



# SIT

## Annual Report 2023

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**January - December 2023**

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## Executive Summary



In 2023, the Center for Counseling, Social Services and Research (SIT) achieved significant milestones, solidifying its role as a leader in educational and social welfare initiatives in Kosovo and the Western Balkans. Key achievements included the **successful integration of Program Y** into “Thematic Modules for Child Protection” as part of **formal education** in Kosovo, and establishing SIT as the **Center of Excellence in Doughnut Economics** in non-formal education across the Western Balkans. Additionally, SIT developed **four manuals** tackling crucial social issues such as hate speech and bullying and initiated the **Y+ Program** (youth at risk) in Kosovo's correctional services, both in open and closed centers in Lipjan. **The establishment of the “Bonu Burrë” Club** in the Lipjan Correctional Center further exemplifies SIT's commitment to rehabilitative and social initiatives.

Training programs were conducted for professionals in various public institutions, including the Kosovo Police and school teachers, strengthening their capacity to address societal challenges. The year also saw a **18.47% increase in SIT's annual budget** compared to 2022, about 80 counseling sessions for perpetrators of violence, the training of approximately 712 young people, the execution of 8 community awareness campaigns, and an expansion of its social media audience to over 150,000. These achievements underscore SIT's dedication to fostering a safer, more educated, and socially aware society in Kosovo and beyond.

In this annual report, we will cover a range of significant topics related to SIT's activities in 2023. We'll examine the implemented projects, detailing their impact and methodologies. New programs launched at SIT will be highlighted, focusing on their goals and potential societal contributions. Key campaigns from the year will be highlighted, demonstrating their effectiveness in promoting social awareness. Additionally, we'll preview SIT's upcoming projects for 2024 and provide an overview of the strategic plan for 2024-2028, outlining the organization's future direction and objectives. The report will also touch on other notable events and activities from 2023, encapsulating SIT's comprehensive efforts in social welfare and education. This document serves as a concise yet thorough reflection of SIT's commitment to driving positive change in the community.

# Organization Overview



## Mission

SIT aims to promote and create an equal society. Hence, we tackle some of our community's most challenging human rights issues that prevent us from achieving equality, peace, and development, including Domestic Violence and Gender-Based Violence. We aim to achieve this by involving people of all backgrounds, regardless of gender, sexual orientation, and other identity categories.

## Vision

We envision an inclusive society where everyone feels safe, equal, and can achieve their potential regardless of their social identities.

## Main accomplishments of SIT during 2023:

- 10 implemented projects;
- Program Y integrated in “Thematic Modules for Child Protection” as part of formal education in Kosovo;
- SIT became the Center of Excellence in “Doughnut Economics” in non-formal education in the Western Balkans;
- 4 Manuals were developed on dealing with issues such as hate speech, bullying, reaction to violence;
- The implementation of the Y+ Program in the Correctional Service of Kosovo began, in the open and closed correctional centers in Lipjan;
- Establishment of the “Bonu Burrë” Club at the Correctional Center in Lipjan;
- Professionals of Public Institutions such as Kosovo Police, teachers from different schools, etc. were trained;
- Annual budget increase of about 45% from 2022;
- About 80 Counseling Sessions for Perpetrators of Violence;
- About 712 young people trained;
- 8 Community Awareness Campaigns for social issues;
- Over 150,000+ social media audience.



## Main Funding Sources

The financial success of 2023 was bolstered by contributions from several key funders, including:

- CARE International in Balkans
- Austrian Development Agency (ADA)
- United Nations Population Fund (UNFPA)
- United Nations Kosovo Team (UNKT)
- United Nations Development Programme (UNDP)
- European Commission
- Erasmus +
- United Nations Peacebuilding Fund (UNPBF)
- Danish Refugee Council (DRC)
- Swedish International Development Cooperation Agency (SIDA)
- Coalition for Health (K10)
- Women's International League for Peace and Freedom (WILPF)

