



CONTENT

ANNUAL WORK REPORT
AMICA EDUCA

1	Overview of the achievements and the effects related to the organizational development.....	2
2	Educational Program.....	3
3	Family Counseling Centre.....	11
4	Other projects.....	14
5	Other organization's activities.....	16
6	Cooperation with governmental and non-governmental institutions.....	19
7	Participation meetings, conferences, round tables, educations.....	22
8	Statistical data.....	24
9	Financial report.....	27



OVERVIEW OF THE ACHIEVEMENTS AND THE EFFECTS RELATED TO THE ORGANIZATIONAL DEVELOPMENT

Programs and projects of Amica Educa implemented in 2015 have contributed to the satisfaction of needs and the fulfillment of Tuzla Canton citizen's rights, in particular women and children in need of psychosocial support. The support to all of the beneficiaries has been provided in a form of education, psycho-education, trainings, individual and group psychological counseling / psychotherapy and other group activities. Public activities, media presentations, cooperation with governmental and nongovernmental institutions and organizations have contributed to Amica Educa visibility and created new possibilities and options for proactive activities in society.

Amica Educa developed its capacities to a level that it is recognized as an expert in specific areas, and during 2015 was engaged on numerous occasions by other organizations and institutions with an aim of development and provision of support for the realization of their activities, projects or programs:

- Development of professional staff's competencies at the Institute for Education of Individuals with Physical and Psychological Deficiencies Tuzla, related to the use and inclusion of art therapy methods into regular curriculum.
- Providing support to the IN Fondacija (Fondacija za unapređenje socijalne inkluzije djece i mladih u BiH) in the implementation of the research related to the presence of the gender based violence in the youth relationships (high school students) in B&H.
- Implementation of the gender based violence workshop for the school parents at the elementary school Kiseljak, organized by the OSCE mission in B&H.
- Implementation of the Positive Discipline in Raising Children lecture for employees and parents at the day care Aladin Tuzla.
- Support in the discussion moderation and promotion of the book Feminist Readings of Social Phenomena (organized as part of the 16 Days of Activism against Gender-Based Violence). One of the texts in the book was written by the Amica Educa employee.
- Co-authoring manual for Prevention of Gender Based Violence for teachers, financed by IN Fondacija.

Amica Educa initiated and organized manifestations that marked International Family Day and Children's Week under patronage of Ministry of Labor, Social Affairs and Return of Tuzla Canton. Organized manifestations and activities and media campaign were carried out with the goal of promoting family values, gender equality and women and children's rights.

Carried out were preparatory activities for implementation of projects and activities for next year:

- Project Family Conferences – Amica Educa was recognized as a potential local partner for realization of the project Family Conferences for the Tuzla Canton region
- Center for Social Work Tuzla and Institute for Human Rights (along with the other NGO's from Tuzla Canton) identified Amica Educa as a relevant provider of services for application of educational measures for juvenile delinquents.

With a goal of improving organizational structure, professionalism and productivity, internal process of human resources evaluation was conducted, which resulted in the alignment of the team members personal goals with the organizational (strategic) goals. The achievement of personal goals that are aligned with the organizational development mainly related to the professional education of the team members.

Amica Educa promoted its activities and projects via 22 media appearances (14 television and 6 radio appearances) and via 55 publications on various web portals and internet pages. In addition to that, with activities, achieved results and effects announcements, public was continuously informed via postings on Facebook which reaches high number of beneficiaries.

As well as in the previous years, Amica Educa printed informational promotional material which was distributed to various institutions and organizations as well as potential and current Association beneficiaries.



EDUKATIVNI PROGRAM

Educational program includes realization of 10 different seminar topics primarily intended for the professionals in helping disciplines – pedagogues, psychologists, educational, social and health workers, educators-rehabilitators, social pedagogues and similar. Also, a significant number of persons in other occupations were also among seminar members, which reflects greater interest of the citizens in improvement of personal competencies and improvement of quality of life.

In 2015, 121 days of seminars on 10 different topics organized in 37 modules were implemented within educational program. Seminars are organized in modules, which last on average 3 days and each module is organized with a one month break in between in order to give participants an opportunity for processing acquired knowledge and better integration of skills into their daily professional and/or private lives.

Out of total number of participants in 2015 (289); 46,4% were employed, 28,4% unemployed, 18,3% students and 6,9% retired. Majority of participants were women 90,7%.

The positive effects of the seminars related to the improvement of professional competencies and personal development are evident in the participant statements and in the leader's observations.

Not one of the seminar participants stayed indifferent during or after education. All of the participants in different ways reported that the seminar topic, way of work, approach, group processes etc. had a positive effect on them. They all see the need and the possibility for multiplication of the topic in professional context and in the personal life.

It has been noted that while participants find many uses for the methods and techniques they learned, which makes their professional and personal lives more productive and creative, what they always emphasize is gaining positive attitude for life in general and feeling of calmness. That change in the way they live their lives, often happens without the actual intent of the part of the participants, and affects people in their personal and professional lives, which has far-reaching effects that cannot be described or predicted.

ART THERAPY

Basic seminar that started in 2014 was continued in 2015 through organization of 2 modules that included 10 participants. Topic of second module was therapeutic use of fairytales in work with children and adults while third module included work on temperaments. Participants had an opportunity to discover and understand their own temperaments and learn how to work with different temperaments using art therapy techniques. They also exercised observing children's drawings and learned to use it as diagnostic tool. Most of the participants had gone through intensive inner processes and resolved certain issues, guided by seminar leaders and learned techniques.

Advanced module Biography-Life Story in the Mirror was held in April for 12 participants who had an opportunity to learn new approach for work with their clients focused on understanding and observing the development of biography and experiencing the phases of it. During the education participants had opportunity to work on own biography, becoming more aware own life story, the past and the future.

Workshops series on the topic of Art History (10 one day workshops) is intended to be organized in period of two years are open to everyone who would like to learn about development of human kind through seeing and experiencing the history of art. First two Art History workshops have been



organized with an aim of introducing participants with the specific periods in history (Prehistory and Culture in Mesopotamia and Syria) while following the development of consciousness of humankind and art that resulted. Participants are encouraged to see the links between these two art period with a focus on a position of a woman within each culture.

Additional education and mentoring

Art therapy education and mentoring have been provided to group of five people. They all completed basic and advanced art-therapy seminars and use the knowledge to work on themselves and in work with clients. The group work has been organized with the aim to develop better understanding of art therapy processes, gain more experience in using art therapy techniques and provide support and empowerment for therapeutic use with clients. 21 workshops/meetings and supervisions were held in period June – December 2015.



CREATIVE EXPRESSIVE PAINTING

Three basic modules were implemented in February, March and April. 12 participants were introduced with different techniques of painting, modeling, and observation of the paintings as well as use of the method in providing psycho-social support to adults and children. Participants were mainly professionals employed in helping disciplines. For the majority of participants, this seminar represented first contact with a creative therapeutic method so from the very beginning they showed openness for adopting new knowledge and work on themselves. Majority of the employed participant even while the education was ongoing started with multiplication of learned methods in work with their clients. Employees of the Center for Mental Health (with whom cooperation was established previously), started application of the method in the newly furnished atelier in the Center and reported about very positive results in their work with clients. In general, all of the participants report on feeling of empowerment and increase in self-respect that happened via experiential learning of this method. New for all of the participants was the method of painting in which esthetic evaluation and psychological analysis is excluded, while increasing development and functioning of the own personality. One of the participants used this education and this group as a support for overcoming burn-out that she recognized through its symptoms at the begging of the education.

"With this seminar I gained a lot because I was able to become aware and know parts of me which were unclear. I leave this seminar completely satisfied and happy."

