CENTER FOR SOCIAL INITIATIVES NADEZ

ANNUAL REPORT

2024



“ LET’S CHANGE THE WORLD.LET’S GIVE HOPE!“

Dear supporters of C.S.I. Nadez,

Throughout 2024, C.S.I. Nadez continued to pursue its goals and commitments to improve the situation of the target group through various activities and projects. We began 2024 by implementing six projects—some newly launched, and others with continued activities from 2023.

During the year, two volunteers and two interns were involved in our activities, depending on the organization's needs and available opportunities.

C.S.I. Nadez continued to operate on a local, regional, national, and international level, advocating for strategic goals and expanding opportunities for collaboration. We signed 13 memoranda of cooperation with schools, institutions, and non-governmental organizations, which are a key part of more inclusive involvement of the affected target groups.

Recognizing the need for C.S.I. Nadez to apply as a provider of social services to ensure continuity of our work with children, independent of donor grants, we dedicated 2024 to adapting our Center in order to become licensed. The aim is for the Center to then be financially supported by the Ministry of Social Policy, Demography, and Youth. This process began in 2024 and is still ongoing.

This year, the team grew with the addition of a social worker, bringing the total number of employees at C.S.I. Nadez to seven in 2024. All team members took part in numerous events and activities where our work was promoted, resulting in successful collaborations and partnerships on specific topics. The President, Executive Board, and Supervisory Board have been actively involved in decision-making processes that are vital for the functioning of the organization.

With respect,

The Team of C.S.I. Nadez

ID CARD OF C.S.I. NADEZ

VISION

Quality living and economic well-being for marginalized communities in North Macedonia

MISSION

Association C.S.I. Nadez Skopje is a civil organization that actively advocates for the improvement of the quality of life by providing equal access to quality education, social integration and that promotes and implements activities for the acquisition of skills for young people and marginalized communities with a focus on the Roma in the Republic of North Macedonia.

OUR VALUES:

SOCIAL JUSTICE

EQUAL EDUCATIONAL OPPORTUNITIES

YOUYH PARTICIPATION

GENDER EQUALITY

STRENGHTENING EQUALITY

STRATEGIC PRIORITIES

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 FOR A NEW BEGINNING

The project "**SUPPORT FOR A NEW BEGINNING**," as part of the broader initiative "Establishing Community Services for the Support of Resocialization and Reintegration of Former Offenders," was implemented by the Macedonian Young Lawyers Association and financially supported by the European Union within the IPA/2022/433-960 program. Although activities began in 2023, the majority were carried out in 2024.
In agreement with the donor, the target group was adjusted to include a broader range of beneficiaries. The project activities were implemented in two groups:

- Children and youth from the Tetovo Educational-Correctional Facility – village of Volkovija
- Marginalized girls and women in the city of Skopje

In 2024, the following activities were implemented:

- Carpentry training for children and youth from the Tetovo Educational-Correctional Facility – Volkovija
- Educational workshops for children and youth from the Tetovo Educational-Correctional Facility – Volkovija
- Soft skills and social skills training for children and youth from the Tetovo Educational-Correctional Facility – Volkovija
- Cosmetic services training for marginalized girls and women in Skopje
- Soft skills training for marginalized girls and women in Skopje
- Strengthening communication and cooperation with public institutions to include participants in project activities
- Strengthening the capacities of C.S.I. Nadez to provide national services (service provider) for resocialization, reintegration, and post-penal care, in accordance with legal regulations and aligned with the best international and European standards
- Production of a promotional video showcasing the project activities

The project had a duration of 12 months and concluded on August 31, 2024.





SHAPING THE FUTURE

This year as well, C.S.I. Nadez took part in the project **"Shaping the Future,"** which is implemented by the European network *European Changemakers*, led by *Education for an Interdependent World (EDIW)*—an international association established in 1996 and based in Brussels—along with 11 other national organizations from ten European countries. The project began implementation on January 1, 2024, and is funded by the **Erasmus+ Programme**.

