

Board of Directors for the Foundation

The Order of the Teaspoon (Teskedorden)
Org nr 802425-9361

hereby presents

Annual Management Report

for financial year 1 January 2017 – 31 December 2017

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Management Report 2017

The Order of the Teaspoon

The Board of *The Order of the Teaspoon* (802425-9361) hereby publishes the annual report for the financial year of 2017. This report has been compiled by the executive administrator of *The Order of the Teaspoon* in consultation with the Secretary General and approved by the Board.

1. Activities in general

2017 was a year characterized by both national and global tension. In Sweden we have seen an increased presence of right-wing extremism which became especially visible at both the Almedalen Political Week and the Gothenburg Book Fair. 2017 has also been a year in which the power of social media has been shown to be even stronger than earlier, where a polarization of the political landscape has made us conscious of the racism, fear, anger and xenophobia to be found in Sweden. And just as the society in general, The Order of the Teaspoon has had an eventful year characterized by the development of two large projects, participation in fairs, events and lectures as well as actively continuing its work as a voice in the debate concerning tolerance and diversity.

Lovisa Fhager Havdelin has worked this year as Secretary General with the support of Lova Wallerö Frostenson as Director of The Order of the Teaspoon. The organization has recruited a new manager of education and a project assistant as well as new volunteers and trainees. No remuneration such as bonus is paid to staff and employment benefits are in accordance with collective agreements. No severance pay is available.

The Board of The Order of the Teaspoon is the organization's highest decision making body. The Board works without fee, with the exception of the Secretary General who receives a monthly salary of SEK 50,000. The Board had four meetings in 2017. Lovisa Fhager Havdelin was elected as a new member of the Board. The Order of the Teaspoon is organized as a foundation and has its headquarters in Stockholm. The foundation's address is Hälsingegatan 49, Stockholm.

1.1 Purpose

The vision of The Order of the Teaspoon is a society in which all people have the same value and rights. In order to reach this goal, the foundation offers tools for teachers with the objective of encouraging children and young people to reflect on issues of tolerance and diversity. It also offers preventive studies for schools and companies as well as building opinions which place questions concerning racism and discrimination on the agenda. The purpose of the foundation is to contribute to a respectful dialogue between people and bring down walls created by conflicts due to ethnicity, social status, gender, age, religion or political orientation. With the help of culture – literature, film, theatre, etc., and without pointing fingers at anyone - the foundation wishes to raise questions and start productive discussions concerning diversity, norms and identity.

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Why is it important to work with questions of tolerance in the classroom? We are witnessing an ongoing societal development in which extreme and polarized opinions are strengthened and reinforced in closed opinion corridors on the internet. A number of outstanding researchers and politicians point to the fact that extremism and intolerance are beginning to attain an increasingly stronger position among Swedish students and to the necessity of making a vigorous effort against this development. Bengt Westerberg comments in the Stockholm Newspaper Dagens Nyheter (13/2) that competence development among teaching staff and a serious commitment to the problem can help us out of this negative spiral. In order to work against the development of this process, The Order of the Teaspoon would like to reach children and young people at an early stage. There is a pressing need to work with tolerance in schools. From our own investigations we see that school staff have a need for tools in the classroom in order to deal with racism and other forms of intolerance. Research shows that adolescence is an especially significant time for creating social and political attitudes. By encouraging teaching staff to use our material, our goal is to train the next generation in questions of diversity and tolerance, to strengthen individuals to show civil courage as well as to counteract discrimination and racism with a special focus on children and young people.

The work of The Order of the Teaspoon is based on the belief that it is in small discussions and long-term work that a more tolerant, equal and open society can be formed. The methods and ways of working of the foundation are based on that philosophy which means that it is difficult to measure short-term effects of the work. Changes that The Order of the Teaspoon is working for take a long time to accomplish and it is difficult to determine the causes behind the development of positive attitudes. The significance of tolerance development is a current question in our society. The school system and civil society are often pointed out as important institutions for this development.³ In the curriculum for Primary schools, it is pointed out that tolerance shall be a central starting point for those values and norms which characterize our education system. The school system has a roll in training for tolerance and responding to xenophobia and intolerance with knowledge, open discussion and active efforts.

