



The Centre for Intercultural Dialogue (CID) is a non-governmental, non-profit youth voluntary organization.

1. Non-governmental in a manner that CID will act and work according to its internal values and policies
2. Non-profit in a manner that all income, donations and gifts to CID shall be used only for the purpose of implementation of the CID activity plans that shall aim to achieve CID's aims
3. Youth is our leading motivation and motivator to act actively in our society. CID is an organization formed by young people, for young people
4. Voluntary – all major CID activities as well as the existence of CID as an organization depends a lot on the voluntary involvement of all members of the organization. CID is thankful to its volunteers and will continue to provide everyone with the necessary support to perform at his/her best for the benefit of the society.

### **Vision**

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Society of intercultural dialogue, active citizenship and sustainable development where all people live together with mutual respect

### **Mission**

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The mission of the Centre for Intercultural Dialogue is to promote and support intercultural understanding and cooperation, peace and solidarity through active youth participation in the society, and especially through volunteer involvement on local and international level

### **Values**

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- Peace and Human Rights
- Active youth participation // Empowerment
- Interculturalism
- Voluntary involvement
- Respect for the Environment
- Social, Ethnic, Religious, Cultural, Gender inclusion and equality
- Transparency and Partnership

We will achieve our mission through the following strategic objectives:

### **Objectives**

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Objective 1: Promoting and supporting active citizenship within youth, also including networking with institutions and support to institutions in development of active participation mechanisms

Objective 2: Active work and contribution to intercultural dialogue through capacity building and information services for youth

Objective 3: Enhancing voluntary involvement of young people, with working on promotional actions, aiming to primarily promote the SCI work camps, EVS, and local voluntary opportunities

Objective 4: Promoting peace solidarity and Human rights as a culture of living, Organization of outdoor activities, festivals, panel discussions, international exchanges, intercultural meetings etc.

CID is an EVS hosting and sending organization. Apart from the active involvement in the Youth in Action programme CID is organized several local projects in the framework of the European Year of Intercultural Dialogue in cooperation with OSCE mission to Skopje.

CID is a member of SAVA working group of SCI, UNITED against racism, TDM 2000 International and actively cooperates with YEU International.

## **Non-formal Education and training in 2009**

**CID understands non-formal education as one of the most important factors for learning and development. Thus in 2009 we have worked on hosting and sending youth workers, trainers and youth leaders on various training events. Also CID has strengthened its' trainers pool and became an active contributor to the development of Non-formal Education in Macedonia. We have hosted the following trainings in 2009:**

**Training of trainers with accent on facilitation of intercultural dialogue among participants** was organized from 26<sup>th</sup> of February to 6<sup>th</sup> of March, in Skopje, Macedonia .

The project aimed to train youth workers and youth leaders to become trainers and provide them with the theory, skills and tools necessary to develop and implement effective training programmes themselves. The training course gathered 24 participants from 8 countries

It was implemented as an intensive 8-day long training course using the method of non-formal education, promoted discussed and discovered training and facilitation competences and methodologies.

The training course focused on developing a network of trainers and facilitators who have skills and motivation to contribute and to improve quality and increase quantity of international volunteer projects leaders' education. It included various types of learning activities and formats to provide the youth workers with considerable flexibility in adapting the workshops to their specific needs. The project's final outcome is published brochure, made by the participants from the training course. Publication contains, short text and tips for trainers. This was the first training of trainers implemented in South East Europe in the framework of the Youth in Action programme.

**The training of trainers "Personal Development in Youth work: Space for Creativity and Innovation"** was organized from 3<sup>rd</sup> till 11<sup>th</sup> of May, 2009, in Ohrid, Macedonia.

The project brought together 26 youth workers and youth leaders from different European and Mediterranean countries together to gain experience and learn tools they could use to be effective trainers for international and intercultural workshops with youngsters. This training experience aimed to help participants to improve their leadership skills and play an active role in youth development at local, national, and international levels. This "training of trainers" was focused on personal development in a group-context. The method used in the training was 'learning by experience'. Participants engaged in activities related to leadership, communication, cooperation, decision-making, problem solving, group dynamics, inter cultural learning, using feedback constructively, coaching and handling resistance in a group context. This project was selected as exemplary project for cooperation with EU partner countries and will be included in the Project compendia published by the regional SALTO Centers.

