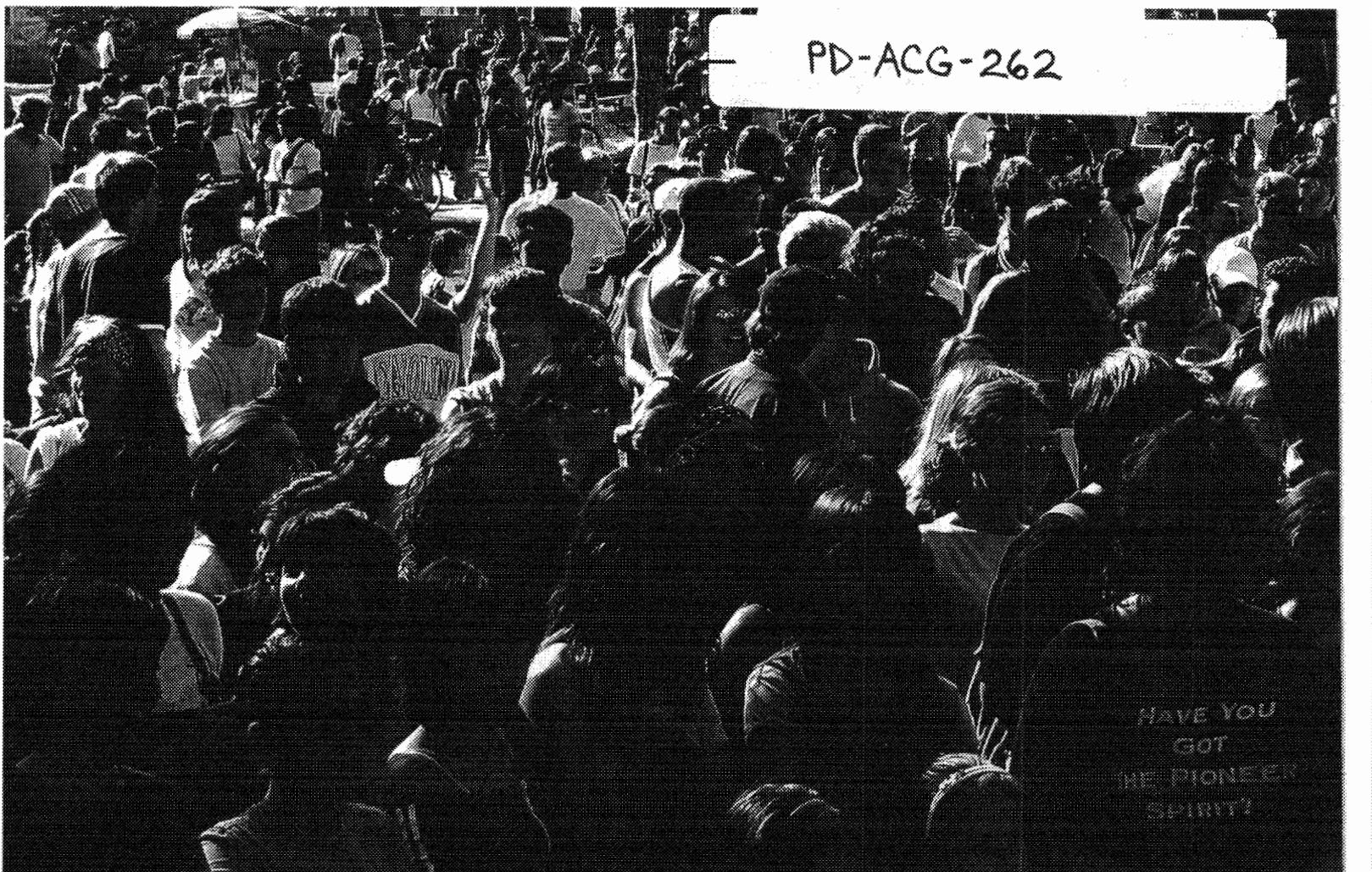


PD-ACG-262



HAVE YOU  
GOT  
THE PIONEER  
SPIRIT?



# Balkan Children & Youth Foundation 2004

annual report



A Partner of the International Youth Foundation Global Network



## Who We Are

Founded in 2000, the Balkan Children and Youth Foundation (BCYF) is dedicated to improving the conditions and prospects for young people throughout the Balkan region. With regional operations headquartered in Skopje, Macedonia, and operations in ten countries and territories, BCYF serves as a catalyst in strengthening the youth development sector throughout the region through a range of capacity-building supports, targeted grantmaking, and networking opportunities.

## A Member of the International Youth Foundation Global Network

BCYF was established with support from the International Youth Foundation (IYF), a non-governmental, grantmaking organization currently operating in nearly 70 countries and territories. Founded in 1990, IYF is dedicated to improving the conditions and prospects for young people where they live, learn, work, and play. BCYF is a member of the IYF Global Partner Network and continues to receive financial and technical support from IYF.

Over the last 15 years, IYF and its worldwide network of in-country Partners have helped millions of young people gain access to the life skills, education, job training and opportunities critical to their success. For more information, visit: [www.iyfnet.org](http://www.iyfnet.org)

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**USAID**  
FROM THE AMERICAN PEOPLE

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The Balkan Children and Youth Foundation is dedicated to improving the conditions, prospects, and quality of life for young people, ages 5 to 30, throughout the Balkan region.

- € Increase social investments in support of young people in the region and enhance cooperation among the business, government, and civil society sectors
- € Promote positive, long-term youth development by increasing the effectiveness, scale, and sustainability of children- and youth-serving programmes
- € Strengthen the capacity of non-governmental organizations working with children and youth in the region

## Mission

## Strategies



Last September, as I scanned the faces of the more than 170 young people gathered in Trogir, Croatia, for BCYF's Annual Youth Forum, I knew I was witnessing a significant moment that few outside that room would ever have the chance to truly appreciate. Here were young men and women from diverse national, cultural, religious, and ethnic backgrounds, many of whom – not long ago – would have been unlikely to sit together, let alone work together toward shared goals.

Today, these young people – the architects and builders of civil society in the Balkans – are exchanging ideas on how to promote volunteerism among their peers, enhance employment opportunities, improve life skills training, and advocate for improved youth policies.

As Chairman of BCYF, I cherish the opportunity to support these young people's efforts to create a better future and applaud their drive and commitment. As I told them, "Do your work well and the example will spread." I also cautioned them not to give up in the face of adversity. Democracy building is a slow, steady process demanding much patience and perseverance.

To illustrate this point, one of BCYF's grantees – the Democracy Center "New Hopes" in northern Bosnia-Herzegovina – chose the image of a turtle as its logo. As the Center's staff explains, turtles, while slow, "live long and get to their destination." The Center likens its work in promoting youth engagement to building a house – brick by brick. "No one should expect big results over night," says Project Coordinator Almedina Grozdanic, "but eventually the house will be finished."

Brick by brick, we, too, are dedicated to strengthening the work of youth-serving NGOs throughout the region. The Democracy Center is one of 22 NGOs to receive grant support from BCYF in 2004, totaling USD 268,514. Recognizing that such organizations also require support to carry out their work more effectively, BCYF recently completed the first phase of a major Capacity Building Initiative. Through the initiative, more than 135 NGOs in 9 countries have received specialized training in such areas as strategic planning, project management, resource mobilization, and performance measurement. Equipped with improved knowledge and skills, these organizations are now poised to achieve far greater results.

