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ANNUAL WORK REPORT OF ASSOCIATION
AMICA EDUCA

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REPORT SUMMARY

During 2014 Association Prijateljice obrazovanja Amica Educa (hereinafter Amica EDUCA) successfully implemented all of the planned activities within its programs, as well as other projects that with their goals and planned results fit within organization's mission and responded to the actual needs of Tuzla Canton citizens.

Within Educational program, 113 days of education on 10 different seminar topics were implemented. 257 participants participated in one or more seminar topics. Within Family Counseling program 1099 various sessions and workshops were held which included 376 people.

During 2014 Amica Educa started with the implementation of two new projects: Digital Inclusion of Marginalized Women and Breaking the Silence on Gender Based Violence, both project will last three years.

In comparison with 2013, Amica Educa is registering increase in the total number of participants and beneficiaries by 20,3 %. Indicators of qualitative results also register not just achievement of results but increase in comparison to the previous year.

Amica Educa promoted its activities and projects via 22 media activities (2 TV appearances, 3 radio shows, 9 articles on different portals and 7 announcements via social networks and other web pages). All of the announcements consisted of information related to planned or in progress activities, projects and achieved results within the same. Aside from that, Amica Educa printed informational-promotional leaflets which were distributed to different institutions and organizations whose employees are potential participants and beneficiaries of the Association's activities. Promotional material was also distributed during participation in various round tables, conferences, meetings and similar.

Cooperation with the governmental sector was successfully continued during 2014. In accordance with previously signed

agreement and with a goal of multiplication of creative methods, Amica Educa opened art studio within the Center for Mental Health Tuzla and additionally educated part of the professional staff from the Center for the use of the method in work with their clients.

Cooperation with Pedagogic Institute was continued through implementation of project which consists of 2 seminars Positive Discipline in Raising Children and Sexual Abuse in the Childhood. In accordance with that, and for the needs of the seminar implementation for the teaching staff, positive opinion was issued by the Ministry of Education, Science, Culture and Sport TK.

Cooperation was continued with the Educational Rehabilitation Faculty University of Tuzla, via implementation of project Tandem University – Amica Educa. Department for Juvenile Delinquency and Domestic Violence within Ministry of Interior Affairs is actively involved in the implementation of the Sexual Abuse in the Childhood seminar. Employment Bureau, as before, actively participated in formation of the group of participants for the Personal and Business Skills and formation of the group of participants for the implementation of the Digital Inclusion of Marginalized Women project.

Amica Educa team members continued with strengthening their professional capacities by taking part in 7 different formal and non-formal educations in the area of management as well as psycho-social and pedagogic work.

During 2014 Amica Educa actively fundraised and applied with 10 project proposals to different foreign and domestic donor, three of those projects have been approved.

Association's activities during 2014 were enabled with the support of; partner organization Amica Schweiz, donors Cristliche Friedensdienst – CFD, Network dances of Universal Peace, Ministry of Labor, Social Politics and Return and In Fondacija – Foundation for Improvement of Social Inclusion of Children and Youth in BiH.



EDUCATIONAL PROGRAM

The educational program includes implementation of 10 different topics of the seminars made for supporting professions professionals (psychologists, social workers, pedagogues, educators and health workers ...) as well as students of these areas.

During 2014. seminar participants came from various institutions and organizations: primary and secondary schools, faculties, social work centres, homes for children without parental care, SOS Kinderdorf, department for education of people with disabilities in psychological and physical development Tuzla, Center for care and rehabilitation of all people in need „Duje“, Center of mental health, University Clinical Center Tuzla, Swiss Red Cross and many non-

governmental organizations that provide psycho-social, educational and health support.

In addition to professionals of supporting professions, a significant number of people of other professions have also participated in the training, which shows growing interest in strengthening personal competencies and improving the quality of personal life.

Analysis of statistics for the educational program of 2014., shows the real situation in Bosnia and Herzegovina related to the high rate of unemployed citizens: only 48.6% of participants were employed, 24.1% were unemployed, 23% of participants were students of supporting professions and 4.3% of participants are retired or housewives.

“Creative Expressive Painting” seminar – basic education for professionals

3 modules of seminars were held in February, March and June 2014 for a group of 13 people. The level of openness for the new knowledge, skills and creative techniques was on a different level for a certain group members. However, during the seminar, through implementation of various activities (painting, observing the paintings, relaxation exercises, confidence exercises and bonding of group members...) participants were more and more open during each module. Gradually participants were noticing changes in themselves and with time it was easier for them to articulate their feelings. Most members of the group pleaded on the possibility of application of newly adopted techniques in their work environment. The participants employed in the Swiss Red Cross said they were already using some of the techniques adopted after the first module. Evaluation revealed that participants consider this seminar to be very useful and different comparing to other educations and training they attended before – as per participants, at this seminar they had the opportunity to learn

by their own experience and feel what it's expected for their future clients to feel using these methods.

Employees of Mental health Center in Tuzla have expressed interest in applying these methods when working with their clients but stressed the problem of inadequate space for this kind of work. Accordingly, Amica Educa equipped art studio in Centre for Mental Health Tuzla.

Advanced module for professionals - on "Anger" topic was organized in September for a group of 12 people.

Participants were experienced in conducting this seminar as they have previously completed basic and advanced trainings. Seminar was led by professional external associate from Switzerland, Mrs. Annegreth Zimmermann. Topic „Anger“ included work on emotions and gave insight and awareness of their own ways of expressing this feeling in private or social context.



“Creative Expressive Painting” seminar – basic education for students of Faculty for Education and Rehabilitation - Tuzla University

Within the project named “Tandem University–Amica Educa” first module of basic education has been organized in November and December for 5 groups of students (total of 53 students) of the final year at the Faculty for Education and Rehabilitation of Tuzla University. Student participants were very pleased with the contents of their seminar education and especially surprised as they could express themselves freely and ask questions while learning. Most of them reported that they did not have a lot of experience with interactive learning and that it makes receiving information very clear and very inspiring.

