

40 years  
turning vision  
into action



# Stronger together

Annual Report 2022



including  
everybody

# In this annual report

<b>Chapter 1</b> A few of our results from 2022	4	<b>Chapter 6</b> Our organisation	32
		About SeeYou	33
		Board and supervision in 2022	34
		We strive for quality	36
		Risk management	38
<b>Chapter 2</b> Our vision	6	<b>Chapter 7</b> Learning and looking ahead	40
Why we do what we do	7	Lessons from 2022 for the future	41
Our strategy	8	Plans for 2023	42
Key aspects of our strategy	9	<b>Chapter 8</b> Finances	44
<b>Chapter 3</b> Project results	10	Financial results 2022	45
Our work in Africa and Asia	11	<b>Chapter 9</b> Financial statements 2022	50
Inclusive eye care	12	Independent auditors' report	76
Access to care, education and work	15	Annex budget 2023	79
Equal rights	19		
Overview partner organisations	22		
<b>Chapter 4</b> Support in the Netherlands	24		
Our fundraising and communication	25		
Attention for inclusion in the Netherlands	26		
<b>Chapter 5</b> Partnerships	28		
Together we achieve more	29		
Networks we are a member of	30		

**Colophon**  
**Design** Spankracht Ontwerpers  
**Text** SeeYou  
**Editor** Lisette Kamphof – Essentia Tekst & Advies  
**Translation** NST Science  
**Photos** SeeYou and Light for the World Belgium  
**With thanks to** All of our partner organisations

**SeeYou Foundation** Vendelier 13, 3905 PB Veenendaal, the Netherlands, PO Box 672, 3900 AR Veenendaal, the Netherlands, T +31 (0)318 586358, info@seeyoufoundation.nl, www.seeyoufoundation.nl

IBAN NL10 INGB 0000 0001 31, RSIN 800693048



Photo: Janita Sassen

**‘Together, we ensure that people can see and also be seen.’**

‘I had just turned 30 when a car accident drastically changed my life. Due to a partial spinal cord injury, I could hardly do anything anymore. I was bedridden for months and no longer wanted to live. My wish to die was so great that I tried various ways to commit suicide.’

I am in central Java, where I am listening to Tias. She is 45, slightly younger than I am. And she’s been through a lot since her accident! Tias frankly shares her story with us: ‘One day, a good friend came to me. Because she also has a disability, I was prepared to listen to her. ‘Focus on what you can still do’, she told me. That was a key moment.’ Via PRY-Yakkum, Tias came into contact with a group in her own village, in which persons with disabilities, young people, old people and local entrepreneurs participate. ‘Suddenly, my world grew larger. I became part of a very diverse group. There I heard how others dealt with their disability. The young people taught me how to use media, and entrepreneurs showed me how I could better position my batiks - painted textile - in the market.’

Tias lives in one of the 21 villages in Central Java that provide a warm and welcoming environment to children and adults with disabilities; people for whom life in rural Java is difficult due to stigmatisation, exclusion and the lack of access to facilities. But Tias radiates pride when she shows me the batiks she has made. Now she is seen by other people and she has once again found purpose in her life. And that is thanks to her friend, the Indonesian partner organisation and the group in her village.

Stronger together. Tias’ story beautifully illustrates that, in a world that at times appears to be so individualistic, we really are stronger together. I hope that this annual report will illustrate how much we need each other. As colleagues, partner organisations, donors and everyone else who is involved in our work. Together, we ensure that people can see and also be seen. Fortunately, inclusion is on the agenda of a growing number of countries and we can see the impact of our work, as described in the following chapters.

I hope that this report inspires you!

*Dicky Nieuwenhuis*

**Dicky Nieuwenhuis**  
Director SeeYou

# 1 A few of our results from 2022

## Eye care gave people their sight back

66,611 people were screened for eye problems, 42,642 children received an eye test at their school, 2,287 persons with disabilities were treated in an eye clinic, and 844 nurses and local health workers are now also working on eye care.

'My vision in both eyes was very poor, I was completely dependent on others. Thanks to a cataract operation, I could see normally again for the first time in four years. This operation has changed my life!'

Tanaka (55)

'My work with persons with disabilities has changed due to the training.'

A health employee trained in Rwanda  
You can read more about  
Every Life Matters on page 15.



Rwanda  
(and Ethiopia)

7,718 persons with disabilities made use of inclusive healthcare.

Every Life Matters improved access to medical care for persons with disabilities in Rwanda and Ethiopia.

## In Ethiopia, education gave self-confidence and a greater chance to find work

Ethiopia

1,524 young persons with disabilities received vocational education or training and 846 young people gained a diploma.



## We have helped people to stand up for their rights

61 Organisations for People with Disabilities (OPD) received coaching and advice, and 445 people learned about inclusion and equal rights for persons with disabilities.



## Thanks to

7044 donors, of which 1216 new donors, 144 churches, 60 companies, 45 charities and charitable trusts, 37 opticians and the Ministry of Foreign Affairs.

## Support in the Netherlands



We welcomed two new ambassadors: Berdine Zwanepol and Jurjen van Houwelingen.

'What if I had been born in one of the countries where SeeYou works? How would life have treated me?'



'My own blindness could not have been prevented. But it breaks my heart that so many people are blind even though that blindness could have been prevented.'

In May, we helped readers of the Dutch Christian newspapers *Nederlands Dagblad* and *Reformatorisch Dagblad* to experience what it is like to have a visual disability by having the newspapers printed with a fuzzy front page. That resulted in many new donations for our project Eye Care.

## Working towards inclusive education in Cambodia

Cambodia

120 teachers were trained in identifying and recognising signals among pupils with possible eye conditions and 196 pupils received glasses or another form of support.



Financial

In 2022, we received almost 3.9 million euros. Of that amount, 3.1 million euros was spent on our projects.

You can read more about our income and expenditure in Chapter 8, from page 44 onwards.



# 2 Our vision

## Why we do what we do

In Africa and Asia, children and adults with a (visual) disability are the most marginalised group. They go unseen, they do not have access to healthcare, education or livelihood, and often live in extreme poverty. That is what we want to change.

### What drives us

Every human being is precious and valuable. So, when persons with disabilities do not have access to essential facilities and are wronged because of their disability, it moves us deeply.

### Our dream

Equal access to (eye)care, education and livelihood for persons with disabilities in Asia and Africa.

### Africa, Asia and the Netherlands

That is why we work in seven countries - Ethiopia, Rwanda, South Sudan, Sudan, Uganda, Cambodia and Indonesia - towards preventing blindness, providing good-quality eye care, food security, access to education for persons with disabilities, and inclusive societies.

We help people with a (visual) disability to stand up for equal rights and help lobbyists raise a voice towards their government. We are also committed to an inclusive development cooperation policy in the Netherlands.

Here you can see how we plan to achieve these changes.



### Our pathway to change

#### If we...

Support children and adults with a (visual) disability in Africa and Asia with (eye) care, education and livelihood,

Make healthcare institutions, schools, companies and governments **more accessible,**

**Empower** persons with disabilities, their advocacy organisations, and their communities to stand up for **equal treatment,**

#### then children and adults with a disability will...

Have **better and more equal** access to essential facilities,

Be **seen and heard** by their family, community and the society in which they live,

Experience **fewer obstacles** in their environment,

#### so that...

Persons with a (visual) disability in Africa and Asia **will be treated equally** and experience an improved quality of life.



# Our strategy

In 2022, we concluded the second year of our new strategy: *Including Everybody*. With this strategy, we focus on three main themes:



### Inclusive Eye Health

We work towards preventing eye diseases by raising awareness in schools, identifying eye conditions and diseases, and providing treatment and rehabilitation for everyone, especially in the poorer areas of Africa and Asia.



### Disability-Inclusive Development

We want everybody to be fully integrated into society, and ensure that persons with a visual disability (or disability of any other nature) have equal access to healthcare, education and livelihood. We make sure that children with a disability can go to school and after that offer guidance in finding work.



### Disability Rights

We help and empower persons with disabilities, as well as their representative organisations, to stand up for their rights. And we challenge governments to be there for persons with disabilities.



## Through the eyes of our staff

'I think it's great that SeeYou always works together with a local partner. We achieve more by working with them and involving the community, government bodies, schools and sometimes churches in our work. I'm also very pleased that we were joined last year by two highly committed ambassadors: Jurjen van Houwelingen and Berdine Zwanepol. Both have something in common with SeeYou due to their personal experiences. After a brain tumour, Jurjen almost completely lost his sight, and Berdine lives with osteogenesis imperfecta, as a result of which her bones easily break, so she has to use a wheelchair. It's fantastic that they are both prepared to use their network to tell our story of participation and allowing yourself to be seen.'

**Cora Treuren**  
*Relations manager companies and major donors*

Read more about our ambassadors on page 24, in Chapter 4, 'Our fundraising and communication'.

# Key aspects of our strategy

### Our focus: persons with a (visual) disability

In Africa and Asia, persons with disabilities are almost always among the poorest of the poor. Within this group of people, we focus specifically on persons with a visual impairment – especially children, girls and women. Children and youth with disabilities often don't go to school. And girls and women with a disability are at high risk of exclusion and abuse.

### Local partnerships

We don't do - and cannot do - our work on our own. We always work together with the persons with disabilities, the organisations that represent them, and eye clinics and social organisations that are rooted in the local community. Because they are the ones who best understand the local situation. If we were ever to leave, they would still be there to carry on the work.

In this report you will notice that we regularly mention our partner organisations' names, because we value the work they do.

### Based on biblical values

We believe that every person is precious and valuable. These are values that we see reflected in the Bible and that form the basis for our work. It is why we are committed to all persons with disabilities, regardless of background, religion or other characteristics.

### Donors are our partners

We consider donors, charitable trusts, and other contributors to be allies on a joint mission: to improve the quality of life of persons with disabilities. Through a personal approach, we match the needs of donors as closely as we can and involve them in the development of our programmes whenever possible.

### We share our knowledge

We gladly share our experience and expertise – the result of over forty years of helping persons with a (visual) disability – with other development organisations. In this way persons with disabilities are better seen and heard. Where necessary, we strengthen partners through capacity building. We help local and international organisations with developments in the area of inclusion. And we are constantly looking for an even better approach to provide healthcare, education and livelihood for persons with disabilities.

### Safeguarding

Our target audience is at greater risk of not being treated as valuable, which is why we pay a lot of attention to integrity. We want to ensure the safety of everyone involved in our projects and our organisation.

### 85% of resources goes towards projects

We want a higher percentage of every euro we receive to go towards eye care, inclusion and awareness raising projects. We are currently working towards increasing it from 80% to 85%, so that every euro donated has even more impact.

**You can read the complete strategy on our website**  
Scan the QR code.





## Our work in Africa and Asia

All of our projects focus on one of our three themes: *Inclusive eye health, disability inclusive development and disability rights*. We would like to share with you how much we and our partners in Asia and Africa were able to achieve in 2022.

### Working on strong partnerships

2022 was the year of the war in Ukraine, inflation and severe drought in Africa. Situations which, as you can read in this annual report, also influenced our work, for example, the extra emergency relief project in Ethiopia. Rising costs not only played a role within our organisation. Our partner organisations also noticed that salaries had to be increased and that companies were more cautious in hiring persons with disabilities. However, a positive note in 2022 was that we achieved a lot in the areas of prevention, awareness and screening. In local communities, there is more attention for eye care, which is documented by, for example, the large number of participants during campaigns and the number of eye tests at schools.

As an organisation, we particularly worked on strengthening partnerships in both the Netherlands and the project countries. After COVID-19, it was once again possible to visit organisations and project areas and, besides online contact, to see each other again in person. This strengthened our ties and gave us a greater understanding of the context and the work we jointly carry out. As part of this even closer collaboration, we provide local partners with coaching and support in their work. This is appreciated, as could be read from the positive assessment results from our partner satisfaction survey.



# 3 Project results



## Inclusive eye health

If an eye disease is diagnosed on time, then a cure is possible and blindness can be prevented. However, in East Africa, healthcare is often difficult to access due to a poor infrastructure and a lack of qualified medical personnel and drugs. Therefore, each year many adults and children become blind, whereas that blindness could have been prevented. The situation is particularly harrowing in rural areas where only very basic eye care is available.

### Eye care in Rwanda

Nearly 13 million people live in Rwanda and 39% of them are children. *The World Health Organization (WHO)* estimates that the total number of visually disabled children in the country is 400,000. In 83% of the cases, blindness, often caused by cataracts, could have been prevented with timely, proper eye care.

#### New programme in western Rwanda

With our partner *Kabgayi Eye Unit (KEU)*, we are working on more and better eye care for children in the western province of Rwanda. We started our programme in this area in 2022. To improve eye care, we create awareness - specifically in schools - on preventing eye diseases. By doing this, we contribute to better knowledge and skills. The project was positively received and resulted in an increased number of tested patients. Health workers and teachers played an important role in identifying and referring cases. It also became clear that in this area there are many adults with eye problems who need eye care. Now we will discuss together with *KEU* and the local government how adults can also gain better access to the right eye care in the future.

#### Collaboration with government results in better eye care

As *KEU* is part of a hospital, the organisation has a good relationship with government bodies, such as the Rwandan Ministry of Health. During a meeting last year, stakeholders from the local government and those responsible for education and care in seven districts discussed how they could work together to improve eye care. For instance, they want to ensure good eye screenings and referrals for treatment. To create more awareness among the population about the early detection and prevention of eye diseases, *KEU* employees and local journalists ensured extra publicity and attention on World Sight Day 2022.

#### Figures

**120 women and 84 men** received an eye screening.

**267 people** received a treatment or operation in the clinic Eye care for children.

**Eye care for children**  
333 operations were performed, 270 pairs of glasses issued, 120 support devices, such as magnifying glasses, were provided and 3 children received a white cane.

**Training in eye care to:**  
250 nurses from health centres, 300 teachers and 14 district civil servants.



The 16-year-old son of Annonciata relates how **The World Sight Day** campaign eventually improved his future prospects: 'I was found to have serious eye problems. Thanks to support from SeeYou, who also paid the travel and accommodation costs, I could go to *KEU* for a thorough diagnosis and treatment. It became clear that the cataract in both eyes could be operated on and subsequently treated well with a pair of glasses and eye drops. The first days back at school felt like a miracle: I could see everything and even read what was written on the blackboard. Your support improved my sight and my school results.'