2. Significant events during this fiscal year

Within the framework of the organization's statutes, The Order of the Teaspoon continues the work of developing materials for teachers and students to work with in schools. The projects and training efforts have been well received. Positive comments regarding access to personal stories have encouraged the foundation actively to continue working with these during 2018. The development and launching of two projects called *Alla Lika Inuti* ("We're All Alike Inside") and *Appropå rasism* ("About Racism") have characterized the work of 2017. The foundation has also during this year taken an active and public position concerning a prohibition of right-wing extremist organizing which resulted in significant press attention.

2.1 Barnens Planet ("The Children's Planet")

This is one of the foundation's projects which is intended for pre-school children. The goal of the project is to create consciousness and discussion around the subjects of tolerance and diversity among pre-school children. During 2017, the book *Barnens Planet* (The Children's Planet), along with guidance material, was developed in co-operation with pre-school children and staff. Homero Alvarez has written and illustrated the book as well as creating musical accompaniment. During the year, contact has been made with selected regions of the country (Blekinge, Dalarna, Kalmar, Skåne, Värmland and Västra Götaland) in order to carry out conferences in all the areas during 2018.

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2.2 Appropå Rasism // Reality Check

Reality Check is an interactive game intended to counteract racism, challenge prejudices and focus on privileges in school environment. The player chooses an optional character (avatar) and is assigned a fictitious identity for a certain number of days. During the game the player must take a stand as to how he or she would act in various situations that the character is exposed to. With events derived from reality, the player may face discrimination and everyday racism. The purpose of the app is to awaken the user's thoughts about what racism really is and how it might feel to be exposed to it. During 2017, work with the project has mainly consisted of interviews with the target group, preparation of a script and development of the app.

2.3 School book project // Hur man botar en fanatiker (How to cure a fanatic)

Amos Oz' book *How to cure a fanatic* is obtainable as a class set on the foundation's website and can also to be downloaded free of charge as an audiobook for those who want to listen rather than read. During 2017 we distributed 2,617 books. Within this project, the foundation has invested in internal competence development in order to improve our activities, through inspiration from other organizations and through the experience the foundation has gained from the school book project, as well as to create the groundwork for successful, sought-after projects in the future. The Order of the Teaspoon also carries out educational activities within the framework of this project for teachers and other interested parties, many of which have been carried out in co-operation with Den Globala Skolan (The Global School.)

2.4 Inte en främling (Not a stranger)

Personal stories open doors for understanding and have an opportunity to reflect reality in a different way than hard facts. Our project *Not a stranger* has inspired teachers and students since 2014. Stories by 41 well-known and less well-known Swedes about discrimination and alienation have been collected both at www.inteenframling.se, in a book and an easily read version of which 1,733 copies have been distributed to teachers within SFI (Swedish for Immigrants). This project aims to create positive examples within non-normative groups as well as counteract prejudice. Employees at The Order of the Teaspoon have given lectures about tolerance under the title *Not a stranger*, for teachers and students all over Sweden.

2.5 En droppe midnatt ("A drop of midnight")

In 2016, *The Order of the Teaspoon* began the work of Jason "Timbuktu" Diakité's debut book *A drop of midnight*, a painful personal memoir about identity, racism and origin. In order to inspire a dialogue about co-existence, prejudices and norms, The Order of the Teaspoon has during 2017 arranged a number of well-attended meetings with Jason Diakité at the Stockholm City Library and Book Fair as well as carried out fund-raising work in order to have the possibility of distributing the book to Upper Secondary School students in 2018.

