



# **Young in Prison Netherlands Annual Report 2009**

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# Introduction

We proudly present YiP's annual report 2009. For Young in Prison the year 2009 is characterized as a year in which we continued our projects in Colombia, South Africa, Suriname and started projects in Malawi. We have firmly invested in the development of vision, strategy, policy and organizational structure.

Though it was palpable for everybody working in development cooperation that the world was suffering a financial crisis, YiP did fairly well. We were able to continue to do the work we believe in and we got plenty of media attention, which seems to be illustrative of YiP's continuing appeal.

The annual report has the following structure. It opens with the summary of the Supervisory Board in Chapter A. Chapter B contains a report on both YiP's two main goals, which are reintegration for children in conflict with the law and capacity building for our partner organizations, and raising awareness in The Netherlands. YiP's channels and means of fund raising can be found in Chapter C. The organizational structure of the Dutch main office is outlined in Chapter D. Chapter E gives an overview of the major organizational developments YiP has undergone. The report is concluded with a brief sketch of our plans and wishes for YiP's future, and of course the end of year statement for 2009.

## 1. YiP in a Nutshell

The Young in Prison Foundation was founded on February 18, 2002. YiP works together with local partner organizations. Young in Prison in numbers looks like this:

4	Partner Organizations
7	Juvenile Detention Centers
34	YiP Employees
91	Photographers participating in YiP Art
100	Workshops for Young ex-prisoners
106	Volunteers
1245	Workshops inside Prisons
1800	YiP Art visitors
2800	Young Prisoners participating in activities

## 2. Mission and Goals

Our mission is to offer young people incarcerated under dire circumstances a new chance. Our goal is to enable young people in conflict with the law to contribute positively to society by offering effective programs. Subgoals are:

1. To develop and put in place effective programs aimed at reintegrating young people in conflict with the law into society.
2. To enable young grassroots organisations through capacity building to develop programs that target young people who are in conflict with the law.
3. To bring attention to the plight of young people in conflict with the law in a positive way to governments, social institutions and the community of detainees through advocacy and lobbying.

## 3. Beliefs and Core Values

### Beliefs

- Every child deserves a chance to change.
- Children do not belong in prison.
- Incarcerating children increases the risk of recidivism.
- Children in prison require special care and attention.
- Children should have their strengths, rather than weaknesses, affirmed.
- Using peers as role models is an effective way to teach children.
- Creativity and sports foster self-development.
- Children should play an active role in developing solutions for their problems.

### Core Values

- **Optimism**  
To believe that change is possible, within both individuals and systems.
- **Sincerity**

To exemplify down-to-earth, egalitarian working relationships, between individuals and organizations.

- **Transparency and Honesty**  
To consistently seek and communicate the truth, within the organization and between our partners.
- **Creativity**  
To value creative art forms, to involve young talented artists and to approach all aspects of our work utilizing this resource.



## A SUMMARY BY THE SUPERVISORY BOARD

### 1. Who Are the Supervisory Board Members?

Name	Function	Background	Member since
Peter van der Wel	Chairman	Rijnconsult, Consultant <a href="http://www.rijnconsult.nl">www.rijnconsult.nl</a>	06-02-2006
Hans Heerema	Treasurer	Paradiso, Deputy CFO <a href="http://www.paradiso.nl">www.paradiso.nl</a>	18-08-2009
Edith Boekraad	Secretary	Cordaid, Manager Project Voice & Choice <a href="http://www.cordaid.nl">www.cordaid.nl</a>	09-10-2008
Roel de Bruijn	General Board Member	Teylingereind Forensic Centre, Chairman Board of Directors <a href="http://www.teylingereind.nl">www.teylingereind.nl</a>	19-1-2010
Erwin van de Pol	General Board Member	Rijnconsult, Senior Advisor <a href="http://www.rijnconsult.nl">www.rijnconsult.nl</a>	01-01-2007 - 11-3-2010
Cazijn Langelier	General Board Member	McKinsey, Consultant <a href="http://www.mckinsey.nl">www.mckinsey.nl</a>	06-12-2006
Wyke de Vos	General Board Member	NautaDutilh, Lawyer <a href="http://www.nautadutilh.com">www.nautadutilh.com</a>	29-05-2008

### 2. What Does the Supervisory Board Do?

The board's principal task lies in supervising YiP's implementation of policy and strategy. All members of the board are experienced and skilled professionals in lines of business that are relevant to YiP. The board functions on a voluntary basis. All members retain office for four years, with the possibility to extend the term three times. During the board's meetings, current states and the progress of affairs are discussed on the basis of the narrative and financial reports that the management board supplies. Wherever necessary, financial or strategic policy changes can be decided upon. The board is also responsible for contracting the management board.

The board has been in conference seven times in 2009. In 2009 we are pleased to have welcomed Roel de Bruijn as a general board member and Hans Heerema as a treasurer. In February 2010, Erwin van de Pol will step back as a general board member after three years of participation. He will remain active as a YiP volunteer.



### 3. Looking Back on 2009

2009 has been the first of two years of structural funding from the Dutch Ministry of Foreign Affairs. Most importantly, this has enabled us to set up sustainable projects for our target group, whereas, prior to 2009, we were sometimes unable to offer continued programming due to lack of funding. Secondly, we helped to develop our partner organizations to a dynamic, new level. This has been achieved through developing methodology, project cycle management, financial administration and human resource management. Also, we are very pleased to have executed a feasibility study in Malawi, resulting in our decision to start offering projects to youth in the Kachere Prison and Mbyanzi Prison in Malawi with our new partner organization, Music Crossroads Malawi.

The extra financial resources have also allowed us to invest in the organization of Young in Prison The Netherlands<sup>1</sup>. Developing a joint vision and strategy was a necessary, tough and, ultimately, successful trajectory. Its success lies primarily in its participatory approach. Partner organizations, volunteers and board were all intensely involved in this process. The result is the so called Vision Document which forms the foundation for, and the guidance to all YiP's future activities.

Finally, I greatly enjoyed attending the partner meeting in Cape Town, South Africa at the beginning of the year. Meeting the children in both Pollsmoor Prison and Bonnytown Institution, and meeting all the partner organizations have made me understand YiP's work much better. The new experiences and insights have improved and enriched my work as chairman.

Although it may be difficult to condone criminal behaviour, it is often understandable how someone's situations may force them into it. Sometimes there are no parents around and no chance of education or work, not even an income. I consider it to be of the utmost importance that children in southern countries too, receive a chance to play a part in their society. It is laudable that volunteers have been found both in the Netherlands and on site in the participating prisons/countries. Personally I wish to be involved, because it is important to me to contribute to giving these youngsters opportunities. Even though it may be at a modest board committee level, it is with very much conviction and enthusiasm that I do it!

**- Roel de Bruijn, Young in Prison Board Member**

<sup>1</sup> In the following, 'YiP' refers to YiP The Netherlands, unless stated otherwise.

As a board we have approved the following important documents:

- Year Report 2009, including financial report
- Year Plan 2010, including budget
- Vision Document

#### Expenses Vis à Vis Budget

Most planned activities have been implemented and also cost as budgeted. The programs in South Africa and Suriname cost slightly less than budgeted. Also some projects have been postponed to 2010, such as the exchange project between Dutch and Colombian juvenile detentions centers and the YiP Art photo auction. Most of the budget can be carried forward to 2010 since it is part of the MFS grant, which runs across two years until 2011.

#### The Future

In 2010 we will continue our work in the institutions we currently work with. The mentoring project will get more and more refined. We want to push our projects to the next level in Malawi and Suriname. In all the countries we work in, developing our advocacy interventions is also of major importance. YiP's near future will be exciting since it concerns reaping the fruits of investments made in 2009. We will implement the policy developed regarding cooperation with our partner organizations. Our jointly developed monitoring and evaluation manual will be used and tested in order to measure effects. YiP's chances to continue receiving subsidies by the Dutch Ministry of Foreign Affairs beyond 2010 are extremely slender. Therefore fundraising efforts must be directed elsewhere. We are yet to try our luck with American foundations, Dutch corporate sponsors, subsidies in other European countries or subsidies granted by the European Commission.

#### Thanks a Lot!

We would like to thank everyone who has contributed to YiP ever so much: the management, all staff members and especially those volunteers who have, once again, dedicated their spare time and best efforts. And evidently, YiP is incredibly grateful to all sponsors, donors and funds that allow YiP to do its work in the first place!

Last but not least, I'd like to thank my fellow board members, especially Erwin van de Pol, for all the expert advice and excellent teamwork in 2009.

*Peter van der Wel – May 28, 2010 – Chairman Young in Prison*

## B WHY WE DO IT: OUR MAIN GOALS

### 1 Reintegration and Capacity Building

YiP aims at investing as much of its means and manpower as possible into improving the fortune of young prisoners. A second important goal is to raise awareness concerning the fate of underaged inmates. In 2009 YiP has invested 79 percent of its revenues in these two goals.

YiP has been operating in South Africa, Colombia and Surinam almost since its inception. In 2008 YiP has started investigating possibilities in Brazil and Malawi. We decided to execute a large feasibility study in Malawi. The projects in Brazil needed to be postponed because currently there are major changes being implemented in the Brazilian youthcare sector..

#### 1.1 Suriname

##### Introduction

Approximately 10% of the high number of Surinamese prisoners in 2000 were under 18 years old. In 2009, there were 250 youngsters under the age of eighteen incarcerated.

The legal system is still in the process of developing its juvenile justice code.

During detention many young people live in social isolation, and often before and almost certainly during and after their detention they suffer from the social stigma of incarceration, which is omnipresent in Suriname. Some families turn their backs on their own incarcerated children, leaving them with no place to go when they get out of prison. In short, successful reintegration in Surinamese society is very difficult.