Project Goal:

To empower young people by recognizing youth work through education about democracy.

Activities:

- Workshops held with youth aged 14 to 22 on soft job and social skills and their integration into the labor market
- Participation of young people from the municipality of Shuto Orizari in **AGORA** sessions—an online space for sharing ideas, facts, volunteering, collaborations for youth participation, EU institutions, and improving the situation of youth in the European Union, which for Macedonia represents an interest in learning about European values.

ZZZ – TOGETHER FOR GREEN ADVOCACY FOR ENVIRONMENTAL PROTECTION

In the last month of 2023, the project **GGG – Together for Green Advocacy for Environmental Protection** began, in partnership with the **Center for Youth Activism CMA-KRIK Skopje** as the lead organization and the **Association of Social Workers of Macedonia Skopje** as the partner organization.

The project idea is an attempt to pilot and introduce **green social work** and **social transformation** as holistic approaches aimed at supporting human well-being in overcoming current climate change and maintaining a healthy environment. The activities are based on advocacy and implementation of the concept of the **right to a healthy environment for all**, through green social work and the need for social transformation to address and build resilience to these changes.

The main goal of the project is to introduce the ecological, or so-called "green" perspective into professional social and youth work—as one of the key approaches to environmental protection, while also contributing to the development of an inclusive and democratic society for all.

In 2024, several project activities were carried out, including:

- **Development of an online platform – a website for green action**: https://zzz.org.mk/
- Development of a **National Analysis** based on the results of an action research project, with sub-activities conducted in all 8 planning regions:
    - Regional field research
    - Regional focus groups
    - Regional round tables
    - Interviews with stakeholders



