

Annual Report

for

The Order of the Teaspoon

802425-9361

**Teskeds  
orden** { **en röst för  
mångfald**

Financial year

2018

The Board of The Order of the Teaspoon hereby publishes the annual report for the financial year of 2018.

## **Management Report**

The foundation has its center in Stockholm

The financial report is presented in Swedish crowns, SEK.

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.

## **Management Report 2018**

*The Board of the foundation The Order of the Teaspoon (802425-9361) hereby publishes the annual report for the financial year of 2018. This report has been compiled by the executive administrator of The Order of the Teaspoon and approved by the Board.*

### **1. On activities in general.**

The year 2018 was characterized by political unrest, wide spread populism and the normalization of racism. The work of the foundation has been felt to be more relevant this year than any time in the past. The Order of the Teaspoon works with and within its own surrounding environment and its work is characterized by the time we are living in. Increasing social challenges such as racism, nationalism and antisemitism have therefore been given a priority in the work of the organization. During the year of 2018, campaigns and investments of The Order of the Teaspoon have been focused on its work with the promotion of democracy. This year's efforts have mainly revolved around two main projects, targeted educational efforts, financial collection work as well as strategic opinion-forming work.

Camilla Nagler acted as temporary Secretary General from the month of March while Lovisa Fhager Havdelin was on parental leave. No remuneration such as bonus is paid to staff and the 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 and is responsible for the strategic leadership of the foundation. The Board works without fee, with exception of the Secretary General who receives a monthly salary of SEK 50,000. The Board had four meetings in 2018. Lili Assefa and Unn Edberg were elected as new members of the Board while Mikael Kamras and Sofie Wadensjö Karén resigned. The Order of the Teaspoon conducts its business in the form of a foundation and has its center in Stockholm. The address of the foundation is Hälsingegatan 49, 113 31 Stockholm.

#### **1.1 Purpose**

The Order of the Teaspoon works for a society free from limiting standards in which all people are of equal value and where diversity is a strength. 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 culture as a tool, the foundation carries out a long-term effort focused on initiating dialogue, being a voice for diversity and strengthening individuals in their civil courage. The main objective of our work is an increased awareness concerning racism, discrimination, democracy and human rights in order to actively work for diversity.

The work of The Order of the Teaspoon is based upon the belief that it is through short dialogues and long-term efforts that a more equal and open society can be formed. The methods and ways of working of the foundation are based on this philosophy and this means that it is difficult to show results over a shorter period of time. The changes that The Order of the Teaspoon is working for take a long time to show results and the causes behind how positive attitudes are developed are difficult to determine. In the curriculum for the Swedish compulsory school system, it is pointed out that tolerance is to be a central starting point for those norms and values that characterize the educational system. Schools have a role in teaching tolerance and responding to xenophobia and intolerance with knowledge, open discussion and active efforts.

## **2. Significant events during this financial year.**

Within the framework of the organization's statutes, The Order of the Teaspoon has over the year worked for a respectable dialogue between people and, in respect to schools and the general public, conducted work targeted at bringing down walls created by conflicts due to ethnicity, social status, age, gender, religion or political orientation. In 2018 two serious efforts were made, aimed at two different groups: the app Reality Check for young people between the ages of 13-19 and Children's Planet for children between 3-5 years of age. Focus has also been placed on educational efforts, increased medial visibility in the form of campaigns and opinion formation as well as the launching of a new website and graphic profile. In the following paragraphs, these projects are presented as well as other efforts.

### **2.1 Children's Planet // Alla Lika Inuti**

The project "Alla Lika Inuti" ("We're all alike inside") is aimed at preschool children and is composed of a book, music and educational instructions for teachers. The project is a collaboration between The Order of the Teaspoon, Save the Children, Gothia Publishers and OMEP (World Organization for Early Childhood Education) and is supported by Swedish State Inheritance Fund. The purpose of the project is to create awareness around the questions of tolerance and diversity among preschool children. In 2018, The Order of the Teaspoon arranged six highly appreciated regional conferences for preschool staff and decision makers in

Blekinge, Dalarna, Kalmar Skåne, Värmland and Västra Götaland with a total of 577 participants in attendance. In September 2018, the project was launched nationally and a total of 13,700 books have been sent to 120 municipalities over the whole country.