### **Charting the Way Forward**

For BCYF, 2004 was a year of taking stock of what we have accomplished, while re-assessing the needs and opportunities of the region's youth. Four years of promoting children and youth development in the region has taught us a great deal about emerging needs and how best to apply our resources and expertise for maximum benefit. Following extensive consultations at the board



level and among BCYF's staff, consultants, and grantees, BCYF will be focusing its efforts in 2005 and beyond on promoting the economic and social engagement of youth.

To deepen and scale up its impact over the next four years, BCYF will support programmes and initiatives in the following four areas:

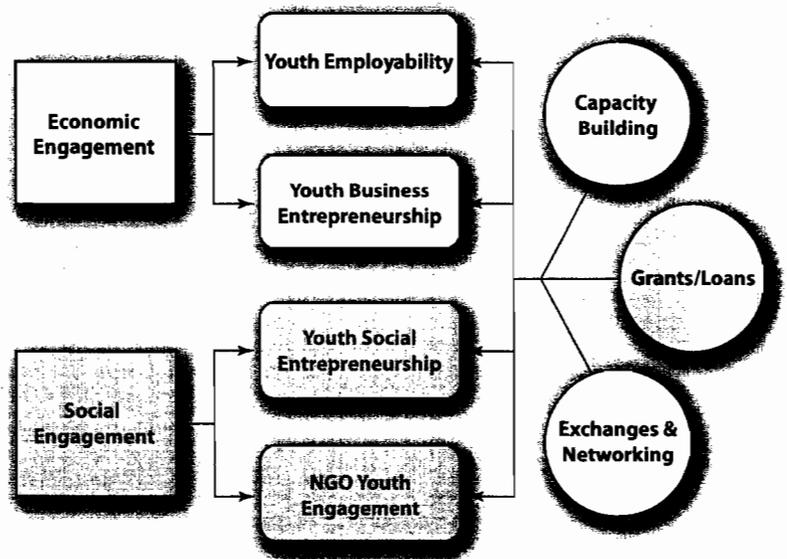
**Employability** Equipping 16 - to 24-year-olds with the knowledge, marketable skills, and attitudes they need to secure gainful employment and livelihoods within their countries.

**Business Entrepreneurship** Helping youth, ages 18 to 29, to develop the knowledge and skills to pursue self-employment through the establishment of small enterprises.

**Social Entrepreneurship** Expanding the knowledge, skills, and resources of leaders and participants of youth-led programmes with the goal of strengthening their civic engagement, activism, and social entrepreneurship.

**NGO Youth Engagement** Supporting NGOs that promote civic participation, activism, service learning, social entrepreneurship, and youth mobilization.

Looking ahead, we are excited about our goals of equipping thousands of young people, and hundreds of NGOs, with the skills and knowledge to fully participate in the building of their communities and nations. Our appreciation extends to all of BCYF's supporters and friends for their continued support of our efforts to ensure a more positive present – and future – for young people throughout the Balkan region.



Martti Ahtisaari  
Chairman  
Balkan Children and Youth Foundation

## Where We Work



Albania  
Bosnia-Herzegovina  
Bulgaria  
Croatia  
Kosovo  
Macedonia  
Moldova  
Montenegro  
Romania  
Serbia

*In addition, Greece, Hungary, Slovenia, and Turkey are involved in the programme as part of a regional strategy to network and share expertise, and are eligible for support as participants in regional networking activities.*

## What We Do

The Balkan Children and Youth Foundation (BCYF) acts as a catalyst to promote positive youth development throughout the Balkans. By building alliances at the local, national, regional, and international levels, BCYF pursues a comprehensive strategy to better meet the needs of children and youth. Since its founding in November 2000, the Foundation has worked with more than 400 NGOs, awarded 114 grants in 10 countries and territories, and invested more than USD 2.5 million to improve the lives and prospects of Balkan youth. BCYF's core activities focus on enhancing young people's opportunities in the areas of employment, technology, non-formal education, health promotion and prevention, and democracy building.

While BCYF seeks to address the urgent realities of a region recovering from decades of ethnic strife, economic isolation, and social instability, its focus is on developing long-term, sustainable solutions. Toward that end, BCYF aims to strengthen youth-serving NGOs in the Balkans, identify and support best practices, convene individuals and organizations to develop a common vision for the region's youth, and forge multi-sector partnerships to further these goals. Our goal: to nurture a generation of young people in the Balkans who feel a vital part of their societies, who are empowered to actively contribute, and who are hopeful about their futures and the futures of their communities and nations.

# STRENGTHENING THE CAPACITY OF YOUTH-SERVING NGOs

One of BCYF's primary strategies is to strengthen the youth-serving NGO sector as a way to better serve children and youth and contribute to the development of a vibrant, sustainable NGO sector. Acknowledging the challenges and complexities faced by youth NGOs in the region, BCYF aims to improve their capacity and effectiveness through training, consultancies, coaching, and other critical support activities. The capacity building programme is focused on three major objectives: responsibility, performance, and innovation. BCYF has developed partnerships with leading professional training and consultancy organizations from each country to strengthen youth NGOs. (See list on p. 29)

In 2004, BCYF completed the first phase of a major Capacity Building Initiative carried out by NGO service providers in nine countries. The goal of the initiative is to help participating NGOs gain a deeper understanding of their organizations' strengths and weaknesses, while developing their core competencies in such areas as strategic planning, project management, and performance measurements. In all, more than 135 children- and youth-serving NGOs were selected for inclusion in the programme from the following countries: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Kosovo, Macedonia, Montenegro, Romania, and Serbia.



## Balkan Youth Gather For Annual Forum

From September 6 through 12, 2004, more than 130 youth leaders, representing NGOs from 10 countries and territories, participated in the 2nd Annual Balkan Youth Forum. Held in Croatia's historic city of Trogir, the Forum provided participants with the opportunity to network with their peers across the region, and learn from each other and an impressive array of guest speakers. With its focus on convening diverse leaders around areas of common interest, the Forum underscored BCYF's ongoing role in providing opportunities for dialogue, reflection, and shared action among youth NGOs throughout the region.

"You represent hope for the future," noted Jacques Moreillon, former Secretary General of the World Scouts Organization, in welcoming participants to the six-day event. Youth leaders benefited from a series of plenary sessions, small group presentations, and training workshops, centered around the four key issues – Youth Employment and Entrepreneurship, Youth Leadership and Engagement, Youth Policy and Life Skills Learning.

Reflecting the theme, "Building a Brighter Future Today," Forum sessions underscored the vital role of young people in rebuilding their communities and improving conditions throughout the region. Each group representing one of the core issues presented recommendations for how governments, NGOs, businesses, and the European Union can help promote youth engagement across the Balkans.

Muhammed Mesic, Ambassador of the World Youth Peace Summit, closed the Forum with these words:

"There is much more that unites us than sets us apart. Cooperation and network building are the only way out of today's problems. Borders across the world are falling. We can't afford to erect new ones. Only when the human family sees itself as one, can it advance in peace and prosperity."