2.6 Medmänniska i uniform ("A good citizen in uniform")

In 2017, The Order of the Teaspoon has been working at presenting the educational initiative "A good citizen in uniform", a long-term investment in increased knowledge of questions concerning tolerance and diversity within uniformed professions as well as the promotion of better collaboration between these groups and young people. The goal of the "Good citizen in uniform" project is to contribute to an increase in knowledge, understanding and insight on the part of uniformed professionals around questions like power structures, racism and intolerance. In 2017, The Order of the Teaspoon arranged a well-attended and appreciated inspirational seminar within the framework for the project where policemen, firemen and

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other professional groups got together to talk about racism, prejudices and norms. The project “A good citizen in uniform” is supported by funding from the Swedish Agency for Youth and Civil Society (MUCF) and the project will be continued during 2018.

2.7 Film project // Trevligt folk (“Nice people”)

During a large part of 2017, the film “*Filip and Fredrik present Nice People*” has been available for streaming free of charge to students in the eighth grade on the website of the Order of the Teaspoon where a custom-made teacher’s manual has been made available. Together with representatives from the sporting team, the foundation has organized lectures in Sweden with the aim of inspiring teachers to create positive changes through culture and meetings.

2.8 Other activities

44 percent of the Swedish population state that they have been found in a situation one or more times the past six months where someone acted or expressed himself in a racist manner in everyday life. Of these, not even half spoke out in protest, according to our investigation. During the summer, The Order of the Teaspoon started a campaign, “Don’t be a Fellow Racist – Speak Out” as a part of the project “Appropå Rasism/Reality Check”. The aim of this campaign has been to encourage others to speak out in everyday life and included tips and ideas on how to interrupt, criticize, raise your eyebrows and report when you witness racism and xenophobia.

The Order of the Teaspoon worked actively with this campaign during the Almedalen Political Week where we arranged well-attended seminars and a concert with Emil Jensen. We were invited to hold a gathering with Prime PR advertising, talked about our campaign and passed out coffee all over Almedalen. The campaign resulted in a great deal of attention in the press, Dagens Nyheter in Stockholm among others, and was named Almedalens hottest campaign.

In the Autumn of 2017, The Order of the Teaspoon held a distance course on the Higher Vocational Education program “Integration Education” at Nyköping Campus. The goal of the course, under the collective name “Sweden for new arrivals”, was to provide knowledge in order to convey values from the Swedish system of society for immigrants who have recently come to the country. The course focused not only on the Swedish society’s structure and organization, housing politics and labour market but also on human rights, obligations and possibilities as well as gender equality and children’s rights.

“Course content was very interesting and the various examination forms were exciting.”

“Many real-life tasks.”

“Very good course content. Everything was interesting and instructive.”

These are three comments from the evaluation received by The Order of the Teaspoon from students at Campus Nyköping after the course “Sweden for new arrivals”. 36 students took part in the course from various educational and professional backgrounds and all of them, in one way or another, want to work with integration and newly arrived immigrants. In 2018, The Order of the Teaspoon will be giving the course again to students at Campus Nyköping.

This year’s Teaspoon Scholarship was presented at the Gothenburg Book Fair. The winners were the choir Gränslösa Röster (“Voices Without Boundaries”) who with the help of culture and music help to create pleasurable meetings between new and established Swedes, as well

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as the inspiring comedian Soran Ismail for his tolerance and humour in pointing his finger at prejudices and ignorance. Both received SEK 50,000.

3. Communication

In 2017, The Order of the Teaspoon decided to engage the PR-office Obeya for help with communication efforts which proved to be a great success. The year's campaigns, events, standpoints and project successes have received a lot of room in the press and worked positively in behalf of the trademark of the foundation. During the year *The Order of the Teaspoon* has been featured in *Sweden's Radio* and Television and several major newspapers including *Dagens Nyheter*, *Svenska Dagbladet*, *Sydsvenskan* as well as local newspapers. A direct effect of the increased visibility has been contact with new people, new possibilities for cooperative efforts as well as increased understanding of the foundation's activities.