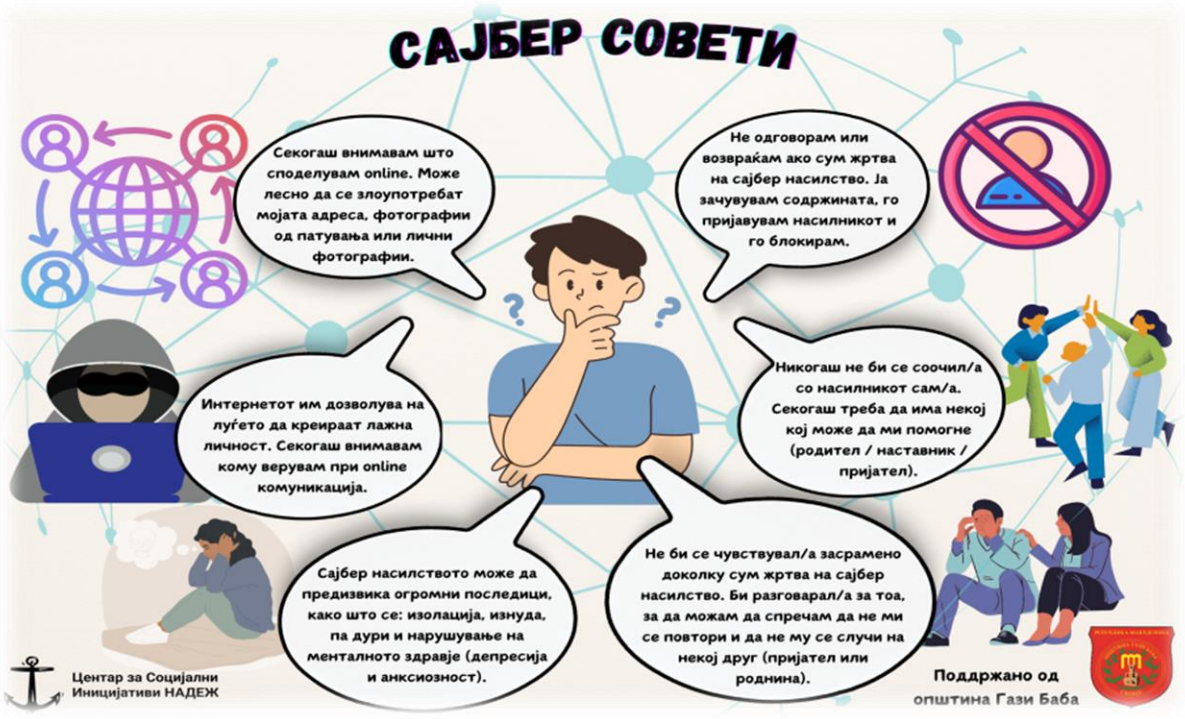


SAFE CYBER ZONE

The project **"Safe Cyber Zone"** began implementation in **September 2024** and lasted for **3 months**, funded by the **2024 Budget of the Municipality of Gazi Baba**. The goal of the project was to **improve cyber safety**, raise awareness, and promote the topic among youth, parents, schools, and teachers through active participation in better addressing cyberbullying. The target group included **children aged 11–15**, parents, school support staff, and teachers in primary schools within the Municipality of Gazi Baba.

The project was implemented through several activities, including:

- A **survey** conducted to identify specific needs and tools for tackling cyberbullying
- Selection of **two municipal schools** for conducting focus groups
- **Focus groups** held in one urban and one rural school in Gazi Baba
- An **art exhibition** on the theme “Safe Cyber Zone”
- Creation of a **flyer with Cyber Tips**



TOWARDS AN EQUAL FUTURE FOR ROMANI GIRLS AND WOMEN

This proposed project began implementation in January 2024 and is planned to last 18 months. It was funded by the **World Day of Prayer for Women (WWDP), German Committee**. The project aimed to improve access to quality STEM education for Romani preschool children and to empower young Romani women through digital skills training to enhance their employability and economic independence. The project targeted **20 Romani preschool children aged 4–5 years**, **40 Romani women aged 18–35**, and **40 families**.

STEM is an educational framework that integrates science, technology, engineering, and mathematics to promote practical learning and problem-solving.

At the very start of the project, in January 2024, C.S.I. Nadez signed a Memorandum of Cooperation with the **Foundation for the Promotion of Innovative Learning, Education, and Personal Development – STEM Academy Skopje**, the most experienced organization dealing with STEM education in Macedonia.

Professional training was provided on the topic: **"STEM Education in Preschool Programs"** to strengthen the capacities of our educators for introducing the STEM program in work with preschool children. The training was conducted by master trainers from the STEM Academy.

The training was designed to be a comprehensive overview of the ideas, principles, and trends in STEM education and lasted a total of 8 days, divided into 4 parts:

- A **3-day theoretical training** for STEM certification of educational instructors held at the STEM Academy premises.
- **3 days of practical teaching** under the supervision of a STEM Academy mentor (this was conducted within groups of children attending regular classes at the STEM Academy).
- **2 days preparing a STEM lesson plan** (after completing all chapters, educators prepared an original STEM lesson as the final part of the course).
- Assistance with applying for certificates and support during the certification exam.

A total of **5 people from C.S.I. Nadez** participated, successfully completed the training, and received digital certificates.



After completing the training, the project team developed their own STEM preschool program consisting of **52 interactive STEM lessons**, aligned with the **National Early Childhood Development Program**, preparing **20 children** for a successful start in primary school. These lessons promoted creativity, teamwork, and problem-solving, preparing Romani children for primary school and beyond. C.S.I. Nadez now provides innovative and inclusive services, setting an example for other institutions to adopt STEM-focused education for marginalized communities.

During the summer months, **20 Romani preschool children aged 4–5** from the municipality of Shuto Orizari were identified. Throughout September, the process of adapting and acclimating the children took place through various creative activities, alongside activities designed to assess each child's psychophysical readiness. Their adaptation and the implementation of the program were conducted according to the standards of the **National Early Childhood Development Program** and STEM principles, through which the children developed and improved their motor skills, enriched their speech and cognitive experiences, created a culture of hygiene and work habits, while also fulfilling their need for play and socializing with peers.





