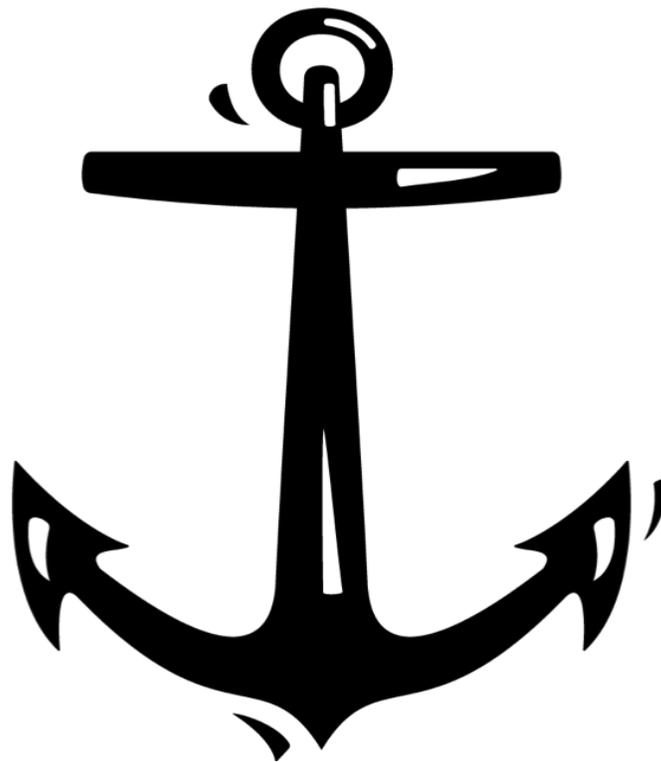




Centre for Social Initiatives NADEZ

**ANNUAL REPORT
FOR 2021**



"Let's change the world. Let's give hope!"

INTRODUCTION

In this annual report of the association Center for Social Initiatives NADEZ - Skopje, all significant results for 2021 are summarized. We continued to develop the organization through the activities according to the strategic priorities. We nurtured individual and common values and we tried to improve the socio-economic integration of socially disadvantaged people with a special focus of Roma, through educational support, assistance in the realization of social rights, gender equality, employment and promotion of common coexistence. In this year again we faced numerous challenges with the pandemic and we were trying to overcome the problems. It is not the first time that we have said that one of the biggest challenges was providing conditions for constant development and financial sustainability of the organization.



The Association Center for Social Initiatives NADEZ works in the area of the municipality Shuto Orizari, but we have expanded our activities beyond this municipality. The President of the organization, together with the members of the Management and Supervisory Board, are constantly involved in making decisions, which are crucial for the normal functioning of the organization.

During 2021, we realized four projects:

1. "Support for sustainable return and reintegration of Roma families in the Republic of North Macedonia in the time of Covid-19",
2. "She can, she will: with skills to economic independence,
3. "Inspire, motivate, act for better education",
4. "Core funding, sustainability, transition",
5. Volunteering – as an activity

As an organization that is supporting vulnerable groups (children, youth and women), during 2021, at 189 high school students who were involved through project activities were supported to improve their skills in the hairdressing profession and to overcome barriers to their employment as well as to get more information about gender equality and the use of social media for business purposes. Despite the covid pandemic, 40 children of preschool age have got support and successfully learned basic knowledge and successfully enroll in the first grade, 160 children from primary education continued to receive support in the Educational center, 20 returnee families from Germany were successfully reintegrated and a total of 1135 families received information services from our social service in the field of social rights, health care and education.



This year we strengthened the capacities of the members of CSI Nadez. 15 members of Nadez's staff and volunteers have got trainings in conducting research activities, lobbying and advocacy, strategic planning, and activities for resource mobilization. For the first time, we developed an organizational Strategy for communication and visibility.

In April 2021 C.S.I. NADEZ implemented a resource mobilization campaign for the activities of the NADEZ Educational Center and successfully passed the challenge - in 19 days, it collected a total of \$5717 in donations from 113 individual donors. Officially we became a permanent partner of the global philanthropy platform Global Giving.

