



PLANETROMEO FOUNDATION

Annual Report 2018

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1. Introduction

2018 has been a successful year for PlanetRomeo Foundation. In total, we funded over €185,000 to 41 projects around the world, including our first ever grants in Myanmar, Kazakhstan, Argentina and Sierra Leone. Although we are pleased with this result, we also had to reject 300 funding proposals. This demonstrates the ever growing need to support LGBTI people who are living in very difficult circumstances around the world. The LGBTI movement is organizing, and there are more and more groups doing great work in challenging contexts. We are determined to continue and upscale our efforts.

In chapter 3, we present more information about the 2018 developments, including a full overview of all the projects we have funded in 2018.

2. Vision, mission and priority themes

2.1 PlanetRomeo Foundation

PlanetRomeo Foundation is an independent, registered non-profit established in 2009 to contribute to the fight for equal rights and opportunities for LGBTI (lesbian, gay, bisexual, transgender and intersex) people. With the support of ROMEO BV, the company behind ROMEO, the Foundation is uniquely placed to draw strength from one of the largest online dating platforms.

PlanetRomeo Foundation provides funding up to € 5,000 to grassroots emerging LGBTI projects and initiatives in countries and regions where LGBTI rights are most severely infringed.

2.2 Vision and mission

Vision

PlanetRomeo Foundation envisions a world without discrimination on the basis of sexual orientation, gender identity, gender expression and sex characteristics; a world in which lesbian, gay, bisexual, transgender and intersex people have the same rights and opportunities as anyone else; a world that values and respects diversity in sexual orientation, gender identity, gender expression and sex characteristics.

Mission

Our support focuses on contributing to societal change in order to improve the position of LGBTI people throughout the world, with an emphasis on the most disadvantaged regions and communities. We also focus on mobilizing and activating the LGBTI community in those challenging contexts. We do not initiate projects ourselves, and we set out to be a stepping stone and fill funding gaps between zero funding and access to larger grants.

2.3 Priority themes

In 2018, we funded projects and initiatives under the following themes:

Community Organizing

PlanetRomeo Foundation supports (initial) essential steps in community formation and organizing. These steps are crucial to the process of empowerment and a prerequisite to further community development and activism, and building critical mass to evoke change. *Community Organizing* focuses on joint efforts, not personal development. The Foundation aims to fund initiatives at an ignition point, where LGBTI people come together to organize themselves in the interest of their communities and to develop common goals. *Community Organizing* can take place offline and online.

Shelter

Every day, all around the world, LGBTI people suffer from bullying, discrimination, exclusion, violence, imprisonment, even execution, and are generally at risk for their safety and their lives. PlanetRomeo Foundation supports initiatives that provide (temporary) basic *Shelter* facilities for LGBTI people, especially in those countries and regions where their safety and wellbeing is most at risk. *Shelter* projects can provide refuge and support around the clock, during the day or in specific time slots. Activities in the shelter, that further support LGBTI people can be eligible for funding as well.

Sports & Culture

PlanetRomeo Foundation believes that sports and cultural activities can make a positive impact on other aspects and areas of people's lives. The Foundation provides funding to *Sports & Culture* projects that play a distinct role in mobilizing, connecting and strengthening local, disadvantaged LGBTI communities, or making these communities more visible.

3. Activity overview

3.1 Midterm evaluation Strategic Plan 2017-2020

The current strategic plan 2017-2020, was midway towards the end of 2018. Therefore, the Management Board conducted a Midterm evaluation of the strategic plan in October 2018. In this meeting, the current strategic plan was assessed and adjusted where needed. We reconfirmed our strategic direction and kept the majority of our policies in place, as they are functioning well. We made minor adjustments and a few smaller additions.

3.2 Fundraising activities

As in the previous years, our fundraising efforts have focused primarily on the members of the ROMEO dating platform. With a community of almost 4 million members worldwide, ROMEO members represent crucial fundraising potential.