## Promoting a Spirit of Volunteerism

At the age of 18, Maja Jankovic traveled for two days by bus in the dead of winter from Zagreb, Croatia to a remote wilderness area in Estonia to attend a volunteer workcamp. When she finally arrived at her destination, an eco-village, Maja spent two weeks working hard – chopping wood, making fires, clearing away old branches, and forging new relationships with her camp mates, some of whom came from as far away as Japan and Korea.

“It definitely left me more open minded toward new cultures,” says Maja, who has come to deeply value the many benefits that result from volunteer programmes that immerse youth in diverse social and cultural environments. Now, as long-term coordinator of the Volunteer’s Centre Zagreb (VCZ), Maja helps other youth gain access to volunteer opportunities in both their own countries and abroad.

Established in 1998, VCZ works to solve community problems while promoting a spirit of volunteerism among Croatian citizens. It does so through organizing voluntary summer workcamps within Croatia, and sending Croatian volunteers to work camps abroad.

“The camps are an informal and indirect way of teaching young people how to get involved in the development of their local communities,” says VCZ board member Branka Cicak. “They learn from people of their age how to deal with the issues they have, what could be changed, and how important it is to be active.”



In selecting NGOs to take part in the programme, applicants were interviewed about their needs, with each completing an assessment using the McKinsey NGO Capacity Assessment Grid. The Grid captured vital information about each organization’s mission, strategies, and goals; its planning and management skills; human resources; governance; and organizational culture. The self-assessment enabled BCYF to tailor the programme to meet the needs of participating organizations in such areas as strategic thinking, project management, human resource development, leadership, resource mobilization, and performance measurement.

Already, many NGOs are reporting progress as a result of the support they received. In Albania, for example, one youth-serving NGO, EZRA, was motivated by the training to approach the municipal government of Tirana to cooperate on an environmental awareness programme. The Horizon Youth Center, also in Tirana, has used the knowledge it gained to produce a play, the income from which now supports cultural activities for the children it serves.

### Fostering Cooperation and Sharing Ideas

BCYF encourages and supports exchanges and networking opportunities among youth NGOs across the Balkans as a way to foster regional cooperation and understanding among young people of different nationalities, ethnicities, and backgrounds, as well as to share information and technical expertise.

One such exchange in 2004 was between the Albanian Youth Association of Youth Students of Geo Science and Environment Tirana and Youth in Burgas, Bulgaria. The event enabled participants to explore possibilities for greater cooperation between young people, local authorities, and businesses. The group met with the Deputy Mayor of Burgas and two business firms, and developed plans for a possible joint collaboration entitled the Balkan Forum on Youth Entrepreneurship.

### Promoting Best Practices

BCYF identifies and documents best practices among youth and youth-serving programs and makes these available to a larger audience, with a view toward developing a better understanding among policy makers, practitioners, and the NGO community of what it takes to develop effective programmes. Among BCYF’s 2004 activities aimed to promote “best practices”:

**Identifying Effective Programmes** To date, BCYF has identified forty “best practice” programmes being implemented in the Balkan region. BCYF’s Framework for Effective Programming (FEP), used to identify model programmes, emphasizes such strategies as prevention and early intervention, a holistic approach to youth development, the involvement of parents and extended family, and cost effectiveness. (See [www.balkanyouth.org](http://www.balkanyouth.org) for complete Framework description).

### Publications

Through support from USAID, BCYF published and distributed *What Works in Youth Employment in the Balkans*, with a foreword by

Maria Cattai, Secretary General of the International Chamber of Commerce. It is part of the "What Works" series, published by the International Youth Foundation to provide insight and research on key topics of interest in youth development.

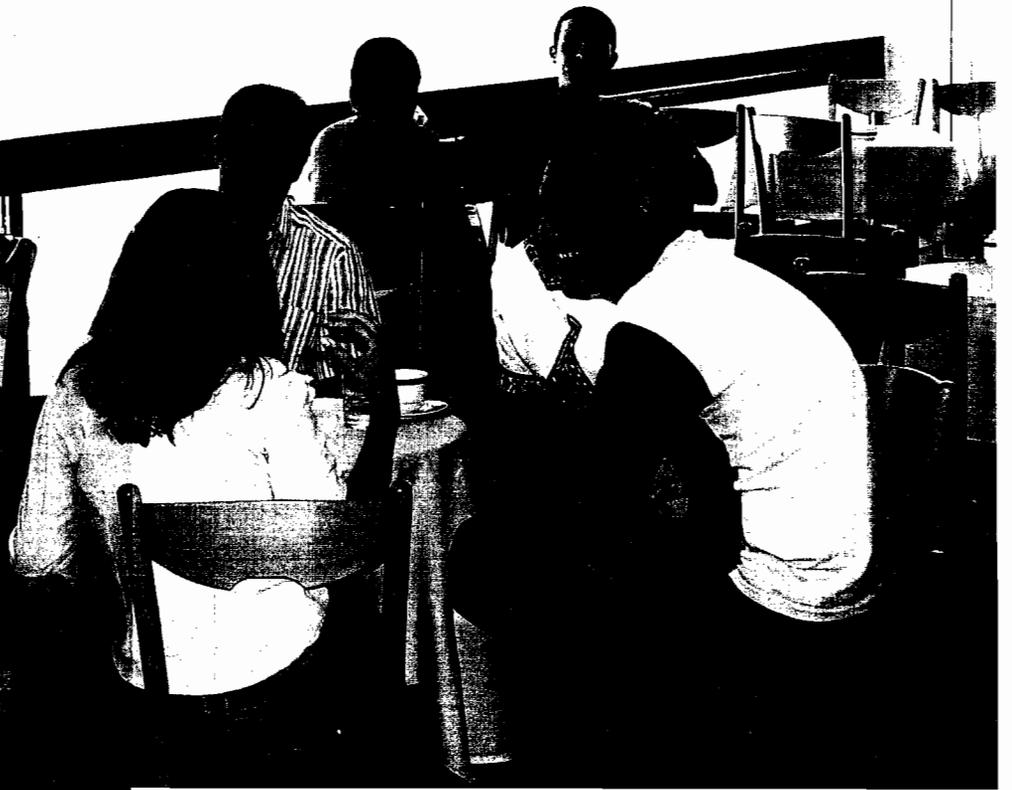


### Engaging Youth in Efforts to Create a Better Future

Founded in 1997, just two years after a bloody civil war ravaged much of what is now Bosnia-Herzegovina, the Democracy Center "New Hopes" in Bihac works to educate the region's young people about their role in building a viable democracy. With few youth-serving organizations active in the area, the Center strives to fill a void in services for young people, engaging youth themselves in efforts to satisfy their own needs. In recent years, participants have organized concerts, orchestrated summer camps, and launched a reproductive health awareness initiative in schools.

Twenty four-year-old Scherzada Omercehajic first became involved in the Center's activities in 1998. Not long afterward, she established an informal youth group that has used the knowledge it gained through the Center to host a youth art exhibition, lead a neighborhood clean up, and organize an outdoor concert. "[Through the Center] you gain experience that is very useful," says Scherzada, and benefit "from knowing you're doing something for yourself and your society."





#### **Site Visits**

BCYF sponsored a number of site visits by outside consultants and IYF staff to more than 25 programmes across the Balkans, as a way to document and support "best practice" initiatives. The material gathered from those visits include extensive interviews with program staff, donors, and beneficiaries.