Advanced seminar module on a topic of Female and Male Energy: Strength within Us was implemented in November. Total of 8 participants consisted of the people who apply the method of Creative Expressive Paining in their work or for their own development and personality growth. Seminar allowed participants to connect with their own male and female energies and through exploring and accepting find inner strength and balance. Participants heartily accepted this specific topic because it allowed them to better understand and make peace with two different energies that they both encounter in relationships and find in themselves.

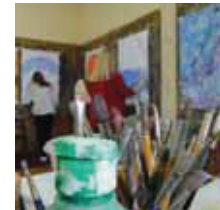
The basic education for students of Faculty of Education and Rehabilitation that started in 2014 was completed in 2015 with second and third module organized for 4 groups of senior students in March and June. The education, as in previous years, is organized within the project Tandem University – Amica Educa in cooperation with the Faculty of Education and Rehabilitation.

Students from the very beginning showed willingness to actively involve and work on themselves and that only significantly increased through modules. With most students changes occurred in their thinking, attitudes and feelings in relation to themselves and others. Noticeable was connections that were made within the group and openness toward new way of works. They expressed their satisfaction and excitement



related to the application of the learned method in the future work with clients.

In total 40 students have successfully finished the education and were awarded certificates. Through gained personal experience and start of their own creative process students realized the possibilities of



POSITIVE DISCIPLINE IN RAISING CHILDREN

Three basic seminar modules were implemented in the period March-June. Seminar participants were introduced with the principles of positive discipline approach, as well as with the methods and techniques for raising children that induce the improvement of communication skills and raising awareness for responsible actions in relationships with children. Seminar was attended by 19 participants of which majority were educators. As being aware of the importance of teachers' improving their work with children, the representative of Pedagogical Institutes of Canton Tuzla gave her contribution to this education by giving the lecture and expressing the professional support based on importance of topic, quality of used methodology and knowledge about previous results achieved with education of educators on this topic. The participants have been motivated to rethink and reevaluate their approach in working with children and results they have had so far. They expressed that this education gave them resources and tools to improve their work with children and personal relationship with own children. They perceived this education also as supervision where they can share problems they face within their own families and in working with children and parents and receive support and guidance. They expressed special gratitude for getting concrete guidelines for overcoming named problems and difficulties. Positive atmosphere that was present during the education was especially emphasized as important for participants because it not only allowed them to adopt new knowledge but also it gave them sense of relaxation and everyday stress reduction.

Over 60% of participants confirmed using new method in work with children at school and in relationships with parents of those children. Some of participant's statements (in written and/or verbal form of seminar evaluation) are following:

"On parent-teacher meeting I talked with parents about importance of setting long-term goals in raising children."

"The biggest influence was developing awareness that need for belonging creates behavior and defines development of child. This is why I have decided to talk with parents on topic 'needs behind child's behavior.'"





FAMILY DYNAMICS

Three basic modules of seminar were implemented in September, October and November. At the first module 16 participants were introduced to the ways of families function as systems, the phases of family cycle, projections of emotions on others, the boundaries between family and surroundings as well as between family members, trust and communications existing in family, the trans-generational patterns of behavior, unconscious behavior as well as hidden causes of behavior in partner and family relationships. The connection and trust among group participants increased even after the seminar implementation in the form of optional monthly meetings, which further contributed to the improvement of mental and social health of the group members.

Multiplication and application of the family dynamics method by the employed participants was in the form of application of specific techniques in work with children at schools, while unemployed participants primarily focused on integrating new knowledge into everyday functioning of their own family and improvement of family interactions.

*"Seminar had brought many benefits to me: primarily I developed understanding for myself, as well as for other people, my parents especially."
I was cramped thinking about my family so I did not know how to fix and improve my situation. Thanks to this seminar I came to the solution on how to behave and how to understand better, others and myself."*

Advanced seminar module My Role as a Woman / Man in the Family was implemented in March and included 9 participants who completed basic education in Family Dynamics in previous years. Through presentations, discussions, exercises and similar participants have been encouraged to differentiate between biological characteristics and social expectations and norms, to become aware of own gender prejudices, stereotypes but also as those existing in society, to find the way to eliminate those prejudices of as well as to become aware of their family roles and expectations in partners and family relationships.

The variety in participants' age was positively used to discuss the different perspectives of gender roles through development/changing of the society. It is observed that all of the participants, as well as society need more knowledge about gender equality and awareness to accept and respect principles of gender equality.

Advanced seminar module Two in a Relationship was held in June and included 13 participants who have finished basic education in Family Dynamics. Seminar was led by family therapists from Germany, longtime educators on this topic, which is why for many participants this seminar represented an opportunity for supervision. The seminar topic helped participants to develop understanding of relations between two partners, relationship patterns we carry from primary family, phases of relationship connected with phases of life and phases that family goes through as a whole.





COMMUNICATION AND EMPHATY SKILLS

Three basic seminar modules were held in April, May and June. Group included 19 participants, various ages, various interests, different educational backgrounds and the diversity in group produced interesting group dynamics and perspective related to everyday communication

From the beginning participants have shown need for work on themselves. Majority of participants were aware that the changes they wish to happen in their environment are dependent on the changes they make within themselves and with their thinking and behavior. Not one the previous groups was so open to share most intimate problems (privately and professionally) as this one. The general impression of the group: We are aware of difficulties we face in our society, we are aware that on many things we cannot directly and quickly influence and that the only way we can deal with difficulties is by starting to make changes within ourselves. Such readiness for personal change was far less noticeable with participants before. Yet, needs and expectations were bigger then possibility of fulfilling them, due to the seminar's limited as well as different starting points of each participant. At the end of third module, participants have expressed gratitude to Amica Educa for organizing this type of education (which exceeds education and is more related to psychological support). Expectations that participants had at the beginning of the seminar were exceeded and opened new needs for further work on self. Whole group expressed need for continuing some sort of education and work on themselves.

'Already after the first module and during the second module, I noticed that I am trying to adopt and apply what I learned. I felt much better and my communication with other people was starting to go in right direction.'



SEXUAL ABUSE IN CHILDHOOD

Two modules of basic education were organized in June and September, while third one was postponed for 2016. Seminar was attended by 14 participants all professionals of helping professions.

Group connected to the topic very quickly. Although majority of participants were aware of the complexity of the problem that was processed at the seminar, by the end of the first module they all understood the importance and the necessity of working on this topic especially for professionals who work with children and youth.

All participants were extremely curious, knowledge that was available at the workshop in the first place they wanted to use for themselves, for raising their own awareness and capacities, because they realized at the very beginning that this topic concerns them, their loved ones, family, neighbors, friends as much as it concerns the clients they work with. So, aside from the interest to learn about the topic as much as possible, the need to share the knowledge about sexual abuse in the childhood with their colleagues, family members, and friends was shared. In that way they realized that they can contribute to breaking the taboo on this topic and simultaneously decrease the presence of this phenomenon in the society.

On the group level, for participants it was especially important knowledge related to the viewing of the victim of sexual abuse. In a way, participants, even though they are professionals in helping disciplines, felt sorry for the victim. They saw the need for changing this attitude – seeing the victim as a person, as any other human being because it is only then that the person feels acceptance and trust to open up and start the process of healing.



PERSONAL AND BUSINESS SKILLS (PBS)

Three training modules were held in May, June and September. 13 participants were unemployed women with different educational levels and interests.

Along with the improved knowledge about discussing, arguing, moderation processes, participants have reported about improved self-confidence, skills of self-presentation, awareness of process of communication (verbal and nonverbal) as something they could not learn in seminars offered in the other institutions and organizations. Preparation for any important conversation, formulation of questions, more systemic approach in leading the meetings, seminars, groups and generally communications, visual presentation of ideas was emphasized as important for professional context. In addition to techniques, practical and immediately applicable skills in conflict resolution, participants have shown special interest in topic on mobbing, as well as on differences on

position of man and women in working teams, organizations, conversation leading and conflict resolution.