To show their support to other members, ROMEO members have the option to add a Foundation Supporter Badge on their profile, after donating to the Foundation. With several targeted campaigns, communicating the quarterly funding results of PlanetRomeo Foundation, the ROMEO community raised more than € 50,000 in donations in 2018.

3.3 Networking activities

In 2018, we continued making connections with other (international) LGBTI funding organizations in order to align efforts and become better known among our peers. Foundation Board members attended an international LGBTI donor meeting in Brussels, Belgium, to connect with representatives of other LGBTI funding organizations, and had several conversations with likeminded donors.

3.4 Overview 2018 funded projects

In our funding policy, we prioritize small-scale projects which are initiated and implemented by the LGBTI community and/or by emerging LGBTI groups and initiatives. The projects must aim to involve, empower and mobilize the community.

We fund two categories of emerging initiatives:

- initiatives of (relatively) new informal LGBTI groups or organizations with little or no access to other sources of funding;
- more experienced LGBTI organizations that develop new initiatives for which they have not yet previously received funding and are difficult to fund elsewhere.

Although all geographical regions are eligible, we prioritize countries outside the Global North, which we define as European Union member states, Iceland, Norway, Switzerland, the United Kingdom, Australia, Canada, New Zealand, United States of America.

Within a country, all geographical areas are eligible, but where we can, we give priority to rural and/or more remote areas. The Foundation will strive to maintain a balance between regions, between countries within a region and between areas within a country.

In 2018, we received 391 funding proposals. These proposals had the following regional divide:

Region	Number of funding proposals / % share	
Asia & The Pacific	53	14%
Middle East & North Africa	7	2%
Sub-Saharan Africa	246	62%
The Americas	32	8%
Europe	53	14%

Out of the 391 funding requests we processed, 317 were rejected because they did not match our funding policy and/or had insufficient quality and/or were deprioritized in favor of other proposals. At the end of 2018, 33 funding requests were still pending. These were reviewed in the first review cycle of 2019.

In 2018, a total of 41 projects received grants for a total amount of € 185,114 funded. A full overview of our 2018 grants can be found on page 6.

Organization Name	Region Location	Grant €
Asia and The Pacific		
Indian Aces Pragati Singh	India Delhi	€ 5.000
The Queer Muslim Project	India Delhi	€ 5.000
Ya_All	India Imphal	€ 4.697
Rumah Pelangi Indonesia	Indonesia	€ 5.000
Fokus Muda Indonesia Young Key Population Network	Indonesia Jakarta	€ 5.000
Free and Equal Rights	Indonesia Jakarta	€ 5.000
Panggung Minoritas	Indonesia Bandung	€ 4.416
Pelangi Campaign	Malaysia Kuala Lumpur	€ 5.000
Pink Myanmar	Myanmar Yangon	€ 5.000
Green Signal Nepal	Nepal Kathmandu	€ 4.983
Society for Empowerment & Advocacy Welfare Organization	Pakistan Karachi	€ 5.000
Community Welfare and Development Fund	Sri Lanka Ragama	€ 4.924
Sub-Saharan Africa		
Arquivo de Identidade Angolano	Angola Luanda	€ 3.526
Association des lesbiennes indigentes au Burundi	Burundi Bujumbura	€ 4.713
<i>Anonymous organization</i>	Ethiopia	€ 4.984
The People's Matrix Association	Lesotho Maseru	€ 5.000
<i>Anonymous organization</i>	Malawi	€ 5.000
Transgender, Intersex and Androgynous Movement of Namibia	Namibia Keetmanshoop	€ 5.000
Wings to Transcend Namibia	Namibia Windhoek	€ 4.690
Movement for Minority Rights	Nigeria Maiduguri	€ 5.000
Safe Friendly Society	Rwanda Nyarugenge	€ 4.980
Trans Alliance Sierra Leone	Sierra Leone Freetown	€ 3.750
Concerned Women Initiative	Sierra Leone Freetown	€ 3.750
ITHUBA Project	South Africa Cape Town	€ 5.000
Tanzania Trans Initiative	Tanzania Dar es Salaam	€ 5.000
Lesbian Connection [Anonymous]	Tanzania	€ 2.100
Rainbow Family Support Alliance	Uganda Kampala	€ 5.000
Trans Youth Initiative - Uganda	Uganda Mbarara	€ 5.000
<i>Anonymous organization</i>	Uganda	€ 1.500
Pamodzi Village Network	Zimbabwe Harare	€ 4.967
The Americas		
Asociación Familias Diversas de Argentina	Argentina Buenos Aires	€ 1.406
ATRANSCE - Associação Transmasculina Do Ceará	Brazil Fortaleza	€ 2.250
Queerlombo	Brazil São Paulo	€ 5.000
CAIDS León A.C.	Mexico León	€ 4.999
Europe		
Queer League Armenia	Armenia Yerevan	€ 4.959
Kok.team	Kazakstan Almaty	€ 3.526
Subversive Front	Macedonia Skopje	€ 5.000
Asocijacija Spektra	Montenegro Podgorica	€ 4.994
Omsk Guys	Russia Omsk	€ 5.000
Rainbow House	Russia Tyumen	€ 5.000
Zavod TransAkcija	Slovenia Ljubljana	€ 5.000