### Inclusive eye care in Ethiopia

Ethiopia has a population of 120 million people. 1.6 million people are blind and 3.6 million are visually impaired, even though 70% of the cases of blindness and visual impairment are caused by preventable abnormalities such as cataract, trachoma and refractive errors. But in the entire country there are only 160 ophthalmologists and 336 optometrists, as a result of which eye care - especially in rural areas - is hard to access.

#### Access to eye care in remote areas

With our project in 4 districts, we want to improve access to eye care in remote areas so that we can reduce the incidence of preventable blindness and visual impairment. Our partner *Grarbet Tehadiso Mahber (GTM)* improves access to eye care. With two clinics and mobile eye care teams, they provide extensive eye care; from testing at schools to operations. Last year, they also worked on increasing awareness in the community. And they provided training for 50 nurses in measuring visual acuity and in testing for and identifying eye disorders.

#### About our partner *GTM*

*GTM* was established in 1996 and provides extensive eye care, physiotherapy and help during rehabilitation, support devices for visual impairments, improved sanitary facilities and education about basic healthcare. With two eye care centres in Butajira and Zeway, and mobile teams, *GTM* focuses on the residents of remote villages in rural areas of Central and South Ethiopia.



The mobile eye care team carries out an eye test.

#### Figures

**Eye care at schools**  
12,000 pupils at 50 primary and secondary schools were screened on eye problems and 349 pupils received a pair of glasses.

**81,575 people** received information about eye care.

**Mobile eye care teams**  
34,439 eye screenings and 481 eyelid operations were performed.

In the clinics, 2,267 eye operations, 1,992 cataract operations and 152 eyelid operations were performed.



'Together with my husband, I went to the mobile eye care team in Sodo for an eye check. My sight in both eyes was very poor. I could not even go to the toilet by myself and was completely dependent on others. Both of my eye lenses were found to be opaque due to cataracts and I was referred to *GTM* for an operation. That operation changed my life: after 4 years, I could see normally again!'

Tanaka Bulkesa (55)

### Emergency relief for Ethiopia

In 2022, Ethiopia not only had to deal with the conflict between the Ethiopian government and the *Tigray People's Liberation Front (TPLF)* but also the worst drought in 40 years. This led to inflation and a major food crisis. The United Nations World Food Programme (WFP) reported that the situation in Ethiopia was one of the most alarming in the world.

We therefore started to provide extra food and emergency relief. And through training, we ensured that government bodies and aid organisations paid more attention to inclusive food aid. In particular, persons with disabilities and other vulnerable groups often do not benefit from conventional, large-scale emergency relief operations. As these people have very few means and no financial reserves additional help is required.

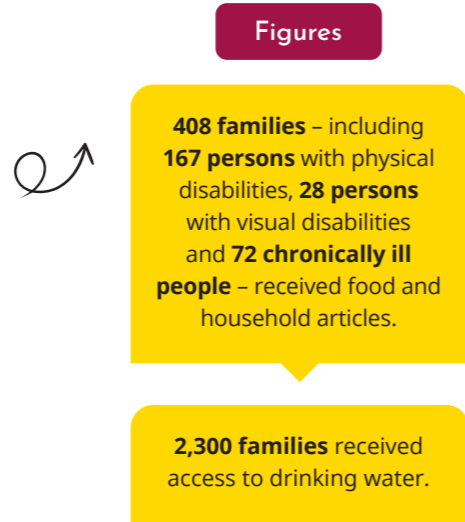
### Looking back at this project

Thanks to our emergency fund, we could quickly help these vulnerable families during the food crisis. This brief intervention, over several months, immediately provided us with the opportunity to investigate possible collaborations with new partner organisations.



**'People here believe that somebody with a disability is cursed by God. Parents keep children with a disability out of sight of others. They do not know that persons with disabilities can carry out many activities just as well, as long as they receive the right training and support. After one of our awareness trainings many people present were visibly touched. They told us that they felt guilty about their old perception and that they now thought differently - more positively - about persons with disabilities.'**

An employee of Love in Action for People Development Organization (LAPDO) in Afar, Ethiopia



Emmanuel strings beads with a supervisor in Ethiopia.



## Disability Inclusive Development

Persons with disabilities are confronted with obstacles that hinder or limit their participation in society. They do not have equal access to care, education and work, and employers do not want to hire them. In countries without a strong social safety net, they are dependent on their poor family. Through various projects, we are working towards more inclusive societies.

### Every life Matters

Inhabitants of Rwanda and Ethiopia have little access to good healthcare. And for persons with disabilities that access to good care is even more limited. They experience various barriers, ranging from prejudices, difficult physical access and financial obstacles to a lack of knowledge among care employees about how to communicate with a person with a – visual – disability. With *Every Life Matters*, we are working via our partner organisations (UPHLS and ECDD) towards inclusive and adapted care.

Together with 12 health centres in Rwanda and 4 in Ethiopia, we are developing, testing and improving interventions so that they become inclusive. And we are encouraging cooperation between local care providers, organisations for people with disabilities and specialised institutions. During the project's first phase (2017 - 2020), the attitude of care employees towards persons with disabilities has improved considerably. So now, we are also focusing on removing barriers at the supply side of care.

### Sexual violence against women with a disability

Women and girls with a disability have a three times higher risk of being confronted with sexual violence. Via (social) media and trainings, our partners provided information about this to 25 employees from the police, judiciary and hospitals. In addition, we worked in Ethiopia on establishing special shelter and treatment rooms for women and girls who have become victims of sexual violence. The actual shelter of these women will start in 2023.

### Looking back at this project

We observed that the number of patients with a disability that use care institutions stayed the same, whereas the total number of patients that use care institutions increased. We expect that this is due to underreporting because not every patient is asked about his or her possible disability. Therefore, next year, we will facilitate an even better collection of data.



**'My work with persons with disabilities has changed due to the training. I now pay more attention to patients with a disability because I understand that they are at a disadvantage when it comes to receiving care. For example, I could provide help to a 12-year-old girl with an eye disease. She needed a wheelchair, but her family did not have the money for this. Via the programme, she received a wheelchair, as a result of which she can now move around independently.'**

Alexis Hakizimana  
One of the trained health workers in Rwanda



## EmployAble

Finding a job is hard for youth with disabilities in Ethiopia. Youth unemployment is high. Educational institutions have few facilities to train students with a disability and the employment market is not set up for taking on persons with disabilities. All of these barriers undermine the self-worth of young persons with disabilities.

Via the project *EmployAble*, we are working in the area of Addis Ababa and Hawassa on the inclusion of young persons with disabilities in education and the employment market. Technical and Vocational Education and Training colleges (TVETs) were made more accessible through physical modifications such as a wheelchair ramp or disabled toilet. Young people receive the opportunity to attend a vocational college or training so that they can become financially independent by obtaining a job or starting a small company. And we are working on awareness among employers and companies so that taking on young persons with disabilities will become more normal.



**'People in my community did not believe in my capabilities. This made me feel depressed', says Hayiso. He has a physical disability due to an accident he had at the age of 5. Nevertheless, he is now very optimistic about his future. A vocational training in metalwork taught him skills, but it also gave him the opportunity to meet other young persons with disabilities. Thanks to the training, supervision and career advice from an inclusion facilitator, Hayiso is now the joint owner of a small company. The young entrepreneurs - who all have a disability - make, sell and repair metal products such as doors and fences. His positive, life-changing experience means that he now encourages his friends with a disability to believe in themselves: 'A disability does not make you powerless. Everybody can become disabled, but my disability no longer prevents me from doing what I want.'**

**Hayiso Hariso (28)**  
Young entrepreneur with a physical disability

### Figures

**Education**  
**1,524 young people** with a disability received vocational education or training: **752 women** and **782 men**. In 2022, **846** gained a diploma and **22 TVET colleges** received help in improving the physical accessibility of their buildings and facilities.

**Care**  
**430 girls and young mothers** received menstrual health training and **1,258 young people** received information about reproductive healthcare.

**Work**  
**866 young people with a disability** received seed funding, **16 young persons with disabilities** found work at companies and **150 representatives** from companies followed inclusion awareness training.

### Looking back at this project

2022 was intended to be the last year of this phase of *EmployAble*. Many of the young persons with disabilities want to start their own company. However, finding a suitable location, registering and starting up a company takes longer than expected. The decision was therefore taken to extend this phase by six months. That will allow us to support more young persons with disabilities in setting up a business and further encourage the private sector to be more inclusive.

### About our partner

*Ethiopian Center for Disability and Development (ECDD)*  
Since 2005, ECDD has worked on realising an inclusive Ethiopia where persons with disabilities have the same rights and enjoy the same access to services and opportunities as other people in Ethiopia. They work with a broad approach so that all of the stakeholders - advocacy organisations through to the Ministry of Employment and Social Affairs - are involved.

## Inclusive education in Cambodia

Nine out of ten children with a disability in developing countries do not attend school. In Cambodia too, many children are hidden away because they have a disability. They do not go to school and are not allowed to play outside and make friends. With our new project for inclusive education, we want to give children with a visual and auditory disability at 60 primary schools in Cambodia an equal opportunity to learn.

To make education more inclusive, we work together with the Cambodian Ministry of Education, the National Institute for Special Education and other non-profit organisations. So that children with a visual or hearing impairment can also enjoy good quality education and receive better supervision. We directly focus on both the care of pupils and on providing information and training to teachers, parents and schools.



### Figures

**757 students** from schools in 3 districts received an eye screening from their teacher.

**429 pupils** received an eye screening from a professional.

**117 visually impaired children** received a support device such as a pair of glasses or magnifying glasses to support their learning process and everyday activities.

*We discovered that many children have difficulty maintaining their glasses properly, so they need to receive more advice about this from their teachers.*

**120 teachers** received training about improving inclusive education strategies.



**'When I started, I spoke to many parents of blind and deaf children. They did not believe that their child could learn and often hid the child at home. We kept talking with those parents for as long as it took for them to allow their child to go to school. Since then, I have taught hundreds of children braille and sign language.'**

**Neang Phalla**  
The first teacher who gave lessons to blind children at a Cambodian school

## Inclusive villages in Indonesia

Purworejo is one of the 10 poorest regions on Java (Indonesia). The island counts 7,305 persons with disabilities. These are often people with a low level of education, and because they could not attend school, they are often unemployed as well. With our project, we work – via the organisations *Pusat Rehabilitasi YAKKUM (PRY)* and *PAfid* – to empower persons with disabilities. We focus on the growth of economic opportunities and providing for their own livelihood, for example by growing mushrooms. And we encourage communities to become more inclusive.

### Village groups help to realise change

In village groups, old people, young people and persons with disabilities are brought together so that they can jointly think about the problems in their village and possible solutions for these. As a group, they enter into discussions with the local government to tackle barriers for persons with disabilities. In this way, they learn to organise and facilitate a group and persons with disabilities are encouraged to actively provide input for the governance and plans of their community.

The government of Indonesia has made funding available for the inclusion of persons with disabilities. However, applying for funds is time-consuming and takes a lot of effort. *PRY* supports the groups: they discuss the proposal and aim and guide the groups during the application process. Various groups were successful and received start capital for a small company.



### Figures

**15,895 people** live in the project villages, of which **2,204 are older people** and **380 people have a disability**.

**282 people**, of which **129 women**, took part in one of the village groups for people with a disability.

**12 women** and **8 men** followed training in processing mushrooms and **8 women** and **22 men** followed training in bamboo weaving.

### Looking back at this project

We see that the model of inclusive villages has also aroused interest from nearby villages. For example, our partner *PRY* received requests for support from other villages because they recognised the advantage of the programme for vulnerable groups.



## Disability rights

Persons with disabilities in Africa and Asia have to overcome barriers to be able to access (eye) care, education and work. However, many experience the stigma and prejudice that they encounter daily to be far worse. We therefore work to realise communities where there is a place for everybody. We strengthen advocacy group representatives so that their voices can be heard, we influence legislation, and we encourage persons with disabilities to be part of the decision-making process.

### We are Able!

An Ebola outbreak in Uganda. An unstable and unsafe situation in Sudan and South Sudan due to internal conflicts. High inflation, rising food prices as a consequence of the worldwide energy crisis and the war in Ukraine. Due to all of these developments, food insecurity in Central Africa became even worse in 2022. In particular, persons with disabilities in these countries often have very little income and few possibilities to grow food for themselves. Governments often overlook these people. Through the *We are Able!* consortium, we want that to change.

### What is the *We are Able!* Consortium?

In *We are Able!*, we work together with five other aid organisations from the Netherlands and Central Africa: *ZOA*, *Leprosy Mission Netherlands*, *VNG International*, *African Disability Forum*, and *The Hague Academy for Local Governance*. The *Dutch Ministry of Foreign Affairs* is funding this 5-year project. Together with persons with disabilities, their advocacy organisations and local governments, we work at the national, European and international levels for food security.

### Our goal: food security in Uganda, Sudan and South Sudan

In 2025, men, women and young persons with disabilities and other excluded groups in vulnerable and conflict-affected countries will successfully exert influence on legislation and policy for a better food security for everybody via resilient and capable local advocacy organisations.

### Figures

In Uganda, **2,700 persons with disabilities** took part in saving groups in their village.

**37 local advocacy organisations** for persons with disabilities received coaching and advice.

**87 participants** learned about equal rights and inclusion.

**19 persons with disabilities** were trained as disability rights advocates.

### Training and advocates for equal rights

As a consortium, we work closely with local civil society and advocacy organisations. We support them so that they become strong advocates for promoting inclusion, providing access to food systems and realising inclusive governance in their own local and national societies. Accordingly, 31 organisations were trained in the area of inclusion and policy influencing. That is desperately needed because there is still a big stigma associated with disability, not just in communities and villages, but also within families. There was, for example, an 18-year-old girl from South Sudan whose parents wanted to force her to leave school and marry. Fortunately, this could be prevented due to the efforts of a local organisation that had followed a training.

In collaboration with *VNG International* and the *National Council for People with Disability of Uganda (NCPD)* we have devoted more attention to making local and national institutions aware of the need to put the rights of persons with disabilities on the agenda. That has already borne fruit because we see that these government institutions are more actively committed to achieving food security for persons with disabilities.



