.200</b>	<b>1.008.500</b>	<b>1.013.629</b>

Income from the Nationale Postcode Loterij consists of the annual contribution (€ 1.000.000) and the additional contribution for the Strengthen the Roots programme (€ 90.200).

## M. Subsidies from governments in euro

	Actual 2024	Budgeted 2024	Actual 2023
Income from the Giving for Change grant	5.435.797	5.159.589	5.328.553
Income from the Connect for Global Change grant	3.857.161	4.059.790	0
Income from other subsidy providers	0	0	0
	<b>9.292.958</b>	<b>9.219.379</b>	<b>5.328.553</b>

## N. Income from other non-profit organisations in euro

	Actual 2024	Budgeted 2024	Actual 2023
Income from other non-profit organisations	8.941.484	5.811.400	8.063.284
Income from equity funds	5.362.641	4.180.360	34.543.018
	<b>14.304.125</b>	<b>9.991.760</b>	<b>42.606.302</b>

Income from other non-profit organisations was higher than budgeted due to the higher number of projects approved and the action result being received faster. Income from equity funds was higher than budgeted because of several high(er) donations from existing and new equity funds.



### O. Expenditures for objectives in euro

	Actual 2024	Budgeted 2024	Actual 2023
<b>O1 Project expenditure by sector</b>			
1. Education and training	7.028.026	6.790.345	6.271.627
2. Health	2.940.011	3.299.851	3.273.446
3. Water and sanitation	845.253	1.318.901	1.757.766
4. Care and welfare	2.821.011	1.897.761	2.309.508
5. Employment and income	2.619.760	2.280.780	3.052.679
6. Food security	402.503	1.204.515	1.143.385
7. Other	843.503	538.999	1.030.478
	<b>17.500.066</b>	<b>17.331.152</b>	<b>18.838.889</b>
<b>O2 Expenditures for programmes</b>			
Programme Change the Game	2.499.808	2.342.543	1.951.575
Programme Giving for Change	5.438.383	5.156.180	5.385.340
Programme Strengthen the Roots	80.210	115.577	118.119
Programme Connect for Global Change	3.904.738	4.310.019	0
	<b>11.923.140</b>	<b>11.924.319</b>	<b>7.455.034</b>
<b>O3 Information provision</b>	2.910.749	2.877.978	2.523.028
<b>Total expenditure for objectives</b>	<b>32.333.955</b>	<b>32.133.449</b>	<b>28.816.952</b>

Local partner organisations, together with private development initiatives, offer projects to Wilde Ganzen. They decide for themselves on the sector, target group and theme of the project based on the needs of the community. Although project expenditure is therefore demand-driven, Wilde Ganzen uses a guiding framework to consider whether projects contribute to the shared vision of empowering people.

The allocated staff and operational costs to the Giving for Change programme have been determined based on estimates. The actual costs reported to the subsidy provider may differ from these estimates, and as a result, there may be a difference between expenditures and and income recognised in the financial statements.

### Expenditure rate

The ratio of total expenditure for the objective(s) in relation to total income and expenditure is shown below in percentage terms for the years:

	Actual 2024	Budgeted 2024	Actual 2023
Total expenditure for objective(s)	32.333.955	32.133.449	28.816.952
Total income	34.995.632	30.653.073	58.255.638
<b>Expenditure as percentage of total income</b>	<b>92,4%</b>	<b>104,8%</b>	<b>49,5%</b>
Total expenditure for objective(s)	32.333.955	32.133.449	28.816.952
Total expenditure	35.569.472	35.212.827	31.673.230
<b>Expenditure as percentage of total expenditure</b>	<b>90,9%</b>	<b>91,3%</b>	<b>91,0%</b>

The lower expenditure as percentage of total income in 2023 is related to the donation for the Blue Ambition Fund of € 32 million. This amount will be spent over a period of 20 years.

### O. Fundraising costs in euro

	Actual 2024	Budgeted 2024	Actual 2023
Operational costs of own organisation	671.666	705.828	598.187
Costs of direct marketing	2.828.035	2.496.088	2.672.022
Other fundraising costs	86.363	202.500	124.498
Charged costs to information provision objective	-1.414.017	-1.248.044	-1.336.011
	<b>2.172.046</b>	<b>2.156.372</b>	<b>2.058.695</b>

The higher costs for direct marketing compared to the budget is caused by higher investments in face to face donor recruitment.