Throughout the year, continuous fieldwork was conducted in the municipality of Shuto Orizari, where **40 women aged 18–35** were identified who wished to develop and strengthen their skills for easier access to employment. As part of the project, a survey was conducted with the identified women to assess their digital literacy needs.

In response to these findings, **3 PowerPoint presentations** were prepared to be used during digital literacy training sessions in 2025.

Part of our project was to promote gender equality in our country. For this purpose, two journalists, Valentina Vurmo and Irena Mulačka from the online portal "Focus," created **4 media products** on this topic, contributing to an increase in the number of media productions exploring this issue. Each article on gender equality reached about **8,000 people**, meaning our four articles on gender equality reached approximately **32,000 people**. Here are the links to the publications:

- https://fokus.mk/sekoja-edna-zhena-e-vazhna-romkite-se-ushte-diskriminirani-borba-za-zdravje-vo-21-vek/
- https://fokus.mk/naukata-vazhi-za-mashki-svet-no-ne-i-vo-makedonija/
- https://fokus.mk/ushte-50-godini-se-potrebni-zhenite-politicharki-da-bidat-ramnopravni-so-mazhite/
- https://fokus.mk/eu-so-kazni-protiv-rodoviot-jaz-vo-platite-mazhite-i-zhenite-mora-da-bidat-plateni-ednakvo/

AMIF – REINTEGRATION OF RETURNED PERSONS FROM BELGIUM

The aim of the project is to provide reintegration support to persons returned from Belgium after their return to Macedonia, over a period of 12 months.

Reintegration services include:

• **Basic assistance upon arrival** (airport reception, emergency or temporary accommodation, legal, administrative, and social support, etc.)
• **Social support** (contact with the returnee's social network/mediation, education and schooling for the returnee and their children, vocational training);
• **Assistance for vulnerable returnees** (such as sick people, elderly, exploited migrants, pregnant women, referral to specialized services according to the specific needs of the returnee: medical, psychosocial care, etc.).
• **Support for starting a small business or job counseling** (support for individuals or families to establish income-generating activities, such as purchasing goods, renting a location, etc.)
• **Assistance for unaccompanied minors**

During 2024, reintegration support was provided within the program to **4 cases/families** returned from Belgium.





EUROPEAN REINTEGRATION PROGRAM

The European Reintegration Program of Frontex provides reintegration assistance to returnees who leave voluntarily or involuntarily from member states and countries associated with the Schengen area, to their countries of origin. At the same time, it contributes to an effective return policy in the European Union, ensuring that returns are carried out in a dignified and humane manner. To implement this assistance, Frontex has partnered with CARITAS International Belgium, which cooperates with CSI NADEZ in NORTH MACEDONIA to ensure the provision of a high level of support (assistance upon arrival and post-return assistance).

ACTIVITIES

• Strengthening organizational capacities to work with returnees from member states through the EURP program (training of the project team to work on the specialized RIAT platform through which all project activities are implemented, as well as networking activities for all project partners)
• Reintegration packages - Reintegration support consists of two types of packages: **Short-term package** lasting 14 days (assistance upon arrival), which includes the following available services: reception of the returnee at the airport, organizing transportation to the place of residence/accommodation, temporary or emergency accommodation for a maximum of 14 days after arrival, medical support upon arrival;

Long-term package lasting up to 12 months (post-return assistance), which includes the following available services: long-term accommodation, medical support, education (schooling, training/requalification), employment counseling and support for labor market access, legal aid, psychosocial support, support for starting a small business.

During 2024, the program included 18 cases, all of whom received reintegration support (post-return assistance), and 15 cases received both the arrival assistance package and the post-return assistance package.