Since 2021 was a pandemic year, and to our great pleasure the volunteers Angela Todosova and Tijana Stojcheska were part of our story, helping the children in the Educational Center to master the school material, and together they created many activities and projects.

For all the staff members and volunteers of CSI NADEZ, 2021 was a year with numerous challenges, mostly due to the current pandemic, but also a year of great success that we will remember for a long time. We thank them for their dedication and work. We would also like to thank all our collaborators, partners, donors and friends for their contribution and trust in us.

Klara Mishel Ilieva
President of CSI NADEZ



ID CARD OF CSI NADEZ

VISION

A developed democratic society of equal opportunities where human rights are respected and citizens are socially active and highly tolerant of diversity.

MISSION

CSI NADEZ is a non-governmental organization that works for socio-economic integration of socially disadvantaged people, with a focus on Roma and youth, through educational support, assistance in achieving social rights and promotion of living together.

OUR VALUES:

Social justice

Equal educational opportunities

Youth participation

Gender equality

Empowerment

Equality

STRATEGIC PRIORITIES AND GOALS

1. Providing educational support for children and youth from marginalized families for easier mastering of the contents in school and preschool education;
2. Support the reintegration and inclusion of returnees from European countries in local communities;
3. Increasing the involvement of young people in local communities;
4. Improving the social inclusion of the marginalized groups through the concept of social entrepreneurship



WHAT WE DO

Support to sustainable return and reintegration of Roma families in North Macedonia in covid-19 times

Overall goal of the project is to facilitate integration of Roma families-returnees into the labour market through enhancement of their employment potentials and creating sustainable inclusion and retention of their children in the education system in the municipality of Shuto Orizari, considering new conditions that Covid pandemic brings.

Activities

1. Preschool Program

We are implementing a preschool program based on the Standards for Early Child Development in Macedonia, preparing 40 children for good start in primary school. Our goal is to maximize each child's learning potential by stimulating intellectual growth, building self-confidence and developing social skills they'll carry into adulthood. Due to the Covid-19 situation and social distancing measures, only 5 children could attend our kindergarten at the same time.

For those children who did not feel safe to leave their home, educators prepared educational worksheets with which, with a little help and guidance from the parent, they could acquire new knowledge or skills. The worksheets were delivered to each child at home once a week. When the situation with Covid 19 was brought under control, the children attended the preschool program 5 days a week for 3 hours a day.



2. School program

The Educational Centre Nadez is a place where children receive the necessary assistance and support for their education, as well as the place where they have the opportunity to spend their free time quality, socializing with each other, making friends and sharing experiences. This component of the Project is supporting the learning process of 160 children from first till ninth grade to ensure that they achieve the desired learning outcomes by complementing gaps in knowledge due to stay abroad and in accordance with national curricular requirements. Given the new circumstances and the protocols from the government, our educational centre have capacity to provide visits from 24 children daily divided in 3 groups, formed according to the classes they take in their current online education. For those who do not feel safe to visit our centre, the educators prepared special educational materials which are provided to their homes.



3. Social work with Roma families-Returnees

Throughout the whole project an experienced social worker is working with the 60 families. The target group is a combination of new returnee families and the returnee families who already received but still need support. The social worker is doing both, individual and group work depending on the family needs and problems as well as the new Covid 19 circumstances. Conversations with family members aimed at discovering the occurring problems in the family, giving advices for specific problems, precautions and new government protocol changes as consequences of Covid 19. Additionally, social worker is involved in the mediation work for the employment of 8 returnees who have the capacity and are willing to have stable work and income.



4. The Hope Fund

This fund is a fund for connecting our beneficiaries who need a job, with the potential employers. A data base with the potential employers has been created. When the social worker, who works directly with the families, concludes that some of the family members are willing to have stable work and income, C.S.I. Nadez is contacting the potential employer and offers to cover the training period for the workplace for the employee in order to motivate the company to engage our beneficiary. But, the company should agree to keep the employee as much as possible (if our beneficiary successfully passes the training period).