### Fundraising cost rate

Below is the ratio of fundraising costs to total income in percentage terms for the years:

	Actual 2024	Budgeted 2024	Actual 2023
Total income	34.995.632	30.653.073	58.255.638
Fundraising costs	2.172.046	2.156.372	2.058.695
<b>Fundraising cost rate</b>	<b>6,2%</b>	<b>7,0%</b>	<b>3,5%</b>

The lower fundraising cost rate in 2023 is related to the donation for the Blue Ambition Fund of € 32 million. This amount will be spent over a period of 20 years.

### P. Management and administration costs in euro

	Actual 2024	Budgeted 2024	Actual 2023
Management and administration costs	<b>1.063.472</b>	<b>923.006</b>	<b>797.583</b>
Management and administration cost rate as % of total expenditures	<b>3,0%</b>	<b>2,6%</b>	<b>2,5%</b>

The costs of management and administration are determined by the estimated time allocation of the individual employees for the purpose of the objectives, fundraising and management and administration. The costs are allocated pro rata and linked to the salary costs of the employees.

### Q. Balance of financial income and expenditure in euro

	Actual 2024	Budgeted 2024	Actual 2023
<b>Interest income and investment income</b>			
Dividend	431.221	150.000	71.978
Interest	374.705	213.000	116.327
Gains on investments	2.810.512	1.350.000	1.368.554
	<b>3.616.438</b>	<b>1.713.000</b>	<b>1.556.859</b>
<b>Investment costs</b>			
Bank charges securities	145.597	168.000	67.670
	<b>145.597</b>	<b>168.000</b>	<b>67.670</b>
<b>Net result</b>	<b>3.470.841</b>	<b>1.545.000</b>	<b>1.489.189</b>

The difference between the financial income and expenditure and the net investment result is explained by the interest on current bank accounts.

### R. Notes on appropriation of balance of income and expenditure

		Actual 2024	Budgeted 2024	Actual 2023
<b>Continuity reserve (1)</b>	E1			
Withdrawal/addition Continuity reserve		19.250		-395.856
<b>Earmarked reserves (2)</b>	E2			
Addition/withdrawal Operational management assets earmarked reserve		-77.990		-75.857
Addition/ withdrawal Expenditure for objectives earmarked reserve		150.321		-441.304
Addition/withdrawal Bequests in progress earmarked reserves		0		0
		<u>72.331</u>		<u>-517.161</u>
<b>Other reserves (3)</b>	E3			
Withdrawal/allocation Other reserves		0		-128.011
<b>Total withdrawals from/additions to reserves (1) to (3)</b>	E	91.581		-1.041.028
<b>Designated funds (4)</b>				
Withdrawal/allocation to designated funds		2.805.420		29.112.625
<b>Total appropriated balance (1) to (4)</b>		<u>2.897.001</u>	<u>-3.014.754</u>	<u>28.071.597</u>

The large amount added to the designated funds in 2023 is related to the donation for the Blue Ambition Fund of € 32 million. This amount will be spent over a period of 20 years.



S. Notes for expenditure distribution in euro

Summary specification and distribution of costs for 2024 by purpose

Allocation	Expenditure for projects	Expenditure for programmes	Information provision	Subtotal expenditure for objectives	Fundraising costs	Management and administration costs	Total 2024
<b>Charges</b>							
Subsidies and contributions	15.429.095	10.691.751	0	26.120.846	0	0	26.120.846
Communication costs	0	0	2.351.027	2.351.027	1.500.381	0	3.851.408
Personnel costs	1.685.971	1.002.469	455.668	3.144.109	546.801	865.769	4.556.679
Accommodation costs	65.660	39.041	17.746	122.447	21.295	33.717	177.459
Office and general costs	287.035	170.670	77.577	535.283	93.093	147.396	775.772
Depreciation costs	32.304	19.208	8.731	60.243	10.477	16.589	87.309
<b>Total</b>	<b>17.500.066</b>	<b>11.923.140</b>	<b>2.910.749</b>	<b>32.333.955</b>	<b>2.172.047</b>	<b>1.063.471</b>	<b>35.569.472</b>