Especially well received techniques were relaxation and breathing exercises, as well as guided fantasies. Those allowed students to gain practical and instantly applicable techniques for lowering the stress and tension they experience on every day basis. Some of the students also shown interest in participation in other seminars and activities offered by Amica Educa. The rest of the training implementation (second and third modules) are planned for April and May 2015.



„Nonviolent Communication” seminar

The basic three seminar modules were held in April, May and June 2014. for a group of 20 participants. Participants generally expressed that NVC model of communication and functioning encouraged them and gave enthusiasm to start a different, richer and fulfilling life, because as they said, it has become too frustrating to get into new conflicts over again knowing they are based on an old behavioral patterns. Dissatisfaction with the current situation in the country, corruption and poverty are the things that really frustrate and prevent progress. Recognizing that these are changes that everyone need (on personal and social level) can only be achieved if changes are made in ourselves, and this seminar made the incentive for these changes to begin to occur. Perception of other people, of their behavior and reactions, depends on the person who perceives the world around that person, and the key is changing the way we perceive.

Regarding to multiplication and application of methods in a professional environment, the results achieved with this group can be seen using the following statements of the participants:

- I am more open to my clients now. My boundaries and my walls are weakened, and because of them I had prejudices and expectations from clients they could not fulfill. Now they have more space to be what they really are, and I believe that my work with them will be much more successful. "
- Learned techniques of nonviolent communication in conflict resolution we can primarily use while working with addicts, since the anger, rage and frustration are most prominent emotions for them, as they often lead in conflict and it makes it really difficult to have progress in healing. "





“Creative Support to Primary School Teachers” seminar (Dances of Universal Peace)

Two modules of seminar were held in October and December 2014. The seminar was attended by a total of 14 teachers of religious culture. The seminar takes place according to curriculum with the aim of finding creative ways for teachers to represent importance of the world's religions, of their importance in construction of world peace and to instruct them how to transfer their knowledge to students. Participants had the opportunity to learn total of 23 different dances, out of which 13 are in regular curriculum for classes of religious culture in elementary schools of Tuzla Canton.

In addition to dances, they also had the chance to adopt different relaxation and concentration exercises that can also be applied to some other classes. Accordingly, teachers stated that apart from religious culture classes, dances and various exercises can be used as an introduction in morning classes (during classes of physical education, music and my environment subject).

Advanced module of „Creative support to primary school teachers” was held in April for 35 participants divided into two groups. Seminar contents were based on various topics related to psychological empowerment of participants – recognizing their own qualities, strengths and resources and use of those in the everyday management of life problems and challenges. During three days of seminar participants had an opportunity to work on their own fears and life challenges to connect with their current aspirations and wishes and to find their strong sides and support within themselves. The entire process was followed by carefully selected exercises and dances of universal peace. Teachers of the religious culture also had an opportunity to learn new dances that they can use in their work with children. Additional support to their acquired knowledge which they intend to use in their work with students was given through written material and CDs of dances.

„Dances of Universal Peace” seminar

In September at Zlača (near Tuzla) Dances of Universal Peace seminar themed “Peace in us creates peace around us” was held. It was a weekend seminar conducted on regular curriculum with a goal for participants to renew their knowledge, experience as well as strength through intensive work on themselves. Seminar work, aside from dances of universal

peace was based on different exercises for raising energy, breathing and relaxation exercises, as well as raising personal awareness related to taking responsibility for their own actions and life in general. After completion of the seminar, participants reported feeling present here and now, and connected to the entire group, as well as a pleasure they get from such an easy, creative and simple way of covering different life topics.

Workshop of „Dances of Universal Peace” for Youth was held in November with the aim to introduce participants with Dances of universal peace, as well as with the idea of education for leaders of Dances of universal peace. NDJ network in the earlier years allocated great financial funds for education of dance leaders in Germany. Aside from the intent to lower these expenses it was developed a realistic possibility to do education of future leaders within BiH, in Amica Educa. Education would be carried out by the Tenzila Hujdur as a local mentor and Andrea Sieglin as a mentor from abroad. Workshop was attended by 11 young people. 6 of them had an opportunity to meet with the dances before (during weekly sessions and seminars) while 5 of them met with the dances for the first time. After the workshop, after participants were introduced to dances and conditions which have to be fulfilled prior and during education, 10 of them expressed desire to take part in education for dance leaders.





„Positive Discipline in Raising the Children” seminar

Seminar Positive Discipline in Raising Children was implemented in April, June and August. This seminar was organized in cooperation with Pedagogical Institute Tuzla, targeting 19 teachers and pedagogues from 6 elementary and secondary schools in Tuzla.

The concept of setting long-term goals as a foundation of raising and educating children and understanding mistaken goals behind behavior was eye opening to most of them. What they found as greatest quality of this seminar is use of experiential exercises which allowed them to connect to the concept of Positive Discipline and experience it. Through role playing they were able to relate and develop understanding of a child; this opened them to have more understanding and empathy for their students followed by change in their approach and communication with them. Becoming aware that every problem is an opportunity to learn and connect with the child was an empowering experience for most of the participants.

The advanced module of "Positive discipline in raising the children " was held in November for 13 participants. The group was ready from the first day to share experiences from schools, the problems they were facing were used as an example in adopting and practicing new techniques of Positive discipline. Adapting the curriculum of the seminar to the needs of participants and use of practice examples has increased the involvement of all participants and encourage them to think further on how to use what they have learned in seminar. Topics

in focus were problem resolving methods and effective forms of communication with children. Participants have developed deeper understanding of problems and learned how to understand position of all people involved. They have also learned methods and techniques that can be applied in everyday communication and problem resolution with children and the adults.

