



Shaping the Future Together

Annual Report 2022







President's foreword

Dear fellow humanists,

It is my great pleasure to present to you the 2022 Humanists International Annual Report. As President of this remarkable organization, I am proud to share with you our achievements, challenges, and aspirations over the past year.

In the midst of a global pandemic and increasing challenges to human rights and democratic values around the world, the work of Humanists International has never been more important. Our commitment to promoting reason, compassion, and equality has guided us through these challenging times, and we remain steadfast in our mission to create a better world for all people.

In this annual report, you will find information about our advocacy work, support for humanist organizations, and initiatives to promote humanism in education and public life. We have achieved important successes in each of these areas, thanks to the tireless efforts of our staff, volunteers, and supporters.

However, we also face significant challenges ahead. The rise of authoritarianism and anti-democratic forces, coupled with the ongoing threat of the pandemic, underscores the urgency of our work. We must continue to advocate for human rights, challenge discrimination and prejudice, and promote reason and compassion in all aspects of society.

I am inspired by the dedication and passion of our members, supporters, and partners, and I am confident that together, we can create a brighter future for all people. Thank you for your ongoing support, and I hope you find this report informative and inspiring.



Andrew Copson
President, Humanists International



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Chief Executive's introduction

Dear friends and supporters of Humanists International,

It is my pleasure to present to you the 2022 Annual Report of Humanists International. As Chief Executive, I am honored to share with you the many accomplishments and challenges that we faced in the past year as we continued to advocate for human rights, secularism, and rational thinking around the world.

In 2022, we continued to work tirelessly to promote humanist values and principles, defending the rights of the non-religious and challenging religious privilege wherever it exists. We have remained steadfast in our commitment to advocating for the freedom of thought, conscience, and expression, and promoting the importance of critical thinking and evidence-based reasoning.

Despite the ongoing global pandemic, our team has continued to advance our mission in a wide range of areas. From providing vital support to humanists and secularists at risk around the world, to campaigning against the criminalization of blasphemy and apostasy, to promoting secular education and fighting against discrimination based on religion or belief, we have remained at the forefront of the humanist movement.

We are also proud to have continued our efforts to build stronger partnerships and collaborations with other like-minded organizations and individuals around the world. This has allowed us to have an even greater impact in our advocacy work and has helped us to build a stronger, more connected humanist community.

As you read this report, I hope you will share in our pride at the many achievements we have made, and the impact that we have had in advancing humanist values around the world. I also hope that you will continue to support us in our mission as we work towards a world where reason, compassion, and human rights are at the forefront of our shared values.

Thank you for your ongoing support, and I hope you enjoy reading this report.

Gary McLelland

Chief Executive, Humanists International

Our mission and values

Vision

Inspired by humanist values, we are optimistic for a world where everyone can have a dignified and fulfilling life.

Mission

We build, support and represent the global humanist movement and work to champion human rights and secularism.

Our values

We support democracy, human rights, and the rule of law.



Our board



President:
Andrew Copson
United Kingdom



Vice-president:
Anne-France Ketelaer
Belgium



Treasurer:
Boris Van Der Ham
Netherlands

Appointed 6 September 2022



Ana Raquel Aquilo Smith
Guatemala

Until 10 June 2022

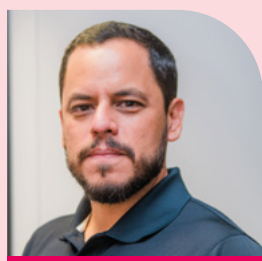


Anya Overman
United States
of America

Appointed 20 August 2022



Apsara Karki
Nepal



David Pineda
Guatemala



Debbie Goddard
United States
of America



Kristin Mile
Norway



Leo Igwe
Nigeria



Roslyn Mould
Ghana

Until 5 June 2022



Uttam Niraula
Nepal

Humanists International, Inc. is a US not-for-profit 501-c(3) registered in New York. Registered address: 1821 Jefferson Pl NW, Washington, DC 20036. The Board of Directors meets six times per year to agree and monitor the organization's strategy and activities, including risk management and performance.

Humanists International has a Board Handbook, which sets out role descriptions for the officers of the Board, code of conduct, conflict of interest policy and a policy for Board member expenses.

On appointment, new Board members sign the declaration, committing them to give their time and expertise. An induction programme for new Board members includes an initial meeting with the President and Chief Executive to discuss issues of relevance to the organization, the history of the organization and its purposes and the roles and responsibilities of the board. New Board members are given a copy of recent board minutes, a copy of the most recent accounts, a copy of the Bylaws and copies of the Office of the New York State Attorney General's "Responsibilities from the start – responsibilities of not-for-profit corporations".

All Board members give their time freely and no remuneration was paid to Board members in the year. Board members are required to disclose all relevant interests at each board meeting and, in accordance with the organization's policy, withdraw from decisions where a conflict of interest arises.

Humanists International has developed a risk management process that allows the identification, assessment and management of significant risks, which may impact on the achievement of their objectives. The board and staff meet once per year in October to review the risks and risk management arrangements annually, in addition to the board's regular quarterly reviews. The Board members have assessed the major risks to which the organization is exposed and they are confident that going forward, exposure to major risks will be mitigated.



Our personnel



Chief Executive:
Gary McLelland

Until September 2022



**Assistant to the
Chief Executive:**
Brandon Lynch



Director of Advocacy:
Elizabeth O'Casey



**Casework and
Campaigns Manager:**
Emma
Wadsworth-Jones

Until February 2022



**Membership
Engagement Manager:**
Giovanni Gaetani

Until July 2022



Program Manager:
Jason Lemieux



**Membership Development
Officer & Young
Humanists Coordinator:**
Javan Lev Poblador



**Finance and
Operations Manager:**
Jean Zong



**MENA Advocacy &
Casework Consultant:**
Kacem El Ghazzali



Advocacy Officer:
Lillie Ashworth

From May 2022



**Humanist Professionals
Network Manager:**
Lone Ree Milkær

From October 2022



Program Manager:
Rachel Abrego

From December 2022



**Advocacy
Officer (Europe):**
Tania Giacomuzzi Mota

From April 2022



**Fundraising and
Development Manager:**
Victoria Howson

Report on the General Assembly

On 5 June, more than 80 delegates from around the world took part in Humanists International's General Assembly 2022; the first in-person gathering at Humanists International since the pandemic started. Among them were representatives of member organizations, staff and Board Members, and individual supporters of Humanists International.