Notes to the operational costs in the expenditure model in euro

	Actual 2024	Budgeted 2024	Actual 2023
<b>Personnel costs</b>			
Wages and salaries	3.276.035	3.280.559	2.899.220
Employee insurance	549.572	523.783	449.886
Pension insurance	422.780	417.204	372.253
Sickness benefit received	-49.467	22.929	-87.731
Other personnel costs	357.758	327.940	325.640
	<b>4.556.679</b>	<b>4.572.415</b>	<b>3.959.268</b>
<b>Accommodation costs</b>			
Rent and service charges	172.066	181.000	188.956
Other accomodation costs	5.393	6.200	5.333
	<b>177.459</b>	<b>187.200</b>	<b>194.289</b>
<b>Office and general expenses</b>			
Office costs	78.045	79.575	74.899
Automation	399.002	409.108	340.682
Other general expenses	298.724	259.200	328.389
	<b>775.772</b>	<b>747.883</b>	<b>743.970</b>
<b>Depreciation costs</b>			
Depreciation	87.309	87.020	87.364
	<b>87.309</b>	<b>87.020</b>	<b>87.364</b>
<b>Total operational costs</b>	<b>5.597.219</b>	<b>5.594.518</b>	<b>4.984.891</b>

Workforce

The average number of employees was as follows:

	2024	2023
Number of FTEs	53,0	46,9

Remuneration Management Board in euro

	2024	2023
Name	C. de Jong	C. de Jong
Position	Director	Director
Employment		
Nature (duration)	indefinite	indefinite
Hours (FTE)	36	36
Part-time percentage	94%	94%
Period	1/1-31/12	1/1-31/12
Remuneration		
Annual income		
Gross wage/salary	106.236	98.521
Individual choice budget	17.316	16.059
Holiday allowance		
Year-end bonus		
Other income components		
Total annual income	123.552	114.580
Taxable allowances/additions		
Employer's pension contribution	18.155	17.359
Pension compensation		
Other long-term benefits		
	141.707	131.939
Total remuneration	141.707	131.939

The annual income of the individual executives remains within the maximum limit of € 159.212 (based on full-time employment and an established BSD score of 455 points) according to the Goede Doelen Nederland Regulations on the Remuneration of Directors of Charitable Organisations. The annual income, taxed allowances/additions, pension costs, pension compensation and other remuneration in total also remain within the maximum amount of € 232.205 per year as stipulated in the regulation. For an explanation of the remuneration policy and principles for directors, please refer to the annual report.

No loans, advances or guarantees have been given to the director.

Remuneration of the Supervisory Board

The Supervisory Board receives a volunteer allowance for its work.

Signature

Amersfoort, 20-05-2025

Management:

Mr. C. de Jong

Supervisory Board:

Ms. P. Eenhoorn  
Mr. W. Finisie MPA  
Mw. M.S. Obdam  
Mr. R.J.T. van der Veen  
Mr. T. de Ruijter RA  
Mr. H. Amziran

## **Other Data**

### **Post balance sheet events**

There are no post balance sheet events with significant financial impacts for the organisation.

### **Branch offices**

The organisation does not have branch offices.



# Annexes

## Annex: Model of expenditure in euro

### Specification and distribution of costs by purpose

Expenditure	Project expenditure on sector						
	1. Education and training	2. Health	3. Water and sanitation	4. Care and welfare	5. Work opportunity and income	6. Food security	7. Other
<b>Expenses</b>							
Subsidies and contributions	6.196.325	2.592.088	745.225	2.487.170	2.309.736	354.869	743.682
Communication							
Personnel costs	677.086	283.243	81.432	271.778	252.390	38.777	81.264
Accommodation costs	26.369	11.031	3.171	10.584	9.829	1.510	3.165
Office and general expenses	115.273	48.222	13.864	46.270	42.969	6.602	13.835
Depreciation and interest	12.973	5.427	1.560	5.207	4.836	743	1.557
<b>Total</b>	<b>7.028.026</b>	<b>2.940.011</b>	<b>845.253</b>	<b>2.821.011</b>	<b>2.619.760</b>	<b>402.503</b>	<b>843.503</b>