Seminar evaluation shows that all participants have already begin to multiply learned techniques in professional and private environment:

- " The more I think about the way of communicating with children and people in general, the more I am aware of possible change of attitude and behavior as well as the fact they shouldn't be that rigid."
- " I listen more carefully the people I care about and I closely observe their actions. My approach to the particular problem is much calmer."
- "I generally agree with my children on a problem solving method , I am a better listener and it helped a lot when it comes to expressing my emotions - I declare love more clearly."



Seminar Family Dynamics

Basic 3 modules of education were held with 18 participants in October, November and December. Through experience based learning of the way the families function as the systems, trans-generation transfer of family culture (families' system of values and beliefs, the way of establishing and maintaining the emotional relationships, etc.) participants have been connecting with gender differences. Through education, participants had become aware of the influences of family members and society on their own personality and increased the understanding of the roles of their ancestors. Some of participants reported about increased ability to observe the problems, situations from different perspective using systemic approach where interdependence of members belonging one family (system) is basic point of observing. More confidence and awareness, active listening, patience, emotions management, better understanding and ability to reframe clients' problems have been registered by employed professionals. In addition, several exercises related to trust, emotions, family background, family constellation and social relations, have been estimated as very applicable in work with clients.

Advanced module "Inner Child"

- was organized in April including 9 participants. The seminar has been continuation of the previous work on participants' own problems they encounter in their functioning as mothers,

wives, professors at Universities. They realized that they have many inner obstacles that prevent them to fully participate and contribute to their working and living society, to express their full potentials. Some of the participants became aware that they have been limited, suppressed in expressing their emotions when they were children, what was also connected with the gender roles and stereotypes in society when girls are not supposed to express the feeling of anger, rage or are supposed to suppress their openness and playfulness. Through exercises participants were showed and encouraged to deal with them as adults who have the capacity to differentiate and chose what to accept and what to reject concerning the messages, role models, behaviors, actions. In that way they learnt how to provide support for themselves (inner support) and consciously take control of their actions.

Advanced module Parent in Me, Parent Outside of Me – Way to Myself

- was organized in October attended by 16 participants. Work at this workshop was especially intensive due to the fact that most of the participants have great experience in this type of work as well as great interest in working on themselves. Great deal of exercises was completed in smaller groups which showed how this type of work can be done independently. The seminar was lead by Erika Uhl, family therapist from Germany.



Seminar Art – therapy

First module of the seminar was held in September with 11 participants, mainly professionals of helping professions. Seminar has allowed participants to learn about the basics of art therapy, to experience techniques and to learn how to use these methods in their own work with clients. Participants learned about dynamic drawing, wet on wet technique, form drawing, perceptive drawing, and use of the fairy tale in art therapy, basics of temperament, modelling and many other techniques that can be useful in establishing connection with clients, helping them to heal. Implementation of following two modules is scheduled in 2015.

Advanced seminar Children Portraits

Advanced seminar was organized in April for the group of 12 participants who have previously completed basic three modules of Art-therapy education. Topic of the seminar was children's portraits through art history, from painting to photography, development and raising children. Exercises included practicing perception, viewing, listening, acting, thinking and feeling. Participants were encouraged to think about human, family and surroundings development through evolution of portraits drawing in time.

Seminar Sexual Abuse in Childhood

Seminar was held in April, May and September with one group of 16 participants who were professionals of helping disciplines. As was the case with former groups, first contact with this topic for many participants caused difficulties and resistance related to the acceptance of presence of the sexual abuse of children and various forms of sexual abuse.

Presented statistical data on sexual abuse of children, as well as the fact that they show only reported cases and that many of abuses are never revealed, was frightening but also motivating for participants to involve more in to the education. For some participants it was an incentive to open up toward this topic even more and share some of their own personal and professional experiences with sexual abuse. All of it had a positive influence on adoption of the new information and it

gave participants a chance to integrate new knowledge sooner within their personal and professional lives.

At the end of the second module participants noticed how their resistance toward the topics is lessened, that they started opening toward the topic more and that they started talking about it with their co-workers and within their families and friends. Many were interested in literature and sources to further educate themselves on the topic, which they were provided with. In written and verbal seminar evaluations following words were repeated by most of the participants describing what they gained: educated, informed, encouraged, developed awareness, motivated, open, brought to the surface, empowered....

Some of the specific participant's statements (in written or verbal form of seminar evaluation) are following:

- "I have become more aware how much abuse is present, what are the dimensions of the problem and how severe are the consequences it has on a person. It awakens need in me to learn more about it so I can contribute to preventing it.
- "A lot more trust in me and courage to handle this topic as a helper. Almost all of the exercises that I learned here I started using in my work. Signs and symptoms which I follow in my clients are now expanded because I now take into consideration some specific symptoms of sexual abuse. Theory that I learned here I shared with my colleagues even though I do think that it would be beneficial for them to participate in this seminar."
- "Role of the group is very important. Without trust and openness of each group member it would not be possible to handle this difficult topic, integrate information and take it with us into our every days lives, into our families and work we do. For prevention of sexual abuse of children I do believe that this type of work is ideal – in a safe environment and lead by experienced professionals.



Seminar Therapy with Music – Drums

Three modules of seminar were organized in October, November and December with 17 participants.

Topics covered during the seminar were: communication, adequate expression of emotion, positive self image, goal setting, trust in self and others, team work etc. Majority of participants in this seminar said that they did not believe that playing drums would wake them up and release repressed emotions and contents so much, or that they would connect as group through playing in such a manner. They also emphasized that singing was important for them during work, because majority of them had so called ban on singing – impression that they are bad singers which they got in the childhood. During the

work in the group, through various activities related to singing and vocalization, that ban and fear of singing started being released. All participants by the end of the third module were able to free and find their own voice, which was significant for the development of self-confidence.