**A film about inclusion in Uganda**

In Uganda, a film was produced to show that everybody can contribute to inclusion by making persons with disabilities resilient, creating acceptance in communities, and combating the stigma and discrimination. The actors, some of them persons with disabilities, and producers received a training about inclusion. That led to a film with creative, gripping stories about the rights of persons with disabilities.



**'In the past, I was too embarrassed to talk with other people about the rights of persons with disabilities. I find it difficult to talk about that in public. But due to the training from *Light for the World* (our partner in Uganda), I gained more skills and self-confidence. Now, I am a role model in my community, and I will ensure that persons with disabilities are not discriminated and excluded. Wherever I can, I now call for the inclusion of persons with disabilities.'**

**Vivian Awel Achiek**

She gained self-confidence after she had followed a training at the Disability and Inclusion Academy in South Sudan

**We are Able! event during the Global Disability Summit**

Our *We are Able!* programme manager Vivian Velema led a fringe event with 220 participants during the second Global Disability Summit. The webinar, called 'We are Able! Are you able too?', included a panel discussion with, amongst others, the African Disability Forum, the United Nations World Food Programme and the Dutch Ministry of Foreign Affairs about inclusive food security, the associated challenges and the role of advocacy organisations and local governments.



Care workers learn sign language.



A radio show to increase awareness about how persons with disabilities can generate an income.



Capacity building of an organisation for persons with disabilities in Yumbe.

**One of our partners tells her story:**

'As a woman with a disability, I am passionate about standing up for persons with disabilities. I want to advocate their interests, bring them together so they do not struggle alone and influence government policy so that the prospects of persons with disabilities improve. That is why I have worked for NGOs for over 20 years.'

Although a government should be there for all its citizens, government officials often lack the information they need. For example, civil servants do not know how to include persons with disabilities in their policies. So I am really pleased that *We are Able!* could train them. And we can see that this has made a difference! For example, our organisation could recently provide input to make a national law more inclusive.'

**Deborah Iyute**

*Director National Union of Disabled persons of Uganda (NUDIPU) Uganda who has a hearing impairment.*

As NUDIPU, we are a co-partner in the *We are Able!* Programme. For persons with disabilities in Uganda, poor access to information services and difficulty in communicating are major challenges. So, it's fantastic to see that people, who previously lived in isolation and were not aware of their possibilities, now come together through the projects in savings groups and follow trainings.

# Overview partner organisations and associated projects

**Sudan**

- Action on Disability and Development (ADD)
  - We are Able!

**South Sudan**

- Light for the World South Sudan
  - We are Able!

**Uganda**

- Light for the World Uganda
  - We are Able!

**Rwanda**

- Kabgayi Eye Unit (KEU)
  - Inclusive eye health
- The Umbrella of Organizations of Persons with Disabilities in the fight against HIV&AIDS and for Health Promotion (UPHLS)
  - Every Life Matters
- Light for the World Belgium
  - Inclusive education
- Umuryango Nyarwanda w'Abagore Bafite Ubumuga (UNABU)
  - Employable

**Ethiopia**

- Grarbet Tehadiso Mahber (GTM)
  - Inclusive eye health
- Ethiopian Center for Disability and Development (ECDD)
  - Every Life Matters
  - Employable III
- LAPDO
  - Emergency relief

**Cambodia**

- People's Action for Inclusive Development (PAFID)
  - Inclusive education
- Krousar Thmey
  - Inclusive education

**Indonesia**

- Pusat Rehabilitasi YAKKUM (PRY)
  - Inclusive villages

**The Netherlands**

- Dutch Coalition on Disability and Development
  - We are Able!





## 4 Support in the Netherlands

### Our fundraising and communication

**For 40 years, a large number of individual donors, funds, opticians, churches and foundations have made our work possible. We would like to thank each and every one of them!**

#### Greater visibility and more donors

One of our goals for 2022 was to increase our visibility. This was a logical next step after we changed our name to 'SeeYou' the year before. We sought publicity and our director Dicky – as the public face of SeeYou – gave many interviews and contributed to radio programmes. And we consciously chose campaigns that were visible across the breadth of our supporter base, such as the cover wraps for the Christian Dutch newspapers *Nederlands Dagblad* and *Reformatorisch Dagblad*. That resulted in 1,216 new donors, a growth compared to 2021 that we are very grateful for. Furthermore, existing donors remain committed to our work for longer, as evidenced by fewer donors cancelling their contribution in 2022 than in 2021.

#### Grateful!

We are pleased that people recognise the importance of helping persons with disabilities in Africa and Asia. It is striking that we gained even more donors, companies and funds in 2022, despite the high inflation and worrying global developments. We are therefore grateful for each form of involvement from charities, charitable funds, companies, churches, schools and individuals.

#### Opticians support eye care worldwide

37 opticians, each in their own way, supported our work within their sector. There are many similarities between the work of an optician and the work of SeeYou, as we both strive towards the best eye care.

#### Network meetings for entrepreneurs

Last year, we started entrepreneur meetings in Veenendaal and Genemuiden. For example, we held a wine-tasting session, an activity that was not only a lot of fun but also allowed us to present various projects. We held three evenings for entrepreneurs in 2022, and fantastic follow-up activities are planned for 2023.

#### Collections in 144 churches

144 churches support our work, often by holding collections or through our Bible study package.

#### Good reporting

'Our foundation has supported the work of SeeYou for decades because their work is so necessary. And because the reporting is so good. They clearly state which parts of a project are meeting or exceeding expectations, but also – and that requires guts – aspects that do not meet expectations, and then they come with a plan for improvement.'

#### Jantine van de Watering-Geesink

*Director Landelijke Stichting voor Blinden en Slechtzienden*



Various items from the churches' package, titled *Onbeperkt welkom!* (Unlimited welcome!).

## Attention for inclusion in the Netherlands

We want persons with disabilities to be fully integrated into society wherever they are in the world. Therefore, we also call for more attention for inclusion from Dutch politicians. Employee Lieke Scheewe regularly visits the Dutch House of Representatives for conversations with members of parliament, and she presented them with SDGs number 2 'Zero hunger' and number 10 'Reduced inequalities' in Braille and sign language. Furthermore, we have regular conversations with the *Dutch Ministry of Foreign Affairs*, together with the *Dutch Coalition on Disability and Development* and the *We are Able! Consortium*, to ensure that emergency relief and development aid also reach people with disabilities.

### Concrete results: inclusion in policy and motions

- In the new policy memorandum for international trade and development cooperation from the Minister for Foreign Trade and Development Cooperation, Liesje Schreinemacher, the inclusion of persons with disabilities is specifically stated.
- We use our knowledge to provide Dutch members of parliament with valuable information. In 2022, that resulted in a motion from the political parties CDA and D66, which was supported by the entire house, that requested more accessible emergency relief for groups that experience discrimination, including persons with

**17 goals for a better world**  
 The United Nations' Sustainable Development Goals (SDGs) comprise a joint agenda for a resilient and sustainable world with less inequality and less poverty. **193 nations** and more than **1300 Dutch organisations** are committed to achieving these **17 goals** by 2030. And that includes us! Because the golden thread of 'leave no one behind' is exactly what SeeYou stands for.

disabilities. And a motion from the parties SGP and CDA called for improved access to work for young persons with disabilities.

### Loyal support from funds, charities and companies

We are grateful for so many loyal and stable relations who have supported our work for many years. In 2022, we also listened carefully to the wishes of funds and charities to match them with the right projects and activities.



## New opportunities

'I am fortunate that I was born in a country with good healthcare and could take part in mainstream education, despite my physical disability: osteogenesis imperfecta, generally referred to as brittle bone disease. When I was asked to become an ambassador, I imagined what it would have been like had I grown up in Cambodia. A chance of a "normal" life" would have been far less likely for me. Thanks to SeeYou, persons with disabilities receive opportunities that they would otherwise never have had.'

### Berdine Zwanepol

*SeeYou ambassador, teaching assistant and born with brittle bone disease*



## One of the opticians involved says:

'Eyes are our body's most important sensory organs. In the Netherlands, eye care has even included within the basic health insurance package since 2019. How different it is in countries where children are excluded, simply because they cannot see well. I cannot, in the least bit, imagine at all what that is like. It makes me realise once again how much suffering there is in the world and that - if you are privileged enough - it is our duty to help lessen this suffering.'

I think it is unique that SeeYou is as concerned with eye care as we are each day in our optician's shop. Sometimes our clients are displeased because they need to have a cataract operation. Then I always point out they should be happy that we can diagnose cataract in the Netherlands at such an early stage. In this way, I have a conversation about SeeYou almost every week to bring your work to the attention of as many people as possible.'

### Jessica Linschoten

*Owner Optiversum Prummel in Veenendaal*



Successful spring campaign: at bookshop de Rank in Veenendaal, they initially thought the front page was a misprint.

## Three highlights

- Readers of the Christian Dutch newspapers **Nederlands Dagblad** and **Reformatisch Dagblad** received their paper in May with a fuzzily printed front page. That gave them an idea of what it is like to live with impaired sight, and it enabled us to present our eye care project, which brought many new donations.
- We could welcome two **new SeeYou ambassadors**, Berdine Zwanepol and Jurjen van Houwelingen. They enthusiastically and passionately share why our work has a special place in their hearts, and they do that online as well as during events.
- On 16 December 2022, we celebrated our **40th anniversary**. We received a beautiful painting from our ambassador Jurjen van Houwelingen. After the unveiling of this by Margreet Aantjes-Cozijnsen, daughter of the founders of SeeYou, the painting was given a prominent place in our office (see page 24).



## Together we achieve more

**We always join forces with local and international organisations. We can stand stronger together by treating each other as equals, appreciating each other's work and sharing knowledge and expertise.**

### Equal partners

In all of our projects, we enter into a partnership with local organisations. They know the situation, community and culture best and have the specific expertise needed in the field of (eye) care, education or work. Depending on the project, we also work together with local schools, churches or businesses.

### We encourage collaboration between partners

Our three themes – *Inclusive eye health*, *Disability inclusive development*, and *Disability rights* – increasingly come together in our projects. That requires mutual collaboration between the local partners, who each contribute their own knowledge and from within their professional domain. For example, partners in Rwanda work together with government clinics. One organisation provides eye screening, check-ups and treatment in a health clinic; the other subsequently mobilises persons with disabilities to participate more actively in their community.

We also connect Dutch organisations' knowledge and expertise with our partners in project countries. Furthermore, we strengthen the collaboration with organisations that provide specific expertise in the area of (visual) disability, such as *Bartiméus* and *Leprosy Mission Netherlands*. For example, we link the expertise of *Bartiméus* (Dutch care organisation for persons with visual disabilities) about digital accessibility with that of partners in Ethiopia working on inclusive education. This is one of the collaborations that we want to strengthen and encourage further so that our projects have a broad impact.

### Sharing and receiving expertise as an inclusion partner

We are happy to share our experience and expertise with other development organisations in project countries, and as part of our advisory role in the Netherlands as well. By contributing our inclusion expertise to programmes of other organisations, we can reach far more children and adults with disabilities, and against relatively low costs. We choose to work with organisations whose vision and convictions align closely with ours, who we already collaborate with and who are located in our project countries, such as *Light for the World*, *Woord en Daad* and *ZOA*.

### Partner policy

In 2022, we wrote a partner policy that provides us with internal guidance when we select partners to realise projects, and also when we support partners and funds in the Netherlands. In this way, we can be sure that we all strive to achieve the same goals.

### UN Convention on the Rights of Persons with Disabilities

The *UN Convention on the Rights of Persons with Disabilities* safeguards, protects and promotes the rights of persons with disabilities. The Convention is an important tool to help persons with disabilities in standing up for their rights. In our project areas, we support, where possible, people and organisations who call upon government bodies to assume their responsibility for complying with this Convention.

Scan the QR code for the UN Convention on the Rights of Persons with Disabilities (CRPD).



# 5 Working together



## Networks we are a member of

We share our knowledge with different organisations but also want to continue learning about inclusion, eye care, operational management and fundraising. We do so within various networks and sector associations. We deliberately opt to work with a limited number of networks and platforms so that we can participate in a worthwhile and committed manner.

- **Partos**

Sector Association that brings together more than 100 Dutch organisations for development cooperation and humanitarian relief.

- **Prisma**

An association that focuses on the role of Christian organisations in international development cooperation, for example, via the JISRA consortium that calls for the freedom of religion.

- **Dutch Coalition on Disability and Development (DCDD)**

This is the most important Dutch network for inclusion and represents the interests of persons with disabilities in developing countries. We create a strong lobby towards the Dutch government through a joint agenda with other participants.

- **EU-Cord**

European network that focuses on collaboration and policy influencing in international collaboration. Within this network, we specifically focus on lobbying, advocacy, and institutional fundraising.

### In 2022, we became a member of two networks:

- **International Disability and Development Consortium (IDDC)**

International platform for stakeholders in the area of disability and inclusion. Through our membership, we are even better informed about international developments in inclusion.

- **International Agency for the Prevention of Blindness (IAPB)**

In May 2022, we joined this international alliance, with more than 150 members working in the field of eye care.





# 6 Our Organisation

## About SeeYou

In 2022, our team at the office in Veenendaal and our partners in the seven project countries once again did a lot of work. Work that we could only do thanks to new donors and the donors who have supported us for decades.

### Internal developments

In the second year of our strategy, there was room to further advance our work. For example, we invested in relationships with partner organisations and worked on further developing our programmes for eye care, inclusion and disability rights. We want to act as a catalyst for our partners and donors by sharing resources, expertise and networks. And in 2022, we could connect various new funds, companies and expertise partners to our partners in the project countries. We experienced a relatively high level of absence due to illness, but despite this, we did everything possible to achieve our goals. Our new project monitoring officer enables us to further invest in the quality of our project management and in the quality of the support and advice we give our partners.

### Our team

#### Team time at a monastery

During a stay of two days at the monastery in Huissen with our entire team, we discussed, amongst other things, our identity document that we continuously update. We also talked about the core values of SeeYou, which are closely related to the Christian roots of our organisation. This yielded fine conversations about the personal motivations of employees and how we translate those into our daily work.