4. Sustainable development

On the basis of *The Global Goals and the 2030 Agenda for Sustainable Development*, *The Order of the Teaspoon* contributes to social development by promoting intercultural understanding, tolerance, mutual respect as well as ethical questions of global citizenship and shared responsibility. By providing school materials to different levels of education, the foundation works to ensure inclusive and equitable quality education, achieve gender equality, reduce inequality, and promote peaceful and inclusive societies according to the UN's fourth, fifth, tenth and sixteenth global sustainability goals. In order to create social, environmental and economic sustainability as well as a good working environment for employees, the foundation is continuously working on risk analysis and impact reporting. The work on this is documented in the FRII Quality Code, on the website of *The Order of the Teaspoon* and in the policies of the foundation. Our organization provides collective agreements and continual competence development for its employees.

5. Employees and volunteers

In order for the foundation to promote and contribute to social development, competent and committed employees are much needed. In December 2017 the organization of *The Order of the Teaspoon* consisted of six employees, of which three work full time. Employees and volunteers are the most important resources of *The Order of the Teaspoon*, and this year the foundation has invested in competence development for the employees and volunteers.

6. Management

On January 31, 2017, the Board of *The Order of the Teaspoon* consisted of nine members: Camilla Nagler (Chairman), Mikael Kamras (Vice Chairman), Lisa Bjurwald (Journalist), Jason Diakité (Artist), Lovisa Fhager Havdelin (Secretary General), Lars Leijonborg (Ex-party leader and Secretary of State), Lill Lindfors (Artist), Annica Rutgersson (Organization Adviser, KF) and Sofia Wadensjö-Karén (Editor *Tidningen Vi*). Honorary members are: Amos Oz, Barbro Osher and Sigrid Rausing.

The office of *The Order of the Teaspoon* is located in Norstedtshuset on Riddarholmen in Stockholm and the premises are shared with *Vi Media AB*. Lovisa Fhager Havdelin is the Secretary General of the organization. Lovisa has been working with *The Order of the Teaspoon* for more than six years, a part of this time as operational manager, and was granted in 2017 a seat in Stockholm's MR Council. At the end of 2017, the staff at the office consisted of Lova Wallerö Frostenson (Administrative Director), Irupé Pozo Graviz (Project Manager) Athanassia Fourla Gambäck (Institutional fund-raiser), Camilla Rehn (Training Manager) and Naomi Grossman (Project Assistant). The auditor of the foundation is Jenny Granell, *PwC*.

7. Future development

To be a strong voice for diversity, tolerance, democracy and human rights is something that has seemed more relevant this year than at any time in the history of The Order of the Teaspoon. 2017 has been a year in which intolerance and prejudices have become increasingly normalized and the foundation's long-term preventive work has become more important than ever. The Order of the Teaspoon's belief in starting discussion on human rights, democracy, tolerance and diversity at an early age is decisive for how future generations will develop their view of their neighbours. In 2017, the foundation continued its focus on discussing and working with questions such as antiracism, norm criticism and change of attitudes in tune with today's debate.

Our focus in coming years will be to examine how racism, intolerance and xenophobia are expressed in school environments and contribute with our knowledge to help school staff and teachers to work in these fields. Since the coming year is also an election year, our focus will also lie on democracy issues linked to tolerance and diversity. 2018 will also be characterized by work to develop and spread those two projects which were launched in 2017: *Alla lika inuti / Barnens planet* and *Appropå rasism / Reality Check*.

8. Results and standpoint

The Order of the Teaspoon reports in accordance with the *FRII* framework for impact reporting that provides guidance on measuring effects. The foundation's experience of this framework is that it constitutes a communicative and clear form through which the foundation can reach its members and an interested public with its work and the benefit of it. The foundation's mission is not to educate young people to become tolerant citizens but to offer teachers tools to explore, question, and raise interest and commitment to key issues and phenomena. The impact reports are available on the website of *The Order of the Teaspoon*.