3.5 Organizational developments

Report from the Management Board

In 2018, the Management Board kept a regular meeting frequency to safeguard the further development of the organizational structure, policies and strategy of the Foundation, and to review and carefully select which projects to fund. The Management Board convened 10 times in 2018.

In the course of 2018, two board members left, due to developments in their personal lives. A recruitment procedure was started in June 2018, resulting in the appointment of 3 new board members: Tienieke Sumter, Marie Ricardo and Roy Cremers.

At the end of 2018, the Management Board consisted of 6 members.

Report from the Supervisory Board

The Supervisory Board convened twice in 2018. These meetings were followed by joint meetings with the Management Board. In these joint meetings, the 2018 budget and the 2017 annual account were adopted, and also relevant policy and strategic developments of the Foundation were discussed. These activities are consistent with the tasks of the Supervisory Board.

In October 2018, Dick de Graaff was appointed as an additional member of the Supervisory Board. At the end of 2018, the Supervisory Board consisted of 4 members.

4. Financial overview 2018 and 2019 budget

4.1 Summarized financial overview 2018

This overview shows the actual income and expenses of PlanetRomeo Foundation in 2018 as compared to the initial 2018 budget.

	2018 Initial budget	2018 Actual income and expenses
INCOME	€	€
Donations	180,000	174,773
In kind donation (service agreement ROMEO BV)	38,405	38,405
Total income	218,405	213,178
EXPENSES		
Project funding	168,350	185,114
Release funding obligations previous years		(11,594)
Overhead (see specification below)	50,055	48,520
Total expenses	218,405	222,040
Balance	0	(8,862)
Specification overhead		
Consultancy costs	0	544
Communication and PR costs	1,000	17
Accounting costs	4,500	4,500
Transfer and provision costs	3,000	3,011
Fundraising costs	2,000	1,167
Management board costs	500	450
Travel and accommodation costs	100	0
Insurance premium costs	450	426
Other expenses	100	0
<i>Subtotal overhead</i>	<i>11,650</i>	<i>10,115</i>
Service agreement ROMEO BV	38,405	38,405
Total overhead	50,055	48,520
% Overhead relative to income		
Service agreement included	22.9%	22.8%
Service agreement excluded	6.5%	5.8%

4.2 Notes to the summarized financial overview 2018

Donations

In 2018, PlanetRomeo Foundation received the following donations:

	€
Donation ROMEO BV	120,000
Donations via planetromeofoundation.org/donate	50,091
Other donations	4,682

Total fundraising revenue	174,773
In kind donation ROMEO BV	38,405

Total donations	213,178

Project funding

A total of € 185,114 was spent on project funding. All funding was granted based on funding requests submitted to the Foundation. See chapter 3.4 for an overview.