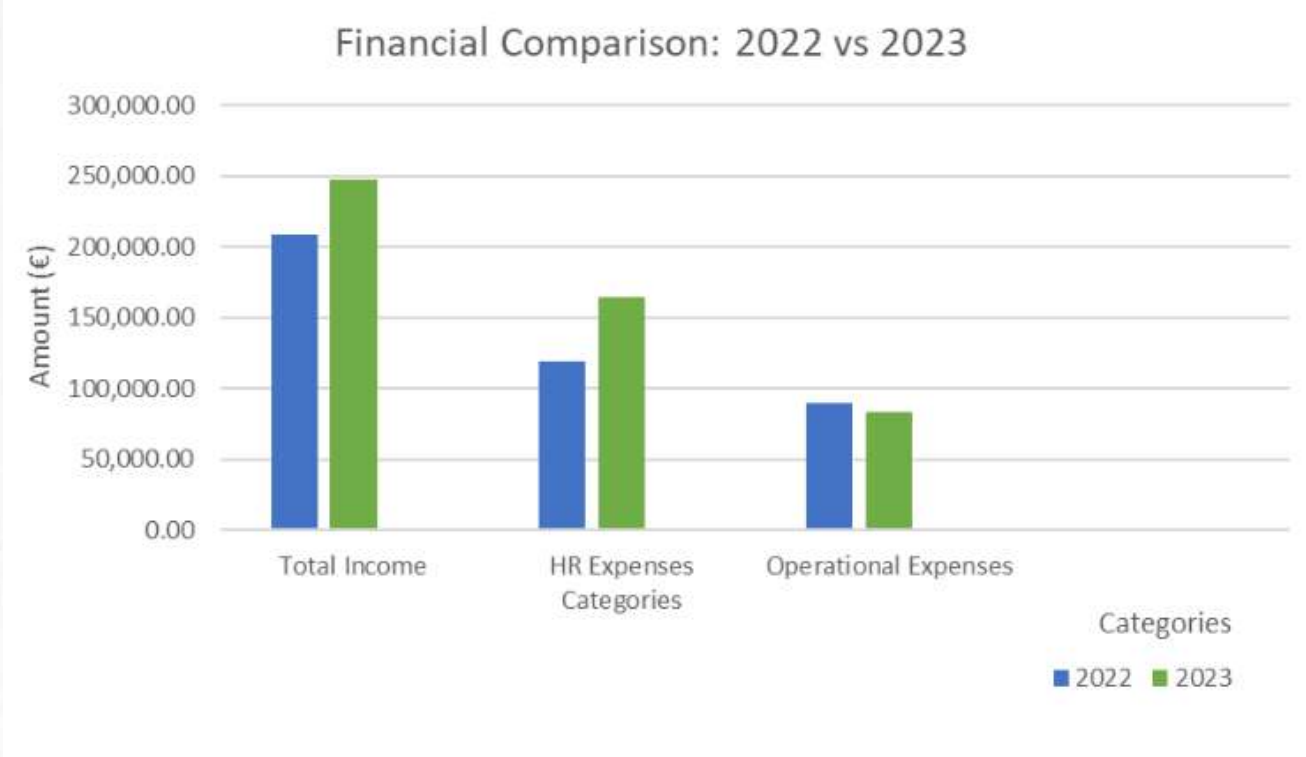
## Financial Highlights:

**Income Growth:** Our total income witnessed a remarkable increase of **18.47%**, growing from **€208,986.06** in 2022 to around **€247.588** in **2023**. This substantial rise is a testament to our effective fundraising strategies and the expansion of our funding base, reflecting our organization's enhanced financial stability and capability to secure diverse funding sources.

**Human Resources Expenses:** Expenditure on staff saw an increase of **35.80%**, from **€119,302.41** in **2022** to around **€163.927.18** in **2023**. This rise is attributed to our growth in staffing to support expanded operations and enhanced employee benefits and compensation.

