



Stichting Free Yezidi – Beleidsplan 2023-2026
Free Yezidi Foundation Netherlands – Policy Plan 2023-2026

Stichting Free Yezidi (Free Yezidi Foundation)

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Preface

The Free Yezidi Foundation – Netherlands (Stichting Free Yezidi, FYF) three-year policy plan is applicable for 2023-2026. FYF was established in August 2014 at the onset of the Yezidi Genocide perpetrated by ISIS. The devastation wrought upon the Yezidi community continues to impact daily life for hundreds of thousands of Yezidi civilians. FYF has developed and expanded its projects and serves as an important institution for Yezidis in Iraq, with a special role in the empowerment and protection of Yezidi women.

This policy plan outlines the activities, projects, strategic goals, and finances of the organization.

- *Stichting Free Yezidi General Board*

Organization & Management

The Foundation is a politically independent non-profit organization. It is an officially registered charity in the Netherlands and has the Algemeen Nut Beogende Instelling (ANBI) status. The Foundation carries out its activities under the leadership of the general board.

General Data:

Statutory name	Stichting Free Yezidi
Organization type	Foundation
Established	19 August 2014
Chamber of Commerce number	61279838
Tax number (RSIN)	854281861
Address	Kingsfordweg 151, 1043 GR Amsterdam
Mailing address	PO Box 17350, 1001 JJ Amsterdam
Website	www.freeyezidi.org
Information e-mail address	info@freeyezidi.org
Location of field activity	Iraq
Target population	Yezidis

General Board Members:

Name	P. Ibrahim
Title	Chairperson
Authorization	Independently and jointly authorized
Name	A. Jamalyan
Title	Secretary
Authorization	Jointly authorized
Name	T. Proeger
Title	Treasurer
Authorization	Jointly authorized
Name	A. Jordana Garcia
Title	General Board Member
Authorization	Jointly authorized

The General Board is responsible for directing the affairs of the foundation. The most important task of the board is to supervise day-to-day business and to represent the foundation in formal and informal proceedings. The General Board must approve the annual budget and annual chart of accounts. Finally, the General Board must approve resolutions as specified in the statutes. The General Board meets as often as the Chairperson or at least two board members deem necessary. The General Board has thus far conducted quarterly meetings each year.

The General Board must consist of at least three members. The appointment of a board member is completed through a formal onboarding procedure and agreement by the prospective board member to adhere to the General Board responsibility policy. Board members can be reimbursed for costs incurred to conduct their work as applicable. Such expense reimbursements only pertain to expenses incurred that the General Board deems reasonable to fulfill their duties as board members.

Liquidation:

The Foundation can be dissolved by the General Board with a two-thirds majority and the express consent of the General Board Chairperson. The Foundation will continue to exist after it has been dissolved as the liquidation process remains in progress. During the liquidation process, the rules and regulations of the Foundation remain in force. The General Board determines what institution or organization, after payment of all debts, will receive the remaining assets of the foundation, on the understanding that the balance must be given to a public benefit institution recognized by the tax authorities with a similar objective, or to a foreign institution that aims exclusively or almost exclusively to benefit the public and has a similar objective.

Regulation:

The General Board may only adopt regulations and other ordinances that comply with Dutch law and cannot violate Dutch law or violate the Foundation's statutes. Everything that is not determined by Dutch law, the Foundation's statutes, or the General Board's internal regulations will be decided by the General Board. The General Board regulations can be found on the Foundation's website, www.freeyezidi.org.

Mission, Vision, & Objectives

Mission and Vision:

The Free Yezidi Foundation (FYF) supports the Yezidi community in the aftermath of the 2014 Yezidi Genocide. FYF promotes the rights and well-being of Yezidis in Iraq and the diaspora, with an emphasis on women's empowerment, the pursuit of justice, and helping the community rebuild through trauma treatment, education, training, and economic development.

- Why we work with Yezidis

In August 2014, the so-called Islamic State carried out a genocide against the Yezidi ethnoreligious minority in Iraq, resulting in mass killings, forced conversions, enslavement of over 6,000 Yezidi women and children, displacement of over 400,000 Yezidis, and destruction of the Yezidi homeland of Sinjar. Almost a decade later, the community continues to suffer the impact of the genocide, with nearly half the population still internally displaced, over 2,600 Yezidis still missing or in captivity, and a lack of basic resources and infrastructure in Sinjar. The community needs holistic and tangible support to rebuild, recover, and establish resiliency.

- Why we work with women

FYF operates under the principle that there are **no human rights without women's rights**. FYF will empower Yezidi women to combat gender-based discrimination and violence against women and girls within Yezidi society, as well as broader Iraq society.