**The training course "Conflict Resolution and Personal Development in Youth Work"** gathered together participants from 10 different European countries. The participants worked for 6 days on topics related to conflict resolution, intercultural learning and personal development in youth work. This training course used non-formal education methodology. Our program design ensured that all participants discuss, share, and learn about the differences and similarities in each other's understanding of different issues. The project aim was to contribute to reducing inter - ethnic tensions and elimination of culture of violence among young people in Europe by providing them new practical life skills on peace and non-violence. The project has as well created new and improved relationships between youth leaders across ethnic lines and motivated young leaders for taking proactive and positive steps in their communities; developed understanding on Human Right Education and motivate people to use it in youth work and made participants aware on the topics of peace education and conflict management

As a result of this first cooperation with the European Youth Foundation CID is further motivated to host the regional training course for Human Rights Education and has applied as partner on two study sessions to be held in the European Youth centers.

**The main theme of the Training Course “Intercultural Conflict Resolution”** was to improve the skills and knowledge of youth workers and young leaders in issues related to intercultural dialogue with an emphasis on intercultural conflict resolution and the personal development of the participants. It will gather 18 youth workers and young people from 15 different European countries in Ohrid, Macedonia

The project provided practical and theoretical skills to youth workers related to intercultural conflict resolution, leadership in intercultural group and developing intercultural projects.

During the training course there was an open NGO fair which aimed to provide space for Macedonian NGOs to network with NGOs from the European Union and to develop ideas for projects to be implemented in the upcoming years within the Youth in Action programme. It also offered space to exchange best practices in youth work and upgrade the organizational competences, sustainability and effectiveness.

This project was granted in the pilot project phase of the Macedonian National Agency for European Educational programmes and mobility.

### **Trainers' pool**

The development of **youth training and Non-formal Education** in general is one of the strong points of CID's work in the past years. CID has been dedicated to develop competences of youth trainers to be able to support and promote the process of non-formal learning in both individual and group contexts. In order to support the development of trainers' competences CID's trainers have been involved in different training activities in Europe by both delivering training and participating in trainings for trainers.

Manevski Stefan is one of the participant-trainer in the two year TALE (Trainers for Active Learning in Europe) project organized by the Youth Partnership of the Council of Europe and the European Commission

Ivana Petrushevska has attended training for trainers in Personal Development and Human Resource Management organized by the Synergy network from the Netherlands

Ivana Davidovska has been active in delivering trainings in Conflict Management and Intercultural Learning. She will attend training for trainers in Youth Animation provided by the European Network of Animators.

Members of the CID training pool have delivered 12 trainings in 2009.

## **Intercultural Dialogue Projects in 2009**

**In order to directly work with young people on the topic of intercultural dialogue and Human rights, aiming to develop positive awareness of other cultures and personal awareness of our own identities, CID has hosted several youth exchanges, international voluntary projects, summer camps and long term volunteering. By participating on these events we are supporting youth people's personal development and providing learning opportunities for youth from Kumanovo and Europe in general. In this way we are promoting active citizenship and active youth participation in our and other communities. Here are our hosting youth exchanges:**

From 22nd of February till 3rd of March 2009 the **youth exchange “So far, So close”** was organized in Strumica, Macedonia. The youth exchange gathered 35 youngsters from seven European countries (Albania, Macedonia, Serbia, Spain, Slovenia, Poland and Turkey). The aim of the youth exchange aim was to create a strong group of youngsters from different cultures using photography as a tool to promote intercultural dialogue. The project was designed to have a greater impact for mutual understanding between young people from different countries, cultures and backgrounds (social, ethnic, and religious), as well as to improve the personal and artistic skills of the participants. The exchange included workshops for intercultural learning and small working groups preparing creative productions. The participants were divided in 3 groups, photography, movie and newsletter, and they worked to prepare creative productions which were presented to the local population in open space at the end of the exchange. In addition, the creative results of the exchange were distributed to participants in electronic form in order to share the results with people in their home countries.