Expenditure (continued)	Sub-total expenditure for projects(i)	Programme Change the Game	Programme Giving for Change	Programme Strengthen the Roots	Programme Connect for Global Change	Sub-total expenditure for programmes (ii)	Information provision (iii)
<b>Expenses</b>							
Subsidies and contributions	15.429.095	1.833.136	5.163.256	12.426	3.682.933	10.691.751	
Communication							2.351.027
Personnel costs	1.685.971	542.736	223.980	55.183	180.570	1.002.469	455.668
Accommodation costs	65.660	21.137	8.723	2.149	7.032	39.041	17.746
Office and general expenses	287.035	92.400	38.132	9.395	30.742	170.670	77.577
Depreciation and interest	32.304	10.399	4.292	1.057	3.460	19.208	8.731
<b>Total</b>	<b>17.500.065</b>	<b>2.499.808</b>	<b>5.438.383</b>	<b>80.210</b>	<b>3.904.738</b>	<b>11.923.140</b>	<b>2.910.749</b>

Expenditure (continued)	Sub-total expenditure for objectives (i) - (iii) = (a)	Fundraising costs (b)	Management and administration costs (c)	Total 2024 (a) - (c)	Budgeted 2024	Total 2023
<b>Expenses</b>						
Subsidies and contributions	26.120.846			26.120.846	26.106.390	23.302.989
Communication	2.351.027	1.500.381		3.851.408	3.676.988	3.385.350
Personnel costs	3.144.109	546.801	865.769	4.556.679	4.488.654	3.959.268
Accommodation costs	122.447	21.295	33.717	177.459	178.000	194.289
Office and general expenses	535.283	93.093	147.396	775.772	675.195	743.970
Depreciation and interest	60.243	10.477	16.589	87.309	87.600	87.364
<b>Total</b>	<b>32.333.955</b>	<b>2.172.047</b>	<b>1.063.471</b>	<b>35.569.472</b>	<b>35.212.827</b>	<b>31.673.230</b>

### Annex: Overview of designated funds in 2024 in euro

Name	Starting balance	Gifts	Projects	Final balance
	(a)	(b)	(c)	(a t/m c)
Aanpakkers tegen Corona fonds	1.009	303	-1.342	-30
Apodophoria Fonds	280	0	0	280
B.J. Kuikfonds	28.819	0	-14.032	14.787
Blue Ambition Fund	28.558.865	3.722.282	-1.583.790	30.697.357
De Tantes	313	20.000	-11.500	8.813
Familie Groenendijk Fonds	0	10.000	-10.000	0
FEMI-fonds	5.137	0	0	5.137
FEMME	0	10.000	0	10.000
Fonds Aardbeving Haïti	560	0	-560	0
Fonds Kinderen	8.737	4.238	0	12.975
Fonds Project van de Week	-604	7.446	16.778	23.620
Fundatie gezondheidszorg	0	110.744	-41.060	69.684
Gerritdina Educatie Fonds	5.823	10.000	-15.823	0
Gert en Joke van Maanen Fonds	0	200.000	0	200.000
Heijmerink Reith Fonds	10.178	94.000	0	104.178
Het Jan van der Snel Fonds	265.000	0	-55.110	209.890
Honaert Fonds	101	25.000	-25.000	101
John Kok Fonds	10.000	10.000	-20.000	0
Leef!	5.485	12.520	-17.985	20
Mathieu Beurskens - Idai Fonds	-15	0	15	0
MRC Holland	1.002	0	-1.002	0
Nacht van de Fooi	127	41.181	-41.181	127
Onderwijs en gezondheid Lesotho	17.615	0	0	17.615
Reitera van het Hof	14.815	0	-14.815	0
SAS Fonds	5.488	0	0	5.488
Sector fund Drinking water and sanitation	301.691	10.880	-67.068	245.503
Sector fund Sustainability, climate change and energy	31.776	1.019	0	32.795
Sector fund Health (curative and preventive)	92.061	331	-92.154	238
Sector fund Agriculture, livestock, forestry, fisheries	27.268	4.175	-10.501	20.942
Sector fund Education and training	44.198	1.412	-42.548	3.062
Sector fund Care and welfare	25.698	14.335	-23.293	16.740
Spaap Fonds	2.122	385.856	-150.938	237.040
Stichting BEA Rotterdam	30.540	10.000	0	40.540
Stichting RAM van Schalkwijk	895	40.000	-40.895	0
Stichting Virtutis Opus	18.397	203.912	28.605	250.914
Stichting Weeshuis te Nijkerk	7.207	0	0	7.207
Subsidies en programmes	0	0	2.000	2.000
't Trekpaert	125.000	500.000	-579.484	45.516
Temminck Groll Fonds	9.620	10.000	-10.000	9.620
Training PDI	570	0	0	570
Van der Lee-van Groeningenfonds	312	10.000	-10.000	312
Wereldcontact Fonds	0	200.000	-60.612	139.388
Wilde Ganzen-Partindag	6.275	1.845	0	8.120
X Fonds	500.275	600.000	-574.670	525.605
Anonymous funds	20.529	100.000	-98.094	22.435
<b>Total</b>	<b>30.183.169</b>	<b>6.371.479</b>	<b>-3.566.059</b>	<b>32.988.587</b>

