



ANNUAL REPORT - 2010

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.

What is intercultural dialogue!?

People from different cultures are willing to come together to work towards a mutually beneficial future and appreciate the cultural diversity and be motivated to promote it.

Intercultural dialogue is a process that comprises an open and respectful exchange or interaction between individuals, groups and organisations with different cultural backgrounds or world views. Among its aims are: to develop a deeper understanding of diverse perspectives and practices; to increase participation and the freedom and ability to make choices; to foster equality; and to enhance creative processes.

Vision

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

Mission

The mission of the Centre for Intercultural Dialogue is to promote and support intercultural understanding and cooperation as well as active youth participation through educational activities and events within youth work.

Values

1. Human Rights
2. Youth Empowerment
3. Personal Development
4. Intercultural sensitivity
5. Inclusion
6. Equal opportunity
7. Volunteerism / voluntary involvement
8. Transparency
9. Partnership
10. Diversity appreciation





Strategic Objectives:

Objective 1: Promoting and supporting sustainable community development through active youth participation within youth

- Development of youth participation mechanism and policies
- Networking with stakeholders (providing TC to stakeholders)
- Develop volunteer management structure
- Offer youth work opportunities for young people

Objective 2: Enhancing intercultural dialogue and cooperation locally and internationally

- Intercultural and interethnic sensitivity in our work and as a focus of our organisational capacity building
- Local interethnic youth work
- International / intercultural educational programmes
- Promoting diversity appreciation as a culture and style of living

Objective 3: To implement equal opportunities policy

- Foster inclusion of young people with fewer opportunities in our programmes
- Inclusion of volunteers and staff with personal development activities
- Provide equal opportunities for people with different backgrounds in accessibility for different jobs and volunteering posts

Objective 4: Providing sustainable development of the organisation and organisational structure

- Providing mentorship/ tutorial and training opportunities for staff, volunteers and activists
- Creating platforms for steaming, feedback and fun
- Creating and reviewing standards for administration, finance and quality control.

Objective 5: To improve public and international relation

- To engage actively in currently international networks by exchange of information and use of current communicational mechanisms
- To be present on decision making and important meetings on the networks
- To develop a comprehensive media promotion plan
- To produce quality publications and research reports
- To initiate and create national network on intercultural dialogue



**OVERVIEW OF IMPLEMENTED ACTIVITIES and PROGRAMMES in 2010:****Implemented activities on local level****Enhancing Inter-Ethnic Community Dialogue and Collaboration- Youth Centre MultiКулти**

Centre for Intercultural Dialogue is a implementing partner for the period 2010-2012 in cooperation with UNICEF within Joint UN program for "Enhancing Inter-Ethnic Community Dialogue and Collaboration" financed by MGD Fund. During 2010 though active working of CID manage to involve over 700 beneficiaries including teachers, parents, students, established a local youth centre and was progressively working towards establishing culture of Multiculturalism and Democratic participation within the students of the 4 targeted schools.

By this time CID team has managed to inform and involve many of stakeholders within the local Community, Municipality Council and many primary and secondary schools (apart from the one directly involved) heard or were involved in the project activities. They were supporting and greeting the work CID was doing in regards the project. Moreover they showed interested to be more involved within it. That for CID will be the priority and challenge for 2011, involving more and more stakeholders and acting on general level within the Municipality.

In general the programs' impact in 2010 can be described in three phases:

I phase (months: May and June): General preparations, Promotion of the project, Opening the Youth Centre and Starting of the project activities

II phase (months: June and July): Continuation of programmes and opening summer edition of the youth centre

III phase (months: September, October, November, December): Implementing project activities with more accent on the extracurricular activities and closing of the first programme cycle in the Youth Centre

The main achievements for the first year/cycle of the project are the following:

- Local and national promotion of the project. Increased visibility on all the implementing partners;
- Establishment of the youth centre within the first month of implementation of the project;
- Implementation of the youth centre activities, with respecting the time framework of the project;
- Implementation of the extracurricular activities in all the targeted schools;
- Complete implementation of the proposed programme;
- Involvement of app 296 youngsters in youth centre activities, and over 300 children and youngsters within the extracurricular activities, ethnically and gender balanced;
- In total for the first year the project had app 722 beneficiaries. Beneficiaries are: Students, Parents and Teachers from the targeted primary and secondary schools;
- Implementing following programmes in the youth centre: Media (two groups); Youth Academy (two groups); Theatre; Photo and Video, Animation, English Language; Albanian language (two groups)
- Implemented following activities as extracurricular: Classes of Multiculturalism, Democratic participation, 6 trainings of teachers from targeted schools;

Active citizenship for inter-ethnic cooperation during the period September – December 2010 CID has been active in implementing the project Active Citizenship for inter-ethnic cooperation in partnership with Municipal council of Kumanovo and Commission for inter-community relations. The project was implemented in cooperation with UNDP within join UN program "Enhancing Inter-Ethnic Community Dialogue and Collaboration" financed by MGD Fund.