### YiP's Projects in the Local Context

YiP Suriname consists of a local YiP organization that works in two institutions, Opa Doeli and JOG (Jeugd Opvoedingsgesticht). Opa Doeli houses 60 boys and 12 girls. The children in Opa Doeli are not convicted yet, but are suspected of either having committed a crime or of planning to do so. The JOG youth institution center holds 40 convicted boys in detention (detained girls are incarcerated with adult women).

In both institutions, educational and recreational workshops were organized in rap, debating, social skills, making a magazine, making jewelry, drawing, dance, homework guidance, music, sports and wall painting. In total, 674 boys and 28 girls participated in the workshops.



### Workshops Inside Institutions

Some highlights this year:

- After the success of the wall painting in 2007, in May 2009 three other walls in Opa Doeli were painted, this time with the help of a professional artist. Attention was focused on creativity, learning different painting techniques, learning how to work together, while still taking responsibility for one's own work. 20 children participated.
- In an intense program, children created a CD and a magazine. The theme was freedom and future dreams. Emphasis was placed on the collaborative processes and group and individual responsibility. During the CD presentation, the children performed for and offered the first copy to the First Lady. Later, YiP Suriname used the CD for information campaigns at schools and as a means to illustrate

YiP's activities to partners or stakeholders. 93 children participated.

- In collaboration with the Surinamese Soccer team, a training course called 'Coaching Youth Soccer' was organized, in which 20 children participated. Participants learned how to review themselves and how to coach others. All participants successfully completed the training and received a certificate and medallion. The project will be continued in 2010.
- The results of a dance workshop by a skillful and very inspiring professional dancer were presented in the form of a dance battle. The aim of the workshop and battle was to teach children to hold back when provoked by other people. In the dance battle, children can express themselves, show off their talents and challenge the others in a respectful way. In total 45 boys participated in this activity.

### Pre and Post Release

YiP Suriname wants to provide aftercare and reintegration assistance to increase the chance of a successful return to society. We aim to organize a post release program in cooperation with the Judicial Child Protection department (JKB; Justitiële Kinderbescherming). We have hitherto asked for a permit with the Ministry of Justice and are awaiting approval for their cooperation, something that has to be decided upon in various levels of a quite hierarchically ordered governmental organization. Decision-making is slow, unfortunately. In December 2009, the Minister of Justice strongly expressed his wish to allow for the cooperation between YiP and JKB so that we can get started with pre and post release programs. YiP plans to make every effort in 2010 to make this oral commitment turn into concrete permits and agreements.

#### **Anonymous girl on her dreams of life after release:**

I want to be a stewardess and study in Suriname. The countries I'd like to travel to are England, America, Bolivia, Brazil, The Netherlands, Argentina, Nigeria and Algeria. I want to see the differences between Suriname and other countries, to see how they celebrate their national holidays. I will marry and have two children and will always wear fancy clothes. And I will always be independent. I will feel independent in having my own house, my own work and salary. When no man has to take care of me, and I make my own money in an honest way, then no one will be able to decide anything for me.

### **Anonymous boy on his dreams of life after release:**

After my release I will go to school. I want to help my mother, father and the rest of my family. I want to be a construction worker. I want to have a passport, I want to have a house and I want to help other people. I want to go to church and I want to swim, too. I will save money for my own house and my own car, and I will travel.

### Advocacy

In 2009 several activities have been carried out to increase support from the Surinamese business community and citizens. These activities include the following:

- Presentation and two workshops on crime prevention at a VWO-school, in cooperation with JKB. YiP informed the public about YiP activities, criminal acts and the impact of child incarceration. The positive responses encouraged us to continue in 2010 with another four school visits of this kind.
- YiP attended a guest lecture from a Juvenile Justice Professor at the Anton de Kom University, informing the students on YiP's possibilities and limitations to intervene and help young people who get in conflict with the law.
- Two painting companies sponsored the supplies for the wall paintings in Opa Doeli, namely Esuverta and Varosieau.
- The magazine-making project was sponsored by the printing office Leo Victor and the well-known Surinamese magazine *Parbode*.
- YiP has spread information leaflets at a youth job fair
- Together with the company Yes Consulting, YiP gave a presentation to the Suriname Rotary Club.
- YiP organized a stakeholders meeting to write the context analysis and to share knowledge with other organizations. Six related organizations attended the meeting.

### Media Attention

There was a lot of positive media attention for YiP, especially during Children's Right Day.

### *Written Media*

- In *De Ware Tijd*:  
"Jeugddelinquenten sporten zich terug in maatschappij" (01-04-09);  
"YiP ontplooit activiteiten voor jongeren 'Opa Doeli'" (18-04-09);  
"Jeugddelinquenten worden jeugdvoetballeider" (23-04-09);  
"Vrijwilligers in Opa Doeli" (28-03-09);  
"YiP brengt magazine YiPPie op de markt" (17-11-09);  
"Ook achter slot en grendel hebben kinderen rechten" (21-11-09).
- In *De Supporter*: "Bondscoach geeft trainerscursus aan jonge delinquenten" (09-09-09).

### *Audiovisual Media*

- Television interview with Wendy Dissels, coordinator Young in Prison, on Nieuwslijn Suriname (21-02-09)
- Wereldomroep Radio: Thuisland Suriname: Nieuw perspectief voor Nederlanders part I en part II (25-08-09 and 26-08-09)

### Strengthening the Organizational Capacity

In 2009, there were 24 volunteers actively working for YiP Suriname. The volunteers exchange their knowledge and experience in regular work meetings. In November 2009, eight volunteers, two board members and the general coordinator participated in a one-day training in NLP (Neuro-Linguistic Programming).

### Network

In 2009, YiP Suriname paid much attention to maintaining the relationship with the Ministry of Justice. There were frequent meetings with the Judicial Child Protection department (JKB). YiP Suriname internally evaluates all activities every fortnight and delivers monthly evaluation reports to the department. These evaluations are included in the information reports that JKB in its turn submits to the Ministry of Justice.



YiP has the following stakeholders:

- Suriname National Youth Institute
- Dutch Embassy; YiP has close contact with the department of legal matters and security within the Dutch Embassy and stays informed on developments within the realms of legal justice and police.
- UNICEF
- Experts on law improvement Professor of Criminal Law Mr. van Kalmthout and Jan van de Brand (Policy Advisor)
- Legacy Entertainment (CD production company)
- Surinaamse Voetbal Bond (SVB) & Koninklijke Nederlandse Voetbal Bond (KNVB)
- Parbode (Media)
- Leo Victor (Copy Centre)
- On Stage Youth Theatre
- Nola Hatterman Kunstacademie

## 1.2 Colombia

### Introduction

Colombia is a crime-ridden country in a constant struggle due to paramilitary violence, drugs mafia, corruption, abuses of power and poverty. Between 2005 and 2010 more than 158.000 minors were arrested, most of them in the bigger cities.<sup>2</sup> In 2009, in Bogotá alone, there were already 4357 offences by minors reported, an increase of more than 800 from 2008.<sup>3</sup> Somewhat dated official numbers state that there were 4480 children under 18 in Colombian prisons in 2006, of which the majority (3944) is between 15 and 18 years old (no numbers from independent sources are available). Since 2007, the youth penal law determines that only children over 14 can be sentenced to prison and that children who commit crimes which are not too severe, can be offered different kinds of alternative sentences.



<sup>2</sup> <http://www.eltiempo.com/archivo/documento/CMS-5385088>

<sup>3</sup> <http://www.eltiempo.com/archivo/documento/MAM-3815403>

### YiP's Projects in the Local Context

In Colombia, YiP works together with Fundación Artística y Social La Familia Ayara (known as Ayara). Ayara organizes programs in four (closed and semi-closed) institutions, which are facilitated by the religious organizations Hogares Claret and Terciarios Capuchinos. These are:

- Hogares Claret Centro de Emergencia Casa Claret
- Hogares Claret Semillas de Vida in Sasaima and in Fontibon, Bogotá
- Terciarios Capuchinos, Luis Amigo, Cajicá

Ayara is an organization which aims at empowering youths through social and artistic activities, mostly stemming from or relating to hip hop culture. They offer workshops in rap, break dance, graffiti, capoeira, clothing production as well as the opportunity to improve reading and writing skills through rapping. The Ayara staff consists mainly of well-known Afro Colombian hip hop or reggae artists, that come from the same social backgrounds as the youngsters they now try to help. Thus they can serve as effective role models. They not only help the youngsters by teaching to express themselves, but also teach them (intentionally though indirectly) to develop social and problem solving skills.

Ayara has developed its own program method, the so called *shock method*. It offers a complete workshop cycle within a day. A workshop entails warming up, learning, practicing and finally presenting skills. This method also ensures that children who are detained for only a short period experience the impact of (and the pride of finalizing) a project.



### **Hernandez, 18 years old, released after 13 months of detention, former drug abuser:**

"At the moment I am going to school, and I am also working very hard, and things are going very well. On the street many kids that are 6 or 7 years old are using drugs and there is a lot of crime, people doing stuff they shouldn't do. It is a big challenge for me to walk in the streets seeing people use drugs, as I used to do too; to see in them how I used to be. I see it and reflect on what I was, how I am now and on what I want to be. It motivates me to progress and to continue doing what I want to do."

### Workshops Inside Institutions

In 2009, around 1000 children participated in the workshops, which was the target number. The audience levels were larger than expected: with 826 people attending presentations, compared to the estimated 400 to 600 expected attendees. The presentations took place as frequently as planned: with 35 in total.

We mainly worked in two institutions, as access to the third institution was difficult because of slow decision-making in the institutions. Because of this, there were less workshops than planned: 636 instead of 725. To compensate, we executed extra workshops in Casa Claret, and we did double activities in the last two months in Luis Amigó. Before we started in Luis Amigó we already organized pilot activities that have not been added up to the total.

### Post Release

The pilot post release project started in April 2009. So far, ten youngsters have participated. The workshop instructors and four professional coaches served as mentors. The latter received special training on how to work with

detained children. Besides the coaching, the youngsters themselves also received weekly psychological support from Ayara's psychologist.

