

Equal, self-determined and free

TERRE DES FEMMES

Financial Report 2019

Finances: Revenues

The income of TERRE DES FEMMES consists mainly of donations as well as support and membership fees, grants for specific projects and sales proceeds.

Donations and Contributions

Voluntary contributions such as donations, sponsorship and membership fees account for over 60% of TDF's income. Fortunately, the income from donations could be increased again in 2019. More than 6,500 individuals and companies have made individual or regular donations to TDF, making this growth possible. Among them are the artists who have donated the proceeds of their sales, which were generated at the TDF charity art auction, to TDF. Likewise, more members were once again won over, so that the income from membership fees has continued to rise. These funds and membership fees form the financial basis of the association and guarantee that TERRE DES FEMMES is able to work independently and impartially for women's rights.

Donations for TDF Cooperation Projects Abroad

The cooperation with various projects abroad was successfully continued in 2019, even though at €151,316, slightly less donations were forwarded than in the previous year (2018: €163,582). As in previous years, most funds went to Mali (€ 59,177), to projects against genital mutilation in Burkina Faso (€ 19,005) and Sierra Leone (€ 14,500), and to a project for girls and women affected by violence in Nicaragua (€ 19,666).

Grants and Forwarding of Grants

TDF does not receive continuous grants, but has to reapply for funds for various projects. In 2019, more grants could again be obtained directly for the work of TDF. In addition to the three EU projects (Let's CHANGE, Gender ABC, Men Standing Up for Gender Equality), TERRE DES FEMMES has received funding from the Federal Ministry for Economic Cooperation and Development (BMZ), the State Ministry for Social Affairs and Integration in Baden-Württemberg, Aktion Mensch and the Lotto Foundation Berlin as well as various other foundations and associations, such as Sternstunden e.V.

Proceeds and Other Income

TDF generates revenues, for example, by selling articles for the flag campaign, information and teaching materials and books. TDF was able to increase these revenues slightly in 2019. In addition, TDF has received various inheritances and allowances in money, as well as a dividend distribution from the TERRE DES FEMMES FOUNDATION to the association.

TDF Revenues in €	ACTUAL 2019 Jan-Dec	ACTUAL 2018 Jan-Dec
Donations		
Donations & support contributions	1,337,261.28	1,256,919.56
Donations for cooperation projects abroad	151,315.84	163,581.77
Grants		
Grants from EU, federal and state ministries, foundations and funding institutions	363,929.94	302,156.97
Grants to be passed on to project partners	101,144.57	596,008.75
Grants for the TDF Film Festival	88,200.00	74,000.00
Member contributions	284,437.45	274,543.76
Proceeds		
Sales revenue (materials, flyers, books, etc.)	53,230.26	54,952.71
Revenue from events, campaigns, other	40,598.30	31,106.92
Money placed on TDF	15,301.00	21,310.00
Inheritances	86,000.00	0.00
Other revenue (groups of towns, foundation, etc.)	103,800.56	17,452.57
Total amount	2,625,219.20	2,792,033.01

More graphics can be found in the original German financial report.

Finances: Expenses

The expenses incurred for the work of TERRE DES FEMMES e. V. were subdivided into the areas of content work, as well as administrative and fundraising costs. In 2019, 79.2% of the total expenditure went directly into the work of TERRE DES FEMMES. The individual area of content, which received the most funds in 2019, is the area of international cooperation. This also includes funds that were transferred directly to our project partners abroad as well as grant funds that TDF acquired in Germany for work abroad and which were also transferred directly. Expenditure in the area of female genital mutilation includes not only the expenses for the work in the department, but also the expenses for the EU project "Let's CHANGE" as well as proportionate costs for the EU projects "Gender ABC" and "Men Standing Up for Gender Equality", which also fall under the area of honor crimes. Expenditure in the area of women's rights in general also includes work on all topics that are not assigned to a separate unit (e.g. reproductive rights or misogynist advertising). For the first time, the item "film festival" includes not only the costs of the festival already held in Tübingen, but also the costs of preparing for the film festival in Berlin.

Administrative and Infrastructure Expenditure

In order to be able to carry out the substantive work efficiently and sustainably, expenditure in the administrative area, such as in the field of accounting and financial control, is necessary and important. In 2019, the share of administrative costs increased slightly and amounted to 14.3% of expenditure. This was partly due to the fact that parts of the TDF office had to be relocated due to renovation work in the building where TDF has rented its offices.

Fundraising Expenses

Expenditure in the area of fundraising is necessary to raise sufficient funds to ensure the long-term continuation of the work. In addition to the salary costs for employees in this area, the expenses include payments for advertising materials, donation mailings and the donation service and amount to a total of 6.5% of the total expenditure. Expenditure in the administrative and fundraising areas is unavoidable in order to enable efficient work. TDF tries to keep these as low as possible. In 2019, these amounted to 20.8 % in total, which is well below the limit of 30 % defined by the DZI for justifiable advertising and administrative expenses and falls into the category of "reasonable costs". For cost reasons, TDF has not yet applied for a donation seal of approval, e.g. from the German Central Institute for Social Issues (DZI), but is following the DZI guidelines when breaking down its expenditure. TDF also participates in the "Initiative Transparent Civil Society".