The youth exchange "**Fiesta Balkanika**" - **Intercultural Dialogue through Innovation and Creativity** gathered in Kumanovo, Macedonia from 29 June to 6 July 2009; young people from 10 different European countries (Albania, Belgium, Bosnia and Herzegovina, Germany, Hungary, Ireland, Macedonia, Latvia, Slovenia, and Serbia). Art, music, innovation and creativity were the main tools and methods of the youth exchange. The aim of the exchange was to understanding for the cultural diversity in Europe, to explore and challenge stereotypes and develop understanding of intercultural societies. The impact however was not limited to the international participants but involved many aspects of the local living in Kumanovo, promoted the European integration to the local community and presented a performance for the local young people.

**The youth exchange "Play the world 2gether"** aimed through exchange of traditional street games to create innovative tools to promote intercultural dialogue, understanding and tolerance. It happened in Ohrid from 25<sup>th</sup> September until 2<sup>nd</sup> October 2009. By playing different street games we brought different cultures together, thus promoted the intercultural dialogue and the cultural understanding. The youth exchange gathered together young people from 7 countries (Albania, Czech Republic, Italy, Lithuania, Macedonia, Romania, and Serbia). In total 28 young people and 7 group leaders worked together, shared experiences and presented their cultures. Young people from different social, political and religious background learned to respect and recognize others different than themselves. Firstly they presented their traditional street games, and after that by working in small groups they created a new game which has parts from different games. The Youth Exchange ended with publishing a brochure with innovative games, and presenting them in the city centre.

#### **International voluntary projects / summer work camps**

Through volunteer exchanges on various different international voluntary projects and camps we help break down barriers and overcome prejudices between people of different social, cultural and national backgrounds. CID hosted the following 2 work camps for international volunteers:

**Strnovac Eco farm camp** was hosted in the village of Strnovac which is well-known by the village spa and springs and local farms. The volunteers worked on a local eco-farm, with assisting the farmers in the daily work on agricultural fields and farm animal care, depending on the requirements on the time of the year. This included physical work on fields: carrying mows; seed or harvest crops; work on a dairy farm, milking and feeding the sheep; or assisting in the kitchen and cooking for the people on the farm. The volunteers had an opportunity to learn about traditional production of cheese and food preservation.

**Streets Festival camp** was organized within the Streets Festival which is one of the first festivals in the region that promotes peace, antiracism, antidiscrimination. The volunteers worked on the promotion of the Streets festival including: physical work of putting posters in the town; organizing distribution of all promo-material in the town; and office work such as: Contact with the media (sending press releases) designing posters, leaflets. The volunteers worked with a team of local volunteers on different issues such as campaigning, promotion etc; and Peace Messenger has organized a workshop on peace education and topics connected with the festival major theme.

CID **has sent a total of 11 volunteers** in 2009 on summer international voluntary projects in Luxembourg, Germany, Romania, Russia, Slovenia, Poland and Croatia.

**The Camp GLOW (Girls leading our world)** is a weeklong leadership camp for that educates young women every year on issues specific to women in Macedonia; promotes inter-ethnic diversity and tolerance; and provides opportunities for young women to build capacity in leadership roles. It is the only national project that was implemented by Peace Corps volunteers with the support of CID.

From July 5-11, 2009 experiential education was provided to 74 young women (ages 14- 18) in civil society, women's' studies, life choices, the world around me, leadership, artistic expression, recreation and teambuilding and other related topics through interactive sessions taught entirely in English over the course of one week.

Nine host-country national young women previously affiliated with the program were in leadership positions as senior counsellors and staff members; Eight Senior Counsellors: Responsible for a camper group of 10 girls and facilitating core sessions and one Chief Counsellor: Responsible for pre-administrative/financial and programmatic duties, fundraising,

facilitating core sessions, recreation, morning meetings, parent communication and elements of staff training.