Seven out of the ten youngsters obtained their diploma for successful reintegration. Three youngsters unfortunately relapsed into drug abuse or criminal behavior, caused by drug dependency.

**Juan Daniel, aged 14, used to be a homeless and addicted to drugs. He has been released after a one year sentence. He participated in YiP's projects, which drastically changed his life.**

"YiP does not see one as a criminal, but as a human being that can change and that possesses talents. Nowadays I feel good, I don't see my mother suffer and cry anymore. She is happy for me now, because I have made something out of my life. In the morning I go to school. I don't have to sleep in the streets anymore, I have my own bed now and my mother and I have enough to eat. Each time I make some money, I remember how things used to be, when I had nothing to eat and no place to sleep."



### Advocacy

Different activities have been carried out to increase support for the programs. These include:

- Presentations attended by the family and guardians of the youngsters; presentations attended by the people of the ICBF (Colombian Institute of Family Wellbeing) and the local government.
- Presentations to hand out the diplomas to the youngsters in the post release project, attended by their proud families; post release presentation at the former high school of two of the boys in the project.
- A three day festival to mark the opening of the new cultural centre of Ayara. Among the guests were international donors and the Dutch ambassador.

### Strengthening the Organizational Capacity

The management of Ayara consists of three people. YiP's projects are managed by a project coordinator and are assisted by a psychologist, an assistant for the post release activities, and workshop teachers specialized in rap, break dance, graffiti, and clothing production. A volunteer teaches the capoeira workshops.

In 2009 much energy was invested in capacity building. On a more or less weekly basis the workshop teachers received training on providing psychological support to the children. An extra training session, focusing on the new penal law, organised by an external governmental organisation, was attended, as were two congresses focusing on child psychology.

Ayara's new cultural centre has been opened this year. The new location offers more space for both the workshops and the office.

### Network

As mentioned earlier, Ayara works with Hogares Claret and Terciarios Capuchinos. Other stakeholders include:

- ICBF, Colombian Institute of Family Wellbeing
- SENA University
- El Redentor (youth prison)
- City Council of Bogotá
- Ministry of Justice





### 1.3 South Africa

#### Introduction

South Africa suffers from incredibly high crime and violence rates. The strain of the current incarceration levels on South Africa is quite high with a 143.3% level of overcrowding in its prison system. Statistics from the South Africa Department of Correctional Services show that on 31-04-09 there was an inmate population of 164.596 with 115.207 sentenced offenders.

Although youth and children incarceration levels are much lower than those of adults, their numbers are still significantly higher than those of other countries. On 31-04-09 there were a total of 34.589 youth in prison (aged 14-25) and 1654 children (under 18 years of age) incarcerated. It is important to note, however, that this figure is likely a significant under-representation: it does not reflect the full extent of the situation, as young individuals who are awaiting trial may also be detained. It is also necessary to point out that young prisoners who are awaiting trial do not have access to rehabilitation, education and other training programmes in prison, or to the various recreational activities that may be available to sentenced youths.

#### YiP's Projects in the Local Context

YiP South Africa has been active since 2002 in the Pollsmoor Prison, at Cape Town. It has a local management and supervisory board. Since 2007, YiP also works in the place of safety Bonnytoun.

#### Workshops Inside Institutions

The main activity YiP South Africa has implemented in 2009 has been the magazine project. The magazine uses different art forms such as poetry, painting and drawing as a medium through which to approach life skills education. 60 2.5 hour workshops were organised for 150 male participants. Also 60 workshops were organised for 30 female participants. The year was divided up into 3 terms, with each term resulting in the creation of a magazine and a presentation.

**I was in prison myself for three years, and now continue to work with lads that have problems with coping with life's struggles. The children I work with are very poor and undernourished. They have a very poor background of education and lack social skills. I have been there too, but I have freedom now.**

The workshops are incredibly important because they give people a positive outlook and help create the ambition to set goals. They can make a person break free from being incarcerated.

They have helped me to help someone else.

- Lucian Mark Hartzenberg, workshop teacher and coach

There has been an incredibly positive response to the magazine from both participants and the public outside. The participants were really motivated because they were working towards a tangible goal, a creative product that they could show to their parents and peers. Seeing their work in print caused a drastic improvement in self-confidence, commitment and enthusiasm from many of the participants who continued from the second to the third terms.

Youth 4 YiP's aim is to offer entertaining activities to young people stuck awaiting trial, and to offer a way in which members of the community can get involved in building a network and advocating for the target group. On average, seven volunteer projects ran simultaneously with an average of 40 volunteers involved on a regular basis throughout the year and a total number of participants of 336. Highlights from the year include an in-house production of scenes from Julius Caesar, a karate day, and a capoeira project. A new volunteer coordinator was hired mid-year. Fruitful partnerships were formed as well through the volunteer projects such as a partnership with Project Phakama, the Independent Theatre Movement of South Africa, and Council on International Educational Exchange (CIEE).

### Post Release Mentoring Project

This year YiP South Africa started with the Post-Release Mentoring project. 19 mentors participated and mentored 17 mentees (3 less than scheduled). In the beginning the mentees were sceptical, but as time progressed, they began to build trusting relationships with their mentors. Word of mouth of former mentees arose the interest of other inmates to join the post release program too.



The project was set up by a fulltime Post-Release Coordinator, an ex-offender himself, who has reformed his life and has extensive experience in motivational speaking, facilitation and life skills training. He recruited a team of mentors and cultivated beneficial partnerships with partner NGO's and government bodies. Mentors received training from Big Brothers Big Sisters South Africa, who have also helped to monitor the mentor/mentee relationship. Another beneficial partnership has been formed with the YMCA, an organization that conducts life skills projects inside Pollsmoor. The YMCA organized the Alive and Free Camp held at Potsberg, Western Cape, in which two post-release mentees and two representatives of YiP attended. In addition, three of the post-release mentees were offered scholarships by the Department of Social Development to attend

vocational training courses in Electrical Engineering, Office Management and Computer Training.

### Community Awareness and Advocacy

Media attention 2009 saw YiP in the news throughout the year. Media appearances included:

- An interview on Voice of the Cape
- An interview on Otherwise with Nancy Richards on SAFM
- An interview regarding Insider Art on Otherwise with Nancy Richards on SAFM
- An interview regarding Insider Art on the Late Night Radio show with Carol Mashigo on Radio 2000
- Interviews on the TV program Keepin' it Real on two separate occasions
- A full page article on YiP SA in the January 2009 Big Issue magazine
- An article in the Cape Argus in October regarding Insider Art
- A half-page article in the South African Design magazine Design Indaba

Other achievements include:

- Approximately 1000 of the April edition, 1500 of the August edition and 1000 of the magazine Inside Out have been distributed throughout Cape Town.
- Insider Art, our most successful and media-generating community outreach event was the first ever YiP SA art exhibition. Insider Art took place September 29-October with 6,200 people in attendance, and was covered by two radio stations and two print media sources (see above).
- First National Bank, an official partner of the 2010 FIFA World Cup™, presented YiP with two full soccer kits and 2010 soccer balls for our soccer projects.

### Strengthening the Organizational Capacity

2009 was a big year in regards to organizational growth and trainings. The staff grew from two to four in-office employees, our workshops were increased in Pollsmoor, multiple trainings were hosted and our volunteer base was built through a new group of highly qualified youth-worker mentors. YiP hired a Post-Release Coordinator and a Volunteer Coordinator. Finally, YiP gained three qualified youth program facilitators. In addition to hired staff, YiP also hosted multiple qualified interns from all over the world throughout 2009. A variety of training opportunities were also offered to our staff, mentors and volunteers.

### Network

Young in Prison South Africa compiled their first independently executed context analysis this year. Integrated into the context analysis were the views of our stakeholders, who contributed their feedback in an organized stakeholders meeting, which included the Department of Correctional Services (DCS) members, Department of Social Development (DSD) representatives and our partners YMCA and Big Brother Big Sister South Africa.



## 1.4 Malawi

### Introduction

Malawi, located in Southern Africa, is one of the poorest countries worldwide. Education is low: only 20 percent of the children in Malawi finish their primary education, because of both the costs involved and the incompatibility of school with their work contributing to the family income. The national HIV-AIDS epidemic often leaves children orphans or renders them homeless.

Prisons in Malawi are overpopulated: about 11.000 prisoners are imprisoned in cells intended to house 5000 prisoners. The situation in juvenile detention centres is extremely varied concerning overcrowding, size and overall liveability.

#### **Lemekeza (“Lemmy”) Phiri, facilitator YiP Malawi:**

When you enter the building, you enter another world. Too many children are living cramped in one cell, and the showers and toilets are uncovered. When I came here for the first time, I felt the urge to do something to improve the situation of these children.

In October 2009 statistics provided by the Malawian government showed that 406 incarcerated youth were convicted and 93 were awaiting trial. Due to the fact that only 4 of the 11 districts in Malawi have operating juvenile courts, it is hard to verify whether these statistics are realistic. Some other circumstances muddy the waters further, such as the lack of birth certificates. The general practices of transferring misbehaving incarcerated youths to adult prisons and of always incarcerating girls in adult women prison departments (thus leaving them out of statistics on youngsters in prison), and finally the habit not to count in numbers on reformatory centres make things appear brighter than they are.



### Feasibility Study

In 2008 YiP implemented some individual projects in Lilongwe. At the time we worked together with Feye van Olden (who after 2008 left the country) and the Tiwale Cultural Troup, who have organized projects involving cultural dancing and skills training (like woodworks). In the process, the way was gradually paved for structural program implementation in the future.