During this financial year, The Order of the Teaspoon distributed the following:

1,571 copies of the children's book: *Who are you? A book about tolerance*

2,617 copies of Amos Oz' book: *How to cure a fanatic*

1,733 copies of *Not a Stranger – an easy reader*

The digital stories on www.inteenframling.se were read a total of 36,140 times during the year. As a part of the project *A drop of midnight*, the foundation began a collaboration with Hässelby Academy at Hässelbygårds School in Stockholm in which students received the book as a Christmas present. The Order of the Teaspoon organized a workshop for students from Hässelby Academy that was about identity and values with the starting point in *A drop of midnight*. Students were given the task of problemizing the concept of identity and writing about their own identity and their society's values. The Order of the Teaspoon was engaged during the year in 21 different lecture and workshop functions at School Forum, Almedalen Political Week, Gothenburg Book Fair and MR Days as well as for teachers, students and school staff.

8.1. Financing

The Order of the Teaspoon is a 90-account foundation approved by *Svensk Insamlingskontroll*, and is therefore subject to annual inspection to see that the foundation's economy is taken care of responsibly. At least 75 percent of the funds collected must be reserved for the purposes of the organization. These rules are a guarantee that funds go to what has been promised - a work for diversity and tolerance. *The Order of the Teaspoon* has a PlusGiro Account (900275-9) and a BankGiro Account (900-2759). The foundation also has a Swish Number: 123 900 2759 and is able to receive SMS donations via Cellsynt.

The organization is non-profit driven and is funded with support from companies, foundations, trust funds, government agencies, private donations, jewellery sales and fees from executed assignments. During this financial year, sales in our gift shop totalled SEK 119,000, an increase from 2016 which sold for SEK 95,000. Contributions in 2017 were made by the Swedish State Inheritance Fund, Swedish Agency for Youth and Civil Society (MUCF), Barbro Osher Foundation, Sigrid Rausing Trust, Eric Hieltes Foundation, Elsa and Harry Gabrielsson Foundation and the Gothenburg Book Fair which gave activity support. Contributors from previous years, Riksbyggen, Gerald and Monica Nagler Foundation as well as COOP, gave significant support even this year. The foundation even received generous Christmas presents from Infranord, Vattenfall, Rikshem and Swerea KIMAB.

The foundations revenues for 2017 amounted to 7.5 million SEK as compared to 3.7 million SEK for the previous year. The Order of the Teaspoon has shown a remarkable financial result for 2017. Private donations have increased greatly compared to the previous year, to a large part due the serious work put in on fund-raising. Even sales of goods from the gift shop and fees for training have increased. Costs including non-project-related wages are administrative costs attributable to the operation of the foundation. *The Order of the Teaspoon* puts great value on the sponsors, collaborators and donors who contributed to the development and achievement of the organization in 2017. Many thanks to all who contributed this year!

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Statement of accounts	2017	2016	2015	2014	2013
(All amounts given in SEK x 1000)					
Income from activities	7 575	3 734	6 076	5 720	5 347
Costs for activities purposeful to foundation	5 688	3 270	4 187	4 122	4 242
Results	1 144	- 335	1 515	1 108	120
Capital	4 127	2 983	3 318	1 803	696

Equity development

	Balanced result	2017 result	Total
Amount at year entrance according to income statement	3 317 994	- 334 527	2 983 467
Balanced in new account	- 334 527		
Annual result		1 143 569	1 143 569
Total at year end	2 983 467	1 143 569	4 127 036

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Statement of accounts

Amount in SEK x 1000	Note	2017	2016
<u>Operational income</u>			
Gifts	2	2 629	1 991
Contributions	2	4 564	1 444
Total sales	3	131	95
Other incomes		<u>251</u>	<u>204</u>
Total operational income		7 575	3 734
<u>Operational costs</u>			
Costs for purposeful activities	4	- 5 688	- 3 270
Costs for fund raising		- 259	- 230
Administrative costs		<u>- 473</u>	<u>- 562</u>
Total operational costs		- 6 420	- 4 062
Operational result		1 155	- 328
Financial incomes		2	
Tax on this year's result	5	- 13	- 7
TOTAL ANNUAL RESULT		1 144	- 335