After a successful conference hosted by our Member, Humanist Society Scotland, on Saturday 4 June, the global humanist community gathered once again on Sunday for the 2022 General Assembly of Humanists International.

During his opening remarks, President of Humanists International and chair of the event, Andrew Copson, said:

"It's wonderful to be able to see so many of you in person again. I can't believe it's been almost 3 years since we last gathered in a General Assembly back in Iceland in 2019. Who could have known then what we do now and who could have imagined what we would all have been through. From speaking to many of you, I know what a deeply difficult time it has been. All of us have had to bear challenges, in one way or another, which we could never have imagined. However, we are here, we have been able to meet again and I'm sure you'll agree with me that we have absolutely made the most of our time together here in Glasgow."

The General Assembly voted to welcome 6 new Members and Associates to its global family:

New Members

Tanweer Movement
Humanist Society Mexico
PICH
Kenya Humanist Alliance

New Associates

Nari.News
Advocacy for Alleged Witches

Board Elections

In addition to welcoming new Members and Associates, the Assembly oversaw the successful re-election of three nominees to Humanists International's Board of Directors.

Andrew Copson was confirmed as the President of the organization. Anya Overmann was re-elected as the President of the Young Humanists International, and Roslyn Mould was re-elected as a Board Member.

Declaration of Modern Humanism

The Assembly also approved the Declaration of Modern Humanism:

Humanist beliefs and values are as old as civilization and have a history in most societies around the world. Modern humanism is the culmination of these long traditions of reasoning about meaning and ethics, the source of inspiration for many of the world's great thinkers, artists, and humanitarians, and is interwoven with the rise of modern science.





As a global humanist movement, we seek to make all people aware of these essentials of the humanist worldview:

1. Humanists strive to be ethical

We accept that morality is inherent to the human condition, grounded in the ability of living things to suffer and flourish, motivated by the benefits of helping and not harming, enabled by reason and compassion, and needing no source outside of humanity.

We affirm the worth and dignity of the individual and the right of every human to the greatest possible freedom and fullest possible development compatible with the rights of others. To these ends we support peace, democracy, the rule of law, and universal legal human rights.

We reject all forms of racism and prejudice and the injustices that arise from them. We seek instead to promote the flourishing and fellowship of humanity in all its diversity and individuality.

We hold that personal liberty must be combined with a responsibility to society. A free person has duties to others, and we feel a duty of care to all of humanity, including future generations, and beyond this to all sentient beings.

We recognise that we are part of nature and accept our responsibility for the impact we have on the rest of the natural world.

2. Humanists strive to be rational

We are convinced that the solutions to the world's problems lie in human reason, and action. We advocate the application of science and free inquiry to these problems, remembering that while science provides the means, human values must define the ends. We seek to use science and technology to enhance human well-being, and never callously or destructively.

3. Humanists strive for fulfillment in their lives

We value all sources of individual joy and fulfillment that harm no other, and we believe that personal development through the cultivation of creative and ethical living is a lifelong undertaking.

We therefore treasure artistic creativity and imagination and recognise the transforming power of literature, music, and the visual and performing arts. We cherish the beauty of the natural world and its potential to bring wonder, awe, and tranquility. We appreciate individual and communal exertion in physical activity, and the scope it offers for comradeship and achievement. We esteem the quest for knowledge, and the humility, wisdom, and insight it bestows.

4. Humanism meets the widespread demand for a source of meaning and purpose to stand as an alternative to dogmatic religion, authoritarian nationalism, tribal sectarianism, and selfish nihilism

Though we believe that a commitment to human well-being is ageless, our particular opinions are not based on revelations fixed for all time. Humanists recognise that no one is infallible or omniscient, and that knowledge of the world and of humankind can be won only through a continuing process of observation, learning, and rethinking.

For these reasons, we seek neither to avoid scrutiny nor to impose our view on all humanity. On the contrary, we are committed to the unfettered expression and exchange of ideas, and seek to cooperate with people of different beliefs who share our values, all in the cause of building a better world.

We are confident that humanity has the potential to solve the problems that confront us, through free inquiry, science, sympathy, and imagination in the furtherance of peace and human flourishing.

We call upon all who share these convictions to join us in this inspiring endeavor.

During her closing remarks, the Vice-President of Humanists International, Anne-France Ketelaer, said:

"Humanists International exists to be at the heart of a vibrant, global humanist community."

"Today we agreed on a new "Amsterdam Declaration", a refreshing of our definition of modern humanism. This text, the product of over two years of work, is not only a well-crafted and inspiring document which will guide and steer the work of our movement for years to come; but the fact of its revision is itself a sign of our commitment to self-reflection, lifelong learning, and the ongoing process of personal development that we as humanists cherish dearly."

"So we look now towards the future."

Anne-France also mentioned that the family of Humanists International is looking forward to meeting once again in 2023 for the World Humanist Congress in Copenhagen. It will be the first Congress in almost a decade.





Report on activities and achievements

Below is a summary of the key achievements and performance, listed under the four strategic aims:

1. Successful and sustainable humanist organizations exist in every part of the world and are networked together

In 2022 Humanists International introduced new reporting mechanisms to monitor the global regions that have at least one humanist organization. Membership numbers were stable throughout the year, with 60 Members and 70 Associates, totaling 130. Humanists International has Members and Associates in one third of the countries of the world.

In the minority of countries where the establishment of a humanist organization would be illegal, Humanists International offers a free individual membership, enabling those local humanists to be connected with the wider movement.