During final evaluation participants said that they now use music much more in their work as an auxiliary method for client relaxation, as well as guided fantasy. Also they report of using on regular bases with clients exercises of conscious breathing, they point out to their clients how healthy it is to sing and listen to certain kinds of music, point them to find appropriate way of incorporating music in their everyday lives.



Training Personal and Business Skills

The training has been organized in three modules in May, June and September. In total, 8 unemployed women have successfully passed all three tests and gained right to receive the X-pert PBS certificate

Only four out of eleven participants had previous working experience.

During seminar implementation participants reported about improvement in their awareness, understanding of different communication aspects in private and professional life, rhetoric skills, presentation skills, knowledge about moderation of meetings, seminars. They were encouraged to connect the presented topics with everyday life, private and professional and quite often it was interesting for them to realize how presented topics can be used in many daily situations. Improved self-confidence, reduce of fear and aggressiveness in conversation were reported as one of the immediate effects of the seminar. Better self-presentation in public including job interviews, CV for job applications, preparation for any important conversation, formulation of questions, more systemic approach in leading the meetings, seminars, groups and generally communications, approaching the problem/situation, visual presenting of ideas, topics have been emphasized as important for future professional context.

Follow up with participants has shown additional achieved results: 4 of them have found new employment, recommenced their own small business, and started volunteering in NGO.

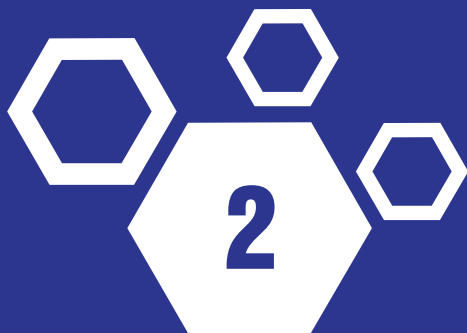
At the end of the education via verbal and written evaluation participants gave following feedback:

- "It is very important for me that I got an opportunity to prepare and present myself in a proper way at a job interview. I never had an opportunity before for something like this, and I do believe it is very important for us unemployed women. One day when I do find employment I think it will be especially useful for preparation and leading of meetings as well as for proper communication".
- "I never had issues with self-confidence. Quite contrary I thought I can do and know everything and immediately during the first day of the first module I realized I have a lot to learn. With every new area that we were learning new doors opened for new knowledge and skills that I need to acquire. A great deal of it I received at this education, but most important thing I received, is knowledge that I need to learn more and improve my competences in order to set myself apart from other people who are also competing for employment"



Seminar Free Painting

Seminar was implemented in September with one group of 8 professionals and students. It was lead by Mrs. Ester Peek, Art therapist from Holland. The subtopic of the seminar was related to the work of the German-Swiss artist Paul Klee.



FAMILY COUNSELING CENTER

Family Counseling is intended for citizens of Tuzla Canton who have personal, marital or familiar difficulties or problems in relationships and want to solve them with expert help. Psycho-social treatment of individuals is approached in a humane and professional way through individual or group work, while following all of the ethical norms. Family Counseling offers

numerous other activities which as a goal have prevention of unwanted states in individuals, improvement of psychological and physical health, reduction and elimination of stress, improvement of quality of free time and quality of life in general.

SOS telephone

Number of people who within 2014 requested services via SOS telephone in 2014 is 117. Out of that number, 45 people requested psychological support and or conversation related to following issues: personal crisis (stress, anxiety, depression, panic attacks), problems with partners, marital problems, difficulties with raising children and similar. 29 people requested support related to the domestic violence (physical and verbal violence). One part of these individuals was directed toward further psycho-therapeutic treatment within Family Counseling or to other organizations/institutions who offer similar type of support.

43 people requested different type of information or different type of support. As was the case in earlier years, mostly it was about material and / or financial support. For small portion of these individuals who request that type of support (especially if the case is involving financial support of seriously ill children; and this year people who were affected by floods) Amica Educa sporadically provided this type of support also per its current capabilities.



Individual, couple and family counseling and psycho-therapy

Activities related to providing services of psycho-therapy and counseling for individuals, couples and families have continued with realization in 2014. Sessions were held according to the previously scheduled appointments with the 4 engaged psycho-therapists. During 2014 total of 427 sessions were held for 66 people. Relative to last year, number of sessions increased and number of clients decreased, which is the result of newly agreed upon procedures founded in accordance with the Family Counseling therapists ideas'. Procedures are limitation of therapy length with an individual client so other clients could wait less on an opening. Continuation of work with these clients is possible after a 2 month break which also makes assessment of their progress and the level of strengthening of the clients abilities to function independently easier.

Some of the difficulties that clients come to Family Counseling with are: depressive and anxiety related disorders, grieving process after losing of a close person, period after the divorce, social phobia, gambling addiction, and other numerous problems related to low self-esteem and existential blockages mostly caused by the long term unemployment and general unfavorable situation in the society. 4 women participants of Digital Inclusion of Marginalized Women after several psycho-educative workshops were empowered to ask for individual assistance and are now attending individual therapy.

All therapeutic and counseling sessions were focused on control and prevention of socio psychological problems and difficulties, harmonization of family and marital relationships, adoption of positive habits, formation of positive life attitudes as well as education of citizens in the area of mental health.



Psycho-educative workshop with children

During the year 79 workshops were implemented with two groups of children. Workshops included 12 children from 4 to 10 years old. Workshops were created so that they were adjusted to the abilities and needs of all of the children which in the first place allowed use of creative techniques of Art Therapy, methods of Positive Discipline in Raising Children and number of interactive games. Goal of the workshops was providing support children with their healthy growth and development as well as fulfillment of their own inner potentials.