TDF Expenses in €	ACTUAL 2019 Jan-Dec	ACTUAL 2018 Jan-Dec
Expenses content work		
International Cooperation incl. forwarded donations & grants to partner projects (252.460,41 €)	524.432,84	466.328,47
Genital Mutilation	364.581,41	650.680,79
Women's rights in general, documentation centre, public relations	253.652,68	315.575,33
Film festival FrauenWelten (2019 in Tübingen and preparation vor 2020 in Berlin)	252.924,61	145.638,73
Equality and Integration	208.530,54	257.880,18
Honor Crimes	172.971,11	159.148,32
Counselling centre	119.367,47	215.683,16
Trafficking in women and prostitution	78.226,37	75.021,16
Domestic and sexualized violence	60.395,95	37.936,92
City group work	45.026,04	20.610,19
Fundraising Costs		
Expenses for donation service, fundraising actions, foundation, etc.	169.618,45	168.030,90
Administrative and Infrastructure Expenses		
Expenses for management, board of directors, accounting, member administration, etc.	376.422,68	296.734,20
Total amount	2.626.150,15	2.809.268,35

More graphics can be found in the original German financial report.

Finances: Balance sheet and profit and loss account

TERRE DES FEMMES e. V. has been preparing an annual balance sheet since 2007. After preparing the financial statements, TDF has a voluntary external audit carried out in addition to the voluntary cash audit by association members. For the year 2019 this was again carried out by the auditing company Dr. Krause & Partner GmbH. In the audit certificate of the final report, this company comes to the following conclusion: "In accordance with §322 III 1 HGB, we declare that our audit has not led to any objections to the correctness of the annual financial statements. All income and expenses for the year 2019 are also shown in the following income statement. In 2019

the year ended with a nearly balanced budget with the minimal deficit of € 930.94. This confirms the positive development of the last years.

Balance					
Assets	31.12.2019	31.12.2018	Liabilities	31.12.2019	31.12.2018
A Fixed Capital			A Club Capital		
I Intangible Fixed Assets	730.80 €	3,341.87 €	Club Capital as at 01.01.	37,284.60 €	54,519.93 €
II Tangible Assets (Office Furniture & Equipment)	19,767.25 €	15,896.30 €	Withdrawal of/ Allocation to Club Capital	-930.94 €	-17,235.33 €
III Financial Assets (other Financial Assets)	1.00 €	1.00 €		36,353.66 €	37,284.60 €
	20,499.05 €	19,239.17 €	B Reserves		
			Reserves as per §62 para. 1 Nr.3 AO	270,000.00 €	270,000.00 €
B Liquid Assets			C Special Reserves from Allowances for the Financing of Tangible Fixed Assets	719.40 €	4,344.74 €
I Receivables and other Fixed Assets					
1 Receivables from Deliverable & Performance	9,267.20 €	14,054.37 €	D Accrued Liabilities	122,700.00 €	40,600.00 €
2 Other Fixed Assets	130,917.98 €	48,155.70 €			
			E Liabilities		
			1 Liabilities towards Creditor Institutes	- €	- €
II Cash Assets, Bank Balances	1,197,039.22 €	910,442.72 €	1 Liabilities from Deliverable and Performance	10,718.49 €	24,872.67 €
C Accruals and Deferrals	- €	1,164.17 €	2 Liabilities from Earmarked Funds	440,890.52 €	507,310.12 €
	1,337,224.40 €	973,816.96 €	2 Other Liabilities	56,994.22 €	103,458.00 €
			F Accruals and Deferrals	508,603.23 €	635,640.79 €
				419,347.16 €	5,186.00 €
	1,357,723.45 €	993,056.13 €		1,357,723.45 €	993,056.13 €

Profit and Loss Account			2019	2018
1. Sales Revenues			87,856.99 €	83,288.86 €
2. Donations and Project Donations			1,488,577.12 €	1,420,501.33 €
3. Revenues from Inheritances and Fines			101,301.00 €	21,310.00 €
4. Grants			555,274.51 €	974,165.72 €
5. Membership Fees			284,437.45 €	274,543.76 €
6. Other Operating Revenues			157,165.27 €	64,700.52 €
7. Purchases				
a) Expenses for Drawn Goods			-51,611.43 €	-51,751.29 €
b) Expenses for Benefits			-115,984.58 €	-106,288.88 €
8. Personnel Expenses				
a) Salaries and Wages			-1,303,588.69 €	-1,147,834.73 €
b) Payroll Deductions and Retirement Provision			-359,094.02 €	-266,607.25 €
Interim Result			844,333.62 €	1,266,028.04 €
9. Amortization of Intangible Fixed Assets of Noncurrent Assets and Tangible Assets			-15,128.98 €	-18,032.72 €
10. Other Operating Expenses			-543,497.94 €	-489,056.86 €
11. Forwarding of Project Donations & Grants			-287,272.56 €	-776,782.84 €
Interim Result			-1,565.86 €	-17,844.38 €
12. Other Interest Rates and Similar Revenues			634.92 €	609.05 €
13. Interest Rates and Similar Expenses				
Financial result			634.92 €	609.05 €
14. Result after Taxes/Net Loss of the Year/Net Profit of the Year			-930.94 €	-17,235.33 €

Salaries at TERRE DES FEMMES

TDF wants to pay its employees a fair salary for their work, but TDF is nevertheless committed to the careful handling of funds. For this reason, salaries are based on the collective wage agreement for the public sector (TVöD). For a full-time position, an administrative employee without a managerial function receives between €33,000 gross and €49,000 gross per year, an assistant approx. € 40,000 and a consultant between €44,000 and €58,000 gross. TDF has a managing director and three heads of department, who earn an average of €66,000 gross per full-time position. In addition, the statutory employer's contributions of approx. 22% must be paid. Depending on the economic situation of the association, the one-off annual special payment provided for in the TVöD is paid out to the employees. In 2019, TDF has not paid out any special payment.