#### **Evaluation Reports**

In 2004, the Sida: Swedish International Development Cooperation Agency undertook an evaluation of the BCYF programmes funded by the Agency, to measure programmes for relevance, effectiveness, efficiency, impact, and sustainability. The overall findings noted, among other things, that there was "a consistent focus on ethnicity and promotion of relations between different ethnic groups throughout the organizations visited in the region." Among its recommendations: BCYF should support NGOs that seek to influence policy making and develop strong links between grantmaking and capacity building in the region, "to ensure that the potential benefits of cross-fertilization and synergy are fully reaped."



# ENCOURAGING POSITIVE YOUTH DEVELOPMENT

"Young people are their own solutions, and should be given greater opportunities to shine," says Chuck Howell, Head of the Office for Democracy and Social Transition at USAID-Croatia, in addressing participants at BCYF's Annual Youth Forum. This belief in engaging young people in the civic and economic revitalization of the region is central to the work of BCYF and its many partners. The goal: to build upon young people's skills, talents, and creativity, and to provide them with enhanced opportunities to play a key role in shaping their futures, and the future of the Balkans.

In 2004, BCYF placed a particular emphasis on generating and supporting youth policies at the national level that can help build support for young people having a greater voice in the region's development. This renewed focus was underscored at a Youth Policy meeting held in November in Sofia, Bulgaria, where a distinguished panel noted that there has been an evolution of the youth sector's perception in Europe, where young people are finally being recognized as key players in the region's development.

During 2004, BCYF promoted positive youth development through grants in the following areas:

## Democracy Building

BCYF works to expand opportunities for civic education, volunteerism, and community service across the Balkan region. Such programmes are designed to promote confidence, self expression, and critical thinking, while developing a spirit of reconciliation and understanding among youth of different ethnic, religious, and economic backgrounds.



## A Holistic Approach to Meeting Young People's Needs

For young people to develop as active citizens and leaders within a democracy they need to feel safe, they need to be able to get along with those of differing viewpoints, and they need to understand their basic rights and those of others. These are the core principles driving the Cultural Center DamaD's efforts to promote the active engagement of young people growing up in Novi Pazar, a city of 98,000 in southern Serbia.

In the summer of 2004, the Center initiated a special programme designed to engage young people in addressing an urgent challenge in their community: a lack of cultural opportunities and places for youth to come together in their free time. Through the Youth Summer of Culture Program, a group of 25 young people met regularly to plan and implement a series of cultural events, including screenings of popular films like *Garfield* and *Spiderman II*. Participants not only planned events but were responsible for obtaining sponsorships from local businesses. "We explained to local businesses what we were going to do and they took out their wallets," said Enis Semovic, a member of the group.

The Center is extremely pleased with what Enis and his peers were able to accomplish over a short period of time. Whereas in the past, young people were more accustomed to receiving, "this was the first time they were responsible for something," says Center Coordinator Zibija Dh-Sarenkagic, adding, "Now people are asking, what's next?"

## Promoting Non-Violence Among Croatian Youth

"We named the organization Suncokret after the sun flower, which turns its head toward the sun, and reflects hope," explains Zeljko Vukobratovic, the current director of Suncokret, a grassroots relief organization founded in Croatia in 1992. Today, Suncokret implements a broad range of programmes and initiatives in local communities, resettlement areas, and refugee camps, with a focus on children and youth.

BCYF supports Suncokret's "Oljin-Education for Love and Non-Violence" initiative, which helps lower aggression and promotes positive, pro-social behavior among children at risk for psychological disorders. The school-based programme, now active in 10 schools and communities, reaches 4,000 8- to 14-year-olds, their parents, and teachers. "The biggest problem is hate and intolerance in these communities," explains Program Coordinator Ljiljana Gajic, who says many of the schools have mixed populations of Muslims and Orthodox Catholics. "It's a huge challenge to teach young people and their parents to be loving, caring individuals."

In order to break down some of these ethnic and psychological barriers, Suncokret staff provide individual counselling for higher-risk students as well as group sessions to promote understanding and acceptance of those of different ethnic and religious backgrounds. Classroom strategies include role playing, group discussion, music and drama, and team building exercises. Explains Gajic, "Sometimes we blow up balloons, and the kids put all of their negative emotions in them and release them up into the sky, or just stomp on them."



BCYF-supported programmes in 2004 included activities in Dragash, Kosovo, where a youth center works to encourage and increase tolerance and mutual respect among the multiethnic communities in that region; and a programme in Skopje, Macedonia that engages young people in reforming the educational system in their schools.

### Employment

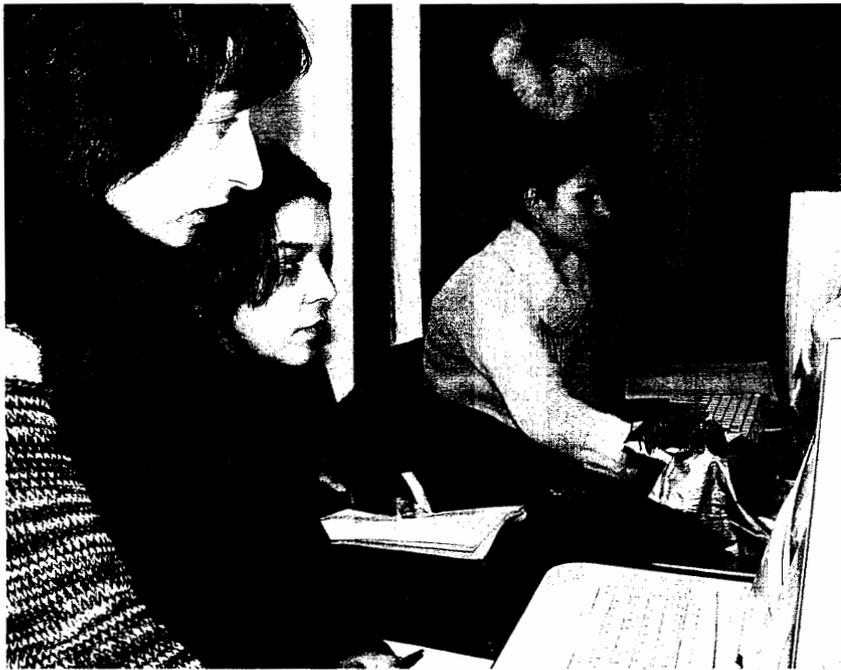
With high unemployment, sagging economies, and few job training programmes, today's Balkan youth face significant challenges. Even with governments, NGOs, and businesses investing more in youth, many young people continue to lose hope in the future and often seek to leave their country in search of greater opportunities elsewhere.

BCYF places a high priority on equipping young people with the personal, social, and technical skills to improve their employment prospects. BCYF-supported programmes in 2004 include the Business Club at Sofia University in Bulgaria, which connects students with potential employers, primarily in the private sector; a youth job training programme for unemployed youth in Albania; and a programme in Prizren, Kosovo, which assists Roma youth to increase their job prospects through apprenticeships in small businesses.

### Health Promotion and Prevention

BCYF promotes a range of activities that address critical adolescent health issues from substance abuse to reproductive health awareness, while providing increased knowledge and decision-making skills to facilitate healthy lifestyles among Balkan youth.