Psycho-social work with women returnees in Republic of Srpska – Snagovo

Psycho-social work with women returnees to Snagovo during 2014 was held once a month according to the regular schedule arraigned in advance with beneficiaries. In total 10 sessions were held. Group is open and in 2014 it had 14 members, women ages from 35 to 68. Focus of the work with this group in providing psycho-social support: improvement of physical and psychological health through alternative methods of healing, fito-therapy (collection and storing of medicinal herbs and their

application), physical exercises, breathing and relaxation exercises and similar. Several members of this group also joined a training at Association Prijateljice where they started with creation of handicrafts, through sale of those they started making small but for them significant financial profit. Most of the members create accessories from wool, some started with jewelry creation and they had an opportunity to show their work at local fairs.



Psycho-social work with women refugees in Tinja settlement

In the 6 month period 28 workshops of psycho-social support were held. Total number of women who participated in sessions was 19 and they were divided in 2 groups. Considering that this work is being done, more or less with the same group of women, for a longer period of time both of their group and individual level a lot of positive improvement is visible in their everyday functioning and behavior. In the group dynamic visible are changes related to the manner of communication among members. They open up quicker and in an easier way talk about personal problems with children and other people in

their environment. A great level of trust is evident in the group and the group leaders. Especially noticeable is the change related to their opening up and talking about missing members of their family. They accepted the change in the attitudes, accepted life in the place where they are located, which according to their statements brought them peace. Despite all progress there is still a great blockade related to starting new partner relationships. Most of these women deny the need for having a partnership with a man.

Psycho-social work with Roma women in Kiseljak

15 workshops were organized with a group of 15 women. The group became more active and open to new topics, connected, shared emotions and talked about personal problems more freely, which proves the great confidence in the group. Topic such as mental and physical health care was more accepted by older women, while younger ones were more interested in topics of love, marriage, parenting and responsibilities in different life phases. Most women reported that they felt improvements in communication with their family members. They recognized a role they previously have occupied in the family and learned to delegate tasks in their home better. Some women have emphasized the topic of "raising children" as the most important for them. This way, they partly stepped out of their traditional gender-based roles and raised consciousness on gender equality.



Economic empowerment activities:

3 women have completed a course of tailoring and sewing during which 24 workshops were held. Upon completion of the course, all 3 women became proud owners of certificates and gained skills that can enable them to generate income and feel as a worthy and equal member of their own household. All the women in group continued with knitting rugs and other accessories made out of wool, as well as making recycled plastic bags - out of the materials that Amica Educa provided for them. Some of them managed to sell their handmade products and to generate income.

The final activity of the project was the handcrafts exhibition of group members (wool accessories, recycled plastic bags and garments they have sewn), where they had an opportunity to show the local community, school management and parents their new skills.



Psycho-educative workshops for Roma children in Kiseljak

Amica Educa has implemented 20 psycho-educational workshops, including 15 Roma children (10 – 14 years of age). Workshop themes were primarily based on providing stable and safe environment for children included, where they felt safe to share and express. Children have developed self-awareness, knowledge of emotions and acceptable ways of expressing them. They have developed social and communication skills, which was evident in group dynamics. As part of empowering each child and prevent any form of abuse as well as peer violence, awareness of personal boundaries was exercised and children have learned to feel, respect and protect own boundaries and boundaries of others. This also helped to develop empathy and understanding of others. Topics regarding importance of education and learning, as well as problem of early marriage and promiscuous behavior were thoroughly discussed. A significant effort was made in providing support to children regarding cultural difference; helping them to understand and learning how to deal with related problems they encounter. Aiming to provide objective

measurement of achieved results, in September pilot testing with standardized test was conducted. Tests have confirmed that this work has positive effects and with these results we can argue that we have achieved Project aims.



Recreation gymnastic for women

2 groups of middle and older age group women met twice a week with a goal of improvement of physical and mental health as well as social functioning. 104 sessions of gymnastics were organized and total of 21 women participated in this activity during 2014.

Yoga exercises

1 group of middle and older age group individuals met twice a week during 2014 with a goal of development of personal spiritual and physical capacities. 64 yoga sessions were organized in this 14 people participated

Dances of Universal Peace and Reiki session

Total of 40 sessions of Dances of Universal Peace and Reiki sessions were organized in 2014. 16 people regularly attended these sessions where they were given an opportunity to improve their own personal experience through the use of spiritual and relaxation techniques.

Relaxation massages

During 2014, 288 individual relaxation massage treatments were organized for total of 64 people. People who attended massage treatments reported on improvement in physical health in general as well as improvement in functioning and alleviation of pain in specifically treated parts of the body.

3 PROJECTS

Project: Breaking the Silence on Gender Based Violence

Donor: In Foundation – Foundation for social inclusion of children and youth in Bosnia and Herzegovina

Breaking the Silence on Gender Based Violence project started in September of 2014. The general goal of the project is prevention of gender based violence through information, education and communication based on social values that support equal rights and respect for all members of community regardless of their gender. Project is planned to last 10 months and is being implemented in an Elementary School at Kiseljak, Municipality of Tuzla. Included in the project are over 220 school children (of which 30% are Roma nationality), from 7 to 15 years old and 6 young unemployed professionals who are being educated to work on this topic.

Project consist of series of related activities: enabling volunteers to independently lead gender based violence workshops intended for elementary school children, conducting a survey among children on their knowledge on topic of sex, gender, gender equality, implementation of puppet and forum theatre, establishing a Safe mailbox as well as implementation of educational workshops on the topic of gender based violence. Plan for 2015 aside from continuation of implementation of educational workshops also includes organization of Sports day, Exhibit and Art Contest of school children's art work as well as the final survey of children on acquired knowledge.



Results achieved in 2014:

- 6 Volunteers improved their personal and professional competencies and completed 20 days of training on leading groups of school children on the topic of gender based violence.
- School children gained and are continuing to gain new knowledge on gender based violence, on gender differences and traditionally assigned roles.
- Dialogue on traditional norms and expectations and how those norms and expectations contribute to gender based violence and possibilities for changes between boys and girls is opened.
- School staff and local community are introduced to the topic of gender based violence.