#### Employees and volunteers

In 2022, our SeeYou team had an average of 15.26 FTE (paid employees). There were several changes in personnel, but at the end of the year, all vacancies were filled again, as a result of which the number of FTE remained relatively stable. We also received support from enthusiastic volunteers and interns. We invested in the training and support of volunteers, such as a communication training.

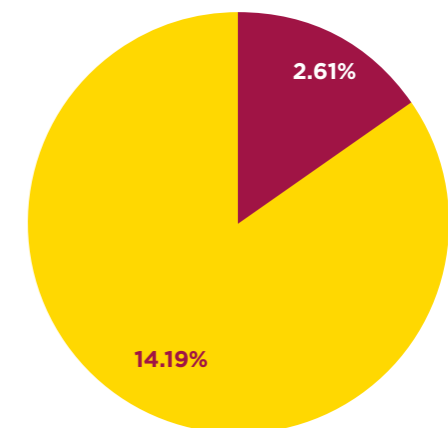
#### Employee representation

The SeeYou employee representation met with the director on four occasions in 2022. The subjects of these talks included the design and outcome of the employee satisfaction survey, the annual plan and the budget. The board also spoke with the employee representation.



### Absence due to illness

In 2022, we experienced a high level of absence due to illness. This was due to a combination of long-term illness, maternity leave and the consequences of COVID-19:



#### Total absence 16.8%

- Long-term absence (> 43 days)
- Short and medium-term absence (< 43 days)

## Board and supervision in 2022

### Governance model

As an organisation, we work with the board-management model. Our director Dicky Nieuwenhuis is responsible for the day-to-day management and preparing and implementing policy. Her duties and powers are detailed in our management regulations.

You can read the (Dutch) management regulations at: [www.seeyoufoundation.nl/over-seeyou/organisatie-bestuor-en-toezicht/](http://www.seeyoufoundation.nl/over-seeyou/organisatie-bestuor-en-toezicht/)

### Executive remuneration

The board has determined the remuneration policy, the level of remuneration and the size of other remuneration components. This policy is updated regularly. We determine the remuneration policy and set the remuneration using the Remuneration regulations for directors of charitable organisations ([www.goededoelennederland.nl](http://www.goededoelennederland.nl)).

This Regulation sets a maximum standard for the annual income with weighting criteria. Using these weighting criteria, our board has awarded a so-called BSD score of 380 points to our director Dicky Nieuwenhuis, and according to this scheme, the maximum annual income is € 112,124. Her actual annual income in 2022 – including holiday pay, year-end bonus and pension contribution – was: € 103,582.

As a result, the annual income, the taxed allowances/additions, the employer’s pension contribution and the other remunerations in the long term remained well within the maximum amount stated in the Regulation. The size and composition of the remuneration are explained in the annual accounts in the statement of income and expenditure.

### Our board members

Our board members receive no remuneration. Their task is to supervise what the director does. This separation of tasks ensures the independence of the internal supervision. For example, the board supervises our organisation’s functioning and the achievement of our objectives.

### Meetings and decision-making in 2022

The board met six times in 2022. There were four regular meetings and two strategic sessions about supervision and strategic partnership with other humanitarian organisations.

#### The following decisions were taken:

- approval of annual report and financial statements 2021;
- approval of annual plan and budget for 2023;
- transition from board to Supervisory Board; *With this, the governance responsibility will be transferred to the director in 2023. Our reason for this decision is that the supervisory board model is a more usual supervisory model in our sector.*
- the terms of office can be adjusted from 3 times 4 years (total 12 years) to 1 time 4 years, and 2 times 2 years; *Increasingly, board members did not complete the full term of 12 years. We expect a term of 8 years – split into 3 shorter periods – will make it more attractive for supervisors to commit to our organisation.*
- approval of new policy, including our identity document and partnership policy.

### Evaluation of the board

The board annually evaluates its own functioning. In 2022, the board concluded that it is increasingly able to better fulfil its supervisory role. As the organisation now has an appropriate and well-maintained management information system, the board can focus more on the main issues and there is room for more reflection. The board would like to obtain more insight into the quality and risk management of programmes in our project countries. Our programmes will therefore be accorded more attention during board meetings.

## Our board in 2022

Name and position	Additional positions	Board member since	Eligible for reappointment	Outgoing
Sander van Bellen, chair	Chief Financial and Risk Officer at a.s.r. Income	2018	2022 - 2024	2026
Job de Wit, secretary	Job de Wit, secretary Team leader ARAG, unit Vastgoed	2019	2023 - 2025	2027
Erik Werkman, treasurer	Coach, trusted adviser	2021	2025 - 2027	2029
Stephan Bol	Manager Marketing & Communication Lelie Zorggroep	2017	2022 - 2024	2026
Annet Lukkien	Manager Partnerships Dorcas, Consultant Inclusion Matters	2018	2022 - 2024	2026
Marlies van der Kroft	Disability and Development Consultant	2022	2026 - 2028	2030

Table 1. Board composition on 31-12-2022

Jonathan Folmer stepped down in December 2022 after a period of eight years as treasurer. We are grateful for his work over the past years. Erik Werkman has taken over his role as treasurer.



## We strive for quality

The year 2022 demonstrated that our previous investments in improving work processes and management information were worthwhile. We now have a good overview of the progress of both the financial and project results. In 2022, we took new steps in shaping the project monitoring, for example with a new position: project monitoring officer. That means we have an even better overview of the expenditure in our projects and the alignment with the requirements of donors.

### Quality management

Our quality management system has been set up according to the principles of ISO 9001 and the sector-specific ISO standard Partos 9001. In 2021, the ISO/Partos certificate was renewed for a period of three years. In 2022, we were audited by the Dutch charities regulator Centraal Bureau Fondsenwerving (CBF) in the context of the 3-yearly renewal of the CBF certification. This yielded several points for improvement and also a renewal of the certification. Furthermore, in 2022, various internal audits were performed on different processes to check and improve the functioning of our quality management system. Discrepancies and points for improvement were reported on and followed up so that internal procedures are once again up-to-date.

### Client satisfaction survey

We carried out a satisfaction survey among our partners in the seven project countries. This revealed that they highly value the partnership with us. And we received several points for attention about the communication of budgets, for which we will introduce improvements. We have adjusted our procedures and annual planning so that we can deal with budgets and payments at an earlier stage.

### Three quality marks

Accreditations and certifications are how you can be sure that we contribute to a better world, manage every euro carefully, are accountable, and have ourselves audited independently.



- **Public Benefit Organisation (ANBI)**

SeeYou has been classified as a Public Benefit Organisation (ANBI) by the Dutch Tax and Customs Administration. As a result, donations to the charity are tax deductible.

- **Recognised as a charity by CBF**

As a CBF Recognised Charity, we meet the strict quality requirements that are audited by the CBF.

- **ISO 9001 and Partos 9001**

Our charity is ISO 9001 and Partos 9001 certified. This certification concerns internal and external processes, and they are regularly tested and adjusted.

### Complaints

In 2022, we registered five complaints. These concerned questions such as the frequency of post or the use of an address. From one private donor, we received a complaint about the director's salary. We also received complaints from a company and a foundation with whom we subsequently held discussions, after which the company continued its collaboration. As a result of this, we improved our reporting process.

## Integrity

Integrity is high on our agenda. We know from experience and countless studies that our target audience is at a significantly higher risk of abuse than persons without disabilities. Safety and an open culture are therefore crucial.

### Safeguarding policy

Now that we work directly with local partner organisations in Africa and Asia, instead of through an international organisation, we must also ensure that our partners have a good safeguarding policy and protect the people we support with our work. In our integrity policy, we have laid down the distinction between our direct and indirect responsibility towards stakeholders and our target group, and the ethical conduct that we expect from ourselves and our partners.

You can find our (Dutch) integrity and safeguarding policy on our website.

### What will you find in our integrity and safeguarding policy?

- statement of integrity
- code of conduct
- prevention policy
- reporting system
- references to underlying provisions: Transparency & Anti-Corruption Policy, Regulations for Confidential Advisers, Whistle-blower Policy, and Complaints Procedure

### Internal training about acting with integrity

As part of our preventative measures, we regularly hold internal discussions concerning the importance of acting with integrity and concrete moral dilemmas. For example, in 2022, we discussed several cases as a team and learned various lessons from these. This led to a change in our partnership policy, which now states that we will screen new donors on several aspects regarding

ethical conduct. With our volunteers we also discussed moral dilemmas based on a concrete case. This made them more aware of the role that they also have in acting with integrity in various situations.

### Safeguarding at our partners

Safeguarding is always on the agenda during the various contact moments with partner organisations and work visits. We ask our partner organisations about their integrity policy (also called safeguarding policy), how they implement this and what they come up against. During work visits, they also bring up the subject themselves. For example, recently, during a project visit, our employees were asked to fill in a consent form for the use of their photos.

### Code of Conduct

Our code of conduct is founded on our core values: every person is valuable, there is room for everyone, love for one's neighbour, and righteousness. All our employees and volunteers are asked to sign this code of conduct and it forms the basis of all our actions. We also endorse the 2019 Partos Code of Conduct with guidelines on cooperation with civil society organisations in project countries, setting up a professional organisation, and agreements on communication and fundraising.

We always work with the financial resources that are entrusted to us by others - donors, funds, foundations. We follow the guidelines expressed in our Transparency & Anti-Corruption Policy to minimise the risk of misuse of these resources.

## Corporate Social Responsibility (CSR)

We have drawn up a new CSR policy statement, based on three principles:

- **Working fairly and honestly**

The previous sections on Quality and Integrity describe how we shape this.

- **Respect for our stakeholder, our work and our organisation**

In addition to regular satisfaction surveys, the various stakeholders are consulted annually on strategic decisions. This includes volunteers, ambassadors, family of the founders, involved donors, representatives of equity funds, and strategic partners in our project countries and in the Netherlands.

- **Respect for society and the environment**

We are committed to protecting the environment and we want to conserve natural resources. That is why we choose to pay a CO<sub>2</sub> compensation for our air travel by making a donation to the A Rocha foundation, as was the case with our project visit to Rwanda last year. In addition, the second year of - mandatory - working from home resulted in lower CO<sub>2</sub> emissions from commuting and less paper consumption.



## Risk management

Our work often involves risks and uncertainties. Through our risk management, we prevent risks from materialising and limit any potential impact they may have. We work on structured risk management, with an internal risk register, a quarterly risk analysis by the management team, and a sound policy on project expenditure, reporting, monitoring and integrity.

We see five main potential risks for the next years.

### 1. Uncertain external conditions as a result of pandemics and political unrest

**Probability:** high  
**Potential impact:** high

We have seen how quickly the world can be gripped by a virus or conflict that extends far beyond national borders. Whether this concerns a (civil) war, lockdown or the rising costs of daily products, our target group is hit hard by such situations because care, education and work for persons with disabilities become even less accessible still.

**Our measures:**

- continue to invest in projects that promote economic independence and food security
- ask governments to make (emergency) aid inclusive for persons with disabilities
- realise extra emergency response campaigns where necessary

### 2. Rising costs as a result of inflation

**Probability:** high  
**Potential impact:** high

Costs are rising both internationally and in the Netherlands. This affects the realisation of our projects – we can do less against the same costs.

**Our measures:**

- look even more critically than before at what is really needed in view of our organisation costs
- discuss with partners in the project countries the priorities in realising projects

### 3. Limited team capacity

**Probability:** high  
**Potential impact:** high

Due to shortages in the Dutch labour market, finding qualified staff is becoming increasingly difficult. The consequences of COVID-19 - such as Long COVID – can give rise to relatively long periods of absence due to illness.

**Our measures:**

- make clear choices about what we can and cannot do
- switch to a new occupational health and safety service that gives a high priority to prevention
- continual attention for an attractive work environment and work satisfaction

### 4. Loss of income

**Probability:** medium  
**Potential impact:** high

The current inflation, rising energy costs and uncertainty in the world are leading to more caution among our donors.

**Our measures:**

- firmly persevere with our chosen strategy for income growth
- monitor income development
- invest in attracting new donors
- only award expenditure if the income is guaranteed

### 5. Violation of integrity and fraud

**Probability:** medium  
**Potential impact:** high

In a period in which (sexual) harassment makes the headlines, we are also aware that this risk is present in all companies and organisations, and that our target group is particularly vulnerable. Possible violations of integrity result in a considerable loss of reputation and, in particular, permanent damage to somebody's life.

**Our measures:**

- strong integrity and safeguarding policy
- continue internal discussions about integrity within our organisation and partner organisations
- internal processes aimed at preventing fraud, which are monitored both internally and externally





# 7 Learning & looking ahead

## Learning & looking ahead

**What has 2022 taught us for the future? We regularly evaluate our work so that we can continue to grow and develop even better projects.**

### Long-term impact

As SeeYou, we want to improve the quality of life for persons with disabilities. We have a good idea of the people we reach with our projects together with and through our partners. However, we are also aware that it is hard to obtain insights into the long-term effects of our approach. What long-term changes do eye care, education and vocational training projects bring about in the lives of persons with disabilities? In 2023, we will give priority to more and better ways of measuring this impact.

### Connecting eye care and inclusive education

In 2022, we saw almost no blind or visually impaired children in the classes at schools involved in screening for the eye care programme. As we want to connect eye care and inclusive development with each other, we want to improve this with our local partners and our Dutch partner Bartiméus.

### Attention for strategic collaboration

An important starting point of our strategy is direct collaboration with local partners, preferably with organisations that represent persons with disabilities. As we no longer have our own country offices, we have already made progress in this regard. In 2023, we want to expand our strategic partnerships with local partners. We will do this, for example, through giving joint training, adding more depth to the satisfaction survey, a systematic approach to the dialogue with our partners concerning the integrity policy, and a focus on direct collaboration with organisations of persons with disabilities.

### Internal learning and development points

- Our internal organisation is organised into three teams: programmes, fundraising and communication, and operations. These teams work closely together to realise our projects. In 2023, we want to bring them even closer together by forming multidisciplinary teams around the most important projects. That will allow us to prevent unnecessary misunderstandings and meetings.
- The current tight labour market forms a considerable challenge for us as well. We have therefore concluded that, besides the traditional way of recruiting personnel, we also need to adopt other approaches. We will outsource more services, especially in the area of fundraising.