### Annex: Project overview by sector in euro

Sectors	Starting balance	Action result	Premium	Payments	Final balance
	(a)	(b)	(c)	(d)	(a t/m d)
1. Education and training	1.343.741	3.723.765	2.104.938	5.896.346	1.276.098
2. Health	850.050	1.367.744	793.487	2.470.238	541.043
3. Water and sanitation	148.839	508.038	302.780	709.082	250.575
4. Care and welfare	438.496	1.430.757	763.816	2.365.440	267.629
5. Employment and income	191.982	813.415	493.280	1.381.071	117.606
6 Food security	48.875	218.692	116.522	337.014	47.075
7. Other	4.035.716	563.175	2.096.270	3.299.190	3.395.971
<b>Total</b>	<b>7.057.699</b>	<b>8.625.586</b>	<b>6.671.093</b>	<b>16.458.381</b>	<b>5.895.997</b>

## INDEPENDENT AUDITOR'S REPORT

To: the Supervisory Board of Stichting Wilde Ganzen/Ikon

### Report on the audit of the financial statements 2024 included in the annual report

#### ***Our opinion***

We have audited the financial statements 2024 of Stichting Wilde Ganzen/Ikon based in Amersfoort.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Wilde Ganzen/Ikon as at 31 December 2024 and of its result for 2024 in accordance with the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.

The financial statements comprise:

1. the balance sheet as at 31 December 2024;
2. the statement of income and expenditure for 2024; and
3. the notes comprising a summary of the accounting policies and other explanatory information.

#### ***Basis for our opinion***

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Wilde Ganzen/Ikon in accordance with the 'Verordening inzake de Onafhankelijkheid van accountants bij assurance-opdrachten' (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the 'Verordening Gedrags- en Beroepsregels Accountants' (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Report on the other information included in the annual report

The annual report contains other information, in addition to the financial statements and our auditor's report thereon.

Based on the following procedures performed, we conclude that the other information:

- is consistent with the financial statements and does not contain material misstatements;
- contains all the information regarding the management report and the other information as required by the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.



We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

The Board is responsible for the preparation of the other information, including the management report in accordance with the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board.

### **Description of responsibilities regarding the financial statements**

#### ***Responsibilities of the Board and the Supervisory Board for the financial statements***

The Board is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 650 'Fondsenwervende organisaties' of the Dutch Accounting Standards Board. Furthermore, the Board is responsible for such internal control as the Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Board is responsible for assessing the foundation's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Board should prepare the financial statements using the going concern basis of accounting unless the Board either intends to liquidate the foundation or to cease operations, or has no realistic alternative but to do so.

The Board should disclose events and circumstances that may cast significant doubt on the foundation's ability to continue as a going concern in the financial statements.

The Supervisory Board is responsible for overseeing the foundation's financial reporting process.

#### ***Our responsibilities for the audit of the financial statements***

Our objective is to plan and perform the audit assignment in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements.

Our audit included e.g.:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the foundation's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board;
- concluding on the appropriateness of the Board's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a foundation to cease to continue as a going concern;
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Supervisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Has been signed, Amersfoort, 24 June 2025.

WITh Accountants B.V.  
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Adopted by the Executive Board on 20 May 2025  
Approved by the Supervisory Board on 20 May 2025