Project Digital Inclusion of Marginalized Women

Donor: Swisslos / Amica Schweiz

Project began in September of 2014 with a goal of reducing existing gender inequalities in BiH through inclusion of women in the process of lifelong learning and active participation in highly computerized society. Project is planned to last 3 years and is being implemented in the area of Tuzla Canton. Project will incorporate 6 groups of 12 women each (total 72 women) from 30 to 60 years old, currently unemployed, with or without work experience, of all levels of education since project and trainings are also tailored for participants with only elementary education.

Project includes digital literacy training which is implemented in cooperation with Center for Business Education. Digital literacy program is basic program which will teach participants fundamental computer use. All participants in this activity are extremely satisfied with the speed and the volume of digital literacy training and feel especially empowered by learning new skills.

The other part of the project are psycho-educative workshops which are intended for amplification of self respect, self confidence, communication skills and gender awareness. Each of the topics is presented in different module which lasts three weeks and to some of the topics (i.e. respecting own needs and capacities) participants are introduced to for the first time.

Additional benefit of this project, is that it provides an opportunity for "getting out of the house" and forming new friendships, actual support groups within the project, for long term unemployed and socially excluded women. Trainings and workshops are implemented in Tuzla at the Center for Business and Education and at the Association Amica Educa and transportation is arranged for participants.

Plan for 2015 is to implement new 36 digital literacy trainings and psycho educative workshops for 3 groups of women and to organize round table on the topic of women's rights.

Results achieved in 2014:

- Participants are not only acquiring new knowledge and skills but are motivated to use new technologies, and in accordance with their request for a computer that they can use to practice outside of their trainings we are looking into possibilities.
- Participants are becoming aware of their capacities, rights and needs. They are aware of the concept of self respect and self confidence. They actively work on development of the communication skills.
- 1 Participant found steady employment



PROMOTIONAL ACTIVITIES

Amica Educa has promoted its activities and projects by **22 media appearances** (2 TV appearances, 3 radio appearances, 9 articles on their websites, 7 releases via social networks and other websites). The news has contained the information on new activities, projects and achieved results.

As in previous years, Amica Educa printed **leaflets** and distributed them to various institutions and organizations where there are potential and previous beneficiaries of the organization as well as all Conferences that Amica Educa representatives participated.

In order to promote the work with Roma women and children, and as the final activity of working with a group of women, it is organized an exhibition in the premises of school Kiseljak, which presented handicrafts and drawings that were made in working with this population. Media were present at the exhibition - representative of Amica Educa gave **2 interviews** for 2 local television stations (TVTK and RTV7).

Amica Educa promoted Associations' activities that contribute to the development and peacekeeping in the community with a **promotional stand** and distribution of the promotional material at the Peace Fair within Sarajevo Peace Event.





COOPERATION WITH GOVERNMENTAL INSTITUTIONS

Ministry of Education, Science, Culture and Sport and Pedagogical Institute Tuzla

Cooperation with the Pedagogical Institute has continued in implementation of two seminars within the project: Positive Discipline in Raising the Children and Sexual Abuse in Childhood. Pedagogic Institute has proposed the schools that should be included and proposed these seminars (upon estimation of delivered Amica Educa seminars' documentation) to be approved by Ministry of Education. Ministry has approved these seminars to be implemented for school teachers and

other school professionals followed by Positive opinion/recommendation of Pedagogical Institute. The written acknowledgement by Ministry has contributed to teachers joining seminars. Representative of Pedagogical Institute, being introduced with the topic of Positive Discipline in Raising the Children, has been invited to seminar to make a introduction emphasizing the importance and value of the topic for teachers' work with children in schools.

Center for Mental Health Tuzla

With the aim to support the multiplication of the methods and techniques of Creative Expressive Painting, Amica Educa provided the financial and expert support for equipping the premises/atelier in Centre for Mental Health Tuzla for creative work with clients and one time assistance in purchasing of the

material. Along with equipping the premises, capacity building of 4 representatives of the Centre has been supported through the project. The adaptation of the premises is being finalized and the official opening of the atelier will be organized upon completion of the work (in the beginning of 2015).





Employment Bureau Tuzla

Employment Bureau has been involved in forming the group of participants for Personal Business Skills Training as well as in forming the group for project Digital Inclusion of Marginalized Women. For both activities, target group were unemployed

women. Cooperation with the Institute takes place continuously the last few years and always is, to our mutual satisfaction, successfully realized.

Ministry of Internal Affairs (Department for Juvenile Delinquency and Domestic Violence)

The Police representative (Department for Juvenile Delinquency and Domestic Violence) has joined the seminar as guest lecturer and has shared the relevant information about the work of Police in community concerning the Sexual abuse to

the professionals of helping professions. The mutual sharing of information contributed to better understanding of each actor but also set the basis ground for closer cooperation in reporting and dealing with this issue.

University of Tuzla – Faculty of Education and Rehabilitation

Cooperation with the Faculty of Education and Rehabilitation of Tuzla University has been continued through Project Tandem University – Amica Educa. Project includes education of students, on topic Creative Expressive Painting. In December

2014, the first module (out of three) has been organized for 5 groups of students (in total 60). The second and third modules are scheduled for March and April of 2015.





PARTICIPATION AT VARIOUS MEETINGS, CONFERENCES, EDUCATIONS

In 2014, representatives of Amica Educa have participated in different meetings, round tables, conferences as well as educations in different fields relevant to strategic development of Association.

International conference and European Association for Education of Adults (EAEA) Assembly was held in Brussels, Belgium. In addition, a meeting of the representatives of EAEA, dvv international and members of the EAEA network from B&H was held. Goal of the meeting was discussion on actual activities related to planning and implementation of the conference "Remembering for the Future" which was to be held in Sarajevo in November 2014.