Results

- Out of a total of 40 preschool children who were part of the first group in 2019/2020 and 2020/2021, 7 of them met the annual limit for compulsory enrolment in school and 31 of them successfully enrolled in school;
- From a total of 160 school children who were involved in the project in the school year 2019/2020 and 2020/2021 only three did not pass the full schooling and it will repeat the grade;
- Out of a total of 63 families, 20 families are integrated in this ten-month period. Positive results have been achieved with the families in the field of social protection. 95% of the families that have submitted requests for exercising any right in the field of social protection are positively resolved;
- Total number of 1135 services (assistance and information) provided by the social worker, for different rights and services in the field of social rights, health care and education for the target group of returnees and their families;
- Provided assistance for 9 returnees in their successful employment process, with the support of the project's Hope Fund, as well as for 5 other returnees;
- Additional assistance provides during Covid-19 crisis for 60 returnee families by providing hygiene packages and food supplies.

SHE CAN, SHE WILL: WITH SKILL TO ECONOMIC INDEPENDANCE

The project “She can, she will” is to empower young women with different ethnic background to be economically independent and to give them useful skills for easier enrolling on the job market. Furthermore, one of the project goals is to raise awareness for gender equality and to popularize the topic among wider public audience through media products produced by Macedonian journalist and published on Macedonian online media and national TV stations.

1. Training for hairdressers

The goal of the training is the female students from the hairdressing programs from the high school “Shaip Jusuf” from the municipality Shuto Orizari and from the high school “Dimitar Vlahov” from the municipality Aerodrom, to gain additional skills that they cannot get in the frame of the schools.



2. Training for using social media in business purposes.

The fact is that Facebook, Twitter, Instagram and other networks have changed our lifestyle, but they have also changed the way we report and convey information and opinions. The goal of these workshops for social media is to enable the students to promote their future hairdressing salons or the salons in which they will work. Having this skill, will be added value to their CV in order finding a job more easily.



3. Raising awareness for gender equality

This activity will consist of three activities which will raise the question in the schools, but also in the public. First, workshops for raising awareness about the importance of having equal rights and chances will be conducted. For the gender equality question to reach wider audience, a media articles will be produced by professional journalist who work in Macedonian media. Also, two youth actions regarding the gender equality will be conducted in the two high schools which are part of this project. The actions will be planned and conducted by the students for the students.





Results

- Two professional trainings on the topic: “New fashion trends in hairstyles” for hairdressers were provided. The trainings were implemented by professional experts, who came from the Macedonian Craft Chamber. Total 30 students in the third grade of the hairdressing program from the both schools in 2021 attended this professional training;
- 28 students from third grade in 2021 attended workshops for using social media for promoting small business;
- Five workshops for gender equality were conducted in the high school “Shaip Jusuf” on which 93 students attended these workshops. 69 of them were female and 24 were male. A group of 5 Roma female students who participated in the workshops on gender equality were guests of the Roma online portal 24 Vakti in order to share what they have learned within the project and to motivate others to strive for gender equality;
- In the high school „Shaip Jusuf“ was conducted a public tribune on theme "Gender-based violence", which was dedicatedly organized and prepared by 8 students from the 3rd year and their mentor. The action was by the students for the students. Each of the students had a role to represent one institution (school principal, mayor, representative of a citizens' association, president of the student council, representative of the parents' council, journalist from the TV media and representative of the prevention department) and to introduce the participants to the tribune with the measures taken by each institution for dealing with gender-based violence;
- Three journalists, one female and two males, from three different and famous online portals were created 3 media products on the topic for gender equality. The texts for gender equality reached around 11,500 people. These are the links for the posts:

<https://24vakti.mk/terni-romani-dzuvli-sukceseja-kerela-buti-basi-romane-kulturakoro-barvalipe/>

<https://fokus.mk/makedonskite-zheni-vo-literaturata-nivniot-glas-vredi-da-se-chue-nadaleku/>

<https://360stepeni.mk/ako-si-zhena-ne-te-biduva-za-gradonachalnik/>

INSPIRE, MOTIVATE, ACT FOR BETTER EDUCATION

The main aim of the project is encouraging better educational integration of students with low socio-economic status in the community and raising awareness among local stakeholders about the need to take action to overcome the consequences of low socio-economic status on the educational and personal development of students.