In 2004, BCYF supported an HIV/AIDS prevention programme in Podgorica Montenegro, which raises awareness about the disease among 750 youth; and activities in Skopje, Macedonia, to promote physical and mental health awareness among counselling volunteers.



### Addressing the Employment Needs of Bulgarian Youth

“I never knew how to write a CV, yet now I know how to network with other people, I’ve learned how to work as a team, and I see a future for myself.” Life has turned around for Stanislav Stefanov, an unemployed 25-year-old who recently joined “Equal Opportunities,” a job training and job placement programme run by Open Society Club Rousse (OSC), in Bulgaria. Today, the organization provides services to under-served youth, conducts training and motivation programmes, and works to combat child prostitution and trafficking.

The “Equal Opportunities” initiative, supported by BCYF, addresses the significant challenge of youth unemployment in the city, which continues to rise. The project promotes vocational training courses and provides job placement assistance for about 100 unemployed youth, offering classes in computer literacy and English and training to become bar tenders, waitresses, beauticians, and hairdressers. Those who complete the course receive a certificate recognized by the government and area employers.

Stanislav was unable to find full time work. After years of odd jobs, farm labor, and a stint in the military, he applied to the OSC programme. “I chose the course to become a beautician because I wanted to do something different, not traditional,” he explains. He says he benefited from all aspects of the programme—the theoretical side, the practical training, and the motivational studies. “My friends are interested in my new career, and are envious that I have a good job. They see that I’m stable, now, and they support me.”

### **Non-formal Education**

With the aim of expanding learning opportunities for Balkan youth, BCYF supports programmes that reinforce multicultural education, encourage civic engagement, and promote alternative learning programmes for out-of-school youth.

In 2004, BCYF-supported education programmes included a programme in Lupeni, Romania, that expands the youth development model of Kaizen Service-Learning Clubs to empower youth leaders; and activities in Zabreb, Croatia aimed at promoting cooperation and non-violence among primary school children of different ethnic and religious backgrounds.

### **Technology**

Bridging the digital divide among Balkan youth is a key priority for BCYF, which aims to strengthen young people's knowledge and use of technology both inside and outside of the classroom. Among its activities this year, BCYF supported Internet-based learning initiatives in three secondary schools in Prizren, Kosovo that enabled students to improve their IT skills; and in Istog, worked with young people with disabilities to ensure they had access to IT skills training.



## PROMOTING TRI-SECTOR COOPERATION

During 2004, BCYF continued its efforts to cultivate relationships with both international and local businesses, as part of its ongoing activities to promote multi-sector partnerships. For example, BCYF participated in the 8<sup>th</sup> Annual Meeting of the EFC Grantmakers East Group, held in October 2004 in Sofia, Bulgaria, where staff explored avenues of cooperation between the Ministry of Labor and Social Policy in Bulgaria and BCYF on youth employment projects to be funded by the European Union.

BCYF also deepened its partnership with the UK-based Youth Business International (YBI), a unit of the Prince of Wales International Business Leaders Forum. YBI has a demonstrated track record for engaging businesses, governments, and NGOs in efforts to help disadvantaged young people to become entrepreneurs. BCYF launched its YBI initiative at a special event held in Tirana, Albania, which was attended by more than 20 business leaders, representatives of Western embassies and aid agencies, and the Mayor of Tirana. Meetings were also held with the President of the Albanian Chamber of Commerce and the local representatives of Western Union and The Coca-Cola Company.



## Empowering an Isolated Community

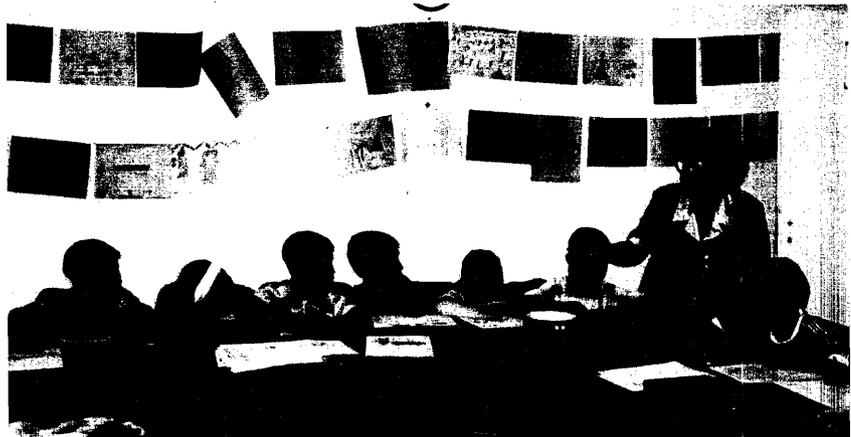
Bajro Bajiric founded the Roma for Roma Association in Zagreb, Croatia in 1998, to address the social and economic needs of this impoverished, isolated community. "Roma children face so many problems in their every day lives," he explains, "such as poverty, inadequate parental care, health risks, and inadequate educational opportunities. They need a chance to recognize their own talents, and improve their skills in school."

One programme, supported by BCYF, is a life skills initiative called "Healthy Communities." About 200 Roma (and some non-Roma) youth, as well as some of their parents, participate in the programme, which promotes self esteem, decision making, problem solving, and non-violence.

The weekly "Healthy Communities" workshops engage Roma youth in a range of activities that encourage personal health and clean neighborhoods. In addition to learning about human rights and children's rights, as well as social skills, participants gain knowledge about how to clean their homes, cook and eat healthfully, and keep their surroundings neat. The health component educates youth about HIV/AIDS prevention, and provides counselling on drug and alcohol abuse.

Says Valentina, a 12-year-old participant in the programme, "I like to go to the workshops, play the games and go on trips. We are also learning not to throw trash in the streets. Students are now putting it in the right place." Danica, age 12, is one of the non-Roma youth enrolled in the programme. "I was prejudiced against Roma children, I was afraid of them. The workshops taught me that there are so many good people, and now I have many friends."

Through this alliance with YBI, IYF and BCYF will support effective youth employment programmes that promote youth enterprise development, while engaging local and regional business leaders as mentors to young entrepreneurs. Demonstrating ongoing progress in this area, YBI has already selected its first seven youth entrepreneurs in Albania, matched them with mentors, and provided seed funding. Seven local businesses, led by the President of the Albanian Chamber of Commerce, have provided funding to fully cover the registration fees for this first set of businesses.