PATH TO INNER STRENGTH

CSI Nadez implemented the support group initiative "Path to Inner Strength" as an in-kind grant within the project "YouthHub – Equal Opportunities for Girls and Young Women in the Republic of North Macedonia," implemented by the National Youth Council of Macedonia, in partnership with Stella Network, and funded by the British Embassy.

The initiative, carried out from October to December, aimed to strengthen mental health through creative expression and self-discovery for girls aged 15–29 who are active in society through involvement in youth organizations and organizations working with youth. The support group included 16 girls who participated in four workshops, each with a specific goal to improve mental health and encourage personal growth and self-care among participants, including:

- Sessions with a psychologist on the topic of professional stress and burnout
- Creation of dialogue collages using Art Therapy techniques
- Practice of yoga and meditation

To conduct these workshops, three experts were engaged: two licensed psychologists and Gestalt psychotherapists—one of whom specializes in the Gestalt technique of Art Therapy—and one certified yoga instructor.

Additionally, anonymous evaluations showed a high level of satisfaction and interest in continuing such activities, with a proposal to form a regular group support club, as well as satisfaction with the organization and approach of the project team.







IMPROVE YOUR MIND AND EMBRACE YOUR FUTURE PROFESSION

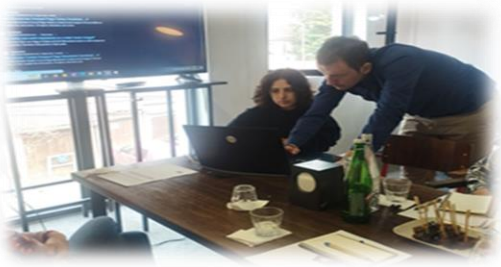
The project started implementation in November 2024 and lasted eight months. It was part of the Erasmus+ program under small partnerships for vocational education and training. The project was implemented in partnership with two organizations from Italy: Work in Progress and EuVilages.

The main goal of the project was to strengthen individual capacities and employment and self-employment skills of women from rural areas who have physical disabilities, are unemployed, Roma, or single mothers, through training in soft skills and entrepreneurship. This entire initiative aims to contribute to reducing the unemployment rate among this category of women.

The participating project organizations organized and conducted activities aimed at integrating and ensuring women in these categories have equal access to all social spheres and activities.

Activities conducted in the Republic of North Macedonia:

- Organized and conducted a two-day soft skills training through interactive exercises and activities for 15 participants in North Macedonia;
- Organized and conducted a two-day basic entrepreneurship training for 15 participants in North Macedonia;
- Organized and conducted one-day training on freelance opportunities for 15 participants in North Macedonia.





- Conducted 5 field visits to successful women entrepreneurs in the territory of the Republic of North Macedonia (Entrepreneur: Marija Ristova - Company: The Mountain Eyes Kennel; Entrepreneur: Aleksandra Nichevska - Company: Tri Tocki; Entrepreneurs: Maja Cubik and Dusica Matova - Company: Trek Mi; Entrepreneur: Marta Pejoska - Company: Gallery Mart Pejoska; and Entrepreneur: Marija Duda Dibiagio - Company: The Country Side).






- Organized and carried out a study visit in Lecce, Italy, between the Association Center for Social Initiatives Nadez–Skopje (Republic of North Macedonia) and two partner organizations from Italy, "Association Work in Progress" and "Eu Villages srls."
- Good practices were exchanged, and organizational capacities were strengthened for counseling, improving, and promoting women's entrepreneurship through the exchange of good practices during intercultural field visits by 6 representatives from the organization and two participants from the trainings in the Republic of North Macedonia.