## 2.2 Reality Check // APPropå Rasism (“About Racism”)

The project Reality Check is directed at young people between the ages of 13 and 19. It is an interactive game aimed at counteracting racism, challenging prejudice and making privileges visible in the school world. When playing the Reality Check App, you go inside a character who is exposed to racism and when in that role you act and react to events and scenes in the game. The project is a cooperative effort with the Multicultural Center with support from Swedish State Inheritance Fund. The project was launched in February 2018 and over the year four characters were presented: the Muslim Donia, the Afro-Swedish Malcolm, the Rom Rosa and an anonymous character. A teacher’s handbook for upper secondary and high school has also been produced.

At the time of introduction to the public, the App was met with great interest both from the general public and from the media. Over the year, the App has been downloaded by 12,653 individual users. The project group has met and trained nearly 500 teachers and students over the whole country. In December 2018, the project was presented with the award “Initiative of the Year” by the National Forum for Voluntary Organizations in Sweden

## 2.3 Kära fanatiker (“Dear Fanatics”) // School book project

During the year, the foundation received a contribution to produce a version, adapted to high school students, of the new edition of Amos Oz’ “Dear Fanatics”. The book was published towards the end of the year with 15,000 copies along with an updated teacher’s handbook. In 2019, the book will be distributed to schools all over the country and an audiobook will be read in by Mark Levengood. Within this project, the foundation is investing in internal competence development and educational activities. With the message of Amos Oz in mind, the Order of the Teaspoon trains mainly teachers but even students and others interested in questions of tolerance and diversity.

## 2.4 En Droppe Midnatt (“A drop of midnight”) (easy to read version)

In cooperation with Vilja Publishing, The Order of the Teaspoon worked on a project based on the book of Jason Diakité “A drop of midnight” in an easily read version. Interest in the book and guidance material proved to be great and we sent 800 books over the year to 30 schools in Skåne in southern Sweden. The goal of the project is to inspire to dialogue concerning identity, prejudices and norms.

## 2.5 Medmänniska I uniform (“A good Citizen in Uniform)

During this past year, The Order of the Teaspoon has done work on developing the educational initiative “A Good Citizen in Uniform”, a project aimed at uniformed professions concerning questions of tolerance and diversity, the object of which is to counteract prejudice, discrimination and similar forms of intolerance. The goal of the project “*Medmänniska I uniform*” is to contribute to an increased knowledge, understanding and insight among uniformed professional groups around questions concerning power structures and racism. Continued activities and educational opportunities for the target group are planned for the year 2019. The project is financed by the Swedish Agency for Youth and Civil Society.

## 2.6 Sarahs resa (Sarah’s journey)

During this past year, our organization has applied for funding to finance the project *Sarahs resa*, an animated short film based on the book with the same title by the Syrian author Imad Elabdala. *Sarahs resa* is a film project for primary school pupils about the girl Sarah who is forced to flee from her homeland. In the film we can follow her on her escape to her new country. The project is aimed at transforming our view of children who have newly arrived after having fled from their homeland. Instead of describing them as victims, the film evokes a view of them as heroes with a driving force, commitment and a belief in the future. The film and teacher’s manual will be completed in 2019 and spread to schools over the entire country.

## 3. Other activities

### 3.1 Scholarship

This year’s Teaspoon scholarship was presented during the festivities at the Book Fair in Gothenburg. It was awarded to the activist and Instagram profile Danny Lam for his work with the Instagram account TNKVRT through which he uses news and stories to make repression, macho culture and everyday racism clearly visible. He received SEK 50,000 and a diploma from The Order of the Teaspoon for his work.

### 3.2 Fund raising

As a non-profit organization, The Order of the Teaspoon is dependent upon external financing from authorities, foundations and companies but even from private persons. First in 2018 has the organization made a greater investment in private fund raising by presenting its campaign *One Crown for Democracy*. The campaign aims at illustrating the long-term work of The Order of the Teaspoon for the progress of tolerance and democracy and will be continued up through the coming elections in 2022.

In order to continue as a relevant and credible actor, a decision was made in 2018 to update the organization’s website and graphic profile. Our logotype was replaced and our new tagline is now “a voice for diversity”.

### 3.4 Campaigns and opinion formation

#### *Prohibition of right wing extremist organizations*

During 2018, the foundation has worked with forming opinions in an effort to bring forward legislation for a prohibition of organized right wing extremism. Sweden has received criticism a number of times from the UN council for human rights for not having strong enough protection from racism. This year The Order of the Teaspoon has published debate articles in a number of Swedish newspapers, including Dagens Nyheter, Aftonbladet and Tidningen Syre. By the end of the year, the government announced that they intend to appoint an investigation concerning how such a prohibition could be formulated.