FYF is women-led and attaches great importance to working with women from other communities, particularly minority and vulnerable groups in Iraq. Through its programming and internal policies and procedures, FYF builds the capacity of Yezidi and other minority women to become leaders in their communities. FYF integrates gender equity principles into its operations and human resources practices, reflecting its organizational values of promoting the rights of women and girls.

FYF's success will include the development and advancement of Yezidi and other minority women beneficiaries and staff members to serve as changemakers and community leaders in both Yezidi and women's rights civic spaces. This priority runs throughout each FYF strategic goal and embodies FYF's ethos as an organization.

Strategic Goals:

1. Advance human rights for Yazidis
2. Advance women's rights in Iraq, with an emphasis on vulnerable and minority groups
3. Expand existing programming into new geographical areas, particularly Sinjar
4. Build financial and internal capacity to expand and enhance FYF core staff in Iraq
5. Formalize the following programmatic sectors: protection, justice, education, and livelihoods.
6. Develop and implement holistic programming that addresses the comprehensive needs of beneficiaries for years to come.
7. Provide accessible pathways to justice for survivors and other community members
8. Play a leading role in the Yazidi community's mobilization and cohesive efforts to recover and rebuild
9. Play a leading role among Iraqi women's rights and empowerment organizations
10. Diversify funding streams and establish long-term financial viability for the organization

JUSTICE

FYF is currently one of the few internationally recognized links between prosecuting bodies and Yazidi survivors. FYF will continue compiling unique analyses of crime scenes and suspect dossiers, working closely with UN mechanisms (IIIM and UNITAD) and war crimes units in jurisdictions outside Iraq. FYF's all-female team of lawyers and investigators will continue to integrate survivor-centered practices into all aspects of survivor interactions.

- Improve the Yazidi community's access to justice and serve as an international leader in performing structural investigations into ISIS crimes against Yazidis, with a focus on female survivors of sexual violence.
- Identify individual perpetrators and play a role in advancing prosecutions in all jurisdictions in line with international best practices.
- Explore civil cases and all legal remedies to achieve restorative justice and advance compensation in civil suits.

FYF will measure the successful achievement of this goal by the number of structural crime scene investigations completed, the number of suspect dossiers completed, and the number of case files shared with law enforcement and UN mechanisms.

PROTECTION

Yezidi survivors of genocide and sexual violence, as well as female survivors from other minority groups in Iraq, are in critical need of consistent and reliable structured MHPSS services to heal and recover. FYF will continue and expand upon its MHPSS service provision, targeting those most vulnerable.

- Provide direct MHPSS treatment to beneficiaries from international experts
- Provide case management on GBV and trauma treatment whenever possible
- Empower Yezidi and local service providers to deliver MHPSS services for non-acute cases
- Develop and scale up the capacity of Harikara (FYF's lay service provider model) to provide basic psychological first aid and coping mechanisms for beneficiaries
- Provide safe spaces and resources for Yezidi and other minority survivor groups to build advocacy coalitions to push for policy change
- Assist survivors in the process of applying for, collecting, and managing YSL reparations packages
- Coordinate with GDSA and IOM advisors to improve survivor-centered and effective implementation of the YSL
- Build internal capacity to provide outreach and support to child survivors and child beneficiaries
- Conduct targeted outreach to men in the community to combat GBV and scale-up acceptance of women's empowerment

FYF will measure successful achievement of this goal by the number of case management and individual and group therapy sessions provided to Yezidis and women from other minority groups, including basic psychological first aid.

LIVELIHOODS

FYF will enable Yezidi and other minority women to better integrate into the formal economy and labor market, fostering independence while empowering women through supportive and restorative models. FYF will continue developing sustainable economic initiatives through targeted investment and business skills training, support for better access to employment, small business establishment, promotion of local products to regional and international markets, and participatory learning modules on economic development.

- Provide tailored skills training to women to increase their income-generation capacities

- Provide basic vocational training to women with a view of increasing their viability as employees in the job market
- Serve as a hub for women's economic empowerment through direct and indirect jobs placement
- Serve as an incubator for women's small business initiatives and develop sustainable pathways to bring women's products to market
- Support women to explore viability of products and better understand production to sales marketing chains
- Provide platforms for Yezidi youth entrepreneurs, including but not exclusive to women, to engage potential investors

FYF will measure successful achievement of this goal by the number of women trained, number of successful/profitable businesses created, number of products developed by women sold on the market, and number of job placements achieved.

EDUCATION

There is an acute need for accessible education opportunities for displaced and underserved Yezidi children, as well as pathways to higher education for Yezidi youth. FYF will work with established international partners to improve accessibility to education for Yezidi children, youth, and minority women.