Round table 20 Years of Vive Zene Work, Rehabilitation of Torture Victims in B&H was held in Tuzla and it was organized as a part of the global campaign "Stopping Impunity of Torture with an aim of reminding public on consequences of torture from the previous war in B&H". At the same time commemoration of the International Day of Support to Torture Victims was held, as well as commemoration of 27 years of UN Convention against Torture.

Prevention of Professional Burn-out at Work two days seminar was organized by UNICEF for social workers and professionals in helping disciplines. Seminar included lectures on topics related to professional stress, trauma transfer, and psychological difficulties in providing help.

The International Conference the Training of Adult Education Educators – European models was organized in Sarajevo in September by dvv international, Social – Educational Centre from Banja Luka and Deutsche Gesellschaft für Internationale Zusammenarbeit. Participants of the conference have been introduced with the models of adult education systems from Switzerland, Germany and Austria. The discussions about quality of curriculums for adult education and financing have been part of working groups.

Conference on Juvenile Delinquency - Dialogue, Exchange of Experience and Knowledge was organized by Ministry of Labor, Social Affairs and the return of TK in cooperation with the University of Tuzla, University of Applied Sciences Northwestern Switzerland and "Vive Zene", in Tuzla. The goal of the conference was to exchange experiences and knowledge and the results of the research project, related to problem of juvenile delinquency and social context of B&H.

International two days conference Remembering for the Future was organized in Sarajevo by dvv International and European Association for the Education of Adults (EAEA). The conference presented projects and initiatives in the field of adult education, and held discussions on the importance of such projects in the context of European culture of remembrance and reconciliation. Participants of the conference were representatives of governmental and non-governmental organizations active in the field of adult education from 26 European countries.

Round Table Regional Experience Exchange in Educational Work with Roma Children and Effect of Entire Day Learning was held in Kiseljak School where experiences in working with Roma population, positive results and difficulties encountered, as well as methods for overcoming difficulties, have been shared. Participants were representatives of Agency for education Osijek, Croatia, elementary school from Beli Manastir, Croatia and representatives of NGO and institutions who work with Roma population in Tuzla Canton, B&H.

Online education in Positive Discipline in Raising the Children – aiming to improve quality of education in Positive Discipline in Raising the Children, seminar leaders have completed 6 months long online education. After satisfying all requirements, leaders were certified as Certified Positive Discipline Educator by Positive Discipline Association.

PARTICIPATION AT VARIOUS MEETINGS, CONFERENCES, EDUCATIONS



Dances of the Universal Peace Summer School - Tenzila Hujdur and Edin Srabovic, leader and assistant of the seminar Dances of Universal Peace have attended annual Dances of the Universal Peace Summer School in June, in Germany.

Training for Trainers in Education of Adults - The training was organized by Red Cross of Tuzla Canton. Training included learning about principles of adult education, processes and styles of learning, interactive methods which can be used in work with adults, etc.

Gender Equality, Gender Diversity and Mainstreaming in NGOs workshop was organized by Open Society Sarajevo in Sarajevo. In addition to theoretical knowledge regarding the topics, participants were able to do gender analysis and gender impact assessment and learn examples of good practices.

Education on Music therapy - leader of Music Therapy seminar has participated in several professional educations in this field: Use of Orff Music Therapy in Rehabilitation and Education organized by the Social –Educational Center; Sound Correction organized by Puni Potencijal (Full Potential) – Association for Education and Training, Zagreb, Croatia; Modern Methods of Teaching Music in Different Developmental Stages of Childhood organized by Music Art Project – Association of Music Art, Belgrade, Serbia.

Education in Systemic Approach in Working with Families, Couples and Individuals is provided by Center for Family, Family Therapists, and Systemic Education from Belgrade, Serbia, certified by European Association for Psychotherapy and Family Therapy.





OTHER ACTIVITIES OF THE ORGANIZATION

Traineeship - Amica Educa has provided mentored traineeship program in duration of 6 months for student of Bern University of Applied Sciences, Social Work Department, Nadia Möschli. Mentoring by Amica Educa has ensured the harmonization of tasks requested by faculty with Nadia's activities in Amica Educa and evaluation her work at the end of traineeship. In addition to professional tasks, Nadia has been actively involved in activities supporting people endangered by floods and landslides in Tuzla Canton; raised funds from her friends and family in Switzerland, buying and distributing food and hygiene packages. This student had provided support to over 60 families (approximately 250 persons) in Tuzla Canton.

Internship - Amica Educa has enabled the internship for one social worker in duration of one year. The Federal Employment Office financially supported this action (partly) with the aim to support the active measures of employment.

Annual Assembly - Annual Assembly was organized in March 28. The Assembly was elective and all of the organizational structures (the Board, Director) have been reelected. Along with the reelection, the Annual Assembly included the presentation of the narrative and financial report. The participants were also introduced with the activities planned to be implemented in 2014 as well as financial construction of the budget for 2014.

Audit - In period February – March the external audit of finance reports of Amica Educa has been done by certified audit firm "Auditor". The audit report includes the following conclusion: "In our opinion, the attached finance reports give accurate and fair picture of the assets, capital and liabilities of the association, with the balance on 31st of December 2013 as well as business result, pursuant to the IFRS (International Finance Reporting Standards) and applicable BiH Law on accounting and audit".

Team building for SOS Kinderdorf employees from Sarajevo, Mostar and Gorazde was organized in Amica Educa in September. Team building seminar incorporated techniques from Music therapy, Creative Expressive Painting and Anti-stress techniques. 10 participants took part in this 3 day seminar.