In 2009 YiP executed further research on the child justice system, that showed the judiciary system is relatively well arranged in theory, but in practice it is not implemented as it should be, due to a lack of financing. In June 2009 a YiP volunteer went to Malawi to carry out a feasibility study, focusing on the following questions:

- In what context would YiP be working in Malawi?
- Does the government understand the need for rehabilitation projects? Will it strive for a workable relationship with YiP?
- Are other stakeholders willing to fill the gaps of health care, food security and hygiene in the institutions YiP would focus on?
- Can YiP find a partner organization that is young, motivated, professional and dynamic to coordinate YiP's programs?
- Would YiP in the future be able to reach its goals in Malawi?



CONVICTED PRISONERS		106/2/83
REMAND		56
UNLOCK UP	TOTAL	108
OUT TO POLICE		✓
FOR SAFE KEEPING		12/2/8
LOCK-UP	TOTAL CELL	1 = 35
AFTER LOCK-UP IN	CELL	10 = 17
	OUT CELL	11 = 17
ON TEMPORARY REMAND	CELL	2 = 38

Part of the feasibility study was to find a partner with whom to organize a pilot project. After a SWOT analysis of all potential partners we chose Music Crossroads Malawi (MCMAL) to become YiP's local partner. MCMAL is a highly motivated and suitable organization. It is keen to broaden its horizons from implementing creative projects for youth in general towards incarcerated youth in particular.

The pilot project was implemented from November 2009 till January 2010 in Kachere Prison, Lilongwe. At the time of implementation of the pilot there were 85 boys in Kachere. The pilot focused on music, dance and theater. The boys could choose to learn either an instrument, theater skills, cultural dance or to be part of a choral group. It was incredible to see what MCMAL was capable of achieving in only two months. All activities were finally presented to an audience of government officials and other stakeholders. It proved to be a great success for all parties involved. The boys in Kachere enjoyed the program very much and the Malawi Prison Service was very enthusiastic about our projects and asked YiP to continue. For YiP it was a great opportunity to monitor the practical relationship with the Malawi Prison Service and the partner organization.

YiP became convinced that Malawi's soil is fertile for YiP and MCMAL to implement our projects. Also, the government agreed with the need for more rehabilitation projects (before, only two reformatory centres in the south of Malawi were offering rehabilitation programs). YiP will work in two institutions: Kachere Prison and Mbyanzi Prison. Kachere Prison in Lilongwe is a very small and fenced off prison in the middle of the capital, with more inmates than the larger and unfenced Mbyanzi Prison in the Dowa district. In Kachere each small, dirty and poorly ventilated cell, houses between 10 to 25 prisoners. In Mbyanzi all 55 prisoners sleep in a big dormitory with many windows. (Remarkably enough, the officer in charge of Mbyanzi Prison proudly told YiP that the prison does not need a fence because the surrounding villagers told the prisoners they would bury them alive if they would catch them in the act of escaping.)

### Strengthening the Network

It is important to cooperate with the involved stakeholders in the regions of the Kachere and Mbyanzi Prisons. The I Live Here project is a key stakeholder when it comes to hygiene, health care and schooling. At the



time YiP started the feasibility study, the I Live Here project started to examine how they could contribute to a better situation for incarcerated children in Lilongwe. Several meetings and mutual understanding formed the basis of a planned partnership between YiP and I Live Here in which we will strive to work together. I Live Here will focus on key factors YiP cannot focus on, such as food, security and hygiene. YiP will focus on rehabilitation and cultural projects. Together with other stakeholders like the Para Legal Advisory Service (focusing on legal assistance) and Success For Kids (focusing on life skills), we can tackle more problems that juvenile offenders in Malawi have to cope with than we could wish for.



Music Crossroads Malawi wrote a very promising year plan for 2010. Music, dance, theater and arts are taught in two detention centers in the central region of Malawi. These workshops will result in performances in the juvenile and adult prison centers of the central region. In the Dowa District the youngsters will also perform for the communities in the villages surrounding Mbyanzi Prison.

In Mbyanzi Prison 15 boys will be mentored before release and linked to associations after release. These associations will be in line with the skills they have learned during the programs in prison. In the program, the boys will be introduced to different styles of artistic expressions and trades. The participants then choose a specific field in which they want to engage further. At this moment the program links the participants with mentors who are experts in the chosen field. For instance, a boy with ambitions to paint

will be paired with a painter. He will learn the art of painting and be linked to an association of visual artists through which he can be hired as a workshop facilitator and sell his art. He will have learned enough skills to become self-sufficient.

The basis for future programs is set. In 2010 YiP and Music Crossroads Malawi will put even more energy in setting up efficient rehabilitation projects in Malawi and in strengthening the relationship with the Malawi Prison Service and all other stakeholders. The YiP Malawi adventure to help juvenile offenders has only just started...

**Lemekeza (“Lemmy”) Phiri, facilitator YiP Malawi:**

“I hope that these young people will get the opportunity to show their talents. In this way, the negative image portrayed of young prisoners will transform into a more realistic and positive image. People must understand that many children are here because of a minor crime committed in order to have the necessary food to fill their stomachs. I want their voice to be heard.”

## 1.5 Lessons Learned

### Suriname

Unfortunately sometimes the institutions Opa Doeli and JOG were understaffed. The supposedly ever present social workers at times were unable to be present when workshops were scheduled. For this reason, sometimes YiP could not realize daytime activities and had to cancel the planned production of two CD's and two magazines. The institutions realized that their decision was not in the best interest of the children and decided that YiP in the future will be allowed to give workshops in absence of social workers, if such is necessary.

### Colombia

Coaching has partly been a success, but it proved to be difficult for children from the poorer classes to relate to coaches that come from the Colombian elite. Therefore, the work from the coaches consisted in a lot of effort without the expected impact. Mentoring by workshop teachers, that are in all respects closer to the youngsters, is more effective.

During the year there were two different coordinators that left because it was difficult to combine their psychological work in the institutions with the coordination of YiP projects. It has proved to be very important to ensure the continuity of the coordinator. For the last two months of 2010 the position was temporarily filled by one of the board members.

### South Africa

YiP South Africa attempted to compile a Methodology Analysis, and reach out to organizations in South Africa that conduct similar programming. However, YiP found the environment in the NGO community of South Africa to be relatively closed off, and unfriendly to information sharing. YiP has attributed this environment to concerns over funding and intellectual property.

## 1.6 Capacity Building

With capacity building we aim at supporting our partner organizations in becoming fully self-sufficient and strong organizations. We have focused on technical support, paying attention to improving our reintegration methodology and gaining a better understanding of the context in which we work. Finally, we developed a common vision and strategy.

### Technical Support

Monitoring and evaluating the effects of our reintegration interventions has been of central importance for quite some time. Working with detainees and working in and with prison institutions is a very difficult context to develop adequate tools. In 2009 we had the opportunity to put more effort into developing different monitoring tools and we involved all partners in this process.

In order to measure the outcomes of YiP's main focus - change in psychosocial wellbeing and successful reintegration - both qualitative and quantitative tools are necessary. Also, we need to get information about our target group from different people, such as the participants, the facilitator, mentor/coach and the management. Some tools are used on a daily basis while others only once per child. Some focus on the individual participants, while others take into account an entire group. Every tool is used for measuring a specific monitoring level either at the outcome (project purpose), output (result) or activity level.

With the above in mind, the following tools to measure effects were chosen: Activity Checklist, Group Evaluation, Strengths and Difficulties Questionnaire (SDQ), and Pre and Post Release Questionnaire. A database in Excel has been designed to process and analyze the data digitally. The management of every partner organization summarizes the results in quarterly reports to YiP NL.

YiP NL supplied fundraising support to the partner organizations in order for them to develop skills to raise funds independently. Support ranged from advice on how to present a budget, to how and where to look for funding.

An important element of strengthening our partner organizations lies within developing financial control mechanisms. Together with YiP South Africa and YiP Suriname we have developed quarterly financial report formats. Both countries have outsourced their bookkeeping and accounting to an external bureau. In addition, they have had their financial books successfully audited by auditing agencies which adhere to international IFAC standards.

### Improved Methodology

In order to improve the quality of the reintegration methodology, we aimed to train workshop facilitators and we encouraged them to learn from other NGO's experiences. YiP Suriname has done an inventory of projects in Suriname which are comparable to what YiP does. It has also trained its volunteers in communication skills. Colombia trained their workshop facilitators in psychological skills. In both Colombia and South Africa research on other similar projects has not yet been done. In 2010, we plan to make the next step, which is to elaborate on the methodology and write a methodology manual.

### Context Analyses

Programs can only be effective when organizers are very familiar with the context in which they operate. Therefore our partner organizations have executed contextual analyses in Suriname, South Africa, Colombia and Malawi. The analyses have been done on a macro, meso and micro level and consisted of problem analyses in which the plights of children in conflict with the law were analyzed. Stakeholders were invited to several stakeholder meetings to share their views. A positive side effect of these meetings was a better understanding and knowledge of the stakeholders, which is favorable for future cooperation. It has also has the effect of profiling our partner organizations within the professional field they operate in. For example, it has strengthened the relationships with Dutch embassies in Suriname, Colombia and South Africa.

### Vision and Partner Policy

At the beginning of the year we arranged for a partner meeting in Cape Town, South Africa. Two representatives of YiP Suriname, Ayara (Colombia), YiP South Africa and YiP The Netherlands were present, to first and foremost further develop our joint vision and strategy. The two-week meeting was facilitated by Jan Hagen from YeS Consult. We held very intensive and highly effective workshops, in which it was astonishing to discover our common ideas and shared thoughts on our work. The meeting resulted in a draft vision and strategy document. The draft was subsequently presented to staff and boards of all partner organizations after which it was approved by all.

Based on the vision document we have worked out the exact structure of the relationship between YiP Netherlands and its partners. Also, we were able to determine appropriate conditions of selecting a new country and partner organizations. The terms and conditions of cooperation are formulated in our newly created Partner Policy Document.