- Provide basic English, Arabic, and IT skills to Yezidis and minority women to improve literacy and enhance chances of attaining higher education
- Create pilot school with established international partner to provide quality education to Yezidi children in IDP camp
- Create a network of schools and educational opportunities for underserved Yezidi children
- Mobilize technological advances to better disseminate information and knowledge sharing to underserved Yezidi children
- Provide access to higher education courses with established international partner to facilitate pathways to post-secondary learning for Yezidis and minority women

FYF will measure successful achievement of this goal by the number of Yezidi children enrolled in education programs and the number of Yezidi and minority women enrolled in basic and higher education courses.

RESCUE

Nearly 10 years after the Yazidi Genocide, more than 2,600 Yazidis are still missing or in captivity. The international community has failed to invest in locating and rescuing those still missing. Leveraging existing connections with KRG, GOI, and Syrian authorities, FYF will become a leading organization undertaking rescue initiatives.

- Establish a project team dedicated to the rescue of missing Yazidi women and children
- Establish a trusted and secure information-sharing network with KRG, GOI, Syrian authorities, rescuers, and community members to collect and collate information on missing Yazidis in a database
- Leverage existing relations with KRG, GOI, and Syrian authorities to establish a reliable and safe pathway to rescue Yazidi women and children from Al Hol camp and other parts of Syria
- Design and implement a safety and security plan regarding the safe and effective rescue of Yazidi women and children from Syria
- Design and implement a recovery and reintegration plan for rescued women and children, including providing them with safe temporary shelter
- Ensure rescued Yazidi women with children born of rape are not forcibly separated from their children
- Advocate for the acceptance of Yazidi women with children born of rape in the broader Yazidi community

FYF will measure successful achievement of this goal by the number of missing Yazidi women and children documented in FYF's missing persons database and the number of Yazidi women and children successfully located and rescued.

ADVOCACY

As the 10th anniversary of the Yazidi Genocide approaches, the need to shed light on the ongoing impact of the genocide remains acute. With nearly half the Yazidi population still internally displaced and a lack of basic resources and infrastructure in Sinjar, advocating to keep the Yazidi cause on the international agenda is vital to the sustainable recovery of the community.

- Create Yazidi leadership coalition to demand equitable resources from GOI for the reconstruction of Sinjar
- Advance a gender-informed approach for Yazidi's recovery and progress

- Serve as a leading community focal point in advocating for humanitarian aid and service provision in line with best practice
- Help lead the Yezidi community in ensuring the Yezidi Genocide remains a topic of global importance and the community is not forgotten
- Advocate for a more just and efficient allocation of funding resources for the Yezidi community
- Shift cultural norms at the communal and national levels to improve Yezidi and other minority women's chances of enjoying their rights as stipulated by Iraqi and international standards
- Advocate the GOI and KRG to honor their responsibility to protect minority citizens and ensure they can live in safety and dignity
- Work with allies in the international community to improve protection of vulnerable minority communities, such as Yezidis, in the Iraq and Kurdistan regions

FYF will measure successful achievement of this goal by the amount of funding invested in the reconstruction of Sinjar, number of sustainable returns to the Sinjar region, and number of Yezidi and other minority women able to access livelihoods and education opportunities.

FUNDRAISING

The Free Yezidi Foundation will work towards financial stability that ensures funding to reach the goals outlined herein. To do so, FYF will build meaningful relationships with partners and donors for continued portfolio growth. By diversifying funding sources and maintaining strong connections to repeat donors, FYF will work to expand its donor pool. Prioritizing long-term project funding from institutional donors, core funding, and private donations will allow FYF to develop further reach.

- Increase grassroots donor pool, utilizing NFG donor management database to enhance engagement with private individuals
- Establish relationships with key HNW individuals who champion the Yezidi and women's rights causes and can provide both financial and resource support
- Conduct outreach to corporations to channel corporate funding into FYF
- Diversify government funders
- Diversify foundation funders
- Establish relationships with donors who are interested in funding one of FYF's five programmatic sectors and present tailored projects to them
- Focus on attaining multi-sectoral, long-term project funding

Finances

The Foundation has identified a collection of individual donors, foundations, and institutional/governmental partners to provide funding and resources for its work. A non-exhaustive list of FYF partners and donors can be found on the website: www.freeyezidi.org. FYF began with small, restricted individual or institutional grants to deliver relatively modest service projects on the ground. In the previous three years, however, FYF has been able to win larger grants and deliver comprehensive projects to beneficiaries. The Foundation's annual budgets for previous years are posted on the website in conformity with Netherlands charity regulations. To learn more about the projects conducted in the field in sectors varying from women's rights and empowerment, livelihoods, and training, the pursuit of justice and accountability, protection, trauma treatment, and education, please visit the projects section of the website. Updates on programmatic activities and achievements are also available in the news section and the monthly newsletters.