As a result of all the implemented activities, the following was created:
A short guide for freelance work
https://webmail.t.mk/cp/ps/Mail/ExternalURLProxy?d=csinadez.mk&u=aleksandra.efremovska&url=https://www.dropbox.com/scl/fi/aznx8b0rerg7o6ui5bvfj/Broshura-CSI-Nadez-1.pdf::cp::2915::cp::rlkey::cp::61::cp::ok4o0rkptb8ua29r4e8vp9hst::cp::38::cp::amp;st::cp::61::cp::08x5872q::cp::38::cp::amp;dl::cp::61::cp::0&urlHash=2.5387775130143824E-118

A brochure with good practices in Macedonian, English, and Italian language
https://csinadez.mk/good-practice-brochure-from-the-project-improve-your-mind-and-accept-your-future-profession/
https://csinadez.mk/mk/%d0%b1%d1%80%d0%be%d1%88%d1%83%d1%80%d0%b0-%d1%81%d0%be-%d0%b4%d0%be%d0%b1%d1%80%d0%b8-%d0%bf%d1%80%d0%b0%d0%ba%d1%82%d0%b8%d0%ba%d0%b8-%d0%bd%d0%b0-%d0%bf%d1%80%d0%be%d0%b5%d0%ba%d1%82%d0%be%d1%82/

PART OF A WHOLE

The implementation of this project began in November 2024 and was planned to last 15 months. However, due to the suspension of work and financial support from USAID, which was a decision and order from the U.S. Government, the activities were carried out only until January 24, 2025.
In the first 8 months, the project planned to organize and carry out philanthropic activities implemented by CSI NADEZ to mobilize material and financial resources from local sources in order to implement the local initiative.

Through this local initiative, over the following 7 months, it was expected that 15 children from low socio-economic status families would be prepared for a successful start to the school year, improve their language and social development, and ease the burden on their families in the future.



Implemented activities:

- Organized and carried out two events for resource mobilization through donation booths
- Organized and carried out one activity for resource mobilization through donation boxes
- Campaign for resource mobilization from companies
- Launched a media campaign on social media to mobilize resources from citizens (individuals) through the online donation platform Op-Op https://opop.mk/project-view/f6842763-476c-4a3c-af5f-67869486bb9c





CSI NADEZ – Provider of Social Services

From its very beginning, CSI NADEZ has conducted activities with marginalized groups of children, specifically children from low socio-economic backgrounds. However, despite the conditions achieved so far, our organization had not been able to meet the requirements needed to apply for state accreditation. The state accreditation process consists of two parts: first, submitting an application for a license as a social service provider, and then submitting an application for a public competition for the allocation of funds to associations providing social services. Applications are submitted to the Ministry of Social Policy, Demography, and Youth and are governed by the Law on Social Protection.

The need for CSI NADEZ to apply as a social service provider arose precisely from the need to ensure continuity of our activities that would not depend on donor grants, which are usually for shorter periods. The children themselves are used to visiting the center and consider it a place for socialization, education, support, and assistance.

The Nadezh Learning Center had to meet the following conditions to obtain state accreditation:

- The educational center needed to operate continuously for at least 3 years with regular staff,
- Have its own kitchen where breakfast could be prepared for social service users,
- Accessibility of the facility for people with disabilities had to be resolved and corrected (including a ramp at the entrance, no thresholds on doors, adapting existing toilets for persons with disabilities, which required demolishing a wall, widening 4 doors, installing non-slip flooring in the toilet, and grab bars),
- All old and worn electrical lights had to be replaced for improved safety and efficiency,
- Walls throughout the center needed repainting to create a clean and attractive environment,
- Fire extinguishers had to be serviced to meet safety standards,
- Necessary furniture had to be purchased, including tables, chairs for preschool children, cribs, and an oval table for group sessions,
- An inverter air conditioner had to be installed for effective heating and cooling of the rooms.

With the help of the grant received from the Mission Fund of the Diocese of Essen, Germany, nearly all the conditions for applying for state accreditation were met. Due to a lack of funding, we were unable to resolve the accessibility of the facility for people with disabilities, and this criterion is planned to be fulfilled in 2025.