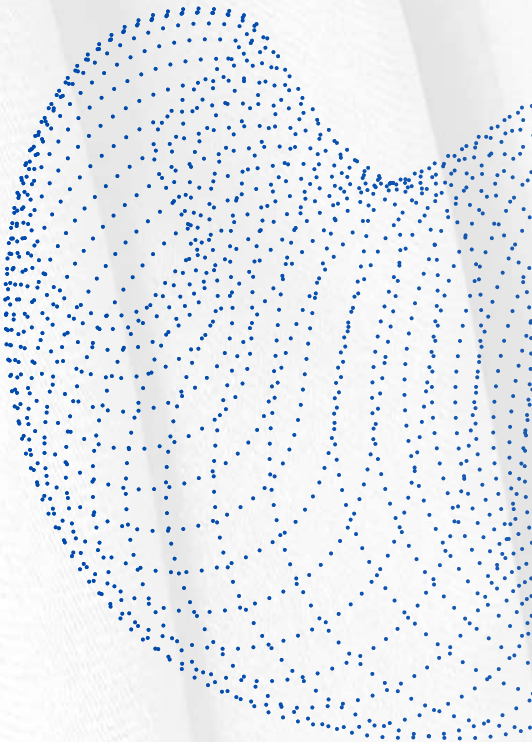
**Operational Expenses:** Operational expenses decreased by **7.2%**, indicating a financial efficiency in expanding our activities and project initiatives. The reduction from **€89,684** in **2022** to around **€83,661** in **2023** demonstrates our operational commitment and infrastructure to support our growing portfolio of projects and programs

# Financial Comparison: 2022 vs 2023



**Figure 1. Financial Comparison 2022 vs 2023**

In summary, the financial overview for 2023 reflects our organization's strong and sustainable growth. The alignment of increased operations and human resources with our growing income demonstrates our effective financial management. These results position us well for continued success and impactful endeavors in the future. Our focus remains on maintaining this positive momentum and ensuring the long-term financial health and impact of our organization.



## Center for Counseling Department Projects:



### **Counseling for Prevention 3.0 (C4P 3.0) (January - December 2023)**

Running from January to December 2023, the C4P 3.0 project, funded by the UNFPA office in Kosovo, targeted the reduction of Gender-Based Violence (GBV) and Domestic Violence (DV) by working directly with male perpetrators. A total of 80 counseling sessions were conducted, leading to significant behavioral changes. Collaboration with the Probation Service of Kosovo resulted in 11 perpetrator referrals. The project also included 12 advocacy and training sessions with institutional stakeholders and Law Faculty students. The highlight was the Toxic Masculinity Conference, focusing on involving diverse groups in the fight against GBV/DV. Additionally, 39 Law Faculty students were trained to further these efforts.