### **European Voluntary Service**

After restructuring the hosting EVS project CID has hosted one volunteer in 2009. Laurie Torres from France lives in Kumanovo for 6 months and is part of the CID regular activities. She took part in the team of CID volunteers that organizes multiethnic workshops for young Macedonians and Albanians by leading a group that will create a multiethnic travel guide for Kumanovo.

Laurie is also supporting the office work in preparing international training courses and supporting the organization of the Streets Summer Festival in July

In 2009 CID has sent 2 people on EVS project to Italy. Marija and Martina are working in Cagliari Italy on a project whose main aim is to give the chance to disadvantage children to get in contact and interact with other children that are not facing these difficulties. These children are those that live in the so called "Case Famiglia" or similar institutions because they are facing healthy problems, educational and learning difficulties or they do not have parents. All these situations need an external support that is actually provided by professionals in these houses or institutions. They are also working on support in organizing international summer youth projects in Sardinia.

In cooperation with the organization Generator from Serbia, CID hosted a **Short Study Visit on the theme of cross border cooperation**. From October 8 until October 18 young youth leaders from Serbia, Macedonia, Kosovo, Poland, Germany and the Netherlands visited several NGOs in southern Serbia, eastern Kosovo and northern Macedonia. They had round table discussions about the possibilities of cross-border cooperation on several issues, like social inclusion, minorities and regional development. Cross border cooperation on these issues will lead to the development of a sense of European citizenship and will create tolerance, solidarity and mutual understanding among Europe's youth. Participating organizations were inspired to start cross-border cooperation in their own region and to establish new partnerships. The project contributes to the quality of support systems for international cooperation in the youth field.

**STREETS festival** is two-day event organized by young people-volunteers of NGO Center for Intercultural Dialogue (CID), with aim to make connection among different cultures on non-formal way, by promoting cultural exchange and peace. Using the music and animation as tool we would like to connect the young people from different ethnicities in Kumanovo and Macedonia. The event is organized for the second time, with a hope to become a tradition. The festival will bring together people from all around Europe, and will provide space for fun and friendship without discrimination with a possibility for expression and acceptance of all the different cultures. The festival will present a mixture of music and animation performances.

This year the Streets Festival has demonstrated a significant growth in professional organization and the quality of the programme. That's why the festival will continue to be managed by an organization registered for the purpose to organize it every year. Performances included Vlatko Stefanovski Trio, Foltin, Vinsky Project, Sopha and Egnatia on the first evening, and Negative band, Kthjellu, Parketi, Dani Dimitrovska and Eye Cue on the second evening

The festival was opened with a panel discussion where as panellist we have invited the Mayor of Kumanovo and representatives of the German Embassy and the French Embassy. The discussion was on the topic of intercultural dialogue as a tool to build European Citizenship and the participants had an opportunity to share their opinion with our guests on these topics. Issues raised included understanding intercultural dialogue on local level as well as international and overcoming communication obstacles while understanding differences. Also several times important issues raised were connected with the European Union enlargement and the benefits within, but also the responsibilities of the member countries in the process.

## Networking of CID in 2009

**The Networking of CID is of high importance since it allow us to work together with different organizations and to be part of pan-European and global movements. In 2009 we have implemented the following project and activities within our networks:**

**The networking project “Pick you up...in Europe! Cross European Intercultural Youth Information for rural areas in the Western Balkans”** promoted the YOUTH in ACTION program of the European Commission in rural and wider regional areas with fewer opportunities of Bosnia-Herzegovina, Serbia and Macedonia. In the frame of the project a training Course was conducted with the partner promoters in order to provide them with abilities and knowledge to organize, run and evaluate the planned activities. In the countries, especially in rural areas the partner promoters implemented an information events consisting of several workshops which made youth organizations, initiatives, youth clubs and young people familiar with the YOUTH in ACTION program.