# GRANTMAKING 2004

During 2004, BCYF provided 22 grants to non-governmental organizations in Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Kosovo, Macedonia, Moldova, Romania, and Serbia and Montenegro, focusing primarily on the positive development of children and youth. This year's grants, totaling USD 268,514, benefited 17,300 children and youth, and more than 1,000 parents and teachers. To access BCYF's grantmaking guidelines, visit our website: [www.balkanyouth.org](http://www.balkanyouth.org)

## **Business Club – Sofia University – Our Future is in Our Hands** *Sofia, Bulgaria*

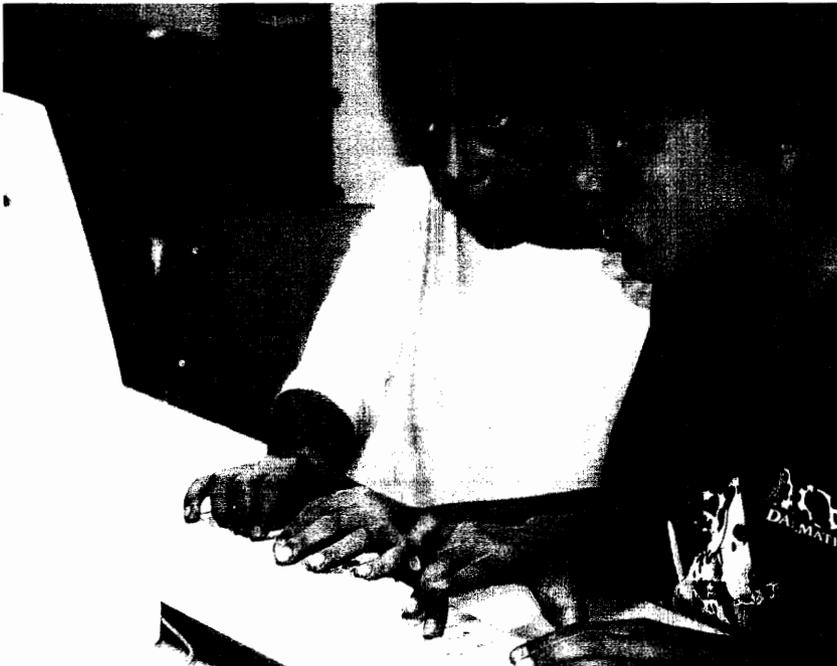
To improve the cooperation between the business and academic community and youth in Bulgaria as a way to enhance career development and job placement. The Club also helps to create a community of active students at Sofia University who gain critical job skills as part of their volunteer activities. Supported through a grant from USAID.

**Grant award: USD 12,120**

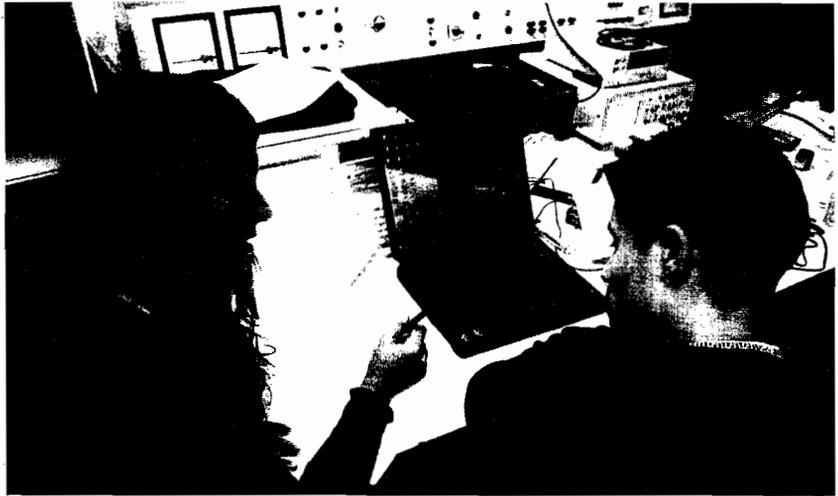
## **Community Business Development Centre – Youth and Successful Employment** *Gjakova, Kosovo*

To increase the number of employed youth in the Gjakova region through providing Internet job listings, employment training, and placement in internships in various local companies. This grant supported through cooperation with the Kosova Foundation for Open Society.

**Grant award: EUR 8,500**



## **Employment**



**Gjirokastra Youth Council – Gjirokastra Youth Centre**  
***Gjirokastra, Albania***

To equip young people with vocational skills to improve their chances for employment, and provide a wide range of general educational services, through a grant from USAID.

**Grant award: USD 21,000**

**Kosovar Youth Council – Self-employment**  
**of the Youth in Kosovo**  
***Kosovo***

To create a database for young people, ages 18 to 30, who are looking for jobs, while providing access to potential employers through job announcements and training on how to apply for jobs on-line. This grant supported through cooperation with the Kosova Foundation for Open Society.

**Grant award: EUR 6,000**

**Napredak Foundation – Opening Doors to Opportunity**  
***Pazardjik, Bulgaria***

To provide Roma youth with professional, state-licensed skills that will translate into opportunities for work and to support promising Roma youth who are currently studying in ethnically mixed Bulgarian schools as a way to break the cycle of poverty prevalent in Roma society. Supported through a grant from USAID.

**Grant award: USD 17,999**

**National Association of Young Managers of Moldova –**  
**Youth Development through Initiation of Business**  
**Incubators**  
***Chisinau, Moldova***

To assist 100 youth with starting their own businesses through business incubator services. Supported through a grant from the Danish Ministry and UPM-Kymmene.

**Grant award: USD 11,970**

**IRC Youth Center Prizren – Apprenticeship for Project for Minority Youth  
Prizren, Kosovo**

To assist 200 Roma youth to build careers through skills training and apprenticeships in small businesses. This grant supported in cooperation with the Kosova Foundation for Open Society.

**Grant award: EUR 10,656**

**Youth Center Gjilan – Chance for Employment  
Gjilan, Kosovo**

To provide 60 youth with life skills training and improved employment opportunities by engaging local companies as partners. This grant supported in cooperation with the Kosova Foundation for Open Society.

**Grant award: EUR 4,240**

**AtelieR Association – Brasov Youth Centre  
Brasov, Romania**

To provide a complementary programme to formal education for children and young people from Brasov city in the areas of non-formal education, career counselling, access to new technology, and civic engagement. Supported by a grant from USAID.

**Grant award: USD 19,000**

**Centre for Information and Documentation in Child's Rights (CIDCR) – Life Skills Education for Prevention of Youth Unemployment and Human Trafficking  
Chisinau, Moldova**

To develop the life skills of 300 students in 5 boarding schools and engage 30 educators in efforts to facilitate their social integration after graduation, thereby decreasing their risk of unemployment and trafficking. Supported by the Danish Ministry and UPM-Kymmene.

**Grant award: USD 21,500**

**New Horizons Foundation – Kaizen for the Jiu Valley Community  
Lupeni, Romania**

To expand the impact and number of beneficiaries of the unique youth development model of Kaizen, by initiating new Kaizen Service-Learning Clubs, creating a training programme to empower new Romanian youth leaders, and developing a manual to serve as a Kaizen kit for new clubs. Supported through a grant from USAID.

**Grant award: USD 16,499**

**Non-formal  
Education**



**NGO Integra – Theatre Club “IN”**  
**Kosovo**

To create theatre clubs in high schools to promote self-expression and creativity among youth through engagement in theatre activities, with support from the Kosova Foundation for Open Society.

**Grant award: EUR 3,950**

**One plus Two – Non-formal Education Campaign**  
**Gjilan, Kosovo**

To develop a large-scale campaign among the youth of the Gjilan region around the significance of non-formal education, with a focus on youth activism through participation in multimedia-creative workshops. Supported by the Kosova Foundation for Open Society.

**Grant award: EUR 7,000**

**Suncokret – Education for Love and Non-Violence**  
**Zagreb, Croatia**

To promote cooperation and non-violence among primary school children and foster positive social child development, with 600 children and 700 parents and 150 teachers from 6 schools in Zagreb participating in the programme’s activities. Supported through a grant from USAID.