In the programme *Every Life Matters*, we make hospitals accessible for persons with disabilities.

## Plans for 2023

Looking forward to 2023, we will continue to work daily for inclusive eye health, inclusive education and work, and we will continue to advocate equal rights for persons with disabilities in Africa and Asia. Below you will find our goals for the coming year.

### The core: equal access to care, education and work

- Growth in the number of children and adults that we reach with good quality eye care, rehabilitation and preventative measures. We will continue to provide eye care and eye tests in areas where we are already active, and will also start to do this in new regions.
- More young children will receive access to inclusive education in Asia.
- We will continue to help the same number of persons with disabilities find work and income, and we will further develop this programme.

### Strengthening each other through collaboration

- We will analyse the role of organisations for people with disabilities within our projects and discuss this with our partner organisations. We stand behind #ShiftThePower, with which we give organisations for people with disabilities a stronger position. For example, we will continue with the *We are Able!* consortium in Uganda, South Sudan and Sudan to further strengthen local advocacy representatives for persons with disabilities to make a stand for food security. And we will share this knowledge with Dutch and international policymakers.
- In 2023, we started a pilot project with the *Bartiméus Foundation* for digital accessibility at schools in Ethiopia. At two earlier-selected schools, the ICT will be improved so that children with a visual impairment can learn better. At 10 other schools, where there is little or no support yet for pupils with visual impairments, we will work on better accessibility.
- Strategic collaboration with other organisations that strengthen our mission is vital. However, collaboration also costs time and effort. Therefore in 2023, we will select a limited number of partners to help us strengthen our programmes, fundraising or operations.

### We celebrate our 40th anniversary

As SeeYou, we have done our best for eyes for 40 years. And, of course, we will celebrate that in the coming year. The celebrations will include a commemorative magazine and various festive moments with our supporters, such as a concert. Besides celebrating our 40th anniversary, we will continue to seek growth in various areas. These range from more income, proposals awarded funding and expansion of programmes to the increased satisfaction among stakeholders, a growing number of entrepreneurs and funds involved in our work, and growth in our role as an inclusion partner at a personal and professional level.

Safeguarding will also continue to be an important theme. For example, we want to further increase the impact of our integrity and safeguarding policy by discussing dilemmas and, together with our partner organisations, learn what undesirable behaviour is and how we can prevent that.





# 8 Finances

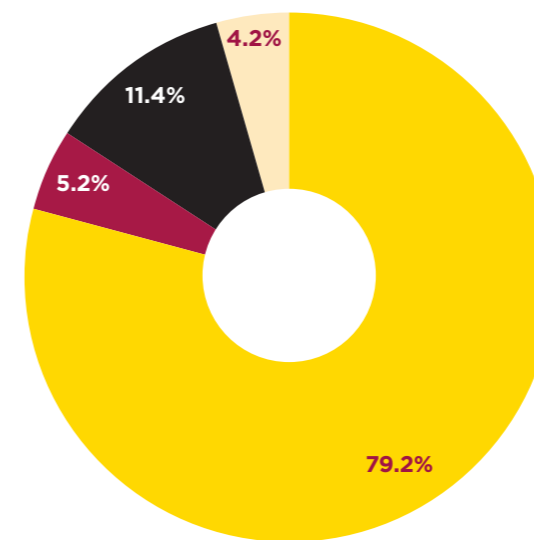
## Financial results 2022

Thanks to the contributions from funds, governments and donors, we could also make a difference in thousands of lives in 2022. This chapter provides you with an explanation of the most important results and the main points of our financial policy. You can find more details in our financial statements.

Almost 87% of our income was spent on implementing our objectives. We spent over 3.2 million euros in our project countries. Of our total expenditure, 84.4% was spent on implementing our objectives. Part of the expenditure was funded from the reserves.

### Spending and expenses

(as percentage of the total spending and expenses)



- (Eye) care and inclusion for persons with disabilities in project countries
- Awareness raising
- Fundraising
- Management and administration

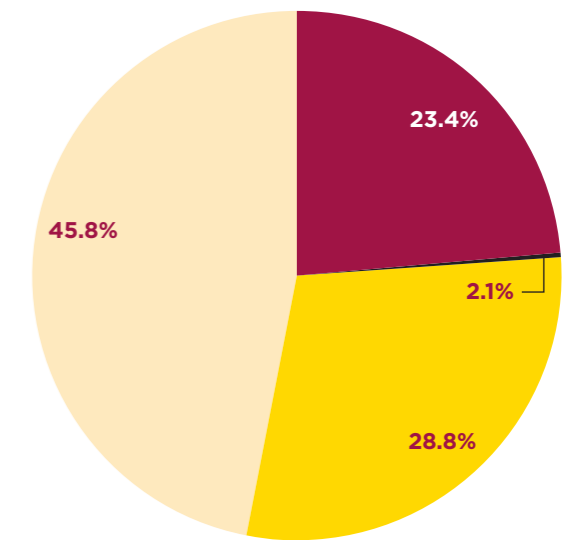
In 2022, the spending and expenses amounted to a total of € 3,922,010. This amount was distributed as follows:

#### Spent on the objectives:

	€
(Eye)care and inclusion for persons with disabilities in project countries	3,162,097
Awareness raising	206,899
<b>Other expenses</b>	
Fundraising	546,716
Management and administration	166,298
<b>Total</b>	<b>3,992,010</b>

### Income by origin

(as percentage of the total income)



- Income from individuals
- Income from companies
- Income from governments
- Income from other not-for-profit organisations

In 2022, SeeYou received a total income of € 3,875,856. We received this amount from the following sources:

#### 2022 sources of income by origin:

	€
Income from individuals	903,485
Income from businesses	81,054
Grants from governments	1,115,830
Income from other not-for-profit organisations	1,775,389
Other sources of income	98
<b>Total</b>	<b>3,875,856</b>



## Income

In 2022, we received a total of € 3,875,856. That is almost € 500,000 more than in 2021 and we are most grateful for that. 2022 was a difficult year for fundraising. The war in Ukraine, the resulting energy crisis, and the high inflation rate led to an uncertain situation. Nevertheless, we managed to maintain our level of income in 2022 and realise a growth in the expenditure for our projects. We are therefore grateful for our committed support base.

Income from individuals remained at the same level as in 2021, and that was what we had budgeted for 2022. However, the revenue from individuals (donors) was less than budgeted. The budget was nevertheless realised thanks to the higher revenues from companies and legacies.

The government grants cover the *We are Able!* programme. Expenditure for this programme in Uganda, Sudan and South Sudan was 98% of the budgeted amount. The revenues were linked to this.

Income from other not-for-profit organisations remained slightly under the budgeted amount, but well above the level of 2021. These sources of income allowed us, for example, to fund the *Employable* programme and the eye care programmes in Ethiopia and Rwanda.

From the total income, we could spend 86.9% on our objectives. This was in line with the goal we had set in our

strategy that in 2024, at least 85% of the available funds will be spent on our objectives. You can find more detailed figures about the income in the financial statements.

## Expenditure

In 2022, the total expenditure was € 3,992,010 and 84.4% was spent on the objectives of our organisation as opposed to a budgeted percentage of 82.1%. A total of 79.2% of our expenditure was for project expenditure for our projects in Africa and Asia for inclusive eye care, access to care, education and work, and equal rights of persons with disabilities. And 5.2% was spent on raising awareness and education about the need for inclusive development in development cooperation.

The organisation costs, such as fundraising and management and administration, remained below the budgeted amount. The indicators for this are lower than we had foreseen and calculated in the budget. Thus, the costs of fundraising were 11.4% of the total budget and expenses for management and administration were 4.2%. These figures have decreased compared to 2021, which shows that our efforts to manage costs are having an impact.

The staff costs remained below the budgeted amount. This was despite the fact that in 2022, we were confronted with a high level of sick leave and the long-term absence of several employees, which had to be dealt with by hiring in external support. The costs for this could be covered to a large extent by the disbursement of the sick leave

insurance. The team worked hard to realise our objectives and achieve the intended results.

## Analysis of results

We closed 2022 with a net negative income of € 86,016. That is a considerable improvement compared to 2021, when we had to report a loss of € 393,380. The loss in 2022 – of which 88% concerns project costs not paid for from the revenues of 2022 – was funded from the Emergency aid reserve (€ 25,000) and from the Allocated Funds (€ 50,410). The remaining amount of € 10,606 was charged to the Mission implementation 21-24 reserve.

## Reserves policy

### Continuity reserve

The continuity reserve enables us to cover short-term risks and ensures that we can continue to meet all future obligations. We have set € 1,400,000 as a responsible maximum level (with a € 100,000 margin). The continuity reserve did not change last year and amounted to € 1,271,687 at the end of 2022, after result appropriation.

The sector association *Goede Doelen Nederland* recommends a maximum reserve of 1.5 times the organisation's annual costs. Our continuity reserve, which is 0.75 times the organisation's costs, remains well under that. Having this figure in reserve means we have sufficient capacity to absorb significant setbacks, in line with our risk analysis. At the same time, applying an upper limit to the reserve ensures that we invest our resources as much as possible in eye care and inclusive development in our project countries.

### Earmarked funds

As well as our continuity reserve, we have also set up the following funds that are earmarked for specific purposes.

#### Earmarked funds at the end of 2022:

- Emergency aid reserve: € 75,000
- Mission implementation 21-24 reserve: € 454,788

### Emergency aid reserve

The countries where we work with our partners are regularly affected by natural disasters, conflicts or other unexpected emergencies, such as the coronavirus pandemic. We want to be able to provide emergency aid in those situations, provided that our strategic local or international partners have sufficient capacity to adequately provide this aid. A reserve has been set up to allow us to respond quickly in emergency situations. This enables us to initiate and (pre-)finance activities immediately, regardless of fundraising. Any funds raised for this emergency aid subsequently flow back into the reserve until it returns to the level it was at before the funds were withdrawn.

In 2022, we used € 25,000 from this reserve for emergency aid support in Ethiopia. The size of our effort in emergency

relief is limited, given the nature of our support. Therefore, we have decided to reduce this reserve's level to € 75,000. As a result of this, the funds spent from the reserve in 2022 will not be paid back into the reserve. Therefore, the funding acquired for emergency aid in 2022 has been spent and did not flow back into the reserve.

### Mission implementation reserve 21-24

This reserve was formed from a legacy in 2019. It is intended for the design and roll-out of our new strategy in our project countries in Africa and Asia, and the support that is required for this from the Netherlands. The board established the substantive frameworks for this in 2020. In summary, the reserve is to be used between 2021 and 2024 to:

- Invest in the organisation to structurally increase the resource acquisition (own fundraising) by an average of 5% per year, which will make a structurally higher investment in our projects in Asia and Africa possible.
- Reach a greater number of children and adults with a (visual) disability in our project countries, and therefore realise a greater impact on these people's lives.

The board monitors progress and results on the basis of concrete indicators. An annual evaluation will be performed to determine whether the investment from the reserve is having the desired effect or whether it requires adjustment.

For the year 2022, € 218,637 was withdrawn from the reserve and included in the budget. The expenditure charged to this reserve in 2021 was higher than planned due to extra costs for fundraising and communication. As a result of this, the costs for fundraising and communication in 2022 could be limited. The goal behind using this reserve is to build up a balanced exploitation and growth of available funds for our programmes and projects. In 2022, we managed to bring the income and costs more or less in balance, as a result of which only € 10,606 was charged to the Mission implementation 21-24 reserve. The balance of this reserve remains earmarked for use in improving the realisation of our mission. The as effective as possible use of the available funds is always the most important consideration. In 2024, this reserve will have been used completely.

### Allocated funds

A total of € 50,410 was withdrawn from the Allocated funds. This fund shows which part of the gifts with a specific project destination has not yet been spent. Income was received over the course of the year. Relatively large amounts that we received at the end of the year could not be completely spent in the year of receipt. On the other hand, during the year, project expenditure is funded with resources received in previous years. Therefore, on balance, more was spent from the Allocated funds than was added to it.



## Standard percentages

We want all the received donations to contribute to an inclusive world and quality eye care. Doing our work well and professionally requires us to invest in fundraising and quality improvement. We are committed to keeping the cost percentages below the benchmark set by *Goede Doelen Nederland*. Table 2 shows the percentages achieved compared to the benchmark for small fundraising institutions (< € 5 million).

Our long-term goal is that, on average, 85% of the available funds (income) is spent on our objectives. The three-year average across the years 2020 - 2022 is 90%. The percentages stated in Tables 2 and 3 below the benchmark concern expenditures compared to the total expenditure and therefore not compared to the income. For 2021, the benchmark for expenditure on the objectives was 78%. As SeeYou, we spent 84.4% on the objectives in 2022. Our cost percentage for fundraising was lower than the benchmark and decreased compared to previous years. That is partly due to the extra costs that we incurred in 2020 and 2021 due to our change of name and the implementation of the new strategy. Our cost percentage for management and administration is on average lower than the benchmark.

## Budget for 2023

The budget for 2023 assumes an expected income of almost 3.7 million euros. The expenditures are in line with this. The organisation foresees have slightly less favourable indicators in 2023. The more intensive focus on fundraising, and the costs associated with this, is necessary in view of economic and societal developments. Secondly, partly due to the increasing attention to quality and accountability, we want to give more shape to our responsibility towards donors, supporters and implementing partners. Therefore, the budgeted amount for management and administration has been increased.

Thanks to the contributions from gifts from individuals, funds and foundations, and institutional funds, we can, to a large extent, continue our project portfolio. In a total of seven countries, we actively work with our partners in the area of (eye) care, inclusion and rights of persons with disabilities. Further, we pay considerable attention to managing costs and are working hard to maintain and, if possible, realise a growth in the funding we acquire. The focus on fundraising, quality and management does lead to higher costs.

Therefore in 2023, we accept a budgeted negative result of € 180,873. This shortfall will be funded from the Mission implementation 21-24 reserve. As a result of this, the indicators will be slightly less favourable, but still in line with the benchmark 2021.