The project aimed to create a cross-sector networking in the area of monitoring and improving the inter-ethnic relations so in this regards the target group are also members from the Municipal council, the public administration and the Civil Society Organizations active in this field. The essential part of the project was linked with the creation of working groups that in future work will support the work of the Commission for Inter-community relations established in Kumanovo. In total were created 4 working groups that will focus on different topics important for the communities in Kumanovo. The working groups have conducted a cross-sector needs assessment within the area of intervention in Kumanovo, with a focus on inter-ethnic issues and possibility to address those issues. The findings were presented on a final brochure and were presented to all local active stakeholders. This project continued to be implemented in 2011 when majority of its results are expected to be visible.

Non-formal Education and training in 2010

CID understands non-formal education as one of the most important factors for learning and development. Thus in 2010 we have worked on hosting and sending youth workers, trainers and youth leaders on various training events. Also CID has strengthen its' trainers pool and became an active contributor to the development of Non-formal Education in Macedonia. We have hosted the following trainings in 2010:

Training for Trainers “Dealing with diversity in international youth work” was organized in Mavrovo, Macedonia from 15-23 of April 2010. The training aimed to train youth workers to become trainers and provide them with the theory, skills and tools necessary to design implement and evaluate effective training programmes themselves in order to generate optimum learning outcomes and improved performance. The training course gathered 24 participants from 12 European countries (Albania, Bosnia and Herzegovina, Kosovo, Serbia, Macedonia, Portugal, Romania, Poland, Lithuania, Cyprus, Azerbaijan and Georgia). It is planned as an intensive 8-day long training course using the method of non-formal education in order to create an appropriate learning environment by focusing on learning by experience, reflection on the past activities of the participants, discussions about the key competences of youth work and discovering training competences and methodology. The training course has contributed to the development and expansion of a network of trainers and facilitators with the skills and motivation to contribute to the quality and sustainability of the youth programmes in Europe. It will include various types of learning activities and formats to provide the youth workers with considerable flexibility in adapting the workshops to their specific needs. The training was done in cooperation with

Training course Projects Re-developing youth work – was organized in Skopje, Macedonia from 1-7 of February 2010. The project gathered 23 participants from 12 different European countries (Macedonia, Montenegro, Albania, Serbia, Ukraine, Belarus, Germany, France, Italy, Spain, Latvia and Greece). The aim of the project was to explore the local youth work contexts with emphasis on the ways we identify and learn about the needs of the young people as our main focus in our work. During the training participants had workshops about learning to learn within local youth work – including the European Portfolio of Youth Workers

The methodology was mainly focus on practical work experiences, containing a lot of reflection in the past activities of the participants, discussions about the key competences youth work should provide to young people and how to develop projects with better quality that will face the learning challenges youth worker encounter today in Europe.





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. He is also selected as a trainer for SALTO South East Europe Resource Centre offering trainings for EVS volunteers coming to and departing from the region.

Ivana Davidovska has been completed the Training for Facilitators of Social Inclusion offered by the Council of Europe following which she has been invited to deliver a Training for trainers of the Directorate for Youth and Sport of the Council of Europe

International youth exchanges and volunteering projects

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:

Youth Exchange - Time to step out now

The youth exchange "Time to step up now" gathered 32 young people from Macedonia, Slovenia, Serbia and Belgium from 1-7 July in Macedonia. The Youth Exchange "Time to step up now" aimed to raise awareness about the stereotypes and prejudices based on ethnical difference present among people in Europe, also putting an accent on the underestimation to people who are doing street art (juggling, graffiti & street animation). It provided a great opportunity to foster multiethnic cooperation and critical thinking about multiculturalism. Art can connect people across various boundaries, because common interest can overcome ethnic divisions and national borders. This Youth Exchange focused as well on the Roma communities in Macedonia, by facilitating and empowering the street children and youth from these communities to take part in the activities of the youth exchange.