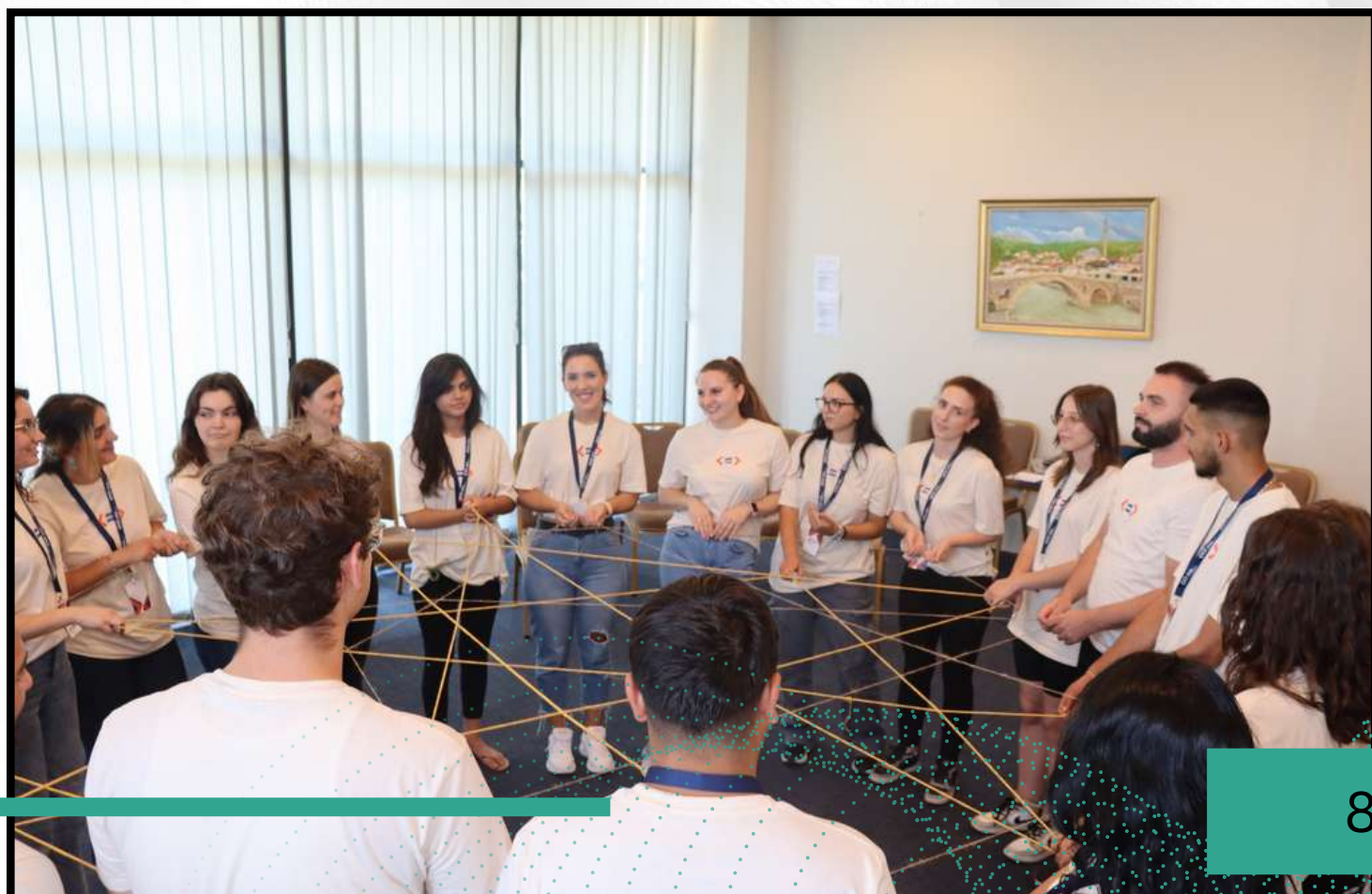


## Social Services Department Projects:



### Youth 4 Inclusion, Equality & Trust (June - September 2023)

This four-month project funded by UNDP, from June to September 2023, engaged 115 youths across Kosovo. The project aimed to empower them to tackle issues like violence, bullying, hate speech, and misogyny from a bystander's perspective, transforming them into active upstanders through youth camps/trainings. Beyond direct training, the project impacted an additional 65 youths through social media campaigns, producing 11 campaign products. Two toolkits were developed: "How to Organize a Campaign on Bystander Intervention" and "Against Bullying and Hate Speech," providing practical guidance for combating these issues. The project also produced the documentary "From Here to There," highlighting the collaborative efforts of young girls from different ethnic backgrounds, emphasizing community integration. Key international days were commemorated, amplifying the project's message and reach.