Activities

- 1. Activities to strengthen the capacities of CSI NADEZ to support students with low socio-economic status and to work on educational issues in the community and beyond;*
- 2. Activities to reduce the consequences of low socio-economic status on the educational achievements of students;*
- 3. Activities to involve the students themselves and their families in the process of finding solutions to improve their awareness and understanding of the need to take actions to reduce the consequences of low socio-economic status on educational and personal development;*
- 4. Activities to strengthen students' understanding and self-awareness to understand and practice values to help those affected by poverty.*



Results

- Improved capacities of 15 representatives of the staff and volunteers of CSI Nadez for: conducting research activities, for lobbying and advocacy, strategic planning, Fundraising activities;
- Created Visibility and communication strategy of CSI Nadez [strategijavidlivost_final_ang \(csinadez.mk\)](http://csinadez.mk);
- Improved success and regularity in school of 25 children with low socio-economic status from ShutoOrizari, from 5-9 grade;
- Strengthened knowledge and skills of 30 parents of children with low socio-economic status by ShutoOrizari on care for privacy and protection of children from online violence by organizing 2 workshops;
- Raised awareness among at least 33 parents of children with low socio-economic status from ShutoOrizari about the importance of mental health and well-being and the need to protect their children from economic violence and abuse;
- More than 40 parents received advisory support by our team for current problems they face;
- ANNO platform has been created through which the students, the target group of the project, take a direct part in the creation of part of the contents within the framework of the Platform, it updates the challenges faced by students with low socio-economic status, their families, teachers and offers at least 5 different contents per month. <https://csinadez.mk/anno/>;
- Strengthened knowledge and skills of 67 children with low socio-economic status from ShutoOrizari ,6-9 grade, through 3 workshops on the topic of taking care of their privacy and protection from online violence;
- Raised awareness of 50 children with low socio-economic status from ShutoOrizari aged 6-9 grade about the importance of mental health and well-being and the need to protect them from economic violence and abuse by organizing 3 workshops.





CORE FUNDING/SUSTAINABILITY/TRANSITION

The overall goal of this project is to provide training for the employees, members and volunteers on the sustainability of the organization.

Activities

1. Training for mobilization of resources

The main objective was to strengthen the capacities of the members through training and mentoring for the mobilization of additional resources. 3-day training on this topic was carried out for the employees, members and volunteers of CSI NADEZ.

2. Creation and implementation of resource mobilization action

After the completion of the training, the participants prepared an application for CSI HOPE to join the global fundraising platform - Global Giving, which was approved and in April 2021, a fund-raising action was organized on the platform for the needs of the HOPE Educational Center.

3. Training for lobbying and advocacy

Everyone who was interested in participating in this training had the opportunity to receive professional training and thus we motivated the young people to bring new ideas and keep the organization alive. We wanted to be able to transfer the practically acquired knowledge to legislation and institutions. Therefore, the management of the organization organized training for the staff in the field of lobbying and advocacy. We had the opportunity, with the support of the SHL Foundation, to organize a two-day lobbying and advocacy training for our members. We hired an expert in this field for the training.

4. Training for strategic planning and preparation of the 4-year Strategic Plan of CSI NADEZ for the period 2022-2025

The training program included all interested members of the organization and a total of 15 participants were included in interactive online trainings designed to guide participants through the process of preparing a four-year strategic plan of CSI NADEZ. Specifically, this training included:

- organizing a three-day online workshop for the preparation of the strategic plan of CSI Nadez with their employees and volunteers;
- organizing a two-day consulting support during the preparation of the annual plan and action plan;
- Advisory support in finalizing the annual plan (2020) of the organization.