All 12 participants successfully passed the exams that were organized after each implemented module. Certificates that come from Xpert PBS Central in Germany were awarded to the participants at the beginning of 2016. In follow up conversations with the participants information were collected not only on the sustainability of the acquired knowledge but on the opportunities for its application whether in searching or eventually finding employment or any type of engagement in the labor market. In accordance with that – gained results are more than good, 7 women found temporary or permanent employment or some sort of engagement (internship, minimal wage volunteer work and similar) or they started some sort of business on their own which is leading them to greater economic independence.

MUSIC THERAPY WITH DRUMMS

Three basic education modules were implemented in October, November and December. Group consisted of 10 people different ages and occupations: students, social workers, educational workers, special educators, psychologists, economic technicians and similar.

Group dynamic was established immediately during the first module and for participants it was very important to connect and gain trust. All participants were very happy to be introduced to the instruments and it was interesting to witness how quickly at the very beginning they were finding and maintaining common rhythm. As important, participants emphasized observation that education is filled with practical exercises which helped them immediately to open up and free themselves in playing the instruments and in the movement and dancing. From the very beginning of the education, participants managed to relax, share with the group their experiences that they had during the process of learning and working on themselves. They realized how important music is in people's lives and how through the use of the music therapy techniques we can affect our own mood, emotions, wanted changes, better and more relaxed conversation.

Learning process was in themes: self image, emotions and communication. Participants were introduced to different techniques like breathing exercises, relaxation, led meditation, tapping exercises, dancing, singing and playing which is what participants used to get in touch with themselves, their emotions and with their inner child while at the same time freeing them. Majority did emphasize that the most important part of the education for them was actual playing on the drums which they found to be the most efficient way to get in touch with themselves and to relax.

As the most important result, participants emphasized the change in themselves that they witnessed and it was that the difficulties that they came to the education with by the end seemed like advantages.

One participant's statement: "Through music therapy I managed to go into myself much deeper, to get to know my hidden I and to wake up my inner child. Now I think about myself from a much more positive point than before."



DANCES OF UNIVERSAL PEACE

Advanced seminar module was held in April for a group of 19 participants, various ages with different professional backgrounds who previously completed basic modules in this area. Part of the participants were professional educators or in from other helping disciplines who multiply knowledge acquired about dances of universal peace in their work with their students, clients and similar. On the level of the entire group participants use dances of universal peace as a method for work on themselves, way of relaxation or simply to increase their knowledge about world religions, dance and movement. Group very quickly adopted all new knowledge and readiness and openness for deepening the knowledge in the area of dances of universal peace was evident. At the module all world religions were covered, and participants quickly learned new dances and the backgrounds and influences of them.

Training of Dances of Universal Peace Trainers was for the first time organized in our region. With the support of Network Dances of Universal Peace from German speaking region Amica Educa started a process of education for trainers that will be organized in 6 modules (3 modules in 2015 and 3 modules in 2016). Group of 11 people was formed who showed interest and willingness to adopt knowledge in this area and openness to work on them.

Educative program includes systematic learning of words, dances, movements, and ritual and background interpretation

of all worlds' religions history. Each of the training participants received written and video material that follows the training program. Participants in the program evaluation, aside from adopting knowledge related to world religions, emphasized that training is good support for their spiritual and mental development, which for some is of greater importance than the process of learning alone.

Basic two modules of seminar Creative Support to Culture of Religion Teachers were implemented in October and December. Education included 16 educators from elementary schools in the Tuzla Canton region. Most of the participants attended Amica Educa education for the first time and they expressed their pleasure with the quality of education and approach that they received.

During the education participants saw the opportunity for application of acquired knowledge in their everyday work with students. Some of them even during education started introducing certain dances, exercises and theoretical explanations in their classes (religion culture, music class, homeroom class and similar), and the students acceptance further motivated them to adopt more skills and knowledge during the seminar.





WOMEN'S RIGHTS ON THE LABOR MARKET

In October 2015, for the first time Amica Educa organised education on the topic Women's Rights in the Labor Market. 17 women participated in workshop, diverse in age, education and profession but all were interested in bettering the position of women in the B&H society.

Workshop had an aim to introduce participants with basic terminology related to gender equality and women human rights, as well as to present and review current position of women in B&H society. Special attention was given to position of women in labor market, challenges women face during employment search and in work place, including discrimination, mobbing and other forms of harassment.

Participants also had an opportunity to be introduced with national and international legislative in area of gender equality, equal opportunities and prohibition of discrimination. Aside from that at the workshops were discussed topics such as: socio-economic consequences related to the unequal position of women at the labor market within which participants shared their own experiences.

All participants followed and participated in the workshop with great interest and show interest for further education in the field of gender equality as well as the need for raising this topic at the level of institutions and governing structures in Bosnia and Herzegovina.





FAMILY COUNSELING CENTRE

Activities implemented at the Family Counseling Centre have been aimed at empowering the beneficiaries (of whom majority are women and children) to rely on their own potential and create better quality of life, to become individually and collectively active, knowledgeable and goal oriented individuals ready to take control over their health and life. Empowerment of the beneficiaries is visible in raising the level of constructive thinking, creativity, enthusiasm, optimism and will for personal activism in their community. Client's awareness about the need for taking responsibility for their own actions and for their own lives is bases for improvement of their functioning in the family and society.

SOS telephone

Family Counseling Centre provided support to 90 persons. Comparing to last year, many clients, instead calling SOS phone number came directly to the office seeking for support and information; most of them were recommended Amica services by previous clients. Clients asked for support for different problems; 15 calls were related to domestic violence and 41 to psychological problems, 34 callers or visitors requested other type of information (searched for financial assistance, information on free legal help, and information on how to fulfill social welfare rights). Social worker provided needed information or referred clients to the relevant institutions to exercise their rights.



Individual, couple and family counseling and psycho-therapy

Activities related to providing services of psycho-therapy and counseling for individuals, couples and families were continued in 2015. Sessions were held according to the previously scheduled appointments with the 4 Family Counseling psycho-therapists. 82 clients were provided with psychotherapeutic support and counseling (including some clients who started with psychotherapy in 2014 and counseling for 4 couples) related to personal crises involving following issues: stress, anxiety, depression, panic attacks, fears, suicide attempt, family losses and grief, marital problems and divorce, family issues and bonds with children, pre-marital counseling and addiction. Most of the clients' problems were caused by financial instability, unemployment or fear of losing employment, i.e. It was noticed that clients inability to satisfy their basic needs prevents them to focus on the psychological issues resolution. Despite that, therapists report on achieved results with clients. During reporting period total of 380 psycho-therapeutic and counseling sessions were held.

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 clients in the area of mental health.

Supervision

In accordance with needs, supervision is organized for team members and therapists at the Family Counseling provided by external associate, psychiatrist / psychotherapist.



Psycho-educative workshops with children

During the year 68 workshops were implemented with three groups of children. Workshops included 20 children from 5 to 9 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 to provide support to children for their healthy growth and development as well as fulfillment of their own inner potentials.



Psycho-social and educational work with women returnees in Snagovo (Republika Srpska)

Psycho-social work with women returnees to Snagovo during 2015 was held once a month according to the regular schedule arranged in advance with beneficiaries. In total 8 sessions were held. Group is open and it had 17 members, women ages from 35 to 68.

Focus of the work with this group is 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, and breathing and relaxation exercises and similar.