Within the **strategic plan of CID** we have identified the following **networks** in which we would like to join and **acquire full membership**

Service Civil International (SCI) is a peace organisation and one of the world's largest international volunteering networks. SCI has ninety years of experience in coordinating short and long term volunteering projects in all continents. Within SCI in 2009 CID has contributed on the following ways:

**SAVA Working group Annual Meeting** was hosted in Kumanovo where Representatives from the members/partners/potential partners/contact organisations of SAVA had a chance to evaluate the work and plan the future activities.

The meeting provided space for evaluation of the Plan of Action 2008/2009 as well as evaluation of partners and members (for the period since the last meeting). Due to its remarkable work, CID was upgraded to a Partner organization of the SAVA working group.

The meeting offered space for developing new project ideas for the Plan of action 2009/2010. Ivana Davidovska from CID will continue to be in the team of coordinators of the working group.

**Peace Messengers Handbook** was developed and printed in Kumanovo. The handbook was originally written by Jeroen Wills with the support of other SCI members and volunteers. It will provide more information on peace education and working on promoting peace for youth workers and young people.

Ivana Davidovska has taken active part in the Strategic Planning meeting of Service Civil International as well as on the TEM meeting of the network.

**Youth for Exchange and Understanding** works to promote peace, understanding and co-operation between the young people of the world, in a spirit of respect for human rights. YEU is a member of the European Youth Forum which is the independent platform for INGYO and NYCs in Europe. YEU has young people from over 30 countries from across Europe and Africa involved in their activities. As an international network, YEU is the representative body of the members in contacts with the institutions and partners in the youth field.

Ivana Davidovska as a networking coordinator participated on YEU convention in Lithuania and has arranged further cooperation with the network by hosting training for YEU facilitators in Macedonia in 2010.

**UNITED for Intercultural Action** is an European network against nationalism, racism, fascism and in support of migrants and refugees. UNITED is the largest pan-European anti-racism network of more than 560 organisations from 46 countries: UNITED to promote the rights of refugees, minorities & migrants. Stefan Manevski from CID will participate on the conference of UNITED in Ukraine at the end of October to explore possibilities for further involvement in the network.

## Local Youth Work in 2009

**CID has also worked on its' internal growth and development. One of the main focuses has also been the development of local youth work as a strategic priority. Here are some of the most significant activities we have made in this relation:**

In order to develop its' **internal capacity** and motivate members and beneficiaries to take an active role in the strategic planning and development of the organization CID makes annual calls for Executive Board members. The mandates of all selected Board members are up to one year. In 2009 CID has elected its' **fourth board** since the start of the organization. It has 12 members and it is one of the most dynamic and diverse boards that the organization has had. The new board has initiated the process of revising the CID strategic plan for 2009-2011 which should end up in drafting the annual work plan for 2010.

In order to boost the development of the board members of CID, we have initiated a process of self-directed learning in the board. Each board member will receive a peer mentor that will help in the members' personal development and learning. Also board members are asked to develop a **personal learning plan** in order to organize their learning in the CID board.

The development of **local youth work** is a strategic objective of CID that transcends programmes and it is one of the most important issues in our work. Local youth work has been practiced through many different forms but for us the most important one is the so called CID Academy. This long term youth training and meetings started in autumn 2008 with the aim to promote volunteerism, working on sustaining and developing competences of already active volunteers. Ever since then there were three cycles of CID Academy that focused on innovating and experiential youth work.

The themes that were presented in the workshops were:

Project management and organizational management for the first CID academy aiming to provide training for the new CID board members and volunteers

Peace education and Human Rights education was the topic of the second cycle aiming to develop youth activism and volunteerism on these topics

Intercultural learning is the theme of the third cycle aiming to provide intercultural experience for young people involved in the programme.