Fundraising:

FYF identifies individual donors, and grant-giving foundations, and works with governmental partners to provide resources for the implementation of its projects. Thankfully, the Foundation has several reliable, long-term partners who provide funding and resources each year to ensure the projects can continue to be implemented. The Foundation uses modern donor management software and has staff members in place to oversee donor relations and the fulfillment of donor requirements as necessary.

FYF allows Dutch, European, and global allies to make direct contributions to the Foundation via its website on the donor portal. The donor can elect the currency of choice.

FYF is active in promoting its activities during holidays and other times to promote grassroots, individualized support to the Foundation. At the same time, FYF's field team in Iraq and international staff members work with governments, foundations, and private companies to apply for funding opportunities to support current and prospective activities.

2023 Financial Forecast

The 2023 organizational budget and financial forecast have been made based on the data that the foundation has available for 2023. Based on this, the anticipated budget can be composed, including expected income and expenditure.

The forecast has been prepared and disclosed correctly, based on information available at the time and in accordance with generally accepted accounting principles in the Netherlands, including the relevant accounting policies as used in the Foundation's annual accounts.

The Foundation uses both US dollar (USD) and EURO currencies, as the prevailing operating currency in Iraq, aside from the Iraqi Dinar (IQD), is the USD. Due to currency fluctuations, the Foundation's finance team regularly monitors and updates financial forecasts. Nonetheless, as a Netherlands-based charitable organization, the Foundation provides a EURO forecast for its 2023 operating budget. As with all operating budgets, variances in revenues and expenditures may lead to deviation from the financial forecast.

Budget

FREE YEZIDI FOUNDATION - PROJECTED BUDGET 2023

REVENUE

FYF NL REVENUE

Donor	Status	Start Date	End Date	Total Grant Value	2023 Funds Available	Remarks
FYF NL Restricted Grants						
21-01-OAK	Confirmed	01-Jun-21	31-May-24	€ 446,010.92	€ 120,270.35	
22-06-TCT	Confirmed	01-Jan-22	TBC	€ 14,381.25	€ 1,629.17	
SEZ	Pending	01-Jan-23	31-Dec-23	€ 50,000.00	€ 50,000.00	
Chemonics	Pending	01-Jan-23	31-May-23	€ 28,170.00	€ 28,170.00	
TOTAL FYF NL Restricted Grants				€ 538,562.17	€ 200,069.52	
FYF NL Unrestricted Funds						
				Projected 2022 YE balance available	Projected 2023 Income +2022 YE	
21-10-BTC	ongoing	N/A	N/A	€ 4,089.27	€ 11,976.87	
21-11-CCS	ongoing	N/A	N/A	€ -	€ 32,677.20	
Recurring Donations	ongoing	N/A	N/A	€ -	€ 9,390.00	
TOTAL FYF NL Unrestricted Funds				€ 4,089.27	€ 54,044.07	

LIST OF PROPOSALS & EXPECTED/POSSIBLE REVENUE						
Donor	Status	Start Date	End Date	Total Grant Value	2023 Funds Available	Remarks
UNAOC Innovation	Submitted	01-Jul-23	31-Dec-23	€ 18,780.00	€ 18,780.00	To be determined - FYF-NL
Holiday Giving 2023	Ongoing	N/A	N/A	€ 28,170.00	€ 28,170.00	FYF-NL & FYF-USA holiday donations
Total FYF NL Expected Revenue				€ 32,865.00	€ 32,865.00	

EXPENSES				
Cost Category	FYF NL			
	Amount USD	Amount EUR	%	
1 - PERSONNEL				
HQ Core Staff	\$21,600.00	€ 20,282.40	12%	
Field International Staff	\$0.00	€ -	0%	
Field National Staff	\$83,490.00	€ 78,397.11	47%	
TOTAL PERSONNEL	\$105,090.00	€ 98,679.51	59%	
2 - OPERATING EXPENSES				
Contract & Professional fees	\$14,400.00	€ 13,521.60	8%	
Employer Costs	\$5,280.00	€ 4,957.92	3%	
General Office Expenses	\$7,640.00	€ 7,173.96	4%	
Occupancy	\$18,000.00	€ 16,902.00	10%	
Program Expenses	\$27,600.00	€ 25,916.40	16%	
TOTAL OPERATING EXPENSES	\$72,920.00	€ 68,471.88	41%	
TOTAL PROJECTED BUDGET	\$178,010.00	€ 167,151.39	100%	