Psycho-social and educative work with young Romawomen in Kiseljak (Tuzla City)

During 2015, 18 workshops were held for group of 15 young Roma women, aged 12 to 18 years. Workshop topics were focused on women empowerment, education on human rights, gender stereotypes and importance of reproductive health and family planning. At the end of workshops, young women showed increased knowledge compared to the beginning of the workshops, specifically knowledge related to their rights for education, family planning, privacy, and employment. Group has also supported participants in developing personal qualities of participants. Aiming to equip them with skills for generating income, group was provided with two creative jewelry making workshops. 3 participants attended sewing course lasting 6 months. At the end of the workshop cycle participants had an opportunity to show their handicrafts at the school exhibit and some even managed to make an income with selling handmade jewelry.

It was noticeable that these young women became more active, 2 have engaged in activities provided by other organizations and 2 have asked for assistance in getting information regarding returning to school and educating themselves. Having in mind achieved results and perceived needs of participants it was decided to continue work with same group of young women in next project year.

Psycho-social and educative work with Roma children in Kiseljak (Tuzla City)

Amica Educa has implemented 21 psycho-educational workshops, including 13 children. Children came to the workshops willing to cooperate and happy to be included. Cooperation with school has significantly improved, compared to the previous period Coordinating group was formed that includes representatives of school, Amica Educa, Association 'Zemlja djece' and Evangelistic Church. The group has task to coordinate all project activities in school, share experiences and recommendations, and provide support to school in working with Roma children and parents. Workshop preparations were primarily based on providing stable and safe environment for



children included. Through workshop topics children have developed positive self image, knowledge of emotions and acceptable ways of expressing them. They developed social and communication skills, which was evident in continuously developing 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 March first testing with standardized test was conducted and last in December. Tests have confirmed that this work has positive effects and with these results we can argue that we have achieved project aims.

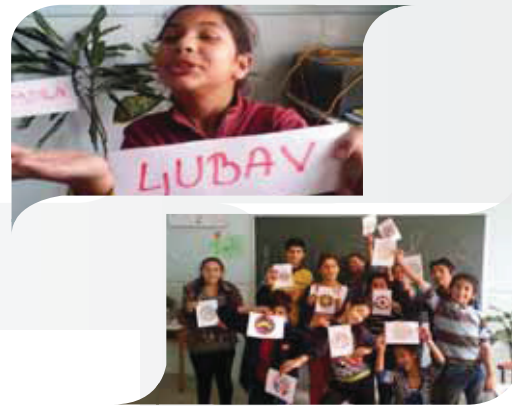
Support group; Family Dynamic

The group of approximately 15 participants who completed at least three Family Dynamics modules continued to work in 2015. In total 7 meetings took place. All women who have been members previously continued with their work with inclusion of new members who finished Family Dynamic in 2015. Participants use family dynamic elements to work on their own problems, process difficulties and support themselves. Participants are satisfied because they are able to process old traumas and problems, and have support in dealing with current problems in family, partnership or parenting. Also, group members with more experience are practicing their facilitating skills by preparing and leading the sessions. Facilitator of the group is one of the participants, but having in mind that all of the group members are experienced in the methods of work, they all are very active and contribute to individual and the group processes.

Dances of Universal Peace and Reiki session/workshops

Total of 53 sessions of Dances of Universal Peace and Reiki sessions were organized. 20 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.

Aiming to promote work with Roma women and children and as closing activity for one group of young girls, an exhibition was organized in school premises. During exhibition children held together as one group, proudly showing their work and excitedly shared information about it. Unfortunately, exhibition was not visited by employees of the school or other children.



Physical recreational exercises for women

2 groups of middle and older age women met twice a week with a goal of improvement of physical and mental health as well as social functioning. 90 sessions were organized and total of 20 women participated in this activity during 2015.

Yoga exercises

1 group of middle and older age individuals met twice a week during 2015 with a goal of development of personal spiritual and physical capacities. 76 yoga sessions were organized, for 13 people participants.

Relaxation massages

During 2015, 294 individual relaxation massage treatments were organized for total of 62 clients. 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.



OTHER PROJECTS

DIGITAL INCLUSION OF MARGINALIZED WOMEN

In March 11 women completed 12 digital trainings and 12 psycho-educative workshops. 11 women received CPE (Centar za poslovnu edukaciju) Basics of Computer Usage certificates and Amica Educa Psycho-educative workshop certificates. Participants in the end emphasized that this was a unique experience for them because they learned a lot, not just about computer technology but also were able to acquire new information about themselves. Participants stated that they are very satisfied with what they received and that they felt extremely enriched by learning from diversity within the group and from others' experiences. Many said they received more than they had hoped, and that digital literacy trainings and psycho-educative workshops in combination with socializing helped them make great strides and achieve a lot in terms of self-development.

As final activity of the first year of the project round table Women in the Labor Market was organized on the 30th of October. (more details in the other activities section)

Some changes were made before the start of the third group influenced by lessons learned from previous activities. All applicants had to go through an interview with the project coordinator, write a letter of motivation and were explicitly explained why regular attendance is a must. 12 women were selected and started with digital literacy training on November 14th. Another change that was implemented is that digital literacy trainings and psycho-educative workshops were separated and now third group will attend digital literacy trainings for three months meeting once a week (12 weeks) and then they will attend psycho-educative workshops for another three months (12 weeks), once a week. Third group is even more diverse than previous groups, their ages range from 30 to 58, married, single, divorced. Group already bonded which is visible in providing assistance to one another and taking care of each other. They received books and other training materials from CPE and USB sticks which they use for homework from Amica Educa. Project coordinator meets with the group every week to monitor the progress.





BREAKING THE SILENCE ON GENDER BASED VIOLENCE



In May 2015 activities of Project Breaking the Silence on Gender Based Violence in Kiseljak Elementary school that started in 2014 were finalized. Implementation of workshops themed prevention of gender based violence with school children was finalized. Sports Day was organized and held on 28th of April for over 250 school children from 1st to 9th grade, school staff, parents and guests. Children, parents and school staff were extremely enthusiastic about participating in the Sports Day and a "different type" of Sports Day that Amica Educa envisioned. As part of the project, Art Contest and Exhibit were organized and implemented with the help of school staff. Exhibit was held on the School day when school children prepared various musical, theatre and dance numbers for the audience comprised of school staff and parents. As a final activity in the first project cycle in cooperation with the OSCE Amica Educa staff held a presentation of project results and a workshop for parents from Kiseljak elementary school.

Next cycle project extension was approved by donor (IN Fondacija). From September of 2015 to July 2016 and activities will take place in elementary school Bukinje. Next project cycle will cover 325 school children, school staff and young volunteers. Elementary school Bukinje is very happy to be taking part in this project and are looking forward to the future cooperation since as a rural school they have not had many opportunities to take part in other NGO projects. In September Amica Educa selected and trained volunteers for the next project cycle and held 2 one day prevention of gender based violence workshops for teaching staff. As part of the volunteer (young professionals) training Selma Mustacevic held a 5 day workshop on the topic of gender, gender equality and gender based violence and Merima Salihbegovic held a 5 day workshop on the topic of use of pedagogical methods in work with children for 12 volunteers. Promotional material was created and distributed throughout the school and the Bukinje settlement. Residents of Bukinje settlement and parents of school children were invited to attend project activities. Beginning of the project survey was administered among 299 school children from 1st to 9th grade. Survey is used to measure levels of knowledge on gender, gender roles and gender equality at the beginning of the project and to compare those with the end of project survey results. 1 puppet play 3 forum plays were held for school children. Implementation of workshops started in December and will continue in following year.