MOBILIZATION OF ADDITIONAL RESOURCES THROUGH HUMANITARIAN/CHARITABLE ACTIONS

1. **Global Giving**

   During 2024, CSI NADEZ worked on promoting its project **https://www.globalgiving.org/projects/give-60-vulnerable-children-education** on the Global Giving platform, with the aim of mobilizing additional resources for the continuous implementation of activities at the NADEZ Educational Center.

   Thanks to donations from individuals around the world, a total of $411 was raised through the platform in 2024. These funds were used to carry out activities with children at the NADEZ Educational Center in Shuto Orizari.



2. **CSI NADEZ – National Leader of the Global GivingTuesday Movement for the Third Consecutive Year**

In 2024, CSI NADEZ continued its role as the national leader of the global movement *GivingTuesday*. Throughout the year, the organization participated in numerous events and networking sessions with the global GivingTuesday community, while continuously promoting the national GivingTuesday movement in Macedonia.

On **November 28, 2024**, CSI NADEZ, in partnership with five other organizations (**CMA KRIK, LEGIS, HOPS, OPEN GATE, and EQUALIS**), marked GivingTuesday in the country through a **humanitarian event at Laboratorium**. During the event, young people actively engaged in initiatives for **reusing clothing and accessories**, took part in **creative workshops**, and contributed to supporting **those in need within their communities**.







3. **Other Actions for Mobilizing Additional Resources**

- **Humanitarian Action in Collaboration with Stichting Mara Rotterdam**, which provided support for the renovation of the NADEZ Educational Center: painting of the Center, complete replacement of old lighting with new LED lights, a new inverter air conditioning unit, additional tables, chairs, and children's beds for the Preschool Center.



- **Charity Action "Holiday Joy"** in collaboration with the **Macedonian Medical Association**, through which New Year's gift packages and toys were provided for all children at the NADEZ Educational Center.









INTERNSHIP AND VOLUNTEERING AT CSI NADEZ

Throughout 2024, our collaboration with the Peace Corps continued. Volunteer **Benjamin Arndt** led an **Environmental Protection Film Club**, involving children aged 8–17. As part of the club, children had the opportunity to learn about air, water, and soil pollution through film screenings. They created posters expressing their observations and opinions on the topic, made small wind turbines to think about alternative energy sources, and crafted "pollution catchers" to capture air pollutants.

Additionally, they planted seeds and learned how the environment can be restored and protected. They explored their immediate surroundings, researched types of waste and pollutants categorized by type, and carried out eco-actions in the area surrounding the NADEZ Educational Center. Five short videos were created by Benjamin to illustrate the club's overall work.



In June 2024, we had the honor of being visited by **Carol Spahn**, Director of the Peace Corps from Washington, and we had the opportunity to introduce her to our work and discuss the positive changes we are making in the community together with volunteer Benjamin.



During the year, Benjamin also worked on grant applications—one for building a playground in the CSI NADEZ yard, which was unfortunately rejected, and another focused on training the community on the importance of accessibility for persons with disabilities, raising awareness about available services, and adapting the NADEZ Educational Center’s facilities for accessibility. The latter grant will be submitted at the beginning of 2025.

During 2024, the internship program continued in collaboration with **Caritas College Olomouc** from the Czech Republic. As part of this program, interns **Joel Blowers** and **Tereza Kanihozová** completed a three-month practical placement at our organization, actively participating in activities with the children at the Educational Center.





CSI NADEZ, in collaboration with the **Institute for Social Work and Social Policy**, is implementing an internship program for students from this institute. During the period **March–May 2024**, students **Emilija Isajlovska** and **Marija Milojević** completed their practical training within our organization. They were involved in working with children at the **NADEZ Educational Center**, as well as in **field social work** with the families who are the target group of our organization.



МОЖЕТЕ ДА НЁ СЛЕДИТЕ И НА СОЦИЈАЛНИТЕ МЕДИУМИ

ВЕБ СТРАНАhttp://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/