## 2 Raising Awareness

YiP considers it to be of the utmost importance to disclose the difficulties youngsters face in prison, on their rights being infringed upon, on their lack of a positive outlook on life and the lack of attention paid to the creation and implementation of local policy on children's detention. In The Netherlands, YiP therefore aims to inform and activate individuals, companies, media and NGO's to support YiP's cause. Here follows an overview of both the means and the achieved results in spreading the word.



### 2.1 Three Awareness Raising Projects

In 2009 we wanted to reach several target groups. Complementary to general PR activities, we aimed to organize the three following activities: a YiP Art photo auction; a contest at bookstores throughout Holland; and an exchange project with two Dutch juvenile detention centers focusing on theatre. A brief explanation of how these plans worked out follows below.

The YiP Art photo auction has been postponed to 2010, as it turned out to be too ambitious a project to realize as early as 2009 (see also under caption 2.9). The bookstore contest, through which all customers of the 500 Readshop and Plantage Bookstores would be informed of YiP's cause, did not come off. A combination of staff change and the occurrence of the credit crisis proved to be unfruitful circumstances for this large scale operation. Preparations for the exchange project between Dutch and Colombian juvenile institutions have begun. Several exploratory talks and meetings have taken place. We are joined by Dutch juvenile detention centre Teylingereind in Sassenheim who will definitely participate in the project.

### 2.2 Raising Awareness: Targets Set and Goals Achieved

The objectives we have set for 2009 have served as encouraging guiding targets. Some targets were not reached and others were overwhelmingly surpassed. Wherever necessary, these targets and results are briefly explained or illustrated below.

Targets	Target quantity	Results
YiP will address attention to the plight of youth detention in developing countries in 10 different publications or programmes	10	11
By these means YiP will address 250,000 people	250.000	360.814
YiP will organize 1 large fund raising activity	1	0
YiP will receive 30 applications for volunteer jobs or traineeships	30	90
YiP will enlist 16 new (business) sponsors	16	8
1 Youth detention centre will show interest in cooperating with YiP	1	3
YiP will approach 800 people to inform them on children in detention in developing countries and on YiP's activities	800	17.192
YiP will gain 150 new supporters	150	20



### 2.3 Activities: YiP Informs a Broader Public

YiP has also been actively approached by a broader public to give presentations and to participate in network meetings and other activities. 8,612 people have been reached through these activities.

- Bookstore and cultural center De Drukkerij in Middelburg facilitated a photo exhibition related to the YiP book *Voor mijn moeder* (*For my Mother*, 2008). (8000 visitors)
- Noa Lodeizen gave two presentations on Young in Prison, at Timu Kota in Utrecht and at the Rotary in Bloemendaal. (65 visitors)
- Poet Giovanni Lattanzi turned the presentation of his poetry collection *Door water en vuur – D'all acqua e dal fuoco* into a benefit event for YiP. Two volunteers were present to give an introduction speech on YiP's activities. (30 visitors)
- The company Context invited Noa Lodeizen to join the discussion panel on a large network meeting. (500 visitors)
- Two information meetings were held, at Teylingereind en JOC Amsterdam. (17 visitors)

### 2.4 YiP Gains New Support

YiP has succeeded in motivating people to support YiP's cause.

- 90 people have contacted YiP to offer their help as a trainee or volunteer in YiP's Dutch office or its local or partner organizations.
- 20 new YiP supporters that contribute on a monthly basis have been welcomed.
- 8 new sponsors support YiP through either incidental or structural donations and/or through offering their services for free or with substantial discounts.

### 2.5 YiP Arouses Curiosity Online

The YiP website has attracted a growing crowd. Younginprison.nl experienced a peak during winter, younginprison.org experienced a modest peak during autumn. Some figures on YiP's online presence (NB all website visits are measured only since april):

- Total visits younginprison.nl: 35.847
- Total unique visitors younginprison.org: 15.140

- Total visits younginprison.org: 421
- Total visitors younginprison.org: 476
- Facebook friends: 369
- Hyves friends: 77

### 2.6 YiP Inspires Colleagues

Three Dutch judicial youth institutions have shown interest in YiP: Teylingereind, a closed judicial institution for youths; De Koppeling, a closed treatment centre; and the closed judicial boys institution J.O.C. Information meetings have been held at Teylingereind and JOC. With Teylingereind, the contact has led to concrete plans to organize awareness-raising workshops in 2010.

Our network with fellow Dutch developing NGO's has greatly expanded. We have close ties with Uptoyoutoo, Right to Play, Women Win, Music Mayday and Baobab Connections, due to the joint grant applications we wrote. As a positive side effect of our alliance making efforts we have made connections with Save the Children Netherlands and become a member of the Violence Against Children Network, which is a lobby and knowledge platform of many large and small Dutch based children focused developing NGO's. YiP has also become a member of a platform of young and innovative developing NGO's called 'Nieuw IS'. The director's membership of the digital platform Jong OS also enlarges YiP's network. YiP became part of the International Youth Lead Development Platform and Urban Youth Alliance (for further information, see page 35).

### 2.7 YiP in the Media

YiP has received the following media attention on the radio and in written media in 2009. An article on YiP on the front page of *Het Financieele Dagblad* and a special mention in the *VIVA 400* are especially worth noting. These media altogether reach a scope of 360,814 people.

Radio  
Amsterdam FM

### Written media

Het Financieele Dagblad, Het Parool, Jouw Zeeland, Nieuws.zeeland.nl, Rechten van het Kind, Viva 400, Vriendin, Wereldomroep.nl.

### Other publications

- *Dromen voor altijd. 45 inspirerende Nederlanders over wat zij doen voor een betere wereld*, a book that focuses on the Millennium Goals through 45 portraits, featuring Noa Lodeizen (print number: 2000).
- *CMV in Veelvoud*, a book on the study Culturele en Maatschappelijke Vorming, that highlights Young in Prison.

## **2.8 YiP Art**

YiP's key to empowerment of less privileged youths lies in creativity and thus in development of self esteem, skills and self-expression. By learning how to create things and how to express themselves, young prisoners discover their talents and their potential. They gain the skills and confidence necessary for a successful return to society.

Also in The Netherlands, creativity and art are an important technique for YiP, as they are used to create awareness of the difficulties these youngsters face in developing countries, as well as to motivate people to contribute to YiP, to raise funds and to improve YiP's name recognition. Since YiP was founded in 2002, we have organized art auctions, musical activities and special benefit parties and other art-related events. All these events are described under the heading YiP Art. The most important YiP Art event is the YiP biannual photography exposition and auction. The last edition took place in 2008.

In 2009, no YiP Art events were held, as a remarkable exception to the rule. A YiP Art photo auction was scheduled but did not take place. This year most of our time and effort has been invested in developing policy and vision, i.e. in professionalizing our organization as a whole - including the ways in which we want to reach potential sponsors, how we will further develop YiP Art and so on. Preparations for the 2010 edition have been made by formulating our ambitions and conceptualizing the necessary organizational structure. In addition, in 2010 a large YiP Art event will take

place in South Africa. We have confidence that our preparatory work will be fruitful in 2010.

## **2.9 Lessons Learned**

The most important lesson learned in 2009, was that YiP should sometimes narrow its focus in order to generate better results in the long run.

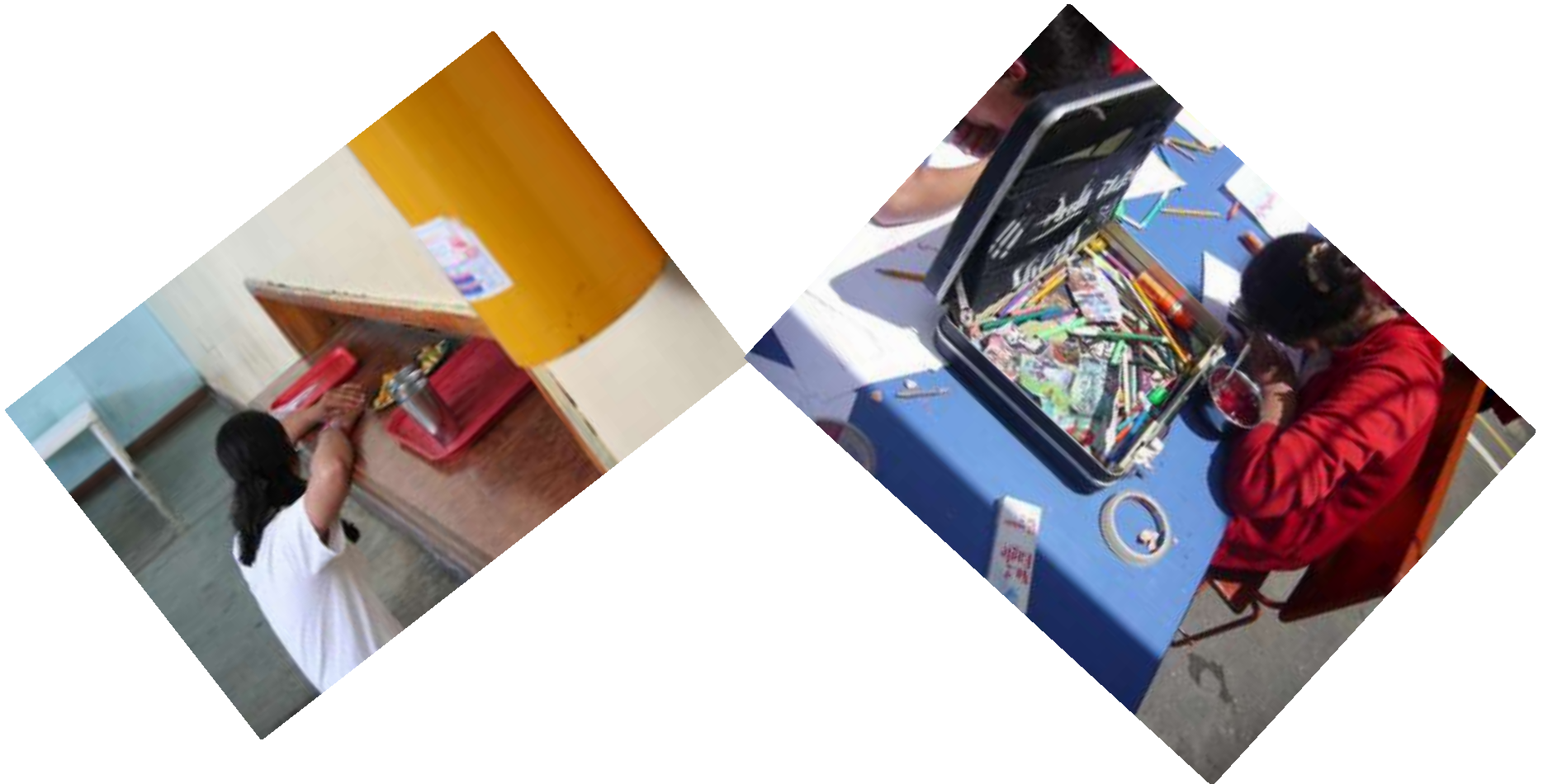
We experienced this realization most tangibly, while thinking over how to market YiP – how exactly should we profile YiP, which target groups should be addressed to find sponsors, by which means should we address them and with what tone of voice? Formerly, we focused on both fund raising *and* benefit events *and* corporate *and* individual sponsors. We realized that all of these means of generating money are a lot for a small organization to cover. Through professionalizing we also learned that YiP had formerly focused on very many, rather diverse and quite specific target groups. One of the effects of this is that to reach those target groups takes much effort, because each and everyone needs to be addressed in a customized manner in order to get the message across. The latter is already a bit difficult in itself sometimes, because the good cause YiP addresses is not immediately evident to many people and therefore usually needs some explanation.