**Grant award: USD 13,950**

**Youth Center “Hareja” – Cooperation and Joint Activities:  
A Precondition for the Development of Society**  
**Vushtrri, Kosovo**

To enhance cooperation among local NGOs and community groups with the aim of promoting the positive development of high school students, with support from the Kosova Foundation for Open Society.

**Grant award: EUR 3,605**

**Zemlja Djece – Tuzla Teenage Centre Telex in 2004**  
**Tuzla, Bosnia and Herzegovina**

To foster the psychosocial development of 700 youth in the city of Tuzla, with a special focus on promoting positive interaction among youth representing ethnic and social backgrounds. Supported with funding from USAID.

**Grant award: USD 12,686**

## Health Promotion and Prevention

### **Montenegrin Association against AIDS CAZAS – Fourth Summer School for Peer Educators on HIV/AIDS, STDs and Substance Abuse Prevention 2004** *Podgorica, Montenegro*

To raise awareness about HIV/AIDS, STDs, and drug abuse among 750 youth in five Montenegrin towns through a survey, training of peer educators, and media outreach. Supported through a grant from USAID.

**Grant award: USD 18,499**

### **The First Children's Embassy in the World – Megjashi – Sustaining and Improving the Quality and Capacity of the SOS Help Line for Children and Youth** *Skopje, Macedonia*

To promote physical and mental health awareness and provide counselling services to children and adolescents. Approximately 400 children and youth will benefit from an SOS line and 15 volunteers will be trained through the programme. Supported through a grant from the Danish Ministry and UPM-Kymmene.

**Grant award: USD 11,970**

### **Association for Equality and Tolerance – Youth for Youth** *Podgorica, Montenegro*

To promote greater participation of young people in decision-making at the local level, in society and in youth policy, as well as to develop a youth councils' network. Supported by a grant from USAID.

**Grant award: USD 14,490**

### **Dragash Youth Center – Sustainability of the Youth Center of Dragash** *Dragash, Kosovo*

To encourage and increase tolerance and mutual respect among youth of multiethnic backgrounds, and to enhance responsibility and self-initiative skills among young people, with support from the Kosova Foundation for Open Society.

**Grant award: EUR 3,950**

### **NGO Youth of Mitrovica – Behar** *Mitrovica, Kosovo*

To engage Bosniac youth in the Mitrovica region in round table discussions, debates, and other social activities and thus create a more tolerant atmosphere for such activities, with support from the Kosova Foundation for Open Society.

**Grant award: EUR 1,975**

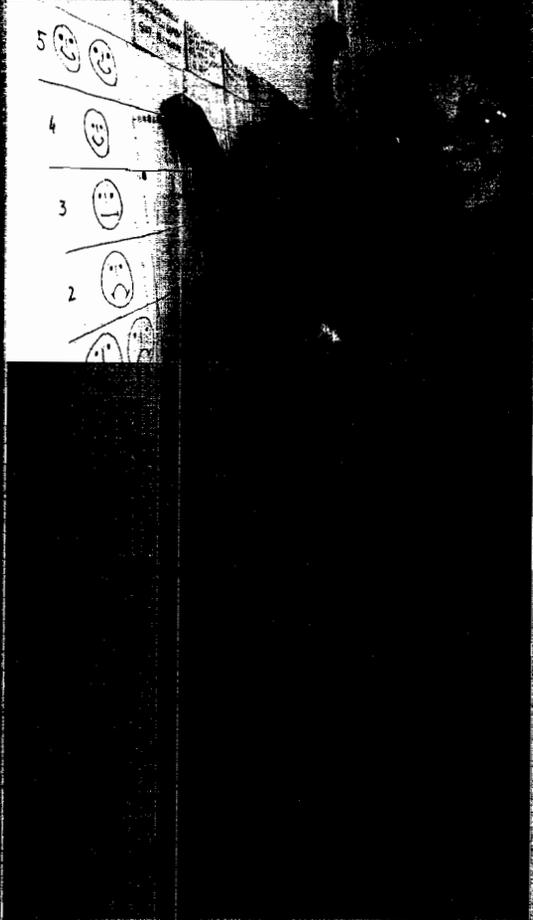
## Democracy Building



**Youth Educational Forum (YEF) – Non-formal Civic Education**  
**Skopje, Macedonia**

To contribute to the on-going reforms of the Macedonian educational system by providing a wide range of educational services and involving youth in policy making. YEF seeks to promote civic and human rights education, creative communication, and interactive learning by providing and developing relevant knowledge and skills among participants. Supported through a grant from USAID.

**Grant award: USD 17,000**



# FINANCIAL STATEMENTS

## for the year ended 31 December 2004



**KPMG Macedonia Ltd.**  
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### Independent Auditor' Report to Balkan Children and Youth Foundation

We have audited the accompanying balance sheet of Balkan Children and Youth Foundation ("the Foundation") as at 31 December 2004, and the related statement of support, revenue and expenses for the year then ended. These financial statements are the responsibility of the Foundation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with International Standards on Auditing. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management as well as evaluating the overall statement presentation. We believe that our audit provides a reasonable basis for our opinion.

The Foundation's policy is to prepare the financial statements on the cash receipts and disbursements basis. On this basis assets and liabilities arise from cash transactions, revenue is recognized when received rather than when earned, and expenses are recognized when paid rather than when incurred.

In our opinion, the financial statements give a true and fair view of the assets and liabilities arising from cash transactions of the Foundation as at 31 December 2004, and its revenue collected and expenses paid during the year in accordance with the cash receipts and disbursements basis as described in significant accounting policies (a).

11 March 2005  
Skopje

KPMG

KPMG Macedonia Ltd, established under Macedonian law, is a member of KPMG International, a Swiss cooperative.

Registered in the Basic court  
Skopje 1 Skopje with decision  
No. T.reg. 3433/1999.

Tax No. MK403096107850.

# Financials 2004

## Balance sheet As at 31 December 2004

In US Dollars	Note	2004	2003
<b>Assets</b>			
Cash and cash equivalents	1	256,878	71,160
Receivables for advances given		5,592	-
<b>Total current assets</b>		<b>262,470</b>	<b>71,160</b>
Property, plant and equipment	2	21,391	28,762
Total non current assets		21,391	28,762
<b>Total assets</b>		<b>283,861</b>	<b>99,922</b>
<b>Liabilities and fund balance</b>			
Fund balance	3	283,861	99,922
<b>Total fund balance</b>		<b>283,861</b>	<b>99,922</b>
<b>Total liabilities and fund balance</b>		<b>283,861</b>	<b>99,922</b>

## Statement of support, revenue and expenses For the year ended 31 December 2004

In US Dollars	Note	2004	2003
Donations		1,129,804	1,028,552
In-kind contribution		-	8,000
<b>Donations income</b>		<b>1,129,804</b>	<b>1,036,552</b>
Grant making		304,563	546,778
Capacity building		263,387	173,376
Exchanges		30,616	21,179
Personnel		124,117	106,061
Annual forum		64,887	41,729
Running costs		39,711	35,944
Depreciation		8,065	5,780
Consultants		11,297	19,110
Meeting of Board of Directors		27,246	21,110
Other		75,670	58,518
<b>Expenses</b>		<b>949,559</b>	<b>1,029,585</b>
<b>Excess of donations income over expenses before other income</b>		<b>180,245</b>	<b>6,967</b>
Foreign exchange gain/(loss)		3,694	(10,230)
<b>Surplus/(deficit) for the year</b>	<b>3</b>	<b>183,939</b>	<b>(3,263)</b>

# Notes to the Financial Statements

## Significant accounting policies

Financials 2004

The Balkan Children and Youth Foundation ("the Foundation") was established as a not for profit organization on 22 February 2001. The Foundation is a legal entity founded by International Youth Foundation, Baltimore and is incorporated in Skopje, Republic of Macedonia. The Foundation operates as non-governmental and non-profitable organization and performs its activities through the donations of the donors for children and youth programmes.