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 ships; 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.





Clean up for Boarding school was organized in cooperation with local Boarding school. The volunteers worked on supporting the staff in the boarding school in cleaning the premises. The work included physical work but also artistic work where they have painted the walls in the meeting room of the Boarding school.

CID has sent a total of 28 volunteers abroad mainly in Europe.

European Voluntary Service

Short term EVS for social inclusion of young people

The Short Term EVS for social inclusion of young people provided space for 15 young people from 5 countries (Macedonia, Italy, Iceland, Poland and Russia) with diverse religions, socio-economic backgrounds and ages to contribute to a positive change in another country thus to stimulate active and responsible European citizenship.

All of the volunteer activities followed a similar pattern. At the beginning of the EVS project the volunteers were part of orientation training where they got introduced with the EVS service and the project. This orientation training had a strong intercultural learning aspect since the volunteers will not only encounter a new hosting community but will also need to work together in international teams.

The main type of activities for the volunteers is linked with participating in outdoor activities for local young people using artistic tools such as painting. The volunteers in Macedonia have made an open-air 52 meters long wall-painting. The painting of the wall was done in cooperation between the EVS and local volunteers. Firstly they needed to paint the street wall in white colour and later they developed a mural with a message. The wall-painting took approximately 2 weeks to complete and included techniques of graffiti and mural painting. The volunteers in Iceland were involved in ecological activities as well as working for the organization of Asian days in Reykjavik. In Poland the volunteers were involved in saving a forest near Przemysl and working within the organization in Poznan. The activities in Italy are also linked with volunteer empowerment and provision of artistic and other workshops together with local professionals as well as involved in traditional activities in rural area near Rome.

Support for the volunteers was provided by supervisors especially trained to have a special approach in each venue. Also the volunteers needed to have personal support by mentors especially to help them deal with the different challenges (new community, working together, reflecting on the learning and future steps.) In short term EVS with youth facing obstacles it is important that the support provided is adequate for the volunteers to feel comfortable.

The outcomes of the project are available in a booklet including practical session outlines for activities of short term EVS volunteers. The booklet is downloadable from www.go4evs.org a specialized web page for promotion of the EVS activities.

The following volunteers were sent from CID within this project:

- To Iceland: Alban Halili and Betim Osmani
- To Poland: Nikola Karanikic and Vesna Gjurkovska
- To Italy: Anita Staniskovska and Lazar Bozinovski

CID hosted 6 volunteers in total: Ana Waberska and Krzysztof Minakowski (Poland), Simone Ramali and Erika Mascaro (Italy); Ivar Cherhasov and Jon Heidar (Iceland)

Also within this project 3 volunteers were exchanged among partners only: Lilan Adames, Evgenya Edonovna and Giada Fichera.

Long term EVS volunteers in 2010 – Daniel Pina, Theirry Michel and Tanja Rossi

The EVS volunteer through their project activities aimed to develop and strengthen the cooperation between the different ethnic groups in Kumanovo, Macedonia. Throughout the activities of the





project the volunteers together with a local team of youth workers and volunteers will also work on providing leadership skills to youth so they can be active participants in the local community.

In the project, the volunteers from Spain, France and Finland prepared out-of-school workshops for local Macedonian, Roma, and Albanian youth, offering workshops using art, culture and sports or another specialty or interest of the volunteers' choosing as described in the host expression of interest. The eventual goal of these projects is to bring youth from all ethnicities in Kumanovo together for multiethnic activities. Through such activities the hosting organization will foster inter-ethnic cooperation in the post conflict area.

CID also sent one long term volunteer to Austria (Panevska Maja) and to Italy (Angelova Aleksandra) both for 6 months long projects.

Networking of CID in 2010

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 2010 we have implemented the following project and activities within our networks:

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. In 2010 Ivana Davidovska ended her mandate as a coordinator of the SAVA – Balkans working group of SCI, and Manevski Stefan was elected on her place.

In cooperation with the Directorate for Youth and Sports of the Council of Europe, in October 2010 in the European Youth Centre Budapest the SAVA working group held a study session entitled "Learning on international volunteering projects". The study session gathered 30 participants from all over Europe and beyond, including 4 participants from CID and 2 team members in the trainers team (Ivana Davidovska and Stefan Manevski)

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 INGYOs 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 and Lindita Rexhepi as networking coordinators participated on YEU convention in Azerbaijan where CID was voted to be an observer member of the YEU International. At the same convention Ivana Davidovska was elected as a member of the YEU governing board.