Balance sheet

Amounts in SEK x 1000	Note	2017-12-31	2016-12-31
<u>ASSETS</u>			
Inventories			
Stock			
Merchandise		69	51
Total Stock		69	51
Short-term liabilities			
Customer liabilities		134	144
Other liabilities		70	71
Accrued income and prepaid costs		<u>725</u>	<u>0</u>
Total liabilities		929	215

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Cash and bank balances	4 635	6 113
Total inventories	5 633	6 379
TOTAL ASSETS	5 633	6 379

EQUITY AND LIABILITIES**Unrestricted equity**

Annual profit	1 144	- 335
Balanced result	<u>2 983</u>	<u>3 318</u>
Total equity	4 127	2 983

Short-term liabilities

Account payable	18	48
Tax	13	7
Liabilities received unused contribution	6 734	2 780
Other liabilities	148	140
Accrued expenses	<u>593</u>	<u>421</u>
Total short-term liabilities	1 506	3 396

TOTAL LIABILITIES AND CAPITAL	5 633	6 379
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Note 1 *Accounting and evaluation principles

Amounts in SEK x 1000 if nothing else is named

Accounting principles

Accounting and evaluation principles of the foundation are in agreement with the annual accounting law, BFNAR 2012:1 (K3) and FRILs Guiding Principles for annual accounting. These accounting principles are unchanged from previous years.

Statement of accounts

Operational income

Solely those incoming economic benefits received by, or to be received by, the foundation for its own account are accounted as income.

Incomes are evaluated, if nothing special is stated below, to the actual value of whatever has been received or is to be received.

The following is a description, for respective revenue item, when revenue accounting takes place.

Gifts and contributions

A transaction in which the foundation receives an economic asset or service of value without giving back corresponding value in return is considered a gift or contribution. If the asset or service is received because the foundation has met, or will meet in the future, certain condition and if the foundation has a responsibility to repay if conditions are not met, this is considered to be a contribution. If it is not a contribution it is a gift.

Gifts

Gifts are reported principally as income when they are received and evaluated at their true value. In those cases in which the foundation has given a compensation in order to receive the gift, the value of the gift is reduced by the same value as the compensation.

Contributions

Contributions are reported as income when the conditions for receiving the contribution have been met. Contributions received are reported as liability until those conditions have been met.

Contributions received to cover certain costs (for example administration) shall be reported the same financial year as the cost the contribution is meant to cover.

Contributions received are appraised at the true value of the asset the foundation has received or will receive in the future.

Net sales

Income from sale of goods shall be reported normally at the time of sale.

Operating costs

Operating costs are divided into the following functions: purpose, fund-raising and administrative costs.

Purpose costs

Purpose costs consist of costs which are directly connected to various operative projects, such as project leadership costs, material purchase, travel costs.

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Fund-raising costs

Fund-raising costs consist of costs for means of collection, for example production of brochures and informational material as well as personnel costs connected to fund-raising activities.

Administrative costs

Administrative costs consist of general office costs as well as salaries for administration.

Employee compensation

Ongoing compensation to employees in the form of salaries, social fees and the like are reported as the employees perform their services.

Since all retirement obligations are classified as fees, they are reported as costs the same year the retirement is earned

Income tax

Included in tax costs for the financial year are both tax from this year's tax result as well as that share of income tax from previous years which has not been reported.

Balance sheet

Assets, liabilities and compensations are valued at their purchase value if nothing else is named below.

Claims

Claims are assessed individually to the amount that is expected to come in.

Merchandise inventory

Merchandise is evaluated, applying the principle of "first-in first-out", to the lowest purchase value and net sales value on closing day.

Floating assets

Floating assets include both cash and immediately available bank balance.

Accounts payable

Accounts payable have short expected duration and are evaluated without discounting to nominal amount.