Humanists International will continue to provide solidarity, support, training and resources, and financial assistance to groups of humanists who wish to establish a new humanist organization.

In order to help the management and trustees to be able to better guide resources where they are needed, Humanists International management recorded the percentage of countries in each of nine global regions which have countries containing at least one humanist organization. This means that global regions with high percentage figures are likely to be better served by humanist organizations than those with lower scores. The scores were stable all throughout the year, and were: US & Canada 100%; Europe 68%; South Asia 50%; South-East Asia 45%; Latin America & the Caribbean 24%; Africa 23%; Australia, New Zealand & Pacific Islands 13%; Middle East & North Africa 8%, and; Central Asia 0%.

In 2022, we spent more than £86k on our Growth & Development program. This money – which came from a generous legacy left to

the organization – was allocated to support project work by our Members and Associates in UN-defined developing countries. These projects fit into one or more of the following categories: organizational development, digital development, regional networking, ceremonies development, young humanists, and our introductory ‘pop-up’ event program called Cafe Humaniste.

Through the projects supported as part of our Grants Program in 2022, we reached more than 60,000 beneficiaries. At the end of 2022, our grant recipients reported that 75% of the projects were completed on time. The rest are still ongoing.

Humanists International has a special project aimed at encouraging the participation and engagement of young people aged 35 and under in the global humanist movement. At the start of 2022, 51 of our Members and Associates had a dedicated youth manager, increasing to 52 by the end of the year. Throughout the year, 105 young people engaged with our youth-focused activities.

Thanks to initial funding support from the Norwegian Humanist Association, we were able to begin a new project called Humanist Professionals Development Network. This project will initially be focused on Europe, but it is the aim to expand its scope to be global in the coming years. In 2022, we employed a new Humanist Professionals Network Manager who conducted 9 country visits and published a Scoping Exercise Report into the current provision of humanist services in Europe.

In the last quarter of 2022, we surveyed our Members and Associates. The following is a selection of the feedback we received from them:

"Humanists International has been instrumental in helping us build connections with other Humanist organisation worldwide. It has also provided us with feedback and guidance when requested, and we look forward to collaborating more closely with respect to growing our professional services."

Christian Colombo, Humanists Malta

"From the time we became part of Humanists International, we have had networking and supporting opportunities. As a result, we have managed to reach out to the general public on humanism and we have seen the growth of humanism in the country."

Wonderful Mkhutche, Humanists Malawi

"Humanists International has helped our organization to grow through grants and capacity building. We have increased membership and our organization is now trusted because of HI."

Kamugisha Louis, Freedom Centre-Uganda

"I would like give my sincerest appreciation to Humanists International. Many of our activities have been facilitated this year through grants we have received from the umbrella organisation. We have also received material resources from the website of Humanists International, and the frequent reports we do get through our emails. Members of our organisation are in deed grateful for the continued support. We promise to work together with HI and diligently serve the humanists by following the core values of HI. Many thanks for making us be part of this greater organisation."

Dans Onyango Odhiambo, Kenya Humanist Alliance

"Humanists International have provided us with high quality briefings and information on key human rights frameworks and issues. Using information provided by Humanists International on the UN Rabat Plan we were able to successfully lobby our Government to amend new laws which could have proved a risk of censorship and restricted freedom of expression. We would not have been able to have provided high quality evidence to government ministers without the support of the Humanist International experts. We have also used information from the Freedom of Thought report to successfully campaign to scrap the blasphemy law that existed in our legal system."

Fraser Sutherland, Humanists Society Scotland





"Humanists International is a beacon and leader for other humanists and humanist organisations, taking a world view and putting global issues into perspective. An incredibly hard-working, small, but expert, team, who somehow manage to engage with and support members in a personal yet professional manner."

Joanna Onions, Humanists Malta

2. Humanists are no longer at risk for their beliefs or identity

"I thank you for standing with me, empowering me and supporting my cause. It means a lot more than these words can ever express."

Anonymous case who was supported with advocacy and campaigning initiatives

"You have been of incredible help in my journey. I appreciate it."

Anonymous case who received relocation support.

"Thank you again for your kind answers and your tireless help. Hoping to see you and appreciate your efforts. Thanks for your guidance for giving me so much hope."

Anonymous

"I am extremely grateful for your support. Without your kind cooperation it was not possible to overcome my vulnerable situation. Thanks to Humanists International and you once again."

Anonymous case who received support with their asylum claim

The number of total unverified requests for support that we received from humanists at risk reduced slightly in 2022 to 231, from a total of 259 in 2021. This volume of requests is nonetheless much larger than our ability to verify and triage them in a timely manner. In 2022 we reduced our target for maintaining open active cases from 10-20, to ten maximum. In 2023 partly due to a small number of extremely complex and ongoing cases, we will reduce it further to seven. At the end of 2022 we had 17 cases on our waiting list, this is compared to 16 in 2021.

Last year we managed to provide 71% of cases with support. This year, again partly due to the increasing complexity of a small number of cases, we have only managed to provide support to 54% of cases, the majority of whom received support in terms of signposting and advice. However, 43 people received more in-depth support – such as advocacy or campaigning interventions – financial support, or assistance with their asylum claim.

Owing to the intractable nature and complexity of many of their cases, only just over half of those to whom we provided in-depth support had seen positive improvements in their circumstances (at least in part due to our work) by the close of 2022. Such improvements, however, included the attainment of asylum in four cases.

This year we significantly stepped up our strategic response to humanists at risk. Last year we supported our Members and Associates to support 20 individual humanists at risk, this year that number has increased to 39. We have also provided data, research and case studies to 21 of our Members and Associates to enable them to lobby their governments or national institutions to support humanists at risk, compared to only eight in 2021.

In 2022 we published a casework resources page on our website to help make available information to support humanists at risk, and to support our Members and Associates¹.

This year we made 14 applications to other NGOs for financial assistance for humanists at risk, in whose case we were working. Of these applications, 12 were successful for a total value of \$49,000USD. This is compared with 2021 where we made 3 successful applications for a value of \$6,000USD. We also met with 23 other NGOs this year to brief them on the situation of humanists at risk, on top of 27 last year.