During 2018, a few payment installments for projects granted in previous years were cancelled, due to projects finishing with less expense than previously budgeted for, or projects not meeting their project goals. This led to a release of funding obligations over previous years in the amount of € 11,594.

Overhead and service agreement

The asset management of PlanetRomeo Foundation is in line with both the guidelines for Dutch registered non-profit organizations (*ANBI*) and those set by the Dutch Central Bureau of Fundraising (*Centraal Bureau Fondsenwerving*). This implies, among other things, that the total cost the Foundation incurs for carrying out its objectives, does not exceed 25% of its annual income.

ROMEO BV also makes an annual in kind donation for the services they provide to PlanetRomeo Foundation. This is set in a so-called Service Agreement. These services include the provision of staff, office space and inventory. This allows PlanetRomeo Foundation to maintain its overhead cost at the lowest level possible. We aim to have a rate of less than 10% of our annual income. In 2018, we were at a rate of 5.8%, Service Agreement excluded.

Staff

PlanetRomeo Foundation did not have any staff employed in 2018.

4.3 2019 budget

This overview shows the 2019 budget in comparison with the 2018 budget.

	2019	2018
	€	€
INCOME		
Donation ROMEO BV	120,000	120,000
Donations via planetromeofoundation.org/donate	40,000	60,000
Total fundraising revenue	160,000	180,000
In kind donations (Service agreement ROMEO BV)	38,405	38,405
Total income	198,405	218,405
EXPENSES		
Project funding	146,350	168,350
Overhead (see specification below)	52,055	50,055
Total expenses	198,405	218,405
Balance	0	0
Specification overhead		
Communication and PR costs	1,000	1,000
Accounting costs	4,500	4,500
Bank and transfer costs	3,000	3,000
Fundraising costs	4,000	2,000
Management board costs	500	500
Travel and accommodation costs	100	100
Insurance premium costs	450	450
Other expenses	100	100
<i>Subtotal overhead</i>	<i>13,650</i>	<i>11,650</i>
Service agreement ROMEO BV	38,405	38,405
Total overhead	52,055	50,055
% Overhead relative to income		
Service agreement included	26.2%	22.9%
Service agreement excluded	8.5%	6.5%

4.4 Notes to the 2019 budget

Income

PlanetRomeo Foundation receives an annual donation of ROMEO BV. ROMEO BV makes this decision on an annual basis. For 2019, an annual donation of € 120,000 is expected, however not guaranteed. Furthermore, ROMEO BV makes an in-kind donation to reimburse the cost involved with the Service Agreement.

Overhead

As in previous years, close attention is paid to make a precise estimate on the expected overhead cost of 2019.

5. 2018 annual account

5.1 Balance sheet as per 31 December 2018 (after result appropriation)

		31-12-2018	31-12-2017
		----- €	----- €
ASSETS			
<u>Current assets</u>			
Cash at bank and in hand	1	154,018	160,882
		-----	-----
		154,018	160,882
 <u>Receivables</u>			
Other receivables and accrued income	2	2,040	2,087
		-----	-----
		2,040	2,087
		=====	=====
Total Assets		156,058	162,969
		=====	=====
 LIABILITIES			
<u>Equity</u>			
Reserve	3	51,079	59,941
		-----	-----
		51,079	59,941
 <u>Short-term liabilities</u>			
Accrued expenses	4	104,979	103,028
		-----	-----
		104,979	103,028
		=====	=====
Total Liabilities		156,058	162,969
		=====	=====

5.2 Profit and loss account for the year 2018

		2018	2017
		----- €	----- €
INCOME			
Fundraising revenue	5	213,178	224,372
Total Income		----- 213,178 =====	----- 224,372 =====
EXPENDITURES			
Project funding	6	185,114	207,383
Release funding obligations previous years	6	(11,594)	(9,935)
Operating expenses	7	48,520	47,928
Total Expenditures		----- 222,040	----- 245,376
Balance		(8,862) =====	(21,004) =====