Note 2 Collected funds

	2017	2016
<u>Gifts reported in statement</u>		
Collected funds		
Public	175	69
Companies	1 019	816
External foundations and funds	1 435	1 106
Total (a):	2 629	1 991

Gifts not reported in income statement

Collected funds, estimated amount, not entered in bookkeeping

Volunteer work at events & administrative tasks

Estimated time 1180 hrs (1110 hrs) x 165:-/hr (incl. soc.fees)

Advertising space

Total (b):

195	183
<u>25</u>	<u>0</u>
220	183

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Contributions reported as income in income statement

Collected funds		
Companies	1 065	983
External foundations and funds	101	0
Total (c):	1 166	983

Public contributions

Swedish state	3 398	461
<i>Total Public contributions:</i>	3 398	461
Total contributions (d):	4 564	1 444

Total collected funds consist of following

Gifts reported in statement	2 629	1 991
Gifts not reported in statement	220	183
Contributions reported as income in statement	4 564	1 444
Total collected funds	7 413	3 618

Note 3 Net sales

Net sales refer to sales of jewellery and other goods. Income is reported at the time of sale.

Note 4 Average number of employees, personal costs and remuneration to board of directors.

Average number of employees

	2017		2016	
	<i>total</i>	<i>men</i>	<i>totalt</i>	<i>men</i>
<i>Sweden</i>	5	0%	4	0%

Gender balance among board members and leading personnel

	2017		2016	
	Number at closing day	men	Number at closing day	men
<i>Board members</i>	9	33%	10	30%
<i>General secretary</i>	1	0%	1	0%

Salaries, other compensation and social benefits

	2017	2016
Salaries and compensation (Sweden only)		
<i>General secretary/administrative director</i>	823*	379
<i>Other employees</i>	1 326	1 368
Total salaries and compensations	2 149	1 747
Social benefits	848	687
<i>(including Retirement benefits)</i>	(173)**	(138)
Total	2 997***	2 434*

* The fact that expenditures for General Secretary and Administrative Director are considerably higher than previous years has to do with the fact that the present General Secretary is employed full-time (the previous Secretary worked 50%) and that an Administrative Director was employed from July 2017 (a new position).

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** Of retirement costs, 62,000 SEK (SEK 41,000 previously) concern the General secretary.

*** Of the total payroll, SEK 2,497,000 (SEK 1,845,000 previously) are directly project related costs and reported as direct project costs under the title: purpose costs.

Volunteer work

The foundation organizes and takes part in various events which are partly manned by volunteer workers. At a total of 27 one or two day events in 2017, a total of 1-10 volunteers got together at each occasion. Besides these event activities, volunteers at the foundation have worked with administrative tasks such as translating, journalistic assignments, design, proofreading, research, fund-raising, etc.

The board of the foundation meets about four times a year. Board members are not paid, with the exception of the General Secretary who is employed.

During this year, about 50 people (48 people last year) worked as volunteers for the foundation, primarily with administration as well as at fairs and events. The value of this volunteer work has not been reported in the general statement.

Contract for severance pay

The organization has no special contract concerning termination of employment or severance pay with the General Secretary.

Note 5 Tax on this year's economic result

Sales of jewellery and books are considered taxable business activities. Profit from taxable business activities is taxed at 22%

Note 6 Liability obtained through unused contributions

	2017	2016
Medmänskiska i uniform	412 949	911 546
App Against Racism	166 850	1 708 376
Amos 2.0	95 000	0
Holocaust project	60 000	0
Pre-school project "Barnens Planet"	0	160 456
Summa	734 799	2 780 378

Note 7 Important events after the end of the financial year

According to the foundations statutes, one of the members of the board shall be appointed by the journal *Tidningen Vi*. In the Spring of 2018, Sofia Wadensjö-Karén left her post as CEO for *Tidningen Vi* and therewith her position on the board of The Order of the Teaspoon. The journal's new CEO, Unn Edberg, will begin her job with the board of the foundation when her service begins in the Autumn of 2018. This means that The Order of the Teaspoon will lack a board member from *Tidningen Vi* from April to September 2018.