We launched the 2022 Freedom of Thought Report on 8 December 2022 at an event in Washington, DC, USA, organized by our Member, American Atheists. Speakers included United States Ambassador-at-Large for International Religious Freedom Rashad Hussain, and United States Commission on International Religious Freedom Commissioner Fred Davie, both of whom acknowledged the

need to ensure freedom of religion or belief (FoRB) for all, including the non-religious, and expressed deep concern regarding the case of Mubarak Bala. The event was a success and well attended. In addition to this global launch, three of our Members also organized national launch events, including one held at the European Parliament.

In order to give us time to undertake a strategic review of the Report in its 10th year, we elected to limit the number of updates to country entries to 10, with a focus on South Asian countries to complement a growing area of our work. The review allowed us to ascertain how the Report is used by stakeholders, as well as to gather important feedback on areas for improvement. The results of the strategic review will see us making developments to the website to make it easier to submit new information, we will also move from a schedule of rolling 3-year updates to 5-years in order to make the process more sustainable, and permit us to work with our Members and volunteers to improve the quality of submissions. To allow for interim updates, we will also introduce a new procedure called a 'Significant Factual Update' that will allow for a country-entry to be updated in limited circumstances outside of the normal schedule.

In November 2022 Humanists International organized an in-person security training event for around 15 humanist activists from South Asia. The event, tailored to the needs of the participants, explored three key areas: physical, digital and psychosocial security. All of the participants reported a positive increase in their feelings of safety afterwards, as well as plans for changes they will implement to practically improve their security.

We were unable to achieve our goal of preparing a consortium funding proposal for the End Blasphemy Laws campaign, and this remains on pause for the time being.

1. <https://humanists.international/what-we-do/casework-resources>.

3.

Human rights priorities based on humanist values are influential at international institutions

Humanists International has continued to focus its core advocacy efforts at the international institutions of the United Nations.

In 2022 we made a total of 16 statements at the United Nations Human Rights Council in Geneva, compared to 22 statements last year.

2022 was a very busy year for in-person advocacy, during which we made contact and developed working relationships with over 70 new United Nations personnel. Thanks to the dedicated work by our advocacy team we were able to brief 51 senior officials and key stakeholders on issues of concern, an increase from 21 such briefings in 2021. Thanks to this we were able to demonstrate influence on 12 United Nations resolutions, an increase from four in the previous year. Also throughout the year, we took joint actions with other NGOs 20 times on issues of concern, such as joint letters, lobbying, events and other advocacy activities.

At the same time as targeting our own advocacy efforts at the United Nations, we significantly increased our investment in training opportunities and other advocacy support to our Members and Associates. In 2022 we provided training to 62 representatives from 37 of our Members and Associates to support them to advocate in their local and regional contexts; a big increase from last year when we provided training to seven representatives of four of our Members and Associates. The average Net Promoter Score² given by participants in our advocacy training was +60, this score is higher than industry averages. In 2022 ten of the training participants reported that they planned to implement an action plan for advocacy following our intervention, up from two in 2021.

In 2022 we supported 15 of our Members and Associates to take advocacy actions at the United Nations, such as the Universal Periodic Review, Human Rights Council and other Treaty Bodies, this was an increase from three in 2021. Throughout the year we increased the number of briefings we made available to Members and Associates to 5, up from 5 in the previous year. We also produced 42 pieces of member-focused advocacy communication this year, compared to 45 in the previous year.

Towards the end of 2022 the European Humanist Federation moved forward with plans to end its operations. As a part of that process, Humanists International entered into an agreement with several of its Members and Associates in Europe to fund a full-time European Advocacy Officer to be based in Brussels and focused on the European Union institutions. We successfully recruited a candidate for this position, as well as agreeing some objectives and indicators to guide our new work in this area.

2. Net Promoter Score (NPS) is a metric used in customer experience programs to measure customer loyalty and satisfaction. The NPS score is calculated by subtracting the percentage of customers who are detractors from the percentage who are promoters.





4.

We have sufficient reputation, resources and effectiveness to achieve our objectives

Throughout the year we have managed to reduce our forecast fiscal deficit from 24% at the beginning of the year to 13% at the end of the year. This was due to ensuring expenditure controls were effectively monitored.

Towards the end of 2022 we saw rapidly increasing inflation, as well as a cost of living crisis. Challenging market conditions in the United States also means that we are unlikely to see any income generated from our endowment fund in the coming 2-3 years. Furthermore, in November 2022 we were informed by our investment fund manager that the value of the fund had fallen to \$2.2m, from the original investment of \$2.6m, meaning that fund is 'underwater'. The Board has committed to continue to ensure that the fund is invested prudently and is allowed to grow back to the \$2.6m value.

In order to ensure the financial stability of the organization, Humanists International decided that following the resignation of the incumbent staff, the following vacant staff positions will not be filled: assistant to the chief executive and membership engagement manager. At the end of the year, all personnel were offered a one-off £1,000GBP cost of living payment to help with the increasing cost of living. Contrary to usual practice, the Board – following a recommendation by the Chief Executive – agreed not to offer a cost of living uplift to all personnel. In 2023 the Chief Executive has volunteered to take a 10% cut to their salary to help the organization maintain financial stability. This situation will be kept under review throughout the year.

Following a significant policy change during the COVID-19 pandemic to allow more remote and flexible working, Humanists International will close its office in London in 2023, as it is very rarely used. The organization will henceforth maintain a virtual office in Glasgow, UK as well as the use of an address in Washington, DC, care of the American Humanist Association.

A personnel wellbeing survey was undertaken in the last quarter of 2022. The results showed a clear positive reaction to the organization's recent decision to allow all personnel to work remotely. 76% of the personnel who completed the survey reported a positive score for their workplace wellbeing. In 2022 we saw a maximum absenteeism rate of 16% during the last quarter of the year, compared to a maximum of 8% in the same quarter last year primarily due to seasonal cold and flu.