Floods in B&H - In mid May 2014 heavy rains caused natural disaster in B&H. The area of Tuzla and Tuzla Canton was mostly affected by the landslides. Several collective housing centers were established in and around Tuzla. Amica Educa personnel responded to the crisis by:

- Joining the network of NGOs, relevant Ministries and Centres for social work of Tuzla Canton to which Amica Educa contributed by providing psychotherapeutic support to displaced children in duration of 6 weeks. In total 11 sessions were held.
- Collecting the drawing material for children 6 – 16 years of age (40 packages were distributed)
- Hygienic, food package and "Women to Women" package were made and distributed by Amica Educa team, supporting 90 people.
- Renovating the house of one family of poor social and health status. House is placed in Tuzla settlement that has been heavily damaged by landslides.
- Funds for purchase of food, hygienic package as well as for renovating house were donated by friends and associates from Switzerland and Germany.



STATISTICAL DATA

EDUCATIONAL PROGRAM									
YEAR 2014	Seminars		Participants						
Seminar topics	Modules	Days	Employed	Unemployed	Students	Retirees	TOTAL	Men	Women
Family Dynamics	5	14	17	12	3	3	35	0	35
Creative Expressive Painting	4	11	18	7	0	0	25	1	24
C.E. Painting for students (Tandem)	5	15	0	0	45	0	45	10	35
Positive Discipline in Raising Children	4	12	18	1	0	0	19	2	17
Nonviolent Communication	3	9	5	12	4	0	21	0	21
Sexual Abuse in Childhood	3	9	15	1	0	0	16	4	12
Personal and Business Skills	3	12	0	9	1	0	10	0	10
Dances of Universal Peace	5	13	29	3	0	7	39	5	34
Therapy with Music- Drums	3	9	9	4	4	0	17	2	15
Art -therapy	2	6	11	8	2	1	22	1	21
Free Painting	1	3	3	5	0	0	8	0	8
TOTAL	38	113	125	62	59	11	257	25	232
%	-	-	48,6	24,1	23,0	4,3	100,00	9,7	90,3

NUMBER OF AMICA EDUCA BENEFICIARIES AND PARTICIPANTS IN YEAR 2014				
		Number of groups/modules	Number of sessions/workshops/days	Number of beneficiaries
1	Educational program	38	113	257
2	Other projects	11	40	227
3	Family counseling center	12	1099	376
TOTAL		61	1252	860



OTHER PROJECTS				
		Number of groups	Number of sessions /workshops	Number of beneficiaries
1	Digitally Inclusion of Marginalized Women			
1.1.	Digital Literacy Training	1	7	12
1.2.	Psycho-Educative Workshops	1	7	
	Subtotal	2	14	12
2.	Breaking the Silence of Gender Based Violence			
2.1.	Gender / Gender Based Violence workshop	1	5	8
2.2.	Pedagogical Methods workshop	1	5	
2.3.	Mentoring /Workshop presentations (selection of volunteers)	1	10	
2.4.	Workshops for children and Theatre Play (1-5 grades)	4	4	102
2.5	Forum Plays (6-9 grades)	2	2	95
	Subtotal	9	26	205
TOTAL		11	40	227

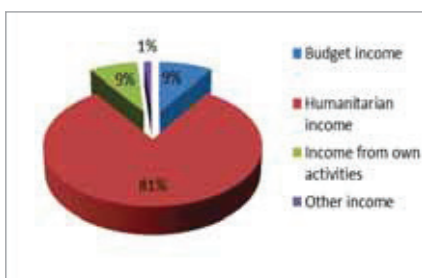
FAMILY COUNSELING CENTER				
No	Activity	Number of groups	Number of sessions /workshops	Number of beneficiaries
1	SOS telephone	-	-	117
2	Individual, couple and family counseling and psycho-therapy	-	427	66
3	Psycho-educative workshop with children	2	79	12
4	Psycho-social work with women returnees in Snagovo village	1	10	14
5	Psycho-social work with women refugees in Tinja settlement	2	28	19
6	Psycho-social session with Roma women in Kiseljak	1	15	15
7	Sewing workshops for Roma women from Kiseljak	1	24	3
8	Psycho-educative workshops with Roma children in Kiseljak	1	20	15
9	Recreation gymnastic for women	2	104	21
10	Yoga exercises	1	64	14
11	Dances of Universal Peace and Reiki session/workshops	1	40	16
12	Relaxation massages	-	288	64
TOTAL		12	1099	376



FINANCIAL REPORT

INCOME

Total generated revenue in the 2014 accounting period is: 262.973 KM, which in comparison to same period last year is INCREASED by 53.303 KM or 25,4%

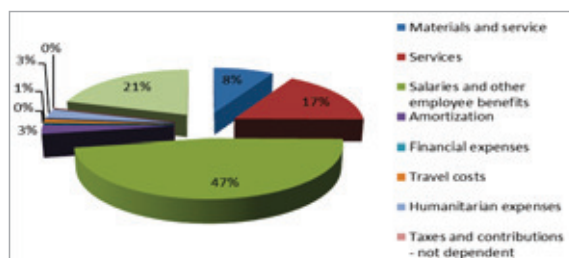


Overview of realized revenues			
No	Position	amount KM	%
1	Membership fees	-	0,0%
2	Budget income	24.375,00	9,3%
3	Humanitarian income	213.380,00	81,1%
4	Income from own activities	21.906,00	8,3%
5	Other income	3.312,00	1,3%
Intotal		262.973,00	100%

OUTCOME

Total generated expenditure in the 2014 accounting period is: 262.254 KM, which in comparison to same period last year is INCREASED by 53.463 KM or 25,6%

Overview of outgoing expenditures			
br	Position	Amount KM	%
1	Materials and service	21.810,00	8,3%
2	Services	44.204,00	16,9%
3	Salaries and other employee benefits	124.238,00	47,4%
4	Amortization	7.324,00	2,8%
5	Financial expenses	512,00	0,2%
6	Travel costs	2.626,00	1%
7	Humanitarian expenses	7.365,00	2,8%
8	Taxes and contributions- not dependent	278,00	0,1%
9	Other expenses	53.897,00	20,6%
Intotal		262.254,00	100%





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