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 was a member in the international preparatory group of the conference of UNITED in Budapest in 2010 where he facilitated a working group on dealing with the past – education about the fascism and communism in Europe today. In the second half of the year, Lindita Rexhepi from CID took part in the UNITED Conference in Moscow where she present the youth work opportunities within CID. In 2011, CID will host the UNITED Conference in Macedonia.





Other activities in 2010

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 2010 CID has elected its' **fifth board** since the start of the organization. It has 13 members and it is one of the most dynamic and diverse boards that the organization has had. The new board will complete the CID strategic plan for 2011-2014.

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.

As part of the strategic objective aiming to contribute to the strengthening **and development of the youth work** and youth activities in the area of Kumanovo, CID has continued to support the **development of our two local partner-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 and supported in 2010:

- Streets Festival NGO has organized its third Streets Festival in 2010. Gathering artists from Macedonia, Serbia, Kosovo and beyond the Streets Festival has continued to be an example of intercultural dialogue. Streets Festival has also implemented a training course on developing competences for organizing youth outdoor activities. At the end of 2010 Streets Festival has started the "Plug-in for Diversity" campaign gathering local artists in producing a multi-lingual music album.
- The Proevce Centre for Rural Development is a non-profit youth rural organization that worked in the area of municipalities of Kumanovo, St.Nagoricane and Lipkovo. The Centre has implemented the following activities:
 1. Youth Exchange "Being Oppressed – Not anymore" gathered 35 young people from 7 different countries in order to discuss the issue of ethnic-discrimination, to find and explore tools based on intercultural learning and how young people can be better promoters of anti-discrimination.
 2. "Ne kupuvaj- Vdomi" was organized in cooperation with Todor Velkov Veterinary Centre – it is an action to adopt homeless dogs, where citizens have adopted 16 small homeless puppies found on the streets of Kumanovo.



**Finances in 2010****Income in the organization:**

Starting amount on organization's account on 01.01.2010 was 777,465 MKD

Members' contribution	98,190
UNICEF- MultiКулти youth center.....	1,753,989
UNDP – Active citizenship programme.....	921,994
Macedonian National Agency – payment of balance.....	146,146
UNICEF Campaign against violence in schools in 2011	506,700
Coordinated projects – Youth in Action programme - EACEA.....	2,721,972
Hosting EVS volunteers – other National Agencies.....	338,318
Partnership and reimbursements	230,368
SALTO (service provision of trainings and accreditation reports)	210,625
TOTAL Income in 2010 -----	6,928,302 MKD

Balance of income and expenditures

Made on 31.12.2010

Income from subscriptions donations and other sources	6,928,302
Transferred part of the surplus revenue from previous year	780,230
Total revenues	7,708,532
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Expenditures in 2010

Material expenditures, services and amortisation	2,214,966
Spent materials	682,505
Spent energy	48,129
Other services	891,587
Transport services	322,872
Expenses for advertising	28,408
Rents	227,550
Other expenditures	2,986,702
Provision for bank services	50,950
Compensation costs for workers	2,266,538
Other expenditures	44,993
Expenses for international cooperation	624,221
Capital and other funds	87,827
Funds for equipment	87,827
Taxes and fees	238,585
Total expenditures	5,528,080 MKD
Surplus revenue	1,400,222
Net surplus	1,400,222
Total	7,708,532



**List of Active Members in 2010**

1	Stefan Manevski	President of Board
2	Lindita Rexhepi	Vice President of Board
3	Sonja Jovanovska	Financial Manager
4	Ivana Davidovska	Board Member
5	Andrijana Kolevska	Board Member
6	Marija Jovanovska	Board Member
7	Deniz Memedi	Member
8	Martina Kostovska	Member
9	Keti Doncevska Ilic	Member
10	Florim Rexhepi	Member
11	Milos Ristovski	Board Member
12	Matej Manevski	Board Member
13	Ivona Nikolovska	Board Member
14	Bojan Stojkovski	Member
15	Aleksandra Tasic	Member
16	Blerim Abazi	Member
18	Vesna Gjurkovska	Member
19	Gabrijela Boskov	Member
20	Katerina Kostovska	Member
21	Ivana Petrushevska	Member
22	Aleksandra Mihajlovska	Member
23	Dragana Stefanovska	Member
24	Milos Andonovski	Member
25	Fisnik Jakupi	Member