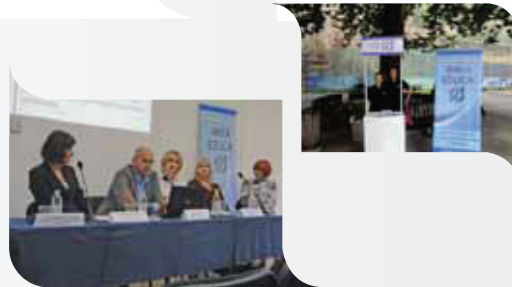
MANIFESTATION FAMILY DAYS 2015

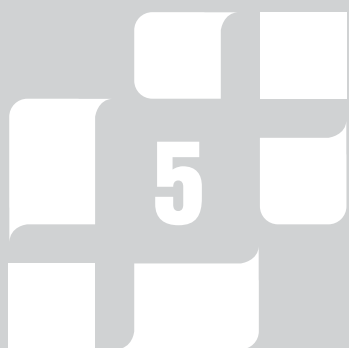
On the 15th and 16th of May, Amica Educa organized manifestation Family Days that aims to promote humane and family values with a goal of family empowerment and improvement of its social functioning, provision of adequate support to children and affirmation of timely and adequate social, educational and health support to the families in crisis.

On the first day of the manifestation were scheduled expert lectures from various fields, Lectures were attended by citizens and Amica Educa beneficiaries interested in the following topics: The Importance of Institutions and Organizations Networking for Improvement of Family Values by Dr. sci. Suada Selimovic, Ministry of Labor, Social affairs and Return of Tuzla Canton; Family Functionality in Terms of Education by Mr. sci. Ediba Pozderović, Pedagogical Institute of Tuzla Canton; Mental Health of Family by Doc. dr. med. sci. Zihnet Selimbašić, Department of Psychiatry.

On the second day of the manifestation were held workshops designed for children and parents at which were presented different skills and knowledge that improve functionality of family and all of its members: Creative Expressive Painting, Positive Discipline in Raising Children, Dances of Universal Peace and Family Dynamics. In addition to the activities conducted by Amica Educa, the event program also listed activities of other organizations in Tuzla that are also engaged in improving of functionality and life quality of the families and all its members. Ministry of Labor, Social Affairs and Return of Tuzla Canton recognized the importance of the event and supported Family Days 2015 financially and professionally. This project reinforced position of Amica Educa as partner to institutions in promoting family health and providing services to families.

Intense media campaign was implemented before and during manifestation, which allowed for dissemination of information to a big number of citizens from the Tuzla Canton region.





OTHER ORGANIZATION'S ACTIVITIES

Round table Women in the Labor Market – Challenges and Accomplishments

On October 30th Amica Educa has implemented round table on topic Women in the Labor Market: Challenges and Accomplishments. Aim of round table was to present current position of women in labor market in B&H, possibilities for socio-economic empowerment of women as well as presentation of positive examples in work of governmental, non-governmental and private sector.

39 representatives of governmental and nongovernmental institutions, relevant in area of gender equality and labor market took part in the round table along with the individuals interested in this topic. Following two introductory lectures and positive practice examples presentations, participants actively participated in discussion which summarized the position and needs of women in labor market in B&H, as well as discussion about possibilities offered to improve the situation. Conclusions and recommendations were defined, and as such distributed to governmental, nongovernmental and private institutions and organizations who work in psycho-social and socio-economic empowerment of women, aiming to assist them in planning actions which contribute improvement of women position in B&H society.



Children's Week 2015



Amica Educa was one of the organizations that carried out number of activities in October related to the Children's Week, supported by the Ministry of Labor, Social Affairs and Return in Tuzla Canton.

In total, 6 creative and psycho-educational workshops were implemented in Amica Educa house and Kiseljak School - with Roma children. The content of workshops was focused on developing a positive self-image, encouraging children to freely express themselves and to improve their social skills with special accent on children's rights. One of the activities was purchasing and distributing school supplies to 67 socially vulnerable children in Bukinje School. Also, Amica Educa organized Days of Open Doors in Family Counseling Centre aimed at informing and supporting families with children.



Positive Discipline lecture at the pre-school institution Aladin

Amica Educa was contacted by management of a private kindergarten, on initiative of Parents Council, and asked for implementation of short lecture on Positive discipline in Raising Children. Amica Educa's employee prepared the lecture adjusted for the needs of parents of preschool children. Lecture was held in November at the kindergarten premises. Parents were introduced to basic concepts of Positive Discipline and given pedagogical tools they can use in everyday parenting situations. Around 30 parents and kindergarten employees were present at the lecture.

Participation in MentoRING project

Centar za razvoj civilnog društva (Center for Development of Civil Society) implements MentoRING project which covers the territory of Bosnia and Herzegovina. MentoRING project aims to support professional development of women, through their networking with other women who have rich, positive work experiences and who contribute to the community through creation of mentoring couples. Mentoring project inspires and connects women from all areas of society. Amica Educa Director upon registering for the project spent one working day with a MentoRING beneficiary young unemployed woman to whom work of the Association was presented and discussed was importance of woman's development on both professional and the personal level.

Participation in project Volunteer – Credit

Amica Educa for several years now is part of the project Volunteer – Credit, which is implemented by the Info-House Association from Sarajevo which aims at building youth's capacities in order for them to take responsibility for their professional future. Amica Educa contributes to this idea by engaging and paying fee for one high school student who exchanges one day at school for one day at work in companies and non-governmental organizations for a wage that is paid into project fund, which is to be used just for the needs of their projects.

Annual Association Assembly and Financial Audit

With the aim to satisfy all of official (state) requirements as local organization, Amica Educa has done audit that resulted in report showing the accurate accountancy and book-keeping. Annual Assembly has contributed to organizational visibility and officially accepted the reports and planes of Amica Educa.

Gathering donations for Syrian refugees

In September, as an answer to Syrian refugee crisis, few organizations in Tuzla have organized centers for citizens to donate 'women for women' hygienic packages. Amica Educa team has decided each to personally donate hygienic packages and to ask our members/contact list to donate if they are able. Our members answered and 50 hygienic packages were collected. All donations were taken to donating center in Tuzla from where they were distributed to refugees who are crossing Serbia on their way to EU. Also, Amica Educa collected other packages such as clothes and shoes appropriate for colder weather that have been brought by beneficiaries/participants of Amica Educa activities. Those packages have been taken to center that is distributing support on the border Serbia-Croatia.

Adult education group visit

On 9th of May Amica Educa was visited by group of educators and trainers from B&H and Serbia who work in the field of adult education. This visit was organized by DVV International office in B&H and Association for Adult Education from Belgrade. Amica Educa director presented vision and aims of Amica Educa, development through 19 years, and current projects, programs and activities. Experiences were shared regarding adult education and psycho-social work with children and adults.



The visits of groups from Switzerland

During the September two groups of people from Switzerland have visited Amica Educa and were introduced with the activities and development of the Association. One of these groups has been in study visit to Bosnia and Herzegovina and included people from Bern University of Applied Sciences, Social Work Department. Nadia Möschli, being the student of

this faculty who has done part of her apprenticeships in Amica Educa in 2014 has joined the group of students and four professors. The group has made the visit to several organizations in Sarajevo and Tuzla. The second group has been led by Amica Educa associates who have organized the whole trip of the group.

Živinice elementary school students visit Amica Educa

In October, at the request of the elementary school from Živinice visit to Amica Educa organized a visit for 23 students in first grade who came accompanied by 4 teachers with an aim of supporting additional education of children. Students and staff

were informed about work of Amica Educa and importance of lifelong education. Two workshops were organized; psycho-educative and creative art therapy workshop especially adjusted for their age.