### (a) Basis of preparation

The financial statements are presented in US Dollars.

These financial statements have been prepared in accordance with the cash receipts and disbursements basis. On this basis assets and liabilities arise from cash transactions, revenue is recognised when received rather than when earned, and expenses are recognised when paid rather than when incurred.

The accounting policies are consistent with those used in the previous years.

### (b) Foreign currency transactions

Transactions in foreign currencies are translated to US Dollars at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated to US Dollars at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in the statement of support, revenue and expenses. Non-monetary assets and liabilities denominated in foreign currency are translated to US Dollars at the foreign exchange rate ruling at the date of transaction.

The foreign currencies deals of the Foundation are predominantly Euro (EUR) and the local currency, Macedonian Denars (MKD) based. The exchange rates used for translation at 31 December 2004 were as follows:

	EUR	MKD
1 USD as at 31 December 2004	0.74	45.07
1 USD as at 31 December 2003	0.80	49.05

### (c) Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation.

Expenditure paid to replace a component of an item of property, plant and equipment that is accounted for separately, is capitalised. Other subsequent expenditures are capitalised only when they increase the future economic benefits embodied in the item of property, plant and equipment.

Notes to the Financial Statements  
Significant accounting policies

## **(c) Property, plant and equipment (continued)**

All other expenditures are recognised in the statement of support, revenue and expenses as an expense as paid.

Depreciation is charged to the statement of support, revenue and expenses on a straight-line basis over the estimated useful lives of items of property, plant and equipment. Assets are not depreciated until they are brought into use. The estimated annual rates of depreciation are as follows:

<b>Furniture and office equipment</b>	<b>16%</b>
<b>Computers</b>	<b>20%</b>

## **(d) Recognition of Donations Income**

Income is recognized on cash basis, i.e. when received rather than when earned.

## **(e) Expense recognition**

Expenses are recognized on a cash basis, i.e. when paid rather than when incurred.

## **(f) Taxation issues**

The corporate tax is fixed for all taxpayers in amount of 15% on taxable income but as a not for profit organization the Foundation is not liable for corporate tax.

## Notes to the Financial Statements

### 1. Cash and cash equivalents

In US Dollars

#### Current accounts in domestic bank

- in foreign currency
- in denars

#### Cash on hand

- in foreign currency
- in denars

	2004	2003
- in foreign currency	249,475	64,535
- in denars	3,540	4,433
<b>Cash on hand</b>		
- in foreign currency	3,345	1,279
- in denars	518	913
	256,878	71,160

### 2. Property, plant and equipment

In US Dollars

#### Cost

- At 1 January
- Additions
- At 31 December

#### Depreciation

- At 1 January
- Charge for the year
- At 31 December

#### Carrying amount

- As at 31 December 2003
- As at 31 December 2004

	Computers	Furniture and office equipment	Total
At 1 January	19,513	21,132	40,645
Additions	694	-	694
At 31 December	20,207	21,132	41,339
At 1 January	5,181	6,702	11,883
Charge for the year	4,108	3,957	8,065
At 31 December	9,289	10,659	19,948
As at 31 December 2003	14,332	14,430	28,762
As at 31 December 2004	10,918	10,473	21,391

### 3. Fund balance

In US Dollars

- Fund balance at 1 January
- Surplus/(deficit) for the year

#### Fund balance at 31 December

	2004	2003
Fund balance at 1 January	99,922	103,185
Surplus/(deficit) for the year	183,939	(3,263)
<b>Fund balance at 31 December</b>	<b>283,861</b>	<b>99,922</b>

**2004  
Contributing  
Donors**

**BCYF gratefully acknowledges the support of the following funding partners:**

Balkan Trust for Democracy/German Marshall Fund

European Youth Foundation, Council of Europe

International Youth Foundation

Kosova Foundation for Open Society

Peace and Stability Fund, Royal Danish Ministry of Foreign Affairs

Stiftelsen Konung Gustaf V:s 90-årsfond

Swedish International Development Cooperation Agency (Sida)

United States Agency for International Development (USAID)

UPM-Kymmene

**President Martti Ahtisaari (Chair)**

Finland  
Former President of Finland

**Christiane Amanpour**

United Kingdom  
CNN Chief International Correspondent

**Stojan Cerovic \***

Serbia and Montenegro  
Co-founder and columnist, *Vreme* newspaper

**Tatiana Stoyanova Kalkanova, PhD**

Bulgaria  
Member of the Bulgarian Parliament

**Bernard Kouchner, MD**

France  
Founder, Médecins sans Frontières  
Former Head of United Nations Mission in Kosovo

**Afzaal Malik**

United Kingdom  
Public Affairs and Communications Director for Central Europe, Eurasia, and the Middle East, The Coca-Cola Company.

**Vladimir Milcin**

Macedonia  
Executive Director, Foundation Open Society Institute - Macedonia

**Branka Minic**

United States  
Director, Workforce Development, Manpower, Inc.

**Dimitry Panitza**

Bulgaria  
Chair, Free and Democratic Bulgaria Foundation.

**Rita Süßmuth**

Germany  
Former President of the German Parliament (Bundestag)

**Erion Veliaj**

Albania  
Executive Director, Balkans YouthLink; Founder MJFT!

\* Deceased March 21, 2005

**BCYF**  
**Board of Directors**

## Staff

**Agon Demjaha**

Executive Director

**Maja Askapova Angelova**

Finance & Administration Officer

**Risto Karajkov**

Program Officer (through February 2005)

**Ljupka Nikolovska**

Grant Assistant

**Aleksandra Vidanovic**

Program Officer

**Kristjan Shambar**

Office Assistant

## In-Country Representatives

**Donika Godaj**

Albania

**Jan Zlatan Kulenovic**

Bosnia and Herzegovina

**Maria Petkova**

Bulgaria

**Sanja Cesar**

Croatia

**Nikica Kusinikova**

Macedonia

**Ana Coretchi**

Moldova

**Ajsa Hadzibegovic**

Montenegro (Serbia and Montenegro)

**Mihai Florin Rosca**

Romania

**Ljubisa Vrencev**

Serbia (Serbia and Montenegro)

**BCYF gratefully acknowledges the following service providers who support our capacity building efforts:**

Albania: **Albanian National Training & Technical Resource Center (ANNTARC)**

Bosnia and Herzegovina: **Option Plus**

Bulgaria: **Organizational Support Foundation**

Croatia: **Nonprofits' Information & Training Center (NIT)**

Macedonia: **Macedonian Center for International Cooperation (MCIC)**

Montenegro: **Center for the Development of NGOs (CRNVO)**

Romania: **Partner Foundation (FPDL)**

Serbia: **Civic Initiatives**

## 2004 Service Providers

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