Throughout 2022 the Finance and Operations Manager undertook a review of all internal policies, and created a new Personnel Expenses Policy and Financial Controls Policy. In addition to this we also conducted a review of all staff and personnel contracts, as well as a review of the Board Handbook.

In 2022, 1,276 people signed up to receive our email newsletters, this compares with 921 in 2021. Throughout 2022 we maintained the same average retention rate of regular donors, at around 50%.

In October 2022 the personnel and Board both met in London, UK to review its strategic plan. During this meeting the fundraising and development manager announced ambitious new plans to increase donation income by continuing to recruit individual donors, as well as a new focus on making applications to trusts and foundations.

In June 2022 a Board member was removed from the Board following a unanimous vote of the other Board members, following actions in contravention of the governing laws of the organization.



Future plans

The personnel team and Board members met together in London in October 2022 to review the strategy and operational progress made towards their achievement.

The following is a summary of key future plans listed under each of the relevant strategic aims:

1. Successful and sustainable humanist organizations exist in every part of the world and are networked together

Since the vast majority of the funds used to support our Growth & Development program grants have come from a single source, donor-restricted fund, it is highly likely that 2023 will be the last year in which we are able to distribute a significant number of grants.

We will establish a new Board-led working group to review the strategy around Aim 1 in more detail, and to make recommendations to the Board for their consideration during 2023.

2. Humanists are no longer at risk for their beliefs or identity

As mentioned above, in response to the increasing complexity of a small number of cases, we will further reduce the scope of our casework support program to a maximum of seven active cases at any one time.

We will try to engage more of our Members and Associates in helping to contribute to the Freedom of Thought Report in 2023. To do this we will run a series of drop-in training events and seminars, we will also trial a 'hackathon' with humanist activists in Canada.

3. Human rights priorities based on humanist values are influential at international institutions

We will continue to develop our new work plan for advocacy in Europe, and to engage the Members and Associates who will participate in this project via the new European Policy Forum.

We will continue to find ways to engage and support our Members and Associates to engage in regional and international advocacy actions.

4. We have sufficient reputation, resources and effectiveness to achieve our objectives

By closing our, mostly vacant, office in London, UK, we will free up valuable financial resources to help us ensure financial stability. We will also use some of the financial savings to fund a development trip for all personnel to ensure that we maintain effective working relationships.

Due to the very uncertain economic outlook at the end of 2022, the Board and management have agreed to plan for a contingency-based budget, with parcels of expenditure only being made available if agreed income targets are met throughout the course of 2023.

Our members and associates

At the end of 2022, Humanists International's ratified membership was:

Members: 60

Associates: 70

Total: 130

New members in 2022:

Advocacy For Alleged Witches

Nari.News

The Ethical Society of Zambia
(to be ratified in 2023)

Kenya Humanists (to be ratified in 2023)

Free Thought Association (to be ratified in 2023)

The following did not renew their membership in 2022:

Alliance for Secular Nigeria

Association for Humanism

Cyprus Humanist Association

Indonesian Atheists

Kenyan Humanist Association

Malaysian Atheists & Secular Humanists

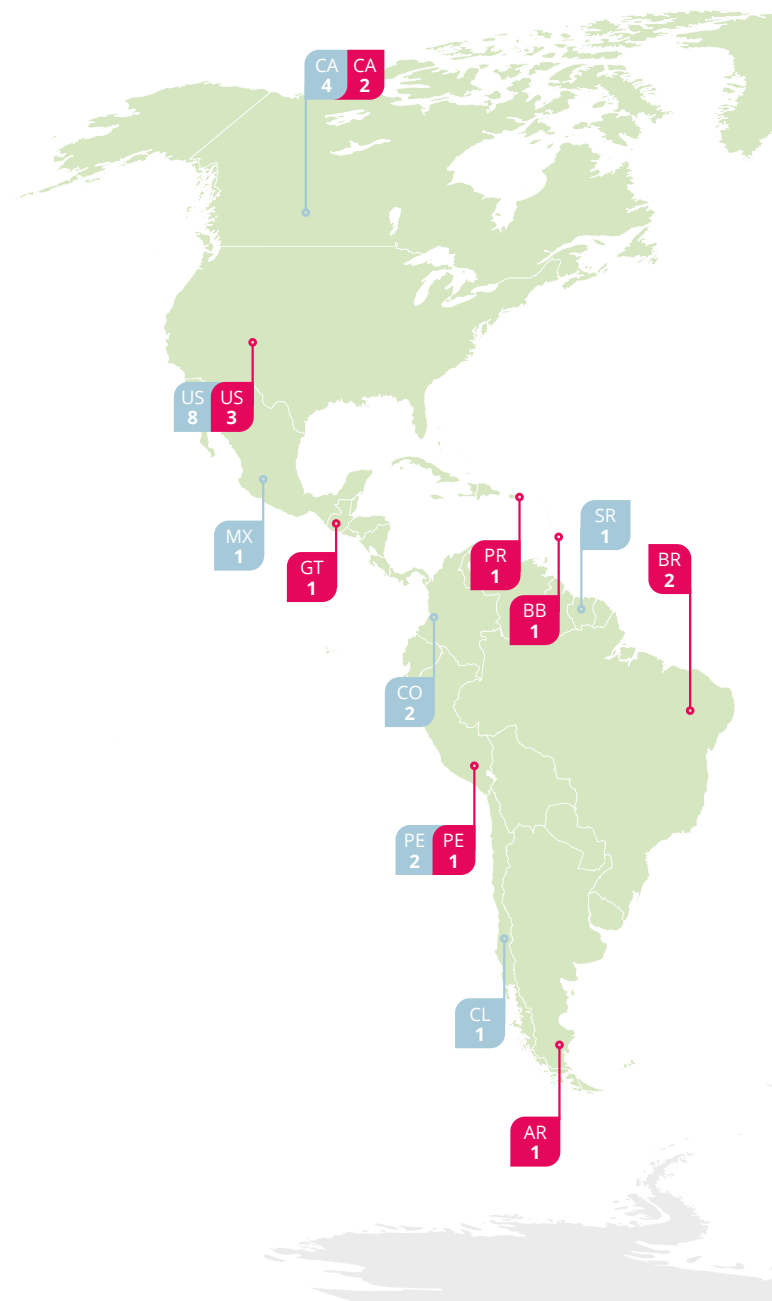
Philippine Atheism Agnosticism
and Secularism