*The budget for 2023 is included as an annexe in the financial statements for 2022 and can be found from page 50 onwards.*

### Multi-year budget 2021 - 2024

In 2020, we restructured to properly support and fund our multi-year strategy (see page 8). This has resulted in a structural reduction of our costs in the Netherlands. In combination with a growth strategy (particularly regarding private donations), we want to resolve the operating deficits of the previous strategy period and devote relatively more resources to our projects. In 2022, we made good progress in this regard. On the other hand, the possibilities for fundraising have not developed positively since 2020. The COVID-19 pandemic, the war in Ukraine, the energy crisis and high inflation, and recently, the earthquake disaster in Turkey mean that the "fundraising market" now represents a very different landscape than a number of years ago. We will have to contend with this. We will focus on continuing our policy to realise and maintain a balance in our income and expenditure. In 2023, the starting points of the multi-year budget will be evaluated and, if necessary, adjusted and adapted to changing internal and external developments.

	3-year average	Total 2022	Total 2021	Total 2020	Benchmark 2021*
<b>Objective expenditure</b> Spending on objectives/total income	90.0%	86.9%	90.2%	92.9%	
<b>Objective expenditure as percentage of the expenses:</b> Spending on objectives/total expenses	82.0%	84.4%	81.2%	80.5%	78.0%
<b>Percentage of income for fundraising</b> Fundraising costs/sum of acquired income	14.9%	11.8%	16.1%	16.8%	
<b>Percentage of expenditure for fundraising:</b> Fundraising costs/sum of expenses	13.5%	11.4%	14.5%	14.6%	15.0%
<b>Management and administration costs:</b> Management and administration costs/ total expenses	4.5%	4.2%	4.3%	4.9%	7.0%

*\*Benchmark Facts & Figures Charitable Organisations 2019, small organisations category (< € 5 million), Goede Doelen Nederland*

**Table 2.** Benchmark 2021 compared to SeeYou's figures

	3-year average	Benchmark 2021*	Budget 2023
<b>Target percentage of income</b> Spending on objectives/total income	90.0%		81.4%
<b>Target percentage of the expenses:</b> Spending on objectives/total expenses	82.0%	78.0%	77.8%
<b>Percentage of income for fundraising:</b> Fundraising costs/sum of acquired income	14.9%		15.6%
<b>Percentage of expenditure for fundraising:</b> Fundraising costs/sum of expenses	13.5%	15.0%	15.0%
<b>Management and administration costs:</b> Management and administration costs/ total expenses	4.5%	7.0%	7.3%

*\*Benchmark Facts & Figures Charitable Organisations 2021, small organisations category (< € 5 million), Goede Doelen Nederland*

**Table 3.** Benchmark 2021 compared with SeeYou's budget

## Contents

9.1	Balance sheet on 31 December (after allocation of profits and/or losses)	52
9.2	State of income and expenses	54
9.3	Allocation of profits and/or losses	55
9.4	Cash flow statement	56
9.5	Overview of expenses	58
9.6	Accounting policies	60
9.7	Notes to the balance sheet	62
9.8	Notes to the income statement	69
9.9	Notes to the expenses	70
9.10	Salaries	73
9.11	Comparative analysis	74
9.12	Approval and signing Financial Statements 2022	75
	Auditor's report	76
	Annex budget 2023	79

# 9 Financial statements 2022

These financial statements provide the details and explanation of the balance and results for the year 2022. In Chapter 8 of the annual report, you will also find an explanation of our financial policy and the policy concerning the reserves.

### 9.1 Balance sheet on 31 December (after allocation of profits and/or losses)

<b>Assets</b>		<b>31-12-2022</b>	<b>31-12-2021</b>
		€	€
<b>Fixed assets</b>			
<b>Tangible fixed assets</b>	9.7.1		
Buildings		49,244	54,872
Inventory and IT		47,947	58,938
Vehicles		-	-
		97,191	113,810
<b>Financial assets</b>			
<b>Receivables</b>	9.7.2		
Project contributions to be received		144,464	232,398
Project contributions paid in advance		181,163	191,418
Legacies to be claimed		170,160	48,239
Other receivables and assets		25,144	14,644
		520,931	486,699
<b>Liquid assets</b>	9.7.3	2,401,594	2,603,973
<b>Total assets</b>		<b>3,019,716</b>	<b>3,204,482</b>

<b>Liabilities</b>		<b>31-12-2022</b>	<b>31-12-2021</b>
		€	€
<b>Reserves and funds</b>	9.7.4		
<b>Reserves</b>			
Continuity reserve		1,271,687	1,271,687
Emergency aid reserve		75,000	100,000
Mission implementation 21-24 reserve		454,788	465,394
		1,801,475	1,837,081
<b>Funds</b>			
Allocated funds		157,598	208,008
<b>Provisions</b>	9.7.5		
Income payment obligation		280,419	336,863
		280,419	336,863
<b>Current liabilities</b>	9.7.6		
Debts related to projects		541,197	598,143
Taxes and social security contributions		84,334	61,245
Other current liabilities staff		108,416	89,806
Other current liabilities		46,277	73,336
		780,224	822,530
<b>Total liabilities</b>		<b>3,019,716</b>	<b>3,204,482</b>

## 9.2 State of income and expenses

Baten		Realisation 2022	Budget 2022	Realisation 2021
		€	€	€
Income from individuals	9.8.1	903,485	898,500	901,495
Income from companies	9.8.2	81,054	40,500	79,700
Grants from governments	9.8.3	1,115,830	1,143,446	884,006
Income from other not-for-profit organisations				
Sum of income raised	9.8.4	1,775,389	1,833,500	1,520,177
		3,875,758	3,915,946	3,385,378
Other income	9.8.5	98	500	1,452
<b>Total income</b>		<b>3,875,856</b>	<b>3,916,446</b>	<b>3,386,830</b>
<b>Expenses</b>				
		€	€	€
<b>Spent on objectives</b>				
(Eye) care and inclusion of persons with disabilities in project countries	9.5	3,162,097	2,866,365	2,781,372
Awareness raising	9.5	206,899	242,800	274,625
		3,368,996	3,109,165	3,055,997
<b>Fundraising</b>				
Fundraising costs	9.5	456,716	507,876	546,122
<b>Management and administration</b>				
Management and administration costs:	9.5	166,298	174,719	163,614
Sum of expenses		3,992,010	3,791,760	3,683,126
<b>Balance before financial income and expenses</b>		<b>-116,154</b>	<b>124,686</b>	<b>-491,924</b>
Balance financial income and expenses	9.9.8	30,138	-10,000	-14,477
<b>Profit/loss</b>		<b>-86,016</b>	<b>114,686</b>	<b>-393,380</b>

## 9.3 Allocation of profits and/or losses

	Realisation 2022	Budget 2022	Realisation 2021
	€	€	€
<b>Allocation of result reserves</b>			
Continuity reserve	-	333,323	-141,238
Emergency aid reserve	-25,000	-	-
Mission implementation 21-24 reserve	-10,606	-218,637	-365,861
	-35,606	114,686	-507,099
<b>Allocation of result funds</b>			
Allocated funds	-50,410	-	113,719
<b>Total</b>	<b>-86,016</b>	<b>114,686</b>	<b>-393,380</b>

In 2022, it was not possible to achieve the budgeted positive result but a considerable improvement was realised compared to 2021. As can be seen from the negative result allocation, the result is covered by 55% from income from previous years. Two-thirds of the costs for emergency aid in Ethiopia were funded from the reserve. The remainder of € 10,606 was charged to the Mission implementation 2021-2024 reserve.

In the Notes to the balance sheet (9.7), our policy concerning the reserves is further explained.

You can find an explanation of the results in Section 9.7.8 and in the comparative analysis in Section 9.11. Chapter 8 of the Annual Report 2022 also provides more details about the financial policy and the results.

## 9.4 Cash flow statement

	2022	2021
	€	€
<b>Cash flow from operational activities</b>		
Total income	3,875,856	3,386,830
Total expenses	3,992,010	3,765,733
Operating result	-116,154	-378,903
<i>Adjustments for:</i>		
Depreciation and amortisation	39,703	42,179
Changes in provisions	-56,444	-15,174
	-16,741	27,005
<i>Changes in operating capital</i>		
Receivables	-34,232	-131,329
Current liabilities	-42,306	-70,988
	-76,538	-202,317
Cash flow from business operations	-209,433	-554,215
Interest received	-	-
Interest paid	-	-
Financial income and expenses	30,138	-14,477
	30,138	-14,477
Total cash flow from operational activities	-179,295	-576,210
<b>Cash flow from investment activities</b>		
<b>Investments in other fixed assets</b>		
Investment in tangible fixed assets and financial fixed assets	-23,084	-7,518
Disposal of material and financial fixed assets	-	-
Total cash flow from investment activities	-23,084	-7,518
<b>Increase/decrease in cash</b>	<b>-202,379</b>	<b>1,953,898</b>
Liquid funds in 31-12	2,401,594	2,603,973
Liquid funds on 1-1	2,603,973	3,180,183
<b>Increase/decrease in cash</b>	<b>-202,379</b>	<b>-576,210</b>

The cash flow statement has been prepared using the indirect method.



## 9.5 Overview of expenses

Allocation		Objectives		Fundraising, management and administration		Total 2022	Budget 2022	Total 2021
		(Eye) care and inclusion for persons with disabilities in project countries	Awareness raising and education	Fundraising	Management and administration			
Expenses		€	€	€	€	€	€	€
Grants and contributions	9.9.1	2,330,597	-	-	-	2,330,597	1,992,778	1,963,300
Publicity and communication	9.9.2	-	137,608	-	-	137,608	170,000	206,452
Direct fundraising costs	9.9.3	-	-	137,975	-	137,975	173,000	232,527
Staff costs	9.9.4	719,998	60,000	275,999	143,998	1,199,997	1,262,372	1,167,833
Housing costs	9.9.5	17,453	1,454	6,690	3,491	29,088	37,200	25,365
Office and general expenses	9.9.6	70,226	5,852	26,920	14,045	117,043	110,780	128,077
Depreciations	9.9.7	23,823	1,985	9,132	4,764	39,703	45,630	42,179
<b>Total expenses 2022</b>		<b>3,162,097</b>	<b>206,899</b>	<b>456,716</b>	<b>166,298</b>	<b>3,992,010</b>	<b>3,791,760</b>	<b>3,765,733</b>
Budget 2022		2,866,365	242,800	507,876	174,719		3,791,760	
Total 2021		2,781,372	274,625	546,122	163,614			3,765,733

	Total 2022	Budget 2022	Total 2021
<b>Target spending percentage of income:</b>			
Spending on objectives/total income	86.9%	79.4%	90.2%
<b>Objectives expenditure as percentage of the expenses:</b>			
Spending on objectives/total expenses	84.4%	82.0%	81.2%
<b>Percentage of income for fundraising:</b>			
Fundraising costs/sum of acquired income	11.8%	13.0%	16.1%
<b>Percentage of income for fundraising:</b>			
Fundraising costs/sum of expenses	11.4%	13.4%	14.5%
<b>Management and administration costs:</b>			
Management and administration costs/total expenses	4.2%	4.6%	4.3%

## 9.6 Accounting policies

### General accounting policies

These annual financial statements have been prepared in accordance with Guideline 650 for Fundraising Organisations as set out in the Dutch Guidelines for Annual Reporting. The purpose of this Guideline is to provide insight into the costs of the organisation and how funds are spent in relation to the purpose for which the funds were collected. The annual financial statements are in euros.

### Comparative figures

The comparative figures for 2021 have been adjusted where relevant to allow comparability with the year under review.

### Consolidation

The board of the SeeYou Foundation is also the board of the Open Oog Foundation. The annual financial statement of the SeeYou Foundation does not include consolidated figures that include the result and the equity of the *Open Oog Foundation*, because the significance of this foundation is negligible compared to the whole.

## Valuation principles

### General valuation principles

Unless stated otherwise, assets and liabilities are stated at their amortised cost.

### Currency conversion

A transaction in a foreign currency is valued on initial recognition at the functional exchange rate on the date of the transaction. Monetary balance sheet items in foreign currency are converted at the functional exchange rate on the balance sheet date.

Exchange differences arising during the settlement or conversion of monetary items in foreign currency are included in the statement of income and expenses.

### Tangible fixed assets

The tangible fixed assets that are necessary for carrying out the organisation's objectives and business operations are valued at their acquisition price minus a depreciation determined on the basis of the estimated useful life, taking into account any residual value. The depreciation amounts to a percentage of this acquisition price.

### Receivables, liquid funds, debts and accrued assets and liabilities

The receivables, liquid assets, debts and accrued assets and liabilities are stated at amortised cost; valuation is made after the deduction of a provision for irrecoverable debts based on an individual assessment of the receivables.

Project obligations are included based on a decision to that effect, which is made known in writing to the recipient of the grant, and are charged to the financial year in which the project activities must be carried out by the partner implementing the project.

### Reserves and funds

Reserves constitute monies that the Foundation is free to use. Designated reserves may be earmarked by the board to be used for a specific purpose.

Funds concern monies that must be spent within the context of the objectives for which they were made available. This concerns the unspent part of earmarked donations and other funds included under income.

### Provisions

Provisions are listed when it is probable or certain that a liability will arise but for which the exact amount or the time of the outflow of the resources is unknown.

## Accounting principles for determination of results

### General accounting principles for determination of results

Profit is determined as the difference between the income, all related costs, and other expenses attributable to the reporting year, with due observance of the aforementioned accounting principles.

### Income

Income consists of all the returns attributable to the reporting year.

Legacies should be included in the reporting year in which the size of the estate can be reliably determined, i.e., if payment has been announced. Advances are recognised in the financial year in which they are received. In-kind donations are valued at fair market value.

### Expenses

Financial income and expenses consist of the interest income and expenses relating to the reporting period.

### Employee remuneration and benefits

Salaries and social security contributions are allocated to the reporting period in which they are due, in accordance with the employment contracts. The Foundation has promised its staff a pension based on average pay. The pension scheme is managed by the industry pension fund Pensioenfonds Zorg en Welzijn. The premiums due for the financial year are recognised as costs. Premiums not yet paid by the balance sheet date are listed

as a liability. The risks of price indexation and investment return may lead to an adjustment of future contributions to Pensioenfonds Zorg en Welzijn. These risks are not reflected in a provision included in the balance sheet. In the event of a deficit at Pensioenfonds Zorg en Welzijn, the Foundation has no obligation to make additional contributions other than future higher premiums.