#### *Förlåt räcker inte (Sorry is not enough)*

Working with the app Reality Check, The Order of the Teaspoon conducted a number of interviews with young people who told their stories about racism and vulnerable situations they have themselves been subjected to at school. Many of the testimonies were startling and pointed clearly to shortcomings in the school system's work with counteracting and preventing racism. On this basis, The order of the Teaspoon wrote a report "*Förlåt räcker inte*" as a situational image of racism in today's school system with proposals for measures to be taken. The report was passed out in Almedalen (a political week on the island of Gotland), was spread in the media with a debate article in Dagens Arena as well as being sent to all politicians on the Education Committee.

### 3.5 Education

A focus area of high priority in 2018 was meeting more teachers, students and companies in order to present those ideas that are central for The Order of the Teaspoon. Besides training passes within the framework of present projects, we carried out 27 educational missions where we met with 1,075 teachers and 382 students in eight different cities across the country.

For the second year in a row, The Order of the Teaspoon conducted the educational project "Swedish know-how for the newly arrived" for students studying to become Integration educators at Campus Nyköping. The aim was to provide knowledge to the students so that they could convey values concerning the Swedish society for newly arrived immigrants. This training pass received extremely good reviews.

### 3.6 Arrangements

During the Almedalen week on Gotland, our organization rented our own stand and took part in a number of panel discussions and seminars. At the stand, focus was placed on making people aware of everyday racism and calling for civil courage.

During the year, The Order of the Teaspoon even took part in fairs and forums such as SETT (Scandinavian Educational Technology Transformation), School Forum, Human Rights Days and the Book Fair.

#### **4. Communication**

It has become more and more important actively to communicate our organization's questions, efforts and results through both digital and traditional media. The Order of the Teaspoon has continued this year in its cooperative efforts with Obeya PR bureau which was instrumental in creating the fund-raising campaign "One Crown for Democracy" as well as other ongoing opinion-building work. This year's campaigns and positions have received a great deal of space in the media and have worked positively for the trademark of The Order of the Teaspoon. Among other things, the organization has become visible in the national and local press, Swedish Radio and Television. A direct effect of increased visibility is contact with important actors, new collaborative partners as well as an increased knowledge of the activities of the foundation.

#### **5. Sustainability information**

Based on the global goals for Sustainable Development and Agenda 2030, The Order of the Teaspoon contributes to social development by promoting intercultural understanding, tolerance, mutual respect as well as ethics of global citizenship and shared responsibility. By providing school material to various educational levels, the foundation works to ensure an inclusive and equal education system of good quality, achieve equality, reduce inequality and promote peaceful and including societies according to the fourth, fifth, tenth and sixteenth paragraphs of UN's Global Sustainability Goals. In an attempt to create social, environmental and economic sustainability as well as a good working environment for its employees, the foundation works continually with risk analyses and effect reporting. Documentation of this work can be found in FRH's quality code (the Swedish Fundraising Council), on the website of The Order of the Teaspoon and in the policies of the foundation. Our organization provides collective agreements.

#### **6. Employees and volunteers**

In order to contribute to the societal development that the foundation works for, we need competent, committed employees. The organization of The Order of the Teaspoon consists of nine employed persons. Employees and volunteers are the most important resources of The Order of the Teaspoon and this year the foundation has invested in the development of its employees' competence.

## **7. Administration**

At the end of the year 2018, the board of The Order of the Teaspoon consisted of nine members: Camilla Nagler (Chairman of the Board), Lis Bjurwald (journalist), Jason Diakit  (artist), Lovisa Hager Havdelin (Secretary General), Lars Lejonborg (ex party leader and political minister), Lill Lindfors (artist), Lili Assefa (PR consultant), Annica Rutgersson (association advisor, KF), Unn Edberg (Editor in chief, Vi Magazine). Honorary members are: Barbro Osher and Sigrid Rausing.

The office of The Order of the Teaspoon is located in Vasastan in Stockholm. Lovisa Fhager Havdelin, the Secretary General, has worked for The Order of the Teaspoon for more than seven years as, among other things, Head of Operations and was awarded in 2017 a seat in the Human Rights Council of the city of Stockholm. At the end of 2018 the following persons also worked at the organizational office: Lova Waller  Frostenson (Head of Office), Irup  Pozo Graviz (Project leader, Camilla Rehn (Training manager), Naomi Grossman (Communicator and Project leader), Marie Sp rndly (Project leader), Malin Johansson (Project leader), Jonna Mannberg (Project assistant) and Theo Tamim (Project assistant). The auditor of the foundation is Jenny Granell, PwC.