Withdrawal from Reserve 2018

Withdrawal from Reserve € 8,862

5.3 Accounting policies

Statutory objectives

Stichting PlanetRomeo Foundation is a Foundation (*stichting*) according to Dutch law. It has its legal seat in Amsterdam, The Netherlands and is registered at the Dutch Chamber of Commerce under registration number 34350443. Its statutory objectives are:

- a. obtaining funds for the benefit of charities including the interests of the lesbian, gay, bisexual, transgender and intersex (LGBTI) communities, such as in the fields of education, culture, gay rights, health, empowerment and sports, as well as to support other activities that could contribute to this goal; amongst others in order to, respectively by the funds available at the disposal of the aforementioned goals, in the widest sense of the word; and
- b. carry out all that with the above - in the widest sense - is related or may be conducive thereto.

Accounting policies in respect of the valuation of assets and liabilities

The annual accounts have been compiled in accordance with the Dutch Guidelines on Annual Reporting for Fundraising Organizations (*Richtlijn 650 Fondswervende instellingen*). The accounting policies adopted for the valuation of assets and liabilities and results are based on historical costs principle. Unless otherwise stated, assets and liabilities are stated at nominal value.

Accounts receivable

Receivables are stated at nominal value. If necessary a provision for bad debts is subtracted.

Liabilities

The liabilities are stated at their nominal value.

Other reserve

The other reserve is relating to the total free capital of the Foundation. In the case of discontinuation of the Foundation, the eventual positive balance will be used for purposes in line with the objectives of the Foundation.

Accounting policies in respect of result determination

In determining the result, revenues and expenses are allocated to the year to which they relate.

5.4 Notes to the balance sheet as per 31 December 2018

ASSETS

	31-12-2018	31-12-2017
	-----	-----
	€	€
1. Cash at bank and in hand		
Triodos Bank	146,247	159,104
PayPal	7,771	1,778
	-----	-----
	154,018	160,882
	=====	=====

2. Other receivables and accrued income

Revenue donations December Acapture	944	2,087
Revenue donations December Facebook	1,096	
	-----	-----
	2,040	2,087
	=====	=====

LIABILITIES

	2018

	€
3. Reserve	
Balance as per January 1st	59,941
Appropriated result 2018	(8,862)

Balance as per December 31st	51,079
	=====

4. Accrued expenses

Liabilities funded projects	104,937	102,973
Other accruals	42	55
	-----	-----
	104,979	103,028
	=====	=====

5.5 Appropriation of result

The Foundation management board proposes to appropriate the result as follows:

In anticipation of approval of the annual report the appropriation of the negative result for the year 2018 to the amount of (€ 8,862) has been deducted from the Reserve.

This proposal has already been processed in the annual report of 2018.

5.6 Notes to the profit and loss account for the year 2018

INCOME

	2018	2017
	-----	-----
	€	€
5. Fundraising revenue		
Donation ROMEO BV	120,000	120,000
Donations via planetromeofoundation.org/donate	50,091	64,462
Other donations	4,682	1,505
	-----	-----
Total fundraising revenue	174,773	185,967
In kind donation ROMEO BV	38,405	38,405
	-----	-----
Total donations	213,178	224,372
	=====	=====

EXPENSES

	2018	2017
	-----	-----
	€	€
6. Project funding		
Project funding	185,114	207,383
Release funding obligations previous years	(11,594)	(9,935)
	-----	-----
	173,520	197,448
	=====	=====