Thus, sometimes we aim a little bit too high. Which is good and we can continue to do so in the long run, but for the short run we should make clear choices concerning marketing.

So after restructuring and professionalizing our organization thoroughly in 2009, we will start to redefine how we want to present ourselves to the outside world, and to whom exactly. This will make further growth possible. In 2009 we started to work on our profile and position by creating an almost finished website and corporate identity. An important step in taking this further is that we hire communications bureau Vandejong to co-develop our marketing strategy in 2010.

Another good lesson to learn was that it is very productive to build a collaboration project or partnership with deserving carefully reserved time

and attention. Our project with De Teylingereind turned out to be very fruitful because we took the time necessary to explore the possibilities for workshops and exchange projects. This has not only produced a very interesting, long-term exchange project and an expansive support network for YiP at De Teylingereind but also unexpectedly won us a valuable new board member – the director of De Teylingereind!



## C. HOW WE DO IT: FUNDRAISING

Financial support is essential for YiP to continue its important work. In 2009 YiP obtained financial support through donations, gifts and funding. Concerning our own investments, in fundraising we follow the CBF norm that fund raising investments may never cost more than 25 percent of the total income. In 2009 our fund raising investments were 16 percent.

### Donations

Our structural supporters, 'YiP supporters', donate on average five euro a month. In 2010 we gained 20 new supporters, which makes a total of 100. This is a slightly disappointing but understandable result. As our concentration and time this year were very much focused on organizational development, we were not able to organize large-scale YiP Art events to gain new supporters.

### Gifts

Gifts are financial contributions to a specific project. Colombia received a contribution from Rabobank Foundation 'Share4more'. TV channel Veronica contributed towards the project in South Africa.

### Sponsoring

We are thankful to Rami, commercial agency Hotel, Puur Bizniz, Rotary Bloemendaal, Thuiszorg Oegstgeest, TOC Resultants BV, 310K and text writer Kimon Moerbeek for the generous discounts or the free services they offered YiP.

### Subsidies

Young in Prison staff and volunteers in the Netherlands work tirelessly to generate funding through applications for grants from national and international backers. Currently, YiP receives the bulk of its funding from the Dutch Ministry of Foreign Affairs. In addition, funding has been

generated from other applications for large private grants. This funding is indispensable for the continuity and stability of the YiP organization as a whole, in addition to generating funding for expansion.

For Suriname we have received continued support from Stichting Kinderpostzegels Nederland and Stichting Nacht van de Fooi. Colombia received subsidies from Rabobank Foundation, Art Action and from The World we Work in. South Africa received a subsidy from NCDO. In total we received 83.573 euro's via subsidies.

In 2009 YiP joined forces with UpToYouToo and Right to Play to found the Urban Youth Alliance (UYA). The foundation as a whole has supplied for the so called MFS II structural grant from the Ministry of Foreign Affairs. (For more information on the UYA, see page 35.)



## D WHO WE ARE: THE ORGANIZATION

### 1. What We Are Here For: A Brief Problem Analysis

More than any other age group, young people are the victims of or are involved in legal infractions.<sup>4</sup> Especially in developing nations (because of poverty, inequality and social exclusion) opportunities for children and young people, such as education, employment and upward mobility, are limited. Environments associated with low income brackets often are riddled with drugs, crime and gang activity. Because of a myriad of intersecting factors, young people in developing nations are at a great risk of coming into conflict with the law. The vast majority of young people in conflict with the law that we have worked with come from economically and socially disadvantaged backgrounds.

Close to two hundred nations have ratified the UN Conference on the Rights of the Child (CRC), even though few of them manage to actually comply with it. Worldwide, about a million children are incarcerated, the vast majority of them under poor conditions and without counselling or support.<sup>5</sup> Children and youth are often imprisoned with adults and are often abused and assaulted, despite the fact that this is in violation with the CRC.<sup>6</sup> Arrested children are often forced to await trial and serve their sentences amongst other youth with extensive criminal histories. Learning how to survive in prison also results in the procurement of criminal skills that otherwise some youth may not have been exposed to. Because of this negative environment, youth often emerge from correctional facilities more

4 SHAW AND TSCHIWULA (2002: 59), Developing citizenship among urban youth in conflict with the law, Environment Urbanization, 1, pp.59-69

5 STAN MEUWESE, ed. (2005: 9) Kids behind bars, A study on children in conflict with the law: towards investing in prevention, stopping incarceration and meeting international standards

6 DEFENCE FOR CHILDREN(2009) [www.defenceforchildren.nl/p/21/370/mo89-mc187/Jongeren-in-detentie](http://www.defenceforchildren.nl/p/21/370/mo89-mc187/Jongeren-in-detentie)

damaged on their release than they were at the time of arrest. These young people become trapped in a vicious circle of criminality.

Young people are most receptive to learning when they are in a supportive, loving and trusting environment learning from people who they identify with and look up to. Unfortunately, this tends not to be the environment in most correctional facilities. YiP tries to create such encouraging and constructive surroundings. Our focus is helping children that are either incarcerated or still awaiting trial, ranging in age between 8 and 18.

### 2. Our approach: Interventions at three levels

We have developed interventions which address each of our sub-goals, and subsequently tackle our primary goal at three levels: the government, the community and the individual.

Through our rehabilitative sport and creative programs, we address the **individual** by facilitating creativity and personal development for children in conflict with the law and aiding them in the reintegration process through our mentoring and coaching projects.

In order to strive for *necessary* and *sustainable* change, we educate surrounding **communities** and lobby local **governments** to address root problems such as over-incarceration and stigma, and to advocate for the use of diversion and alternative sentencing.

In all of our projects, we partner directly with, and build the capacity of, a locally-based grassroots organization. This addresses our goal of building the capacity of grassroots organizations, and by supporting organizations run primarily by youth, we simultaneously contribute to the ability of youth to shape their own futures.





### 3. Organizational Culture

Young in Prison is run by a tight-knit group of enthusiastic and committed young development professionals around the world. Of utmost importance to us are open communication and the maintenance of egalitarian relationships with each other. As such, our programs are molded directly from the input of our YiP partners in their respective countries, and most importantly, the children themselves. We know we will always have much to learn, and we strive to achieve a down-to-earth and flexible approach in everything we do. With our small organization we are able to achieve a great deal of efficiency, meaning we are able to achieve a lot for a relatively small amount of money (more bang for your buck!).

#### *We Are Small*

YiP is a small organization by international standards. However, we see *strength* in the small-scale nature of our organization. We are able to maintain close contact with all employees and volunteers *around the world*. All volunteers and employees have a stake in the project and feel a great sense of ownership in their work—and so we are able to avoid the pitfalls that often accompany dispersion of responsibility. We are also able to quickly adjust our projects and our procedures when we realize that something is not working. Although we wish grow to an extent, we strive to retain this small-scale nature of the organization in our vision for the future. By remaining small, we will be able to maintain our flexibility and approachability.

#### *We Communicate*

Here at YiP, we value open communication highly. Transparency and honesty are enshrined in our core values, and we strive to maintain these values in all of our relationships: between each other, with our partners, with our benefactors, with our target group and with the public. Worldwide, Yippers stay in contact with each other daily over the internet, involving the entire organizational network in problem-solving and the learning opportunities that arise from these challenges.

#### *We Are Always Learning*

We understand on a fundamental level that people make mistakes. And we include our organization in this assertion as well! We are young, and we are working in a complicated field. Development work is complicated - and working with incarcerated children is also complicated! We see unsuccessful projects not as a failure, but as a learning opportunity. All of our projects start small, as closely monitored pilots. Through starting small, our risks are minimized. And through maintaining open communication as mentioned above, we are able to constantly learn from each other.

### 4. Organizational Structure

YiP consists of a supervisory board, a recommendation committee, a management board and staff. The management board (two positions), a

PR and communication officer and an office manager were on the payroll. Also, in 2009 two free lancers were hired on a temporary basis to develop YiP's policy on marketing and branding. A large majority of the positions in YiP Netherlands is filled in by unpaid volunteers. The voluntary positions usually require one working day a week and are filled in by young, well educated, starting professionals. Our volunteers receive a monthly compensation of €150 (with a maximum of €1500,- a year) to reward and encourage them in their work. Many key positions- such as country coordinator, policy and research assistants- are thus executed by volunteers. We choose to grant these responsible positions to volunteers to maintain and enhance YiP's special young, flexible and sympathetic identity. The extraordinary dedication of our volunteers and a professional management enable YiP to produce very good results. On average, YiP works with 20 volunteers, seven of which make up the supervisory board.