There is currently a shortfall in the *Pensioenfonds Zorg en Welzijn*. At the end of 2022, the pension fund had a funding ratio of 109.2% (2021: 106.6%). The required funding ratio that needs to be achieved is 122.3%. Pensioenfonds Zorg en Welzijn has submitted a recovery plan to the Dutch central bank (De Nederlandsche Bank, DNB). In this, the pension fund states that the funding ratio can be back to the required level in 2027. To this end, the Pensioenfonds Zorg en Welzijn has increased the premium during the recovery period and pension payments are not increased in full. The recovery plan is updated every year and submitted to DNB for approval.

### Cost allocation

Depreciations are divided between carrying out the objectives, fundraising income, and management and administration

## 9.7 Notes to the balance sheet

## Assets - Fixed assets

## 9.7.1 Tangible fixed assets

Changes to the tangible fixed assets have been summarised in the following table:

	Buildings	Inventory & IT	Vehicles	Total
	€	€	€	€
<i>Situation as of 1 January 2022</i>				
Purchase value	187,593	307,888	9,810	505,291
Accumulated depreciation	-132,721	-248,950	-9,810	-391,481
	54,872	58,938	-	113,810
<i>Changes in fiscal year 2022</i>				
Investments	-	23,083	-	23,083
Depreciations	-5,628	-34,074	-	-39,702
Disposals	-	-	-	-
Cost of disposals	-	-	-	-
	-5,628	-10,991	-	-16,619
<i>Situation as of 31 December 2022</i>				
Purchase value	187,593	330,971	9,810	528,374
Accumulated depreciation	-138,349	-283,024	-9,810	-431,183
	<b>49,244</b>	<b>47,947</b>		<b>97,191</b>

Depreciations are calculated based on the following annual depreciation percentages:

Buildings (excluding land)	3%
Inventory and IT	10% - 25%
Vehicles	20%

## Financial assets

## 9.7.2 Receivables

	2022	2021
	€	€
<b>Project contributions to be received</b>	144,464	232,398
<b>Prepaid project contributions</b>	181,163	191,418
<b>Legacies to be received</b>	170,160	48,239
<b>Other receivables</b>		
Contributions to be received	16,712	11,846
Accrued interest	184	-
Prepaid contributions	8,248	2,798
<b>Total other receivables</b>	<b>25,144</b>	<b>14,644</b>
<b>Balance at 31 December</b>	<b>520,931</b>	<b>486,699</b>

A provision for irrecoverability is not considered necessary.

## 9.7.3 Liquid assets

	2022	2021
	€	€
Cash	671	1,016
Bank account - current accounts	869,664	932,187
Bank account - US dollars	5,114	82,684
Bank account - savings	1,526,145	1,588,086
<b>Balance at 31 December</b>	<b>2,401,594</b>	<b>2,603,973</b>

The liquid funds are freely available.

The bank account in US dollars is valued according to the exchange rate on the balance date.



## Liabilities

## 9.7.4 Reserves and funds

	31-12-2022	31-12-2021
	€	€
<b>Reserves</b>		
Continuity reserve	1,271,687	1,271,687
Emergency aid reserve	75,000	100,000
Mission implementation 21-24 reserve	454,788	465,394
<b>Total</b>	<b>1,801,475</b>	<b>1,837,081</b>

<i>The progression can be displayed as follows:</i>	Balance at 1 Jan	Allocation of profits and/or losses	Other changes	Balance at 31 Dec
Continuity reserve	1,271,687	-	-	1,271,687
Emergency aid reserve	100,000	-25,000	-	75,000
Mission implementation 21-24 reserve	465,394	-10,606	-	454,788
<b>Total</b>	<b>1,837,081</b>	<b>-35,606</b>		<b>1,801,475</b>

	2022	2021
	€	€
<b>Continuity reserve</b>		
Balance at 1 January	1,271,687	1,412,925
Change according to allocation of profits and/or losses	-	-141,238
<b>Balance at 31 December</b>	<b>1,271,687</b>	<b>1,271,687</b>

The continuity reserve was formed to cover short-term risks and to ensure that all obligations can also be met in the future. We set € 1,400,000 as a responsible maximum level (with a € 100,000 margin). At the end of 2022, after the allocation of profits and losses, the continuity reserve was € 1,271,687. That is just below the € 1,300,000 margin. After previous structural losses, we revised our policy and strategy in 2020. The objectives and corresponding results are aimed at balanced or positive operations so that financial continuity is guaranteed and we can increase spending in our project countries. This transition is not yet complete. Therefore, sufficient reserves are needed to adequately cover the risks.

The sector association *Goede Doelen Nederland* recommends a maximum reserve of 1.5 times the organisation's annual costs. Our continuity reserve, which is 0.75 times the organisation's costs, remains well below that. On the one hand, having this figure in reserve means we have sufficient capacity to absorb significant setbacks, in line with the risk analysis. At the same time, applying an upper limit to the reserve ensures that we invest our resources as much as possible in (eye) care and inclusive development in the project countries.

## Earmarked reserves

Alongside our continuity reserve, SeeYou has also set up the following earmarked reserves:

Earmarked reserves at the end of 2022

- Emergency aid reserve: € 75,000

- Mission implementation 21-24 reserve: € 454,788

	2022	2021
	€	€
<b>Emergency aid reserve</b>		
Balance at 1 January	100,000	100,000
Change according to allocation of profits and/or losses	-25,000	-
<b>Balance at 31 December</b>	<b>75,000</b>	<b>100,000</b>

The countries where we work with strategic partners are regularly affected by natural disasters, conflicts or other unexpected emergencies, such as the COVID-19 pandemic. We want to be able to provide emergency aid in those situations, provided that our local or international partners have the capacity to adequately provide this. A reserve has been set up to allow us to respond quickly in emergency situations. Then we can start up and (pre-)finance activities immediately, regardless of fundraising. Any funds raised for this emergency aid then flow back into the reserve until it once again is at the level it was before the loan. As a result, in the event of a new emergency response, money can again be quickly released and used for the benefit of victims of natural disasters, conflicts or other unexpected emergencies.

In 2022, € 25,000 was withdrawn from the reserve for emergency relief in Ethiopia. The pre-financing position has been reduced to € 75,000.

	2022	2021
	€	€
<b>Mission implementation 21-24 reserve</b>		
Balance at 1 January	465,394	831,255
Change according to allocation of profits and/or losses	-10,606	-365,861
<b>Balance at 31 December</b>	<b>454,788</b>	<b>465,394</b>

The Mission implementation 21-24 reserve was formed in 2019 thanks to a legacy. It is intended for the design and roll-out of our new strategy in our project countries in Africa and Asia, and the required support from the Netherlands. The board established the substantive frameworks for this in 2020. In summary, the reserve is to be used for the period between 2021 and 2024 to:

- Invest in the organisation to structurally increase fundraising by an average of 5% per year, which makes structurally higher investment possible in our projects in Asia and Africa.
- Reach a greater number of children and adults with a disability in Asia and Africa and thus have a greater impact on the lives of people with a visual impairment or other disability.

The board monitors progress and results based on concrete indicators. An annual evaluation will be performed to determine whether the investment from the reserve is having the desired effect or whether it requires adjustment. For the year 2022, € 218,637 was budgeted. In the realisation of 2022, costs such as Fundraising and awareness raising were lower than expected. Therefore the required cover from this reserve was just € 10,606.

The use of this reserve is further set out in the multi-year budget. When the annual plan and budget are drawn up in the coming years, it will be examined each year how the available resources can be used as effectively as possible. In the budget of 2023, a cover from this reserve of € 180,000 has been allowed for. It is expected that this reserve will be completely invested by 2024.

## Allocated funds

	2022	2021
	€	€
<b>Allocated funds</b>		
Balance at 1 January	208,008	94,289
Change according to allocation of profits and/or losses	-50,410	113,719
<b>Balance at 31 December</b>	<b>157,598</b>	<b>208,008</b>

Income is received over the course of the year. Therefore, it is not always possible to spend the received resources in the same fiscal year. Also, the COVID-19 pandemic has had a delaying effect on project expenditure. Allocated funds still to be spent are accounted for in the allocated funds. In 2022, the balance of funds still to be spent decreased.

## 9.7.5 Provisions

	2022	2021
	€	€
<b>Income payment obligation</b>		
Balance at 1 January	336,863	352,037
Endowment	-31,943	9,617
Payments	-24,501	-24,791
<b>Balance at 31 December</b>	<b>280,419</b>	<b>336,863</b>

This provision was formed as a result of a received inheritance. The SeeYou Foundation has undertaken to pay out money to the heirs of this estate. The payment is subject to various conditions, including indexation based on the Consumer Price Index. The provision is based on an actuarial calculation. The actuarial interest rate in 2022 was 3.955% (2021: 0.997%) based on the mortality table (male and female mortality between 2014 and 2019) method SRA.

## 9.7.6 Current liabilities

	2022	2021
	€	€
<b>Debts related to projects</b>		
Project obligations	-	192,440
Amount still to be settled with implementing partners	123,734	29,572
Amount received in advance from donors for ongoing projects	368,444	237,819
Amount received in advance for projects still to be started	49,019	138,312
	541,197	598,143
<b>Taxes and social security contributions</b>		
Payroll tax and social security contributions to be paid	64,167	58,501
Pension contribution to be paid	20,167	2,744
Balance at 31 December	84,334	61,245
<b>Other current liabilities staff</b>		
Provision for holiday pay including social security contributions	40,470	36,331
Provision for annual leave	67,946	52,312
Other staff liabilities	-	1,163
<b>Other liabilities</b>		
Accounts payable	43,562	71,374
Other current liabilities	2,715	1,962
	46,277	73,336
<b>Balance at 31 December</b>	<b>780,224</b>	<b>822,530</b>

## 9.7.7 Rights and obligations not included in the balance sheet

**Multiannual financial obligations**

An annual lease has been signed for our office space. The total of the lease instalments that expire after the balance sheet date, amounts to approximately € 10,270.

**Conditional advances**

If partners do not spend all of the project funds allocated in the project period concerned, then there is an underspending. The SeeYou Foundation then has the conditional right to reclaim these funds.

After underspending has been determined and made known to the partner, this is usually offset against the next agreed-upon project period.

## 9.7.8 Events after the balance sheet date

The war and crisis in Ukraine erupted in full force in 2022 and is also having an effect in 2023. That applies to the situation in the Netherlands as well as to our project countries in Arica and Asia. We are taking into account that this crisis can also affect income or costs and project costs. In addition, the high inflation in 2022 is continuing to have an effect in 2023. This is leading to higher operational costs and rising wages. Our supporters and donors are also noticing these effects: the disposable budget for gifts is limited. Furthermore, the bank transfer slip will be abolished in 2023. This may have a considerable negative effect on donors' giving behaviour (this is also apparent at other charities). Finally, the earthquake in Turkey and Syria, and the subsequent emergency relief campaign, has an effect on the fundraising by SeeYou.



## 9.8 Notes to the income statement

Income	Realisation 2022	Budget 2022	Realisation 2021
		€	€
<b>9.8.1 Income from individuals</b>			
Individuals	474,640	523,500	510,795
Major donors	175,000	300,000	325,000
Legacies and estates	253,845	75,000	65,700
	<b>903,485</b>	<b>898,500</b>	<b>901,495</b>
<b>9.8.2 Income from companies</b>			
Companies	74,204	27,500	67,949
Opticians	6,850	13,000	11,751
	<b>81,054</b>	<b>40,500</b>	<b>79,700</b>
<b>9.8.3 Grants from governments</b>			
Dutch Ministry of Foreign Affairs: We Are Able!	1,115,830	1,143,446	778,105
Finish Ministry of Foreign Affairs in cooperation with Plan Finland	-	-	105,901
Other	-	-	-
	<b>1,115,830</b>	<b>1,143,446</b>	<b>884,006</b>
<b>9.8.4 Income from other not-for-profit organisations</b>			
Funds and foundations	1,076,495	1,075,250	842,350
De Lichtboei foundation	87,975	-	143,921
International charitable trusts	-	-	18,215
Churches	67,327	80,000	64,550
Schools	2,709	10,000	-
Service clubs	6,500	250	-
EO Metterdaad	112,393	130,000	5,125
Other donations	421,990	538,000	446,016
	<b>1,775,389</b>	<b>1,833,500</b>	<b>1,520,177</b>
<b>9.8.5 Other income</b>			
Miscellaneous	98	500	1,452
	<b>98</b>	<b>500</b>	<b>1,452</b>

SeeYou's income is largely incidental in nature. About 22% of the donations from individuals can be called structural (commitments for >1 year or donors who have set up a standing order). The income from other non-profit organisations mainly relates to project contributions on an annual basis. *We Are Able!* has been listed under Government grants. This project runs from 2021 to 2025.

## 9.9 Notes to the expenses

## 9.9.1 Grants and contributions for project implementation by partners

Expenses	Realisation 2022	Budget 2022	Realisation 2021
	€	€	€
<b>Africa</b>	<b>2,572,504</b>	<b>2,417,334</b>	<b>2,004,793</b>
Africa region	362,966	316,797	418,186
DR Congo	-	-	-
Ethiopia	813,135	675,000	472,765
Kenya	-	-	125,812
Mozambique	-	-	-
Uganda	433,067	414,345	332,071
Rwanda	398,328	399,200	254,999
Sudan	374,207	372,642	283,182
South Sudan	190,801	239,350	117,778
<b>Asia</b>	<b>192,819</b>	<b>90,667</b>	<b>337,521</b>
Cambodia	126,634	66,667	302,772
Indonesia	66,185	24,000	34,749
<b>Global</b>	<b>-</b>	<b>-</b>	<b>4,200</b>
COVID-19 projects	-	-	4,200
<b>The Netherlands</b>	<b>127,735</b>	<b>128,909</b>	<b>132,753</b>
The Netherlands	127,735	128,909	132,753
	<b>2,893,058</b>	<b>2,636,910</b>	<b>2,479,268</b>
Exchange rate fluctuation project payments	10,236	-	2,349
<b>Total project costs</b>	<b>2,903,294</b>	<b>2,636,910</b>	<b>2,481,617</b>
<b>Allocated project costs</b>			
Salary costs allocated to projects	-367,089	-353,555	-327,619
Organisation costs allocated to projects	-205,608	-290,577	-190,698
	<b>-572,697</b>	<b>-644,132</b>	<b>-518,317</b>
<b>Net grants and contributions to partners</b>	<b>2,330,597</b>	<b>1,992,778</b>	<b>1,963,300</b>

In the table above, the *Every Life Matters* and *My Body My Future* (2021) programmes are classified under the Africa region. Both programmes have been carried out in various countries.