The programme is prepared, run and evaluated by more experienced members of CID as well as our EVS – Laurie Torres , Peace Corps volunteer- Sunny Kenngott and a Belgium short term volunteer Jeroen Wils

Apart of this activity CID has implemented different youth local actions:

- A graffiti and photo exhibition was held in cooperation with the Centre for Culture Trajko Prokopiev in Kumanovo. Apart of the exhibition a performance of local hip-hop groups was included.
- On 9 May CID presented its' work on the main square of Kumanovo as part of the activities to celebrate the day of Europe
- CID organized a thematic evening called "Arabic evening" in cooperation with Carigrad café
- Production of short movies related to CID work and CIDs' values. The movie Key of Sol produced in 2008 was awarded in 2009 on the Potenza short film festival.

As part of the strategic objective aiming to contribute to the strenghtening **and development of the youth work** and youth activities in the area of Kumanovo, CID has supported the **development of two new youth associations**. These associations are a direct result of the CID Academy workshops and active involvement of the community in our work and programmes. The following NGOs were created in 2009:

- Also as a follow up of the music and animation workshops as well from the international festival happening at the same time, a group of young people from

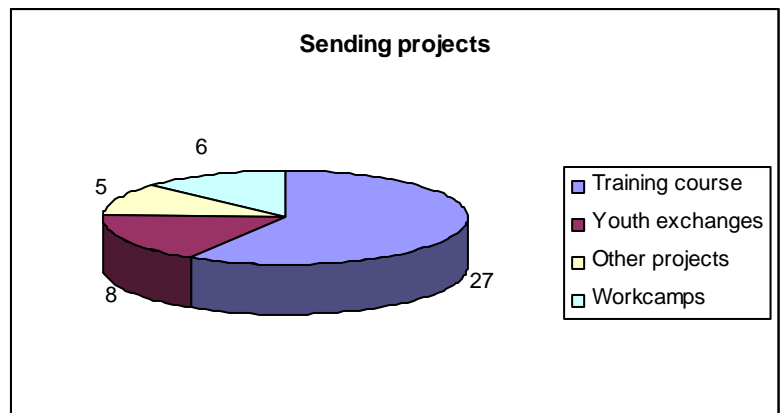
Kumanovo has decided to create an organization called Streets Festival NGO. This organization will continue with the street animation workshops that they have done with the Slovenian and Serbian group leaders and will also work on organizing the Streets Festival every year in Kumanovo. Until now the organization has nearly 100 members and supporters.

- The Proevce Center for Rural Development is a non-profit youth rural organization that will work in the area of municipalities of Kumanovo, St.Nagoricane and Lipkovo. This rural area is considered as one of least developed in Macedonia. This organization is a product of a leadership initiative started from urban organizations from Kumanovo that is a transfer of knowledge and expertise to young people from the rural area. The main methods of work will be art and culture in the rural area as well as training providing and business advices. We are working for sustainable development in the area. Also the organization has a strong environmental value and aims to promote animal protection.

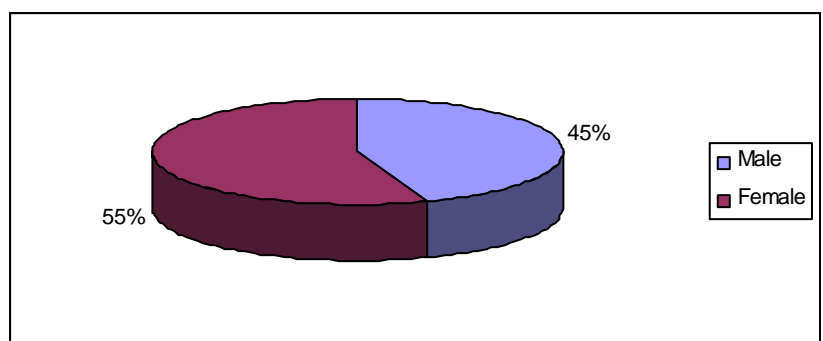
## Sending projects in 2009

According to our list of sending projects CID has managed within the Youth in Action programme and within other youth programmes to send slightly over 100 young people and youth leaders from Macedonia abroad in 2009. The following statistics represents only these projects and does not refer to sending within SCI related to camps, or sending on special training events, large scale conferences and statutory meetings.