### **Supervisory Board**

The supervisory board plays an important role in advising and supervising the management board (described earlier on, page 5).

### **Recommendation Committee**

The recommendation committee consists of the following members:

- 100%Isis
- Dennis van der Geest
- Duncan Stutterheim
- Emile Fallaux
- Ernesto Hoost
- Ineke van der Wel Markerink
- Jan Bank
- Jan Pieter Glerum
- Kim van Kooten
- Lodewijk de Waal
- Nadja Hüpscher
- Rebecca Bijker
- Rifka Lodeizen

- Raymzter
- Stef Blok
- Thijs Römer
- Clark Accoord
- Wim van Gelder
- Gerrit-Jan Wolffensperger

### **Management Board**

The management consists of an internal manager and an external manager. The former is accountable for all operations within YiP ranging from managing the programs from our partner organizations, to contact with benefactors, to all financial aspects. The latter is responsible for strategy development, PR and communications and for representing YiP to third parties. Furthermore, the management supervise all staff members and supports the supervisory board. If vacancies occur, the management ensures continuity.

### **Office Management**

The office management has been done since 2009, by a part time office manager. Office management duties range from administrative work to supporting with PR and communications tasks.

### **Research and Policy Development**

Two volunteers make up the research and development team. This team is responsible for research, policy development and developing monitoring and evaluation systems. They closely monitor the methods used in partner countries as well as the overall program development. They stay updated on current developments concerning (the implementation of) children's rights, local, national and international policy concerning children's detention and other relevant areas.

### **Communication, PR and Fund Raising**

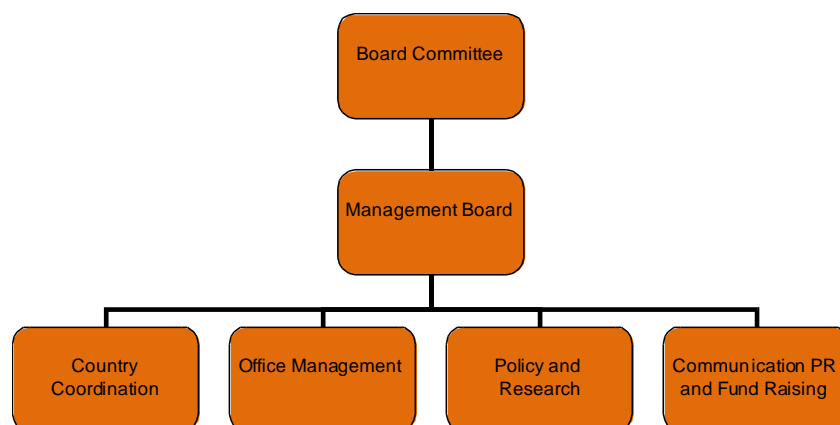
We started by having a contracted employee being responsible for all YiP's PR and communications. However, since she fell sick early in the year we hired two freelancers to fulfill the duties. Two volunteers support the management in communication, PR and fund raising activities.

### Country Coordinators

Each country is allotted one or two coordinators. The coordinator coordinates and registers all current affairs and developments in the respective country. In 2009 seven volunteers have been active as country coordinators.

### Additional Volunteers

Around 10 volunteers offered their support to YiP on an ad hoc basis. For instance, they help out the office management during occasional work peaks or assist the Communication, PR and Fund Raising team in organizing events.



Organogram Young in Prison

## 5. PR and Communications

In 2009 a brand new website and corporate identity for all publicity purposes (logo, business cards, etc.) were designed by design agency 310K. There is some fine-tuning left to be done in the design of the corporate identity, and text and images still have to be uploaded into the

website, but the lion's share has been completed. The result is a very beautiful, bilingual, visually oriented and aesthetically pleasing website and a corporate identity that integrates elements of the website and the newest version of our logo. The cherry on the cake, which is the website launch and the presentation of the corporate identity will take place in early spring 2010.

This year, YiP has gained stronger online presence. Our website was frequently updated with noteworthy news and the increasing news stream has attracted many visitors. Also, a Facebook account and a Twitter account have been created. To get an impression of our website visits, see page 23. Also a YiP digital newsletter has been sent twice this year to approximately 400 people.

The work done on marketing and branding has led to the decision to establish a collaboration with communication agency Vandejong in 2010, as a partner in formulating strategy concerning marketing, defining target groups etc. has turned out to be necessary. It should, however, be noted here that a lot of preliminary work has been done already in 2009, e.g. a rich list of ideas on PR actions, benefit events, guerilla marketing and so on, have been formulated that can be put into use as soon as a target group policy is decided upon.





## E ORGANIZATIONAL DEVELOPMENT

In 2009, YiP has thoroughly invested in organizational development, enhancing transparency and improving overall results. YiP has formulated a clear mission, vision and strategy (Policy and Strategy), has designed a more efficient organizational structure (Project Management) and aims at a professional, skilled management, supervisory board and staff (Human Resources Management) and the creation and maintenance of quality (Quality Systems). Also, YiP has cofounded Urban Youth Alliance.

### 1. Policy and Strategy

Two major goals for 2009 were writing a vision document and a clear partner policy. Our vision has been formulated, including a mission statement, methods, core beliefs and values, etc. The result does justice to YiP's nature, talents and ambitions. This internal document, wholly agreed upon by YiP NL and all partner organizations, serves as an important guiding thread for YiP.

The partner policy has been massively improved upon. A Memorandum of Understanding has been accomplished and was signed by YiP Suriname and YiP South Africa. Some components of the partner policy need extension and implementation in 2010. A MoU has yet to be signed by La Familia Ayara.

For all policy and strategy improvements an external consultant was hired. Corresponding to the MFS II subsidy application and CBF regulations, a new version of our statutes was developed and registered.

### 2. Project Management

Concerning project management, our main goals in 2009 were to improve the working relationship with our partners; to write a concept version for an effective, 5-year-plan that meets our ambitions and developments; and to improve our relationship with the board. All of these goals were achieved.

We have improved working relations with our partners by clearly dividing responsibilities, creating a clear and customized communicational structure and creating a functioning reporting system and integrating a better sanction policy. All is registered in a partner policy document. We designed a new reporting format (including sanction policy), which will be put into use in 2010. The relationship between the management and the supervisory board has been improved by clarifying and pinpointing the responsibilities of each. Also the provision of quarterly board reports to better enable supervision has proved fruitful.

### 3. Human Resource Management

The goal for 2009 was to have all vacancies filled with motivated, satisfied, capable and predominantly young staff members and volunteers, that were clearly directed to achieve the targeted results and that were encouraged to invest their input and creativity. Also, an internal communication policy was designed and the human resources policy was elaborated successfully. Some innovations and achievements:

- Management structure: the work meeting structure for country coordinators has been improved upon through monthly meetings with one of the managers; full staff of country coordinators now meet quadrennially; full overall staff meetings were held thrice in 2009.
- Staff: almost all vacancies were filled permanently; two marketing campaign organizers were hired on a freelance basis. Function profiles and staff appraisal cycles were formulated; staff appraisals were held during summer with most team members. In general, the team is now more often updated and kept up to date.

### 4. Quality Systems

The goal for 2009 was to turn YiP into an efficient organization in which working processes and decision making are transparent, well-known and unambiguous, and in which the institutional memory functions optimally.

### *Efficiency, Transparency, Democracy*

The year plan 2010 and a concept version of the multi-year-plan 2011-2015 were developed in consultation with partner countries and country coordinators. YiP goals, results and activities have been outlined more clearly, and our indicators (as part of the log-frame) have been made SMART (specific, measurable, attainable, relevant and time-bound). The efficiency control was not optimal yet in 2009, so this will be a point of extra attention for 2010.

### *Development of a Planning, Monitoring and Evaluation (PM&E) System*

A PM&E system has been developed for YiP NL and its partners. This was a duty, which involved much more effort and work than foreseen. Luckily we have received help from many experts (War Child and Context International Cooperation). The PME manual will be taken into use as from 1<sup>st</sup> of January 2010.

### *Project Administration*

Our project administration (both digital and hard copy) was structurally improved. It has been reorganized by the office manager, who also supported the YiP office in other kinds of business administration and text writing.

### *Financial Administration*

From 2009 onwards YiP has decided to outsource the financial bookkeeping and accounting to Van Tunen and Partners. Van Tunen was successfully hired to help the financial administration function more efficiently and transparently. Also, a financial quarterly report format was developed for the board.

YiP also worked on its internal financial control by creating formats to manage grant conditions, to manage grants supplied to partner organizations and to manage YiP's own liquidity. By developing these internal control mechanism we also adhere to MFS standards of the Ministry.

## **5. Urban Youth Alliance**

Together with UpToYouToo and Right to Play, YiP has founded Urban Youth Alliance, a consortium that aims to improve the conditions facing youth at risk in urban settings in developing countries. The UYA ultimately envisions this youth becoming productive and responsible members of society through the acquisition of knowledge, life skills and participation in youth and community dialogues.

We believe the combination of sport and culture as intervention tools is very valuable to reach out to youths. Our mission is to enable youth-at-risk in developing countries to be active citizens and take on leadership roles with regard to social, economic and political inclusion. Together we applied for a grant with the Dutch Postcode Lottery (NPL) and the MFS II grant of the Dutch Ministry of Foreign Affairs.



## F THE FUTURE

2010 will be a very challenging year for both implementing all our projects and our fundraising efforts. Safeguarding our current size as from 2011 is of essential importance. During the writing of this report we have been informed that our Urban Youth Alliance efforts have not made it to the next round of the MFS 2011-2015 grant. The consequence of this grant rejection is a shift of attention towards other sources of income. We will focus more than before on Dutch and International grant makers and subsidies.