Rationalist Association of New South
Wales in Sydney

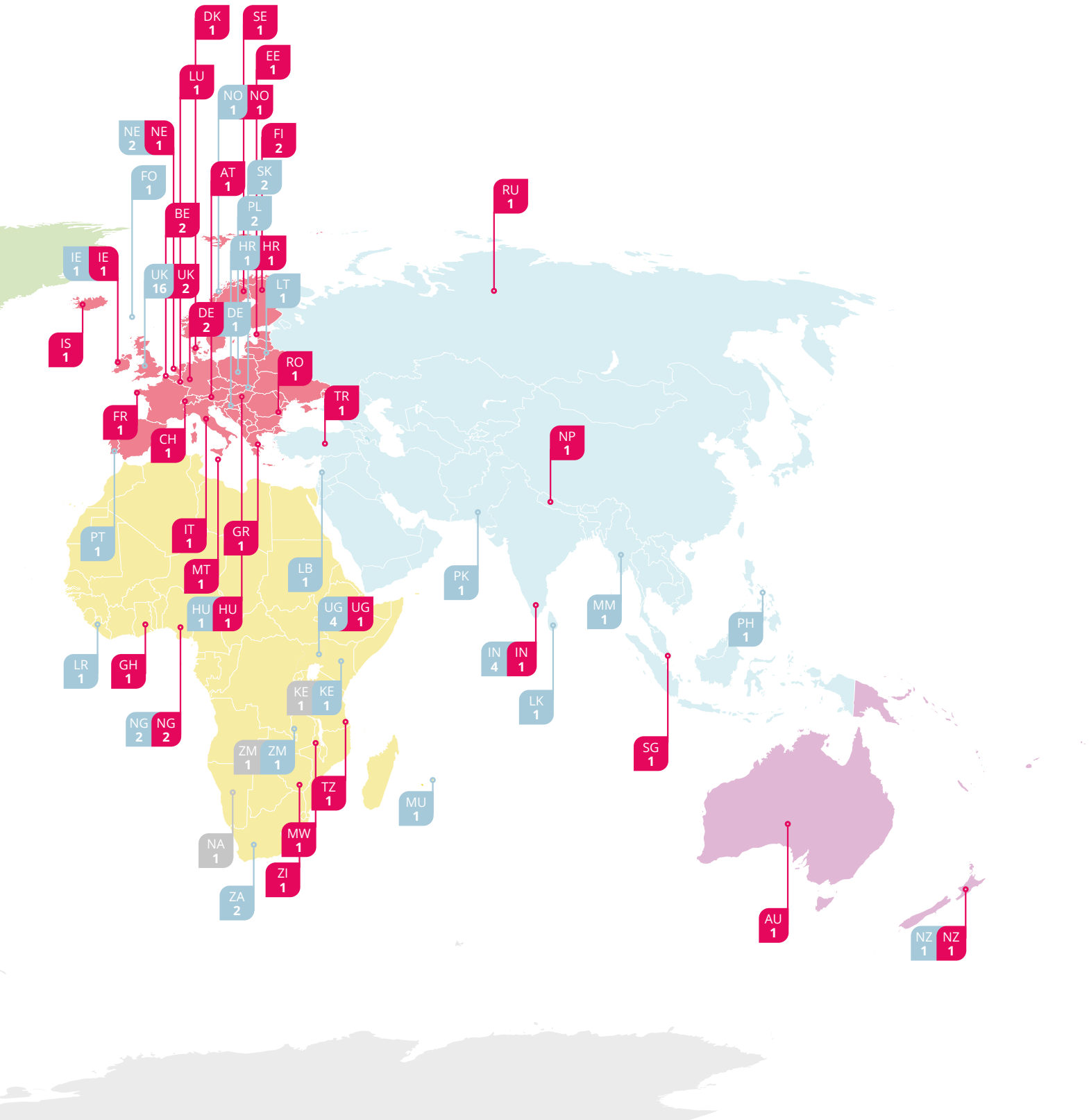
Secular Humanist Association Humans

Solidarity for Freedom of Conscience

UU Humanist Association

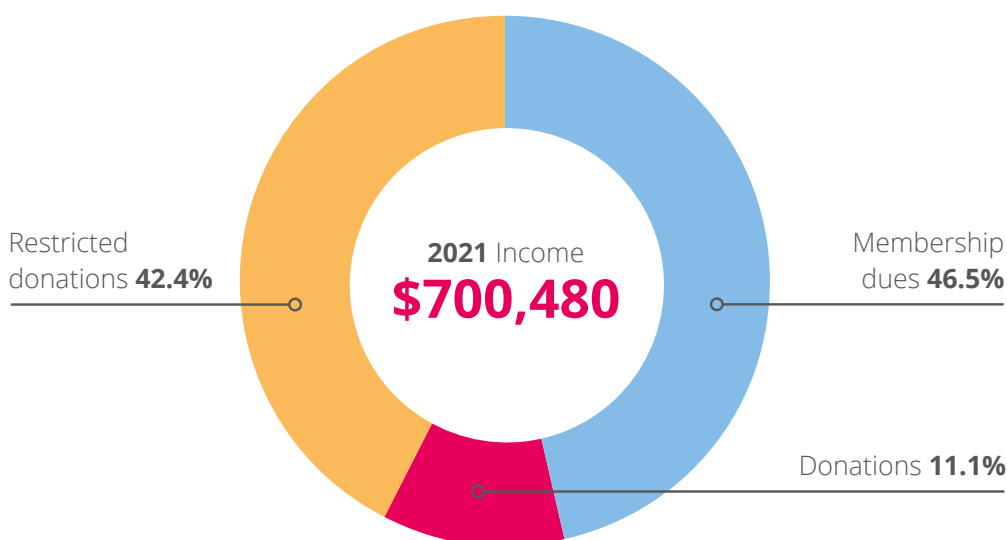
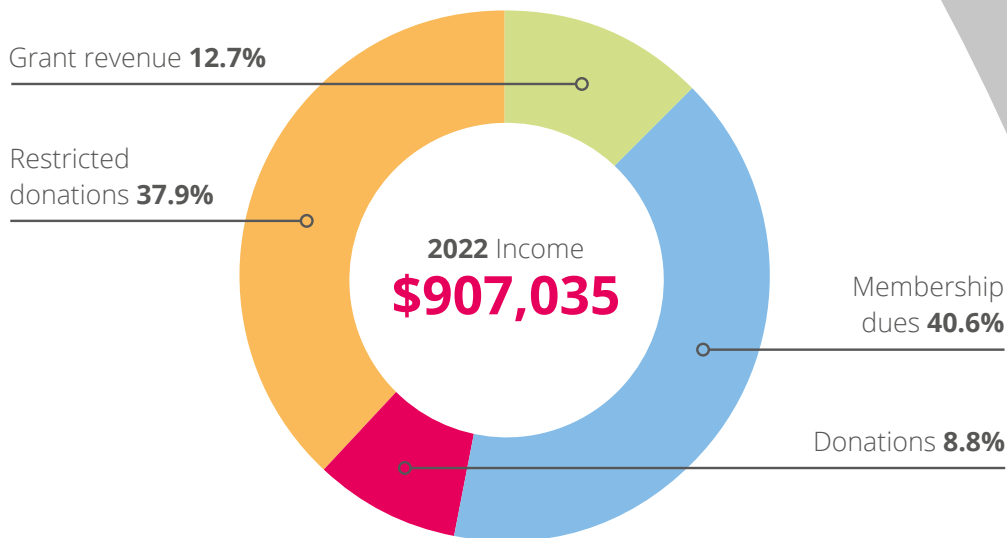


- Members
- Associates
- To be ratified in 2023



Finances

Income



In 2022, the global economy experienced a mixed recovery with significant progress in some regions but persistent challenges in others. Despite this, at the end of 2022, we saw a 16%, 13% and 3% increase in Restricted Donations, Membership Income and General Donations respectively