Africa region	Realisation 2022	Budget 2022	Realisation 2021
Every Life Matters	362,966	316,797	301,175
My Body My Future	-	-	117,011
<b>Total Publicity and communication</b>	<b>362,966</b>	<b>316,797</b>	<b>418,186</b>

## 9.9.2 Publicity and communication

Expenses (continued)	Realisation 2022	Budget 2022	Realisation 2021
Awareness raising	17,648	40,000	26,133
Publicity	114,668	130,000	140,395
Other	5,292	-	39,924
<b>Total Publicity and communication</b>	<b>137,608</b>	<b>170,000</b>	<b>206,452</b>

## 9.9.3 Direct fundraising costs

Mailings and marketing	105,807	143,000	156,500
Miscellaneous fundraising costs	32,168	30,000	76,027
<b>Total direct fundraising costs</b>	<b>137,975</b>	<b>173,000</b>	<b>232,527</b>

## 9.9.4 Staff costs

Salaries	733,274	814,623	773,539
Social benefits	144,120	137,564	141,527
Pensions	96,670	94,185	89,276
Sick leave insurance	28,091	30,000	30,336
Travel costs	8,883	24,000	18,195
International travel costs	10,197	15,000	5,568
Recruitment and hiring	5,630	10,000	13,122
Training and education	10,638	30,000	17,549
Hiring external expertise	119,902	84,000	68,069
Other staff costs	42,592	23,000	10,652
<b>Total staff costs</b>	<b>1,199,997</b>	<b>1,262,372</b>	<b>1,167,833</b>

The average number of employees (in FTE) during the fiscal year 2022 was 15.26 (2021: 15.22). Due to a high level of sick leave in 2022 of 16.8%, of which 14.2% had a long-term character (> 42 days), external expertise had to be hired in. The costs for this could be covered to a large extent by the disbursement of the sick leave insurance. The board does not receive any remuneration for their work. No loans, advances or guarantees were provided to board members during the year under review.

## 9.9.5 Housing costs

Rent for office space Vendelier 15 Veenendaal	10,678	10,500	10,267
Water and energy costs	4,568	5,000	4,326
Other housing costs	13,842	21,700	10,772
<b>Total housing costs</b>	<b>29,088</b>	<b>37,200</b>	<b>25,365</b>

Expenses (continued)	Budget 2022	Realisation 2022	Realisation 2021
	€	€	€
9.9.6 Office and general expenses			
IT costs	44,980	42,480	43,874
Bank fees	11,002	10,000	11,731
Accountants costs	18,118	20,000	30,123
Other	42,943	38,300	42,349
<b>Total office and general costs</b>	<b>117,043</b>	<b>110,780</b>	<b>128,077</b>
9.9.7 Depreciation costs			
Buildings	5,628	5,630	5,627
Inventory & IT	34,075	40,000	36,552
Vehicles	-	-	-
<b>Total depreciation costs</b>	<b>39,703</b>	<b>45,630</b>	<b>42,179</b>
9.9.8 Financial income and expenses	-30,138	10,000	14,477
<b>Total financial income and expenses</b>	<b>-30,138</b>	<b>10,000</b>	<b>14,477</b>

### 9.10 Salaries

	Realisation 2022	
Ms D.J. Nieuwenhuis		
Position: director		
<b>Contract</b>		
Type (duration)	indefinite	
Hours per week	36	
Part-time percentage	100	
Period	from 1 Jan to 31 Dec	
<b>Annual salary</b>		
	€	
Gross salary	79,536	
Holiday pay	6,285	
End-of-year bonus	7,129	
Length of service bonus and annual leave not taken	-	
Annual income		92,950
Taxable allowances		-
Pension expenses (employer's part)		10,632
Pension compensation		-
Other long-term remunerations		-
Benefits upon termination of employment		-
<b>Total salary 2022</b>		<b>103,582</b>
<i>Totaal bezoldiging 2021</i>		<i>99,656</i>

#### Director's salary

The director's annual salary (as an employee) remains below the maximum of € 117,225 (1 FTE/12 months), which is in line with the BSD score of 380 points according to the regulation on salaries for directors of charity organisations.

The total salary (including annual income, taxable allowances, pension expenses, pension compensation and other long-term remunerations) also remains below the regulated maximum.

For a more detailed explanation of the organisation's management and guidelines for the director's salary, please turn to Chapter 6 of the Annual Report 2022.

Note: According to the Regulation on salaries for directors of charity organisations, an **annual income** includes:

- \* Gross salary
- \* Holiday pay
- \* Fixed end-of-year bonus
- \* Other possible benefits such as a length of service bonus or remuneration for annual leave days not taken.

N.B. When calculating the annual income, employer contributions (e.g. pension costs) are not taken into account.

## 9.11 Comparative analysis

		Realisation 2022	Budget 2022	Difference 2022	Realisation 2021
	ref.	€	€	€	€
<b>Income</b>					
Income from individuals	9.8.1	903,485	898,500	4,985	901,495
Income from companies	9.8.2	81,054	40,500	40,554	79,700
Grants from governments	9.8.3	1,115,830	1,143,446	-27,616	884,006
Income from associated not-for-profit organisations	-	-	-	-	-
Income from other not-for-profit organisations	9.8.4	1,775,389	1,833,500	-58,111	1,520,177
Income in return for the provision of services	-	-	-	-	-
Other income	9.8.5	98	500	-402	1,452
<b>Total income</b>		<b>3,875,856</b>	<b>3,916,446</b>	<b>-40,590</b>	<b>3,386,830</b>
<b>Expenses</b>					
Grants and contributions	9.9.1	2,330,597	1,992,778	337,819	1,963,300
Publicity and communication	9.9.2	137,608	170,000	-32,392	206,452
Direct fundraising costs	9.9.3	137,975	173,000	-35,025	232,527
Staff costs	9.9.4	1,199,997	1,262,372	-62,375	1,167,833
Housing costs	9.9.5	29,088	37,200	-8,112	25,365
Office and general expenses	9.9.6	117,043	110,780	6,263	128,077
Depreciations	9.9.7	39,703	45,630	-5,927	42,179
<b>Sum of expenses</b>		<b>3,992,011</b>	<b>3,791,760</b>	<b>200,251</b>	<b>3,765,733</b>
Balance financial income and expenses	9.9.8	-30,138	10,000	-40,138	14,477
<b>Profit/loss</b>		<b>-86,016</b>	<b>114,686</b>	<b>-200,703</b>	<b>-393,380</b>

**Income**

The total income of SeeYou in 2022 was € 3,875,856. This is 1% less than budgeted but compared to 2021, the total income rose by 14%.

In a year in which the after-effects of the COVID-19 pandemic were clearly felt and, on top of that, the war in Ukraine, the energy crisis and high inflation, it was a challenge to maintain our level of income. We are very pleased that we achieved our objectives. The Income *from individuals and companies* exceeded the budgeted amount and was in line with the income from 2021.

The *Income from government grants* was slightly less than budgeted, but considerably higher than in 2021. This mainly concerned the project *We Are Able!* This 5-year project in Uganda, Sudan and South Sudan started in 2021, but rolled out slower than expected. In 2022, we could properly realise the programme despite the COVID-19 pandemic and political tensions in Sudan. We were able to spend 98% of the budget. The revenues are linked to the expenses.

*Income from other not-for-profit organisations* remained slightly below the budgeted amount but showed a growth of € 255,000 (17%) compared to 2021.

**Expenses**

In 2022, 84.4% of the total expenses (€ 3,992,010) was spent on the organisation's objectives: 73.9% on projects for inclusive development, strengthening the rights of people with disabilities and eye care worldwide; 5.2% on awareness raising and educational activities regarding the need for inclusive development in development cooperation. The total expenses were higher, partly due to the use of available resources from the allocated funds and Emergency aid reserve.

At the same time, for a number of items (especially fundraising costs) we saw a decrease in the costs compared to the budget and the costs in 2021. The high costs in 2021 were mainly due to the challenge the organisation faced in promoting our new name and our position as an organisation. In 2022, the expenses could be normalised.

The staff costs remained below the budgeted amount, but were higher than the costs in 2021. In 2022, we were confronted with a high level of sick leave that was largely related to Long COVID. Long-term absence in the team had to be solved by hiring in external expertise. Relatively high costs are associated with this. We strive (strategic choice) to structurally spend more resources in our project countries in Africa and Asia. Therefore, cost management in the organisation is an important objective. In 2022, the organisation's costs (salaries, accommodation, office and general costs, depreciation) remained within the budget. The costs indicator "Management and administration" fell to 4.2% (2021 4.3%), whereas inflation peaked above 10%.

You can read more about the cost and income indicators in Chapter 8.

## 9.12. Approval and signing Financial Statements 2022

**Adoption and approval of the annual financial**

The annual financial statements were drawn up on: **statements** 24 May 2023  
 The director of the SeeYou Foundation approved the annual financial statements on: 24 May 2023  
 The SeeYou Foundation board approved the annual financial statements in the meeting of: 24 May 2023

**Events after the balance sheet date**

Explained under 9.7.8

**Signed by director and board on 24 May 2023**

Ms D.J. Nieuwenhuis, director  
 Mr S.R. van Bellen, chair  
 Mr J. Th. de Wit, secretary  
 Mr H.R. Werkman, treasurer  
 Ms A.N. Lukkien, member  
 Mr S. Bol, member  
 Ms M. van der Kroft, member



## INDEPENDENT AUDITOR'S REPORT

To: the Supervisory Board of Stichting SeeYou

### Report on the audit of the financial statements 2022 included in the annual report

#### Our opinion

We have audited the financial statements 2022 of Stichting SeeYou based in Veenendaal.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting SeeYou as at 31 December 2022 and of its result for 2022 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 2022;
2. the statement of income and expenditure for 2022; 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 SeeYou 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.

Stationspark 1260  
3364 DA Sliedrecht  
Maanlander 14 K  
3824 MP Amersfoort

T 088 - 0184 500  
E info@withaccountants.nl  
I www.withaccountants.nl  
@withaccountants

IBAN NL12 RABO 0364 6842 40  
KvK 28112484



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 management report and other information 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.

Was signed Amersfoort, 27 juni 2023.

With Accountants B.V.  
J.A. Vermeer AA

## Annex budget 2023

Budget 2023 with comparative figures for previous years and benchmark 2021.

	Budget 2023	Realisation 2022	Budget 2022
	€	€	€
<b>Income</b>			
Income from individuals	855,000	903,485	898,500
Income from companies	70,250	81,054	40,500
Grants from governments	1,198,985	1,115,830	1,143,446
Income from associated not-for-profit organisations	-	-	-
Income from other not-for-profit organisations	1,532,462	1,775,389	1,833,500
Sum of income raised	3,656,697	3,875,758	3,915,946
Income in return for the provision of services	-	-	-
Other income	500	898	500
<b>Total income</b>	<b>3,657,197</b>	<b>3,875,856</b>	<b>3,916,446</b>
<b>Expenses</b>			
<b>Spent on objectives</b>			
Participation of persons with disabilities in developing countries	2,539,276	3,162,097	2,866,365
Awareness raising and education	437,226	206,899	242,800
	2,976,502	3,368,996	3,109,165
<b>Fundraising</b>			
Fundraising costs	572,097	456,716	507,876
<b>Management and administration</b>			
Management and administration costs	277,971	166,298	174,719
Sum of expenses	3,826,570	3,992,010	3,791,760
Balance before financial income and expenses	-169,373	-116,154	124,686
Balance financial income and expenses	-11,500	30,138	-10,000
<b>Profit and loss</b>	<b>-180,873</b>	<b>-86,016</b>	<b>-114,686</b>



	Budget 2023	Realisation 2022	Budget 2022
<b>Target spending percentage of income:</b>			
Spending on objectives/ <i>total income</i>	81.4%	86.9%	79.4%
<b>Objective expenditure as percentage of the expenses:</b>			
Spending on objectives/ <i>total expenses</i>	77.8%	84.4%	8,0%
<b>Percentage of income for fundraising:</b>			
Fundraising costs/ <i>sum of acquired income</i>	15.6%	11.8%	13.0%
<b>Percentage of expenditure for fundraising:</b>			
Fundraising costs/ <i>sum of expenses</i>	15.0%	11.4%	13.0%
<b>Management and administration costs:</b>			
Management and administration costs/ <i>total expenses</i>	7.3%	4.2%	4.6%

\*Benchmark Facts & Figures Charitable Organisations 2021, small organisations category (< € 5 million), Goede Doelen Nederland

The budget for 2023 assumes an expected income of almost 3.7 million euros. The expenditures are therefore in line with this. The organisation will have slightly less favourable indicators in 2023. The more intensive focus on fundraising and the costs associated with this is necessary in view of economic and societal developments. Secondly, partly due to the increasing attention to quality and accountability, we want to give more shape to our responsibility towards donors, supporter base and implementing partners. Therefore, the budgeted amount for management and administration has been increased.

Thanks to the contributions from gifts from individuals, funds and foundations and institutional funds we can, for the most part, continue our project portfolio. In a total of seven countries, we actively work with our partners in the area of (eye) care, inclusion and rights of persons with disabilities. Besides which, we explicitly focus on managing costs and we are working hard to maintain and, if possible, realise an increase in funds. The focus on fundraising, quality and management will, however, lead to higher costs. Therefore in 2023, we accept a budgeted negative result of € 180,873. This shortfall will be funded from the Mission implementation 21-24 reserve. As a result of this, the indicators will be slightly less favourable but still in line with the benchmark 2021.

# Thank you!





We work on equal access to  
(eye)care, education and work  
for persons with - visual - disabilities  
in Africa and Asia.

Discover what SeeYou achieved  
in 2022 in our online annual report  
[www.seeyoufoundation.nl/annual-report](http://www.seeyoufoundation.nl/annual-report)