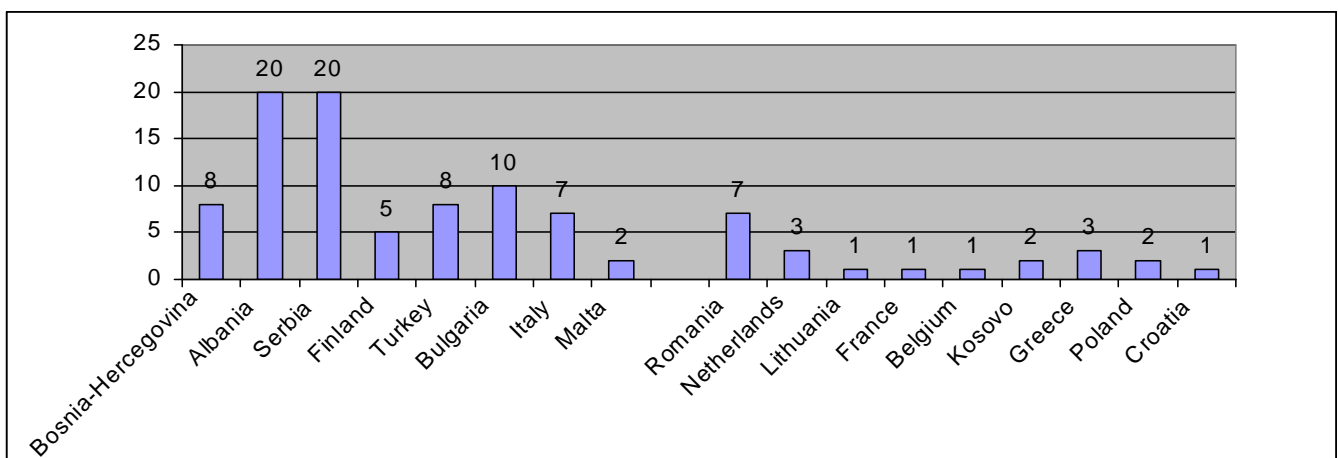
As notable from the statistics the most popular opportunity for young people and youth workers was the participation on 27 training courses that takes up to 59% of all sending partnership projects. Following are the youth exchanges. As a comparison young people went on 6 summer work – camps within SCI network.



Related to gender balance in 2009 we have had more girls participating in the exchanges and trainings. But this statistics is just an overall view. When distributing the participation related to ethnic background, Albanian girls are far less present in our sending projects, while comparing it with Albanian boys it creates a disproportion.



Here is an overview by countries:





Worth to mention is the participation on several important events which are not listed above. Stefan Manevski took part in the Global Engagement Summit at the North-Western University in Chicago USA, Ivana Davidovska took part on the Youth for Exchange and Understanding convention, made a study trip to the International Secretariat of SCI in Belgium and took part in the network's TEM Meeting and strategic planning. Ivana Petrushevska took part in the First Euro-African University organized by the Council of Europe North-South Centre and hosted in Cape Verde. In 2009 we have sent 3 people on the Council of Europe's intercultural language courses (2 on German and 1 on Turkish).

## Provisional Budget in 2009

At the start of 2009 CID had 2 098 618 Macedonian denars on it's' account.

3826738	Youth in Action programme - coordinating projects
317454	Youth in Action programme - partnership projects
393912	European Youth Foundation of the Council of Europe
247303	Kvinna till Kvinna
131432	Embassy of United States of America
185100	Embassy of Norway
244700	Embassy of Switzerland
30000	Local Companies
240000	Municipality of Kumanovo
63485	OSCE
592291	National Agency for European Educational Programmes and Mobility
381603	International Secretariat of SCI
111341	Personal Contributions and Membership Donations

TOTAL income for 2009 only: 6 765 359 MKD

At the end of 2009 CID transferred 764556 MKD to 2010 for the purpose of implementation of programmes in 2010.