compared to 2021. There have been three noticeable incomes: 1) Membership Income \$368k, 2) Restricted Donations \$344k, and 3) Grant Revenue \$115k.

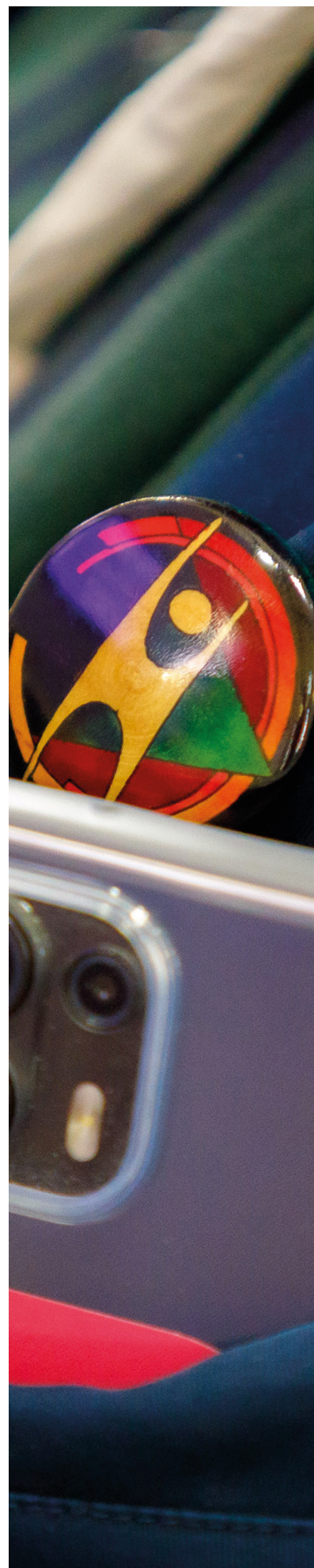
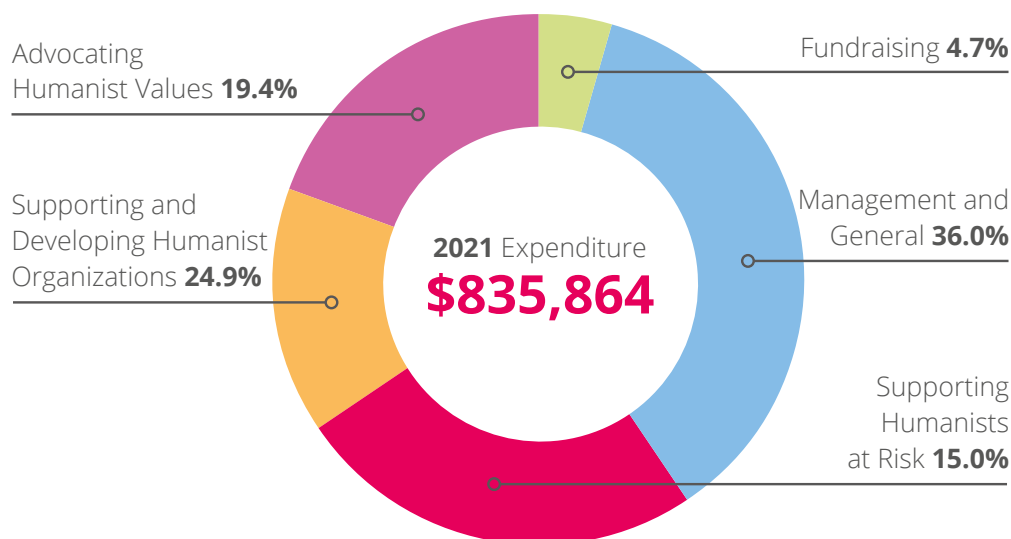
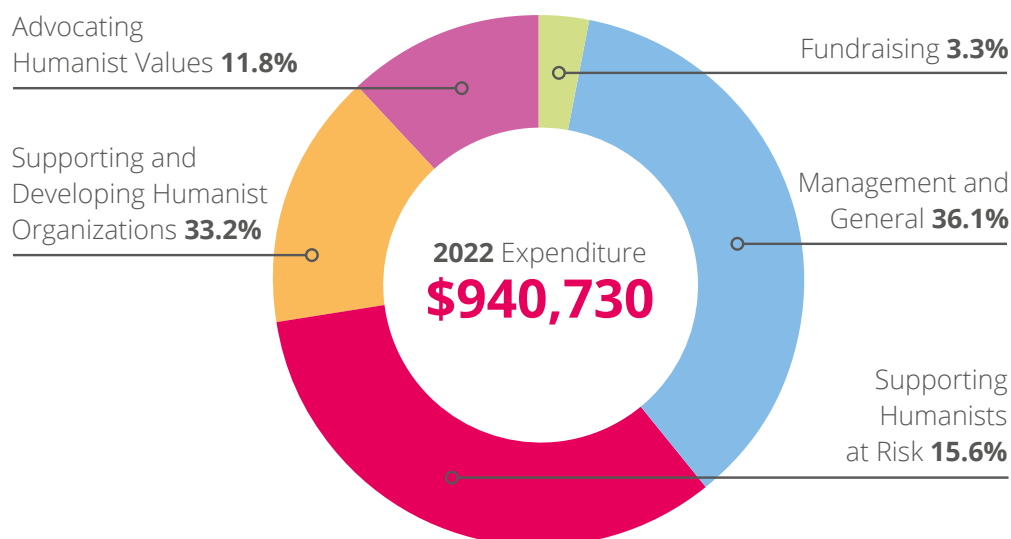
There was a 19% shrink in the investment market value compared with the beginning of 2022 due to poor market conditions. Humanists International's investment fund is underwater by \$227k at the year-end. The Board has committed to continue to ensure that the fund is invested prudently and is allowed to grow back to the \$2.6m value of donor-restricted gifts.