## **8. Future developoments**

The importance of the work of The Order of the Teaspoon for diversity and tolerance is increasing only in its urgency. In a report from the Living History Forum (2018), 83 percent of the respondents answered that there are groups in our society that are exposed to racism. 44 percent answered that they are of the opinion that racism has been on the increase during the past year. We also see a clear increase of populism and nationalism in Sweden and Europe. With this in mind, The Order of the Teaspoon gives priority to continued work against racism, populism and intolerance during the coming year. In 2019, the foundation is working to reach and get the attention of younger groups by broadening our communication efforts as well as developing projects, educational efforts and opinion building in order to encourage dialogue, positive attitudes and tolerance for children and young people in Sweden.

## **9. Results and our position**

The Order of the Teaspoon makes its reports according to the framework for effect reporting from FRIL (the Swedish Fundraising Council) which offers guidance in measurement of effects. The experience of our foundation concerning this framework is that it constitutes a communicative and clear form through which the foundation can reach out to its members and an interested public with its work and the benefits of it. The mission of the foundation is not to train young people in

becoming tolerant citizens but rather to offer teachers tools to help them, together with their students, to explore, question and awaken an interest and commitment to important questions and phenomena. These effect reports can be found on the website of The Order of the Teaspoon. The effect report for 2018 is expected to be completed towards the end of June.

## 9.1 Financing

The Order of the Teaspoon is a 90-account foundation approved by Svensk Insamlingskontroll (Swedish Collection Control), 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: 900 2759. The organization is non-profit driven and is funded with support from companies, foundations, trust funds, government agencies, private donations, jewelry sales and fees from executed assignments. During this financial year, the organization collected SEK 162,478 in private donations

Contributions in 2018 were made by the Swedish State Inheritance Fund, Swedish Agency for Youth and Civil Society (MUCF), Barbro Osher Foundation, Sigrid Rausing Trust, Petrus and Augusta Hedlund foundation as well as the Family Burre Hellman foundation. 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, and Ulriksdals Vårdhus. Other contributors may be found in the annual report.

The foundation's revenues for 2018 amounted to 7.1 million SEK as compared to 7.5 million SEK for the previous year. The foundation has increased its income in cash and bank balances but has a negative result mainly dependent upon accrual of unused contributions. Private donations amount to similar amounts as last year. Salaries for educational work has increased during the year. 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 2018. Many thanks to all who contributed this year!

<b>Statement of accounts</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
(All amounts given in SEK x 1000)					

Income from activities	7,193	7,575	3,734	6,076	5,720	
Costs for activities purposeful to foundation		5,954	5,688	3,270	4,187	4,122
Results		-180	1,144	- 335	1,515	1,108
Capital		3,947	4.127	2,983	3,318	1,803

### Equity development

	Balanced result	2018 result	Total
Amount at year entrance according to income statement	2 983 467-	1,143,569	4,127,036
Balanced in new account	1,143,569	-1,143,569	0
Annual result		-179,802	-179,802
<b>Total at year end</b>	<b>4,127,036</b>	<b>-179,802</b>	<b>3,947,234</b>

The foundation's financial result and position in general may be seen in the following Statement of Accounts with notes.

<u>Statement of accounts</u>	Note	2018-01-01 -2018-12-31	2017-01-01 -2017-12-31
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Amounts in SEK

**Operational income**

Gifts	2	2,585,160	2,629,289
Contributions	2	4,275,701	4,564,094
Total sales	3	57,047	130,596
Other incomes		<u>275,500</u>	<u>250,859</u>
<b>Total operational income</b>		<b>7,193,408</b>	<b>7,574,838</b>

**Operational costs**

Costs for purposeful activities	4	- 5,954,429	-5,688,208
Costs for fund raising		- 719,330	- 258,670
Administrative costs		<u>- 618,463</u>	<u>- 473,172</u>
<b>Total operational costs</b>	<b>- 7,292,231</b>	<b>-6,420,050</b>	

<b>Operational result</b>		<b>- 98,823</b>	<b>1,154,788</b>
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Financial incomes		- 209	1,840
<b>Total result from financial investments</b>		<b>- 209</b>	<b>1,840</b>

<b>Operational results</b>		<b>- 99,032</b>	<b>1 156 628</b>
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Other taxes		- 4,908	0
Tax on this year's result	5	- 75,862	- 13,059

<b>TOTAL ANNUAL RESULT</b>		<b>- 170,802</b>	<b>1,143,569</b>
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## Balance sheet