COOPERATION WITH GOVERNMENTAL AND NON-GOVERNMENTAL INSTITUTIONS

Cooperation with Mental Health Center Tuzla

- **Education of personnel and opening of painting studio in Center for Mental Health** -Amica Educa equipped and established creative (art) studio within Center for Mental Health. Opening of the art studio was preceded with the personnel education in use of the Creative Expressive Painting on clients in the Center. Provided support and cooperation of Amica Educa and CMH was promoted at the official opening of the art studio for public and media.
- **Exchange of experiences** -In February, Mental Health Centre initiated the meeting of organizations working in the field of social and mental health with the aim to share the information of activities and results achieved in 2014.
- **Promotion of mental health in the community**-Aiming at promotion of the mental health in community and cooperation with other organizations, presentation of the Centre and services was organized on the International Day of Mental Health (October 8th). Within the presentation Amica Educa was presented as one of the important organizations in the community that provides services to citizens with the aim of prevention and improvement of their mental health.



Cooperation with OSCE

(Organization for Security and Cooperation in Europe),
Mission in B&H

The implementation of the project Breaking the Silence on Gender Based Violence that was implemented in the elementary school Kiseljak (financed by IN Fondacija) was recognized as important by the OSCE who initiated the cooperation with the Amica Educa. OSCE supported one of the project activities the Sports Day that Amica Educa organized in school. Considering that Amica Educa has been working for 6 years on the empowerment of the Roma population in the settlement, cooperation with the OSCE inevitably gives an extra boost to advocacy and inclusion of other instances that can contribute to improving the situation of these marginalized groups.

OSCE further supported project in Kiseljak with education for teaching staff and Amica Educa representatives on Education for Social Justice. Cooperation resulted in joint implementation of certain activities. Namely, Amica Educa staff (being invited and engaged by OSCE) held a presentation of Breaking the Silence on Gender Based Violence project results and a workshop for parents from Kiseljak school introducing the parents and staff to the issue of gender based violence and importance of prevention.

Cooperation with IN Fondacija

(Fondacija za unapređenje socijalne inkluzije djece
i mladih u BiH)

- **Continuation of the project Breaking the Silence on Gender Based Violence** IN Fondacija has approved the continuation of the project Breaking the Silence on Gender Based Violence. The permission to apply for the project extension was given prior to completion of the first project cycle at the meeting with representatives from IN Fondacija, Banja Luka and Kinderpostzegels from Holland in May. Project extension was approved and implementation started in September at the elementary school Bukinje.



- **Conducting survey in schools** Amica Educa facilitated implementation of survey on gender based violence with senior high school students for IN Fondacija's research on gender based violence in youth relationships in B&H. Amica Educa organized participation of 4 high schools in the Tuzla City and research results for entire B&H are expected by March 2016.
- **Future possible cooperation /project Family Conferences** During a monitoring visit by the IN Fondacija representative, Amica Educa staff was introduced with the long running project by IN Fondacija which is executed in local communities. Amica Educa's was suggested to become part of the project and become the NGO representative for the Tuzla region. Center for Social Work agreed to become part of the project and Amica Educa was tasked with writing a project proposal for the next year.
- **Writing the manual for Prevention of Gender Based Violence / Community for Change group** Amica Educa took part in writing the manual for Prevention of Gender Based Violence for teachers along with organizations funded by IN Fondacija working on Prevention of Gender Based Violence becoming in that way the part of the working group called Community for Change.

Cooperation with Ministry of Labor, Social Policy and Return of Tuzla Canton, Pedagogical Institute, Clinic for Psychiatry Tuzla, University of Tuzla – Faculty for Education and Rehabilitation

Implementation of the Family Days manifestation allowed for Amica Educa to cooperate with 4 different institutions relevant for providing psychosocial, pedagogical and mental health support (Ministry of Labor, Social Policy and Return of Tuzla Canton, Pedagogical Institute, Clinic for Psychiatry Tuzla, University of Tuzla – Faculty for Education and Rehabilitation). One of the manifestation's goals was encouragement of gender equality within families and advocacy of women's (and children's) human rights, which is in line with the goals and intentions of this project. Aside from above mentioned, numerous promotional activities of this manifestation increased Amica Educa's visibility which positively impacted increase in number of interested beneficiaries in the services offered by the organization.

Cooperation with Center for Social Work Tuzla and Bureau for Human Rights

Center for Social Work Tuzla and Bureau for Human Rights organized a working group aimed at development of preventive and alternative measures and implementation of educational measures for juveniles in the criminal proceedings defined by the Law. New Law on Protection and Treatment of Children in the Criminal Proceedings FBiH" from February 2015 emphasizes educational measures with the aim of reducing number of juveniles who are sent to court. Amica Educa is recognized as one of the three organizations in the Tuzla region, who besides Educational Center Tuzla Canton within their own regular activities have capacities for inclusion of juveniles in conflict with the Law in individual or group treatment which is why the process of mapping these organizations was done. Working group will meet four times a year.

Cooperation with Sarajevo Open Centre

Sarajevo Open Centre and Amica Educa within 16 Days of Activism against Gender-based Violence organized Feminist discussions and book promotion of Feminist Reading of Social Phenomena. Book was written by the School of Feminism Zarana Papić students as part of their 6 months education. Feminist discussions about the connection between non/education and violence and the book promotion were implemented as part of the international awareness-raising campaign that has been marked in over 100 countries around the world – The 16 Days of Activism against Gender-based Violence. School of Feminism Zarana Papić students were speakers at the discussion and discussion moderator was Amica Educa representative Selma Mustavecic.





Cooperation with the Institute for Education of Children with Physical and Mental Disabilities;

Recognizing Amica Educa expertise in educating professionals and providing support to children development, Institute proposed to Amica Educa cooperation in preparing and implementing art therapy workshops with children within the program providing comprehensive support to one group of students/children with special needs. In long term, this is an opportunity to build sustainable mentoring support in school; final aim is to educate and empower social worker of the

Institute to use art therapy in future activities and programs of the school.

In addition to this cooperation, Amica Educa was offered to co-author a paper for a scientific journal published by Institute. This journal promotes innovative approaches in working with children with developmental difficulties. Paper will cover topic of art therapy application in work with children with developmental difficulties.

Cooperation with Foundation Wings of Hope Sarajevo

As per donors suggestion representatives of Association Krila Nade from Sarajevo got in touch with Amica Educa after which meeting was organized with an aim of exchanging experiences and lessons learnt related to the work with Roma population.

Association Krila Nade started realization of a project that includes providing support to Roma women and children which is why Amica Educa experiences helped them in better activity planning.

Cooperation with marketing agency Ad Vitam (promotion of Women Planner)

Amica Educa has established cooperation with an entrepreneur from Croatia (Dunja Tadic) whose agency has been publishing planner intended and adjusted to the women's needs. The idea for cooperation came out of the planner's motto for this year which is Love Yourself. On the first page of the planner for B&H market text on the importance of self care along with the Amica Educa logo was added. The planner is printed in 100.000 copies, and it will be sold throughout B&H. Along with the planner as a gift for readers guided mediation Love Yourself was recorded and added that was written by Amica Educa staff and that can be downloaded as a free application of the internet.

40 women and media representatives have attended the promotion of the Women planner that has been organized in November. Women planner and cooperation have been promoted via 15 media appearances (television, radio appearances, web portals).



Cooperation with Elementary School Kiseljak

Amica Educa's effort in increasing cooperation with Kiseljak school has become visible in forming the Coordinating group consisting of representatives of Kiseljak school, Amica Educa, Association 'Zemlja djece' and Evangelistic Church that work with Roma in Kiseljak. Recognizing the need to improve communication with and between NGOs who implement projects in school, the Coordination group has been formed on the initiative of school with the task to coordinate all project

activities in school, share experiences and recommendations, and provide support to school in working with Roma children and parents. It is agreed to make all of the activities complement and transparent in 2016, by informing all group actors when starting new activity within school or community, sharing and discussing the problems that each organization encounter.



PARTICIPATION IN MEETINGS, CONFERENCES, ROUND TABLES, EDUCATIONS...