Thanks to some of our member organizations and a US donor's financial contributions, during the year 2022, we have started three new projects: Humanists Professionals Development Project, European Forum Project and South Asia Project. We aim to expand the scope of the projects globally in the coming years.

In order to have a sustainable and much stronger financial position, we have recruited a new Fundraising and Development Manager to achieve and increase our fundraising income target. We can see a trend of increase in the Individual Supporters' Income since the Fundraising and Development Manager joined the organization in April 2022, with the budgeted Individual Supporters' Income achievement rate from Q1 51% – Q2 62% – Q3 59% – Q4 88%.

However, the fundraising climate remains challenging, especially for smaller charities and those with more niche aims and objectives like us. We only raised 62% of the budgeted Crowdfunding Income in 2022. The cost of living crisis and inflation continues to worsen globally, therefore people are prioritising their spending which makes fundraising even more difficult. Many charities started to invest in fundraising as a result of the pandemic, therefore there is now also greater competition. The Fundraising and Development Manager has carried out a strategic review of 2022 and presented her findings, recommendations, and key areas of focus for the upcoming year(s) during the Annual Planning Meeting in October 2022. One of the new areas is for the Fundraising and Development Manager to research and submit funding applications for trusts and foundations to create more income sources.

Expenditure



Summary of Expenditure on Activities (\$)

	Total 2022	Total 2021
Supporting and Developing Humanist Organizations	311,955	208,052
Supporting Humanists at Risk	146,509	125,436
Advocating Humanist Values	111,244	162,340
Management and General	339,759	300,815
Fundraising	31,264	39,221
Total	\$940,731	\$835,864

Income and Expenditure

	Unrestricted	Restricted	Endowment	2022 (\$) Total	2021 (\$) Total
Income					
Membership dues	367,875	-	-	367,875	325,439
Donations	80,176	343,885	-	424,061	375,029
Grant revenue	115,066	-	-	115,066	-
Interest	33	-	-	33	12
Total income	-	-	-	\$907,035	\$700,480
Expenditure					
Personnel	400,968	-	-	400,968	403,557
Professional fees	195,813	-	-	195,813	149,980
Office expenses	19,066	-	-	19,066	22,765
Conferences and meetings	18,964	-	-	18,964	22,188
Insurance	3,144	-	-	3,144	623
Occupancy	30,293	-	-	30,293	27,655
Advertising	1,375	-	-	1,375	440
Information technology	20,014	-	-	20,014	31,991
Travel	26,071	-	-	26,071	-
Miscellaneous	9,043	-	-	9,043	532
Grants and assistance	215,980	-	-	215,980	176,133
Total expenditure	-	-	-	\$940,731	\$835,864
Exchange (losses)	(253,998)	-	-	(253,998)	(10,118)
Net assets released	438,867	(438,867)	-	0	0
Net investment return	-	(560,419)	-	(560,419)	435,389
Net Movement in Funds	\$(192,712)	\$(655,401)	-	\$(848,113)	\$289,887
Balance at January 1, 2022	-	-	-	4,418,523	4,128,636
Balance at December 31, 2022	\$722,472	\$469,689	\$2,378,249	\$3,570,410	\$4,418,523

This financial summary has been extracted from the organization's audited consolidated accounts. Copies of the US and the UK audited accounts are available on our website.





Humanists
INTERNATIONAL

Humanists International, Inc. is a US not-for-profit 501-c(3) registered in New York. Registered address: 1821 Jefferson PI NW, Washington, DC 20036.

Humanists International is also the trading name of Humanists International 2020, a Scottish (UK) charity no. SC050629. Registered address: 272 Bath Street, Glasgow, G2 4JR, UK.

Email: office@humanists.international