We also see chances for fund raising through our new marketing strategies. Together with communication agency Vandejong, we will develop a marketing strategy concerning YiP's brand identity, activities and target groups. The aim is to make it more attractive and easy to invest in YiP and to create more overall awareness concerning children in detention amongst individuals, governments and fellow NGO's.

Concerning marketing, PR and communications, it is also very much worthwhile to mention that we will launch a brand new, aesthetically pleasing and bilingual website and a new corporate identity, designed by 310K. We intend to be more lively and frequently present online, both where it concerns news supply on our own website as on social network sites like Facebook and Twitter.

A cherry on the cake will be the 2010 edition of the YiP Art Photo exposition and auction which will take place towards the end of the year. Our expectations for a good turnover are high.



## G FINANCIAL ANNUAL REPORT

### 1. Balance Sheet

	December 31st 2009		December 31st 2008	
	€	€	€	€
<b>ASSETS</b>				
<b>CURRENT ASSETS</b>				
<b>Stock</b>				
Books		-		5.592
<b>Receivables and accruals</b>				
Other receivables		80.969		34.339
<b>Cash &amp; cash equivalents</b>		<u>337.298</u>		<u>245.177</u>
Total		<u>418.267</u>		<u>285.108</u>
<b>RESERVES AND LIABILITIES</b>				
<b>RESERVES AND FUNDS</b>				
Continuity reserves	<u>65.604</u>		<u>49.872</u>	
		65.604		49.872
<b>CURRENT LIABILITIES</b>				
Wages tax & social security premiums	-		-	
Grants	331.755		219.201	
Other Liabilities	<u>20.907</u>		<u>16.034</u>	
		<u>352.663</u>		<u>235.235</u>
Total		<u>418.267</u>		<u>285.108</u>

### 2. Statement of Income and Expenditure

	2009	2009	2008
	€	€	€
<b>INCOME</b>			
Income from own fundraising	106.684	196.000	215.706
Governmental grants	315.645	348.730	-
Other income	<u>2.730</u>	<u>-</u>	<u>1.288</u>
Total income	<u>425.059</u>	<u>544.730</u>	<u>216.995</u>
<b>EXPENDITURES</b>			
<b>Spent on objectives</b>			
Social and educational support	271.222	325.599	87.142
Coordination in the Netherlands	16.583	21.294	6.828
Societal support and awareness	<u>35.883</u>	<u>119.850</u>	<u>77.816</u>
	323.688	466.743	171.786
<b>Spent on obtaining funds</b>			
Costs own fundraising	46.245	27.913	16.622
Costs obtaining governmental grants	<u>46.245</u>	<u>27.913</u>	<u>10.501</u>
			<u>27.123</u>
<b>Management and administration</b>	39.394	12.827	20.503
Total expenditures	<u>409.327</u>	<u>507.483</u>	<u>219.413</u>
<b>RESULT</b>	<u>15.732</u>	<u>37.247</u>	<u>-2.418</u>
<b>Distribution of result 2009</b>			
Addition to Continuity reserve:	<u>15.732</u>		



#### **4. Accounting principles for valuation and determination of results**

##### **1. General**

The Stichting Young in Prison (YiP) was founded on 26 August 2002 in Amsterdam. The organization's most important aim is to ease and improve the situation of young people in incarceration and to offer opportunities for the future for young people imprisoned, in those countries where assistance leaves a lot to be desired. YiP attempts to achieve this aim by offering reintegration programmes to young people in prison and via activities focused on public support [and information in the Netherlands. ?]

##### **2. Reporting guidelines for fundraising institutions**

The annual report is laid out according to the "new" Guideline 650 Fundraising Institutions published by the Dutch Accounting Standards Board. These guidelines were reviewed by the Accounting Standards Board in 2008. The objective of these guidelines is to provide insight into the costs of the organisation and expenditure of the funds on the purposes for which they were obtained. The application of these guidelines is one of the requirements set by the Central Fundraising Bureau (CBF) for obtaining the CBF's declaration of no objection. YiP acquired the CBF declaration on 1 June 2007. There where necessary the comparative figures are adjusted to the Guideline 650 Fundraising Institutions.

##### **3. Accounting principles for valuation and determination of results**

Insofar as not otherwise stated the items on the balance sheet are included at nominal value. The income and expenditure, based on historical costs and proceeds, are allocated to the year which they are concerned, unless otherwise stated. In the receivables, an account has been held with a deduction for a provision for bad debts, as long as provided for.

##### **4. Stock**

The stock books are included at cost price in the balance sheet valuation. If the sales price is less than cost price, the stock is included at sales price. When determining the stock valuation it was taken into account that part of the stock were provided free of charge. [The stock is kept in the scope of the objective. ]

##### **5. Reserves and funds**

The total assets are available for use for YiP's aims. The continuity reserve is currently at €79,065. YiP is intending to apply for the CBF certificate for small charities in 2010. Formulating policy about the amount of the continuity reserve does not apply to holders of the CBF declaration of no objection likewise the holders of CBF certificates for small charities.

##### **6. Project obligations**

Project obligations and spending on objectives is processed after a contractual subsidy commitment has taken place. The obligation for subsidies provided to partner organizations

for running projects is the balance of contracts actually concluded with partner organizations less the advance funding for these partner organizations. Once the definitive approval for the project report has been provided to adopt the financial statements any differences are settled and processed in the financial statements.

##### **7. Foreign currency**

Transactions in foreign currency are converted into euros at the exchange rate on the transaction date. At the end of the financial year all assets and liabilities in foreign currency are converted into euros at the final exchange rate at the balance sheet date. The ensuing exchange results are processed in the statement of income and expenditure.

##### **8. Donations, gifts and grants**

Donations and grants are justified in the year when the donations were made. Gifts are justified in the year of receipt.

##### **9. Subsidy income**

Subsidy income is allocated based on the realized indirect and direct spending on the objective within the framework set by the subsidy decision.

##### **10. Charging on of costs**

Objectives fall into three groups at YiP: social and educative support, coordination from the Netherlands and societal awareness. In addition, there are costs allocated to our own fundraising, obtaining subsidies from governments and costs for management and administration. These costs are allocated to the year which they concern and are charged on to the activities previously referred to based on a fixed apportionment formula for staff costs and office costs. Direct costs for our Own Fundraising and public support reinforcement and information and Awareness are likewise allocated to the year which they concern.

## 7. Statement of division of expenditures

Destination	Objective			Costs of fundraising			
	A	B	C	Own Funds	Govern. grants	Man. Admin.	Total
Costs of implementation							
Grants and contributions	215.877	4.593	11.904	-	-	-	232.374
Personnel costs	38.734	9.349	18.699	12.021	24.042	30.720	133.564
Travel costs	5.674	-	-	-	-	-	5.674
Housing costs	1.603	387	774	497	995	1.271	5.527
Materials	-	-	-	-	-	-	-
Office and general costs	9.334	2.253	4.506	2.897	5.794	7.403	32.187
Total	271.222	16.583	35.883	15.415	30.830	39.394	409.327

	2009	2008
<b>Spent on own fundraising/income own fundraising</b>		
<i>Expenditures</i>	15.415	16.622
<i>Income</i>	96.684	235.481
Percentage	15,9%	7,1%
<b>Spent on objectives/total income</b>		
<i>Spent on objectives</i>	323.687	171.789
<i>Total income</i>	425.059	236.769
Percentage	76,2%	72,6%
<b>Management and administration costs/total expenditure</b>		
<i>Management and administration costs</i>	39.394	20.503
<i>Total expenditures</i>	409.327	219.415
Percentage	9,6%	9,3%

### 8. Auditors' Report

To: the board of Stichting Young in Prison, Amsterdam.

#### AUDITORS' REPORT

##### *Introduction*

We have audited whether the accompanying abbreviated financial annual report of Stichting Young in Prison, Amsterdam, for the year 2009 as set out on pages 36 to 39 has been derived consistently from the audited financial annual report of Stichting Young in Prison, for the year 2009. In our auditors' report dated 3 June 2010 we expressed an unqualified opinion on this financial annual report. Management of the foundation is responsible for the preparation of the abbreviated financial annual report in accordance with the accounting policies as applied in the 2009 financial annual report of Stichting Young in Prison. Our responsibility is to express an opinion on this abbreviated financial annual report.

##### *Scope*

We conducted our audit in accordance with Dutch law. This law requires that we plan and perform the audit to obtain reasonable assurance that the abbreviated financial annual report has been derived consistently from the financial annual report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

##### *Opinion*

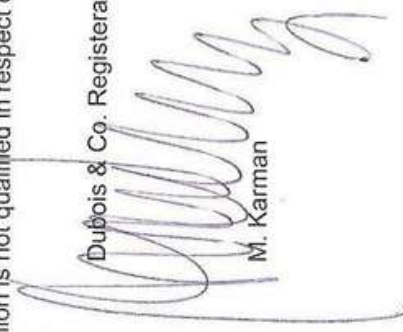
In our opinion, this abbreviated financial annual report has been derived consistently, in all material respects, from the financial annual report.

##### *Emphasis of matter*

For a better understanding of the company's financial position and results and the scope of our audit, we emphasize that the abbreviated financial annual report should be read in conjunction with the unabridged financial annual report, from which the abbreviated financial annual report was derived and our unqualified auditors' report thereon dated 3 June 2010. Our opinion is not qualified in respect of this matter.

Amsterdam, 3 June 2010

Dubois & Co. Registeraccountants



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G. Visser

VERANTWOORDELIJKE

M. Karman

A.F.M. van Klaren

C. Offerman

MANAGER

J.J.H.C. Stenjes

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## COLOFON

**Young in Prison Foundation (Netherlands)**  
*Annual Report 2009 (summarized financial report)*



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