During 2015, representatives and employees of Amica Educa participated in various meetings, round tables, conferences and similar, as well as educations from different areas relevant for strategic development of the organization.

Round table Gender Based Violence - In 26th of March representatives of Amica Educa attended Film Gender Based Violence movie screening and round table discussion organized by Fondacija CURE at the American corner in Tuzla. Part of the round table discussion focused on the work of Viva Zene Safe house as well as their recommendations for prevention and rehabilitation of both victims and perpetrators.

Round table What is and What does Feminism Mean to Us Today - On 27th of May Amica Educa representative attended What is and What does Feminism Mean to Us Today round table organized by Vesta Association for representatives of political parties in the region with a goal of greater affirmation of women in political life.

Round table Promotion of Gender Equality - On 21st of September Amica Educa representative attended the round table organized by the OSCE "Promotion of Gender Equality" Present at the round table were representatives of Agency for Gender Equality (B&H) and Commissions for Gender Equality from both cantonal and municipal levels as well as representatives of local NGO's who are active in the field of women's rights.

Round tables "Resources of NGOs in Supporting and Protecting Surviving Victims of War Crimes, Sexual Violence and Other Crimes" - Two meetings were organized in November and December. In November 2 – 3 Amica Educa representative has attended the first meeting of NGOs that provide services to women traumatized by war organized in Zenica by "Medica Zenica", "Udružene žene Banja Luka" and "Zipr Sarajevo". These organizations are implementing the project aimed at protection and fulfilling the goals of International protocol on documenting and investigating the sexual violence in conflicts (Bosnia and Herzegovina is signatory country). The aim of the meeting was presenting the results, introducing the principles of

institutionalized supporting network that is already created but also improving the cooperation of NGO sector and governmental sector concerning this issue. The important focus was discussion on improving the support to final beneficiaries, women during and after the process of testimonies for sexual abuse in the war and treating the war traumas.

On December 4th second round table was held and meeting continued work on recommendations from previous meeting and topics were: in detail discuss functional aspects necessary for establishment of solidarity fund for women, and detailed preparation of publication which is listing resources and activities information of NGOs who provide support and services to women.

Round table within 16 Days of Activism Against Gender-Based Violence Campaign - In December 1, round table was organized by NGO Vive Zene from Tuzla in cooperation with association Zene Zenama from Sarajevo attended by Amica Educa representative. Round table was one of many activities under 16 Days of Activism Against Gender-Based Violence Campaign, gathering representatives of the Commissions on Human rights and Gender equality of municipalities in Tuzla Canton, as well as representatives of NGOs.

Annual assembly Sigurna mreža (Safe Network) - On 1st of June Amica Educa representative attended Assembly of Sigurna mreža (network of organizations providing support to women and families) in Sarajevo. Amica Educa is member organization since April 2013. Financial and narrative reports were presented and future plans were discussed and agreed upon. Network will continue work focusing on prevention of family violence and violence against women, lobbying for better laws and ensuring better support to victims of violence. It is also agreed to develop strategic plan for straightening capacities of network members.

Safe Network conference - On 19th of November Amica Educa representative attended Safe Network conference Harmonization of standards for the provision of services for victims of domestic violence in accordance with the Istanbul Convention held in Sarajevo. Members of the Safe network discussed and looked for



solutions for stable functioning of safe houses so victims of domestic violence, women and children can be adequately protected. Viva Zene from Tuzla director discussed how position of safe houses was endangered because of the proposed new law and invite participants to start public discussions on the topic. (New law proposes that safe houses are established as public institutions, which is not possible for many safe houses that exist and work in the region.)

Meeting related to Institutional Support Network for War Crime Victims/Witnesses in Canton Tuzla"

On December 10th Association Viva Zene has organized a meeting on topic Institutional support network for war crime victims/witnesses in Canton Tuzla. Purpose of this meeting was to analyze work of support network, and to discuss future activities and actions of the network. In addition to relevant government institutions (who are signatories of Protocol for providing support to victims/witnesses in war crime cases), the meeting attended also NGOs who have capacities and resources to provide psycho-social support to victims.

Completed education: Sarajevo Open Centre School of Feminism Zarana Papić

Amica Educa employee attended School of Feminism Zarana Papić organized by Sarajevo Open Center in Sarajevo from April to December. Education was divided in to two semesters and consisted of 4 modules and one activism seminar. Knowledge acquired, as well as networking with the other participants and lecturers active in the gender field, has proved to be very beneficial and useful in projects and activities implemented.

Completed education: EMDR training (Eye Movement Desensitization and Reprocessing)

The employee of Amica Educa has attended the EMDR training organized by UK & Ireland EMDR Association in cooperation with B&H EMDR Association. Training consisted of three modules organized in period from June to December. In the following years it is necessary to fulfill the requirements related to practical work in order to achieve certification at European level. EMDR therapy is an integrative psychotherapy approach that has been extensively researched and proven effective for the treatment of psychological trauma.

Education by Sigurna mreža, Sarajevo

On 2nd of June Amica Educa representative attended workshops on topics Health Protection Rights of Violence Victims. Workshops were implemented by organizations from Sarajevo, Banja Luka and Tuzla who primarily act as safe houses for women, victims of violence.

Education: NTC Learning System

On 13th of May, two Amica Educa representatives attended seminar on topic NTC Learning System. NTC Learning System is a specialized training program for parents, educators and teachers who can apply acquired knowledge and skills in everyday work with children. Seminar was led by Dr. Ranko Rajovic, specialist in neurophysiology and neuro-endocrinology, member of Mensa International and coauthor of NTC Learning System. Seminar introduced participants to NTC Learning System and topics related to development of learning processes, importance of early stimulation of cognitive and motor abilities and similar. Participants have learned different NTC techniques which they can apply in practice.

Education by RADAR, Netherlands

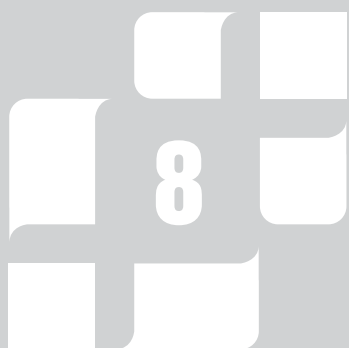
On 24th to 26th June Amica Educa representative attended education in Institute for Education of Children with Physical and Mental Disabilities. Education was led by team of 7 experts from organization RADAR, Netherlands. Topics of lectures and workshops were: Quality of life, Emotional development, Sexual education, Volunteer work in providing social and educational services, Communication with children with special needs, Cooperation with Parents. Educations were intended only for employees of Institute, but since Amica Educa cooperates in educating and providing mentoring, one representative was kindly allowed to participate.

Dances of Universal Peace Summer School 2015, Germany

Summer school for Dances of Universal Peace was attended on 27 June – 04 July by Amica Educa representative together with two external associates. They had opportunity to gain new knowledge and experiences regarding DUP which they are using in work with groups and seminars in Amica Educa. This was opportunity to network and share experiences with people from different countries (USA, Australia, Russia, Holland, Germany, etc.) and promote DUP activities in B&H.

21st Dance Camp 2015, Germany

Dance Camp is regularly visited by Amica Educa representatives accompanied by external associates. There, in addition to education, yearly work report of Amica Educa in area of DUP as well as financial report, is presented. Namely, significant amount of the funds for development of DUP in B&H are raised in this Camp. Presentation of Bosnian project always attracts interest because a lot of people support development of DUP in B&H. All present were satisfied with what was done in previous year and they were happy to see that DUP has developed to the level of being able to organize training for trainers.