5. Organizing an election Assembly of CSI NADEZ

The annual meeting for 2020 was organized within this project component. On October 13, 2021, the Assembly was held with a total of 21 participants (18 internal and 3 external members of CSI NADEZ).

RESULTS:

After the successful implementation of the training program, the participants increased their knowledge, skills and practices in the field and were able to participate in:

- Preparing a detailed analysis of the current state of the organization, challenges, needs and plans of C.S.I. NADEZ, as well as analysis of trends and external factors;
- Prioritizing key organizational priorities for further organizational development;
- Determining the key strategic goals, directions and activities of the organization;
- Determining the budget of the strategic plan;
- Defining possible sources of financing;
- Preparation of the Strategic Plan of CSI NADEZ for 2022-2025;
- The Assembly approved the annual report for 2020, approved the new Strategic Plan for 2022-2025; the new Strategy for Communication and Organizational Visibility, as well as the Final Account for 2020;
- Elections were also organized at this Assembly. Klara M. Ilieva was elected as President of the association. The following were elected as members of the Executive Board: Vesna Bojadziska, Tatjana Dimitrova, Angel Dimitrievski, Sunchica Dimitrijoska and Afrodita Raevska. Alexandra Efremovska, Tinka Kiteska and Jovica Dimitrijevski were elected as members of the Supervisory Board;
- Successfully prepared application for access of CSI NADEZ to the global platform GlobalGiving;
- CSI NADEZ became a permanent partner of the global fundraising platform GlobalGiving;
- Successfully implemented resource mobilization campaign for the Educational Centre through the GlobalGiving platform, with \$5717 collected from 113 individual donors.



RESOURCE MOBILIZATION WITH HUMANITARIAN/DONOR ACTIONS

1. Global Giving



In April 2021 C.S.I. NADEZ run a resource mobilization campaign for the activities of Educational Centre and successfully passed the challenge - in 19 days from 113 individual donors, we managed to collect the total amount of of \$5717 in donations and thus became a member of the global platform GlobalGiving. This means that 60 children will be able to receive support from every individual who wants to help, not just from Macedonia but from all over the world.

[Give education to 60 vulnerable Roma children - GlobalGiving](#)



2. Donations by Evroins Insurance

During the month of October, Euroins Macedonia donated items for personal hygiene, masks, disinfectants, menstrual products for women, baby products and first aid products. The products were distributed to the beneficiaries of the Educational Centre NADEZ and their families.



3. New Year humanitarian action in cooperation with Macedonian Medical students' Association

Traditionally, this year as well, our friends from the Macedonian Medical Student Association delighted the children from the HOPE Educational Center with creative New Year's packages.



4. New Year's packages from the Hungarian Embassy in Skopje

Thanks to Mr. Ambassador of Hungary -Laszlo Dux, the children from the Educational Center Nadez received Christmas packages. As a sign of gratitude, the youngest children involved in the preschool education program prepared a wonderful performance.



5. New Year's humanitarian action in cooperation with Tinex Market

With the support of Tinex Market, in the period 17.12-19.12.2021, a humanitarian action was organized and a stand of C.S.I NADEŽ was set up in Tinex Dramski, where citizens had the opportunity to donate educational and creative packages for children from the NADEŽ Educational Center.



6. New Year Bazaar

C.S.I NADEZ was part of the New Year's Bazaar on December 12, organized by Macedonian Caritas. Our stand was decorated with New Year's decorations made by the children from the Educational Center NADEZ, and the funds collected from this humanitarian event were used for the Center's needs.



7. Humanitarian action for New Year's joy

During the New Year and Christmas holidays and in the spirit of giving, our organization in cooperation with Trimax bookstore organized a humanitarian action in four Trimax bookstores from 21.12.2021-21.01.2022 and citizens had the opportunity to leave donations - creative and educational material for the children from the Educational Center NADEZ.