Note

2018-12-31

2017-12-31

### ASSETS

#### Inventories

##### Stock

Merchandise

64,114

69,280

**Total Stock**

**64,114**

**69,280**

##### Short-term liabilities

Customer liabilities

145,729

133,694

Other liabilities

27,479

70,522

Accrued income and prepaid costs

509,748

724,724

**Total liabilities**

**682,956**

**928,940**

Cash and bank balances

5,152,271 4,634,849

**Total inventories**

**5,899,341 5,633,069**

**TOTAL ASSETS**

**5,890,341 5,633,069**

## Balance sheet

Note

2018-12-31

2017-12-31

### **EQUITY AND LIABILITIES**

#### **Equity**

Balanced result

3,947,234

4,127,036

**Total equity**

**3,947,234**

**4,127,036**

#### **Short-term liabilities**

Account payable

204,764

17,511

Tax

44,136

13,059

Liabilities received

unused contribution 6

1,039,119 734,799

Other liabilities

214,983

148,033

Accrued expenses

440,105

592,631

**Total short-term liabilities**

**1,952,107 1,506,033**

**TOTAL LIABILITIES AND CAPITAL**

**5,899,341**

**5,633,069**

## NOTES

### Note 1

#### Accounting and evaluation principles

##### Accounting principles

Accounting and evaluation principles of the foundation are in agreement with the annual accounting law, BFNAR 2012:1 (K3) and FRIIs Guiding Principles for annual accounting.

These accounting principles are unchanged from previous years.

##### 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.

#### 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.

### Liability for received but not used contributions

In those cases where the foundation The Order of the Teaspoon receives contributions but does not manage to fulfill the conditions, the contributions will be considered as a debt.

## **Note 2**

### **Collected funds (amount in SEK x 1000)**

	2018	2017
<b>Gifts reported in statement</b>		
Collected funds:		
Public	162	175
Companies	1,079	1,010
External foundations and funds	<u>1,345</u>	<u>1,435</u>
Total :	2,629	1,991

	2018	2017
<b>Gifts not reported in income statement</b>		
Volunteer work at events & administrative tasks		
Estimated time 1,205 hrs (1,180 hrs)		
x 165:-/hr (incl. soc.fees)	199	195
Advertising space	35	25
 <b>Contributions reported as income in income statement</b>		
Companies	1,580	1,065
External foundations and funds	461	101
Public contributions, Swedish state	4,276	4,564
 <b>Total collected funds consist of following</b>		
Gifts reported in statement	2,585	2 629
Gifts not reported in statement	234	220
Contributions reported as income in statement 2,041	1.166	
Public contributions	<u>2,235</u>	<u>3,398</u>
Total:	7,095	7,413

### Note 3

#### Net sales

Net sales refer to sales of jewelry 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.(in SEK x 1000)

	2018	2017
<b>Average number of employees</b>		
Sweden	(6)	(5)
In parentheses is number of women	(6)	(5)
 <b>Salaries and other compensation</b>		
Secretary General/Head of Office	664	823
Other employees	<u>1,518</u>	<u>1,362</u>
	2,182	2,149
 <b>Social costs</b>		
Social costs	692	848

Pension costs	199	173
	891	1,021

### Gender balance among board members and leading personnel

Number of women on the board	89%	77%
Number of men on the board	11%	33%
Number of women as secretary General	100%	100%

### Volunteer work

The foundation organizes and takes part in various events which are partly manned by volunteer workers. At a total of about 25 one or two day events in 2018, 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 30 people (50 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 jewelry and books are considered taxable business activities. Profit from taxable business activities is taxed at 22%.

## Note 6

### Liability obtained through unused contributions (SEK)

	2018-12-31	2017-12-31
Medmänniska i uniform	278,983	412,949
App Against Racism	285,875	166,850
Amos 2.0	0	95,000
Holocaust project	0	60 000

Sarahs resa	181,561	0
Kära fanatiker	45,983	0
Jasons bok	4,542	0
Silvana	25,000	0
Förbjuden musik	<u>217,175</u>	<u>0</u>
	<b>1,039,119</b>	<b>734,799</b>

Stockholm, April 25, 2019

Camilla Nagler  
Chairman of the Board

Lill Lindfors  
Member

Annica Rutgersson  
Member

Unn Edberg  
Member

Jason Diakit   
Member

Lili Assefa Wolf  
Member

Lisa Bjurwald  
Member

Lovisa Fhager Havdeliin  
Member

Suad Ali  
Member

### **Endorsement of the auditor**

My audit report has been sent on April 25, 2019.

**Jenny Granell**  
Chartered accountant