STATISTICAL DATA

EDUCATIONAL PROGRAM									
YEAR 2015	Seminars		Participants						
Topics	No. of module	No. of days	Employed	Unemployed	Students	Retired	TOTAL	Men	Women
Family Dynamics	5	15	15	15	3	5	38	1	37
Creative Expressive Painting	4	12	14	3	3	0	20	1	19
C.E. Painting for students (Tandem)	2	21	0	0	40	0	40	6	34
Positive Discipline in Raising Children	3	9	14	5	0	0	19	3	16
Nonviolent Communication	3	9	9	8	1	1	19	4	15
Sexual Abuse in Childhood	2	6	4	6	4	0	14	1	13
Women's rights at the Labor Market	1	2	11	5	0	1	17	0	17
Personal and Business Skills	3	12	0	13	0	0	13	0	13
Dances of Universal Peace	6	15	30	6	0	10	46	9	37
Therapy with Music – Drums	3	9	1	8	0	1	10	2	8
Art – therapy	3	9	13	7	2	0	22	0	22
Art History	2	2	23	6	0	2	31	0	31
TOTAL	37	121	134	82	53	20	289	27	262
%	-	-	46,4	28,4	18,3	6,9	100,00	9,3	90,7



OTHER PROJECTS				
		Number of groups	Number of sessions /workshops	Number of beneficiaries
1	Digitally Inclusion of Marginalized Women			
1.1.	Digital Literacy Training	3	25	36
1.2.	Psycho-Educative Workshops	3	25	
	Subtotal	6	50	36
2.	Breaking the Silence of Gender Based Violence			
2.1.	Gender / Gender Based Violence workshop	1	5	10
2.2.	Pedagogical Methods workshop	1	5	
2.3.	Mentoring /Workshop presentations (selection of volunteers)	1	10	
2.4.	Workshops for children and Puppet Play (1-4 grades)	5	5	520
2.5.	Forum Plays and Workshops for children (5-9 grades)	12	12	
2.6.	Sports Day	1	1	
2.7.	Art Exhibit and Contest	1	1	
	Subtotal	22	39	530
3.	Family Days 2015			
3.1.	Central event – Lectures	1	1	52
3.2.	Psycho-educative workshops (adults)	4	4	22
3.3.	Psycho-educative creative workshops (children)	1	1	14
	Subtotal	6	6	88
TOTAL		34	95	654

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	37	121	289
2	Other projects	34	95	654
3	Family Counseling Center	11	1015	367
TOTAL		82	1231	1310



FAMILY COUNSELING CENTER				
	Activities	number of groups	number of sessions/workshops	number of beneficiaries
1	SOS telephone	-	-	90
2	Individual, couple and family counselling and psycho-therapy	-	380	82
3	Psycho-educative workshops for children	3	68	20
4	Physical recreation exercises for women	2	90	20
5	Yoga exercise	1	76	13
6	Dances of Universal Peace	1	53	20
7	Relaxation massage	--	294	62
8	Psycho-social work with women returnees in Snagovo (RepublikaSrpska)	1	8	17
9	Psycho-social work with young Roma women at Kiseljak	1	18	15
10	Psycho-social work with Roma children at Kiseljak	1	21	13
11	Family dynamics group (self-help group)	1	7	15
	TOTAL	11	1015	367

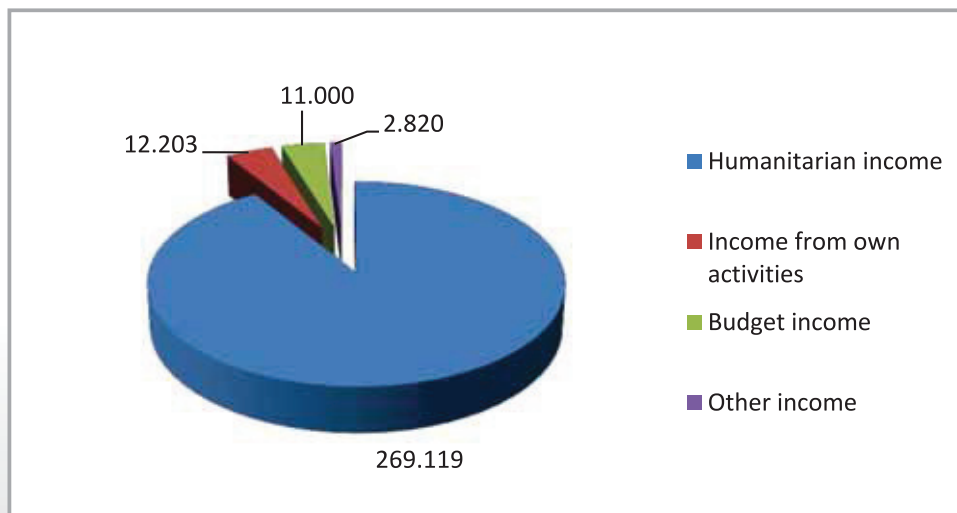


FINANCIAL REPORT

INCOME

Total generated revenue in 2015 accounting period is 295.142 KM, which in comparison to same period last year is increased by 32.169 KM or 12.2%.

Overview of realized revenues			
No	Position	01.01.- 31.12.2015.	
		Amount KM	%
1	Humanitarian income	269.119	91,2
2	Income from own activities	12.203	4,1
3	Budget income	11.000	3,7
4	Other income	2.820	1
	TOTAL INCOME	295.142	100

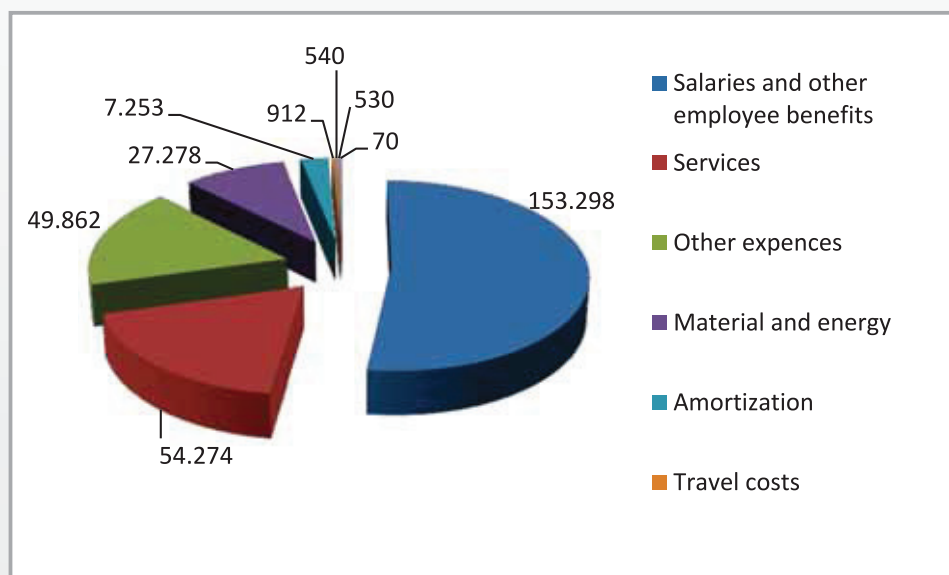




EXPENDITURES

Total generated expenditure in 2015 accounting period is 294.017 KM, which in comparison to same period last year is increased by 31.763 KM or 12.1%.

Overview of outgoing expenditures			
No	Position	01.01.-31.12.2015.	
		Amount KM	%
1	Salaries and other employee benefits	153.298	52,1
2	Services	54.274	18,5
3	Other expences	49.862	17,0
4	Material and energy	27.278	9,3
5	Amortization	7.253	2,5
6	Travel costs	912	0,3
7	Financial expenses	540	0,2
8	Humanitarian expenses	530	0,2
9	Taxes and contributions not depended of results	70	0,0
	TOTAL EXPENDITURES	294.017	100



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