7. Operating expenses

Consultancy costs	544	0
Accounting costs	4,500	4,500
Communication and PR costs	17	212
Transfer and provision costs	3,011	2,483
Fundraising costs	1,167	1,459
Management Board costs	450	308
Travel and accommodation costs	0	0
Insurance premium costs	426	426
Other expenses	0	135
	-----	-----
Subtotal operating expenses	10,115	9,523
Service agreement ROMEO BV	38,405	38,405
	-----	-----
Grand total operating expenses	48,520	47,928
	=====	=====

5.7 Specification and allocation of costs to destination

Designation	Objective		Total 2018	Total 2017
Liabilities	Support of the LGBTI community	Management and accounting		
Project funding	€ 185,114		€ 185,114	€ 207,383
Operational cost		€ 48,520*	€ 48,520	€ 47,928
Total	€ 185,114	€ 48,520*	€ 233,634	€ 255,311

* Includes the cost associated with the service agreement between PlanetRomeo Foundation and ROMEO BV for a total amount of € 38,405. These services include the provision of staff, office space and inventory. To reimburse these costs, ROMEO BV makes an annual in-kind donation to the same amount. The total amount of operation costs, service agreement excluded, was € 10,115 in 2018. For a breakdown of these costs, please see page 17.

5.8 Adoption and approval of the annual report

The 2018 Annual report needs to be adopted by the Management Board and to be approved by the Supervisory Board.

J.F.W. Bos
Chair Supervisory Board

K. Kraan
Chair Management Board

R.L.R. van Kraaij
Member Supervisory Board

M.M.J. Breedveld
Secretary Management Board

D.B.R. de Graaff
Member Supervisory Board

P.A.R. Brokx
Treasurer Management Board

H.S. Bijkerk on behalf of ROMEO BV
Member Supervisory Board

M.L. Ricardo
Member Management Board

R.J.M. Cremers
Member Management Board

T.D. Sumter
Member Management Board

6. General Information PlanetRomeo Foundation

Management Board

<i>name cv</i>	<i>role</i>	<i>term of appointment ends</i>
Karen Kraan <i>Karen is the owner of Flowz, which offers facilitation/training, fundraising consultancy, strategic planning consultancy and change & interim management.</i>	chair	January 16, 2020
Jackie Breedveld <i>Jackie is General Counsel and Company Secretary at the real estate fund Vesteda and Supervisory Board Member of Noordwijkse Woningstichting.</i>	secretary	June 19, 2020
Pieter Brokx <i>Pieter is Managing Director of Hiv Vereniging Nederland, the Dutch Association of people living with HIV.</i>	treasurer	September 10, 2020
Marie Ricardo <i>Marie is International Project Manager at COC Netherlands, and works closely with the LGBTI movement in the Caribbean and Sub-Saharan Africa.</i>	member	June 18, 2021
Roy Cremers <i>Roy is founder and Managing Director of 'voordekunst', a Dutch non-profit crowdfunding platform for arts and creativity.</i>	member	June 18, 2021
Tieneke Sumter <i>Tieneke is a human rights activist and is the chair of Survibes. She has managed several organizations in Suriname and The Netherlands.</i>	member	June 18, 2021

Supervisory Board

<i>name cv</i>	<i>role</i>	<i>term of appointment ends</i>
Johan Bos <i>Johan is Financial Engineer at the Economic Department of the City of Amsterdam.</i>	chair	September 5, 2019
Raphaël van Kraaij <i>Raphaël serves as Secretary of the Board for an organization specializing in elderly care and as a member of the Amsterdam City Center Committee.</i>	member	September 5, 2019
Dick de Graaff <i>Dick is Managing Director of Passenger Terminal Amsterdam.</i>	member	October 3, 2021
ROMEO BV represented by Herman Bijkerk <i>Herman is CEO at ROMEO BV and represents the company in the Supervisory Board of PlanetRomeo Foundation.</i>	member	September 10, 2020

PlanetRomeo Foundation

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RSIN registration number 8210 43 134

PlanetRomeo Foundation is an Officially Registered Public Benefit Organization (*ANBI - Algemeen Nut Beogende Instelling*).