8. Humanitarian initiative in cooperation with the author Zivko Grozdanovski

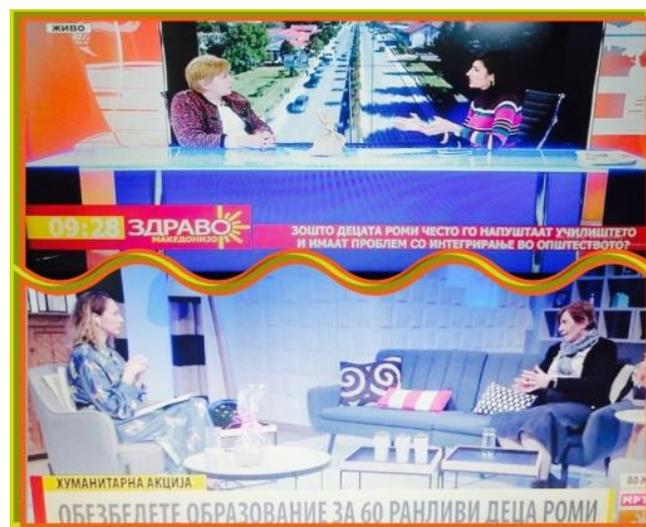
C.S.I NADEZ and the author Zivko Grozdanovski implemented a joint humanitarian initiative within the framework of which 2/3 i.e 100 MKD of each sold copy of his small language trilogy "If I were in your place" were donated to Educational Center NADEZ. During the donation drive, 42 copies of the book were purchased.



Cooperation with the media

During 2021, the support and cooperation with the media was of great importance, especially during the implementation of the humanitarian actions carried out by our organization. We were supported by Kanal 5 TV; MRTV; FOCUS, Makpress, Business News, In-store Macedonia and Klicker Marketing.

- <https://fokus.mk/makedonskata-organizatsija-ts-s-i-nadezh-del-od-globalno-dvizhene-na-filantropijata/?fbclid=IwAR2VbQVYAowCJioTRMbQxn8Pto9UUzoxhmTgQUAVELF98U8AlqSgTmfylqk>
- <https://makpress.mk/Home/PostDetails?PostId=447062>
- <https://www.biznisvesti.mk/humana-aktsija-za-novogodishna-radost/>
- <https://instore.mk/record/8/11816/#GivingTuesday-da-donirame-nadezh-za-decata-od-nadezh>
- <https://emagazin.mk/makedonskata-organizaci-a-c-s-i-nadezh-del-od-globalno-dvizhe-e-na-filantropi-ata/>
- <https://fokus.mk/humana-aktsija-za-novogodishna-radost/>



VOLUNARISM

During 2021 due to the travel restrictions related to Covid-19, our organization was unfortunately not able to implement its volunteer program, which we have been implementing for years in cooperation with our partners SHL, Germany; Pax Christi Aachen and Caritas College Olomouc from the Czech Republic.

But to our great pleasure, the volunteers Angela Todosova and Tijana Stojceska were part of our story, helping the children in the Educational Center to master the school material, and together they created many activities and projects.



It was also a great honor and pleasure that we had the opportunity to spend quality time in our Center with Andrea Caschetto so called AMBASSADOR OF SMILES. He is the author of several books and United Nations awardees for his contribution in the social field.

Andrea brought many smiles to the faces of the children at our Center and we are grateful to have been a part of his travels around the world and the promotion of a positive life.





YOU CAN FOLLOW US ON SOCIAL MEDIA

WEB PAGE <http://www.csinadez.mk/>

FACEBOOK <https://www.facebook.com/C.S.I.Nadez>

BLOG <http://ouryouthcentrenadez.wordpress.com/>

YOUTUBE <http://www.youtube.com/csinadezmk>

LINKEDIN <http://www.linkedin.com/company/centre-for-social-initiatives-nadez/?viewAsMember=true/>

INSTAGRAM <http://www.instagram.com/zcsinadez/>