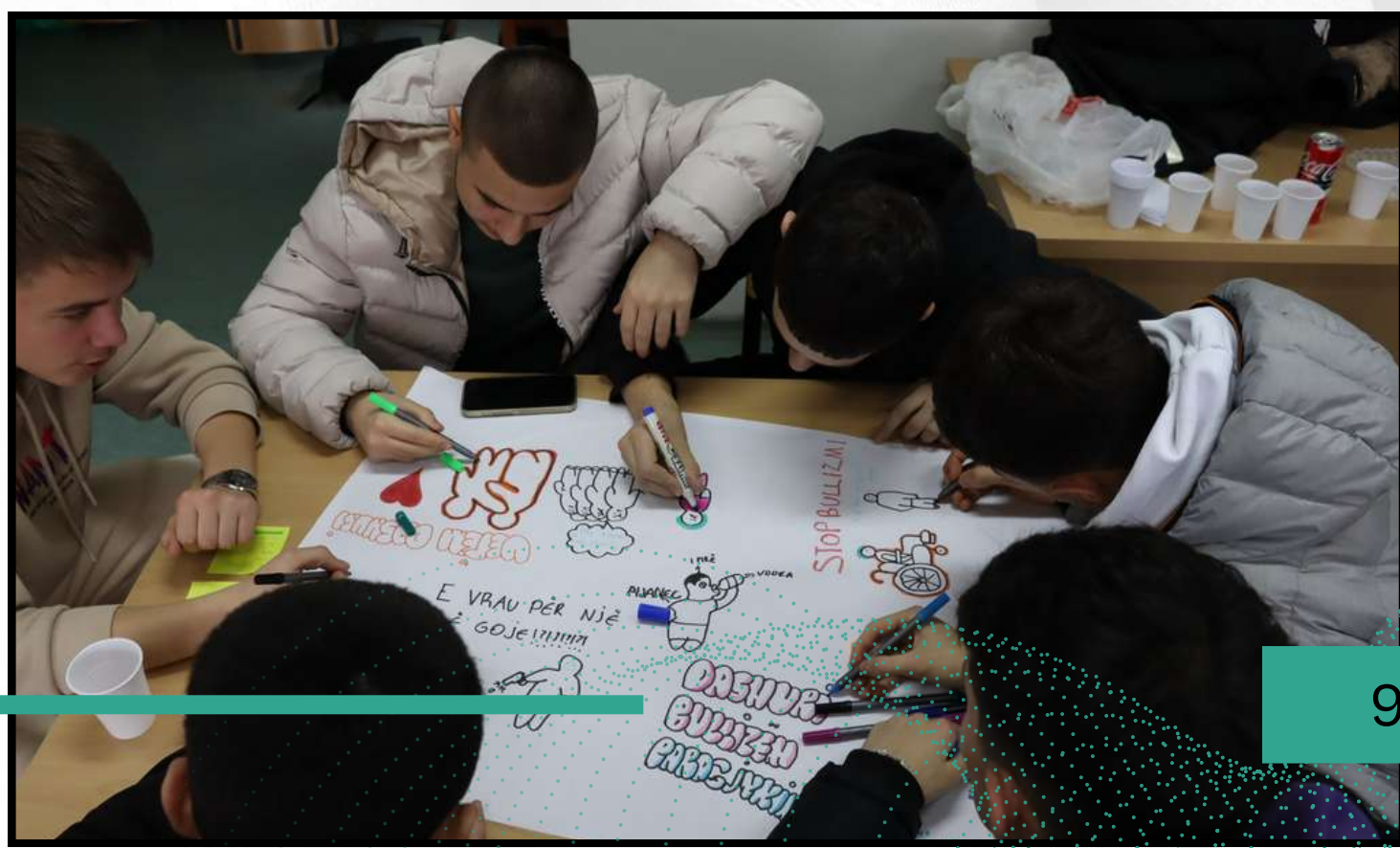


## Social Services Department Projects:



### Youth 4 Inclusion, Equality & Trust: (September 2022 - February 2024)

"Youth 4 Inclusion, Equality & Trust" project, funded by UNFPA Kosovo, focused on training groups of Albanian, Serbian, Roma, Ashkali, and Egyptian youths in critical and creative thinking. Through non-formal education, the project aimed to empower around 150 participants to challenge social stereotypes and construct open identities. The initiative included activities in six (6) municipalities, covering topics like dialogue, advocacy, and human rights. A significant outcome was the development of a critical thinking toolkit, incorporating various methods like non-violent communication and artistic expressions, intended for use in both informal and formal education. The toolkit includes a variety of methods such as, non-violent communication, alternative dispute resolution, team building techniques, photography, drawing, crafts, etc. , to combat existing prejudices and stereotypes. Moreover, the project inspired participants to create articles on sensitive issues like gender equality and social cohesion. It also launched 8 campaigns to mark relevant international days, enhancing its educational impact and reach.



## Social Services Department Projects:



### **F4Y - Future4You(th)** **(March 2021 - January 2024)**

The "F4Y - Future4You(th)" project, aims to create positive, non-violent societies in Serbia, Kosovo, Albania, and Bosnia and Herzegovina, emphasizing gender equality and reducing peer violence. This project, building on the Young Men Initiative, focused on institutionalizing Program Y, a gender-transformative life skills program, into formal education systems.

Key achievements included integrating Program Y into Kosovo's "Thematic Modules for Child Protection," implementing the program at UBT College and University of Prishtina's Psychology department, and conducting workshops at the Technical High School "28 Nëntori" in Pristina. The project established Memorandums of Understanding (MoUs) with various educational and justice institutions for the implementation of Program Y and Y+ in schools and the Correctional Service of Kosovo - Lipjan. It also included the formation of the "Be a Man" Club in the Correctional Service of Kosovo in Lipjan and teacher training for Program Y in Prishtina. SIT signed an MoU with the "Naim Frashëri" Primary School in Prishtina for the implementation of Program E (Elementary schools) and the implementation of Program E in this school. Additionally, the project hosted a conference in Tirana to promote equality and non-violent behaviors. These efforts marked significant strides in promoting gender equality and non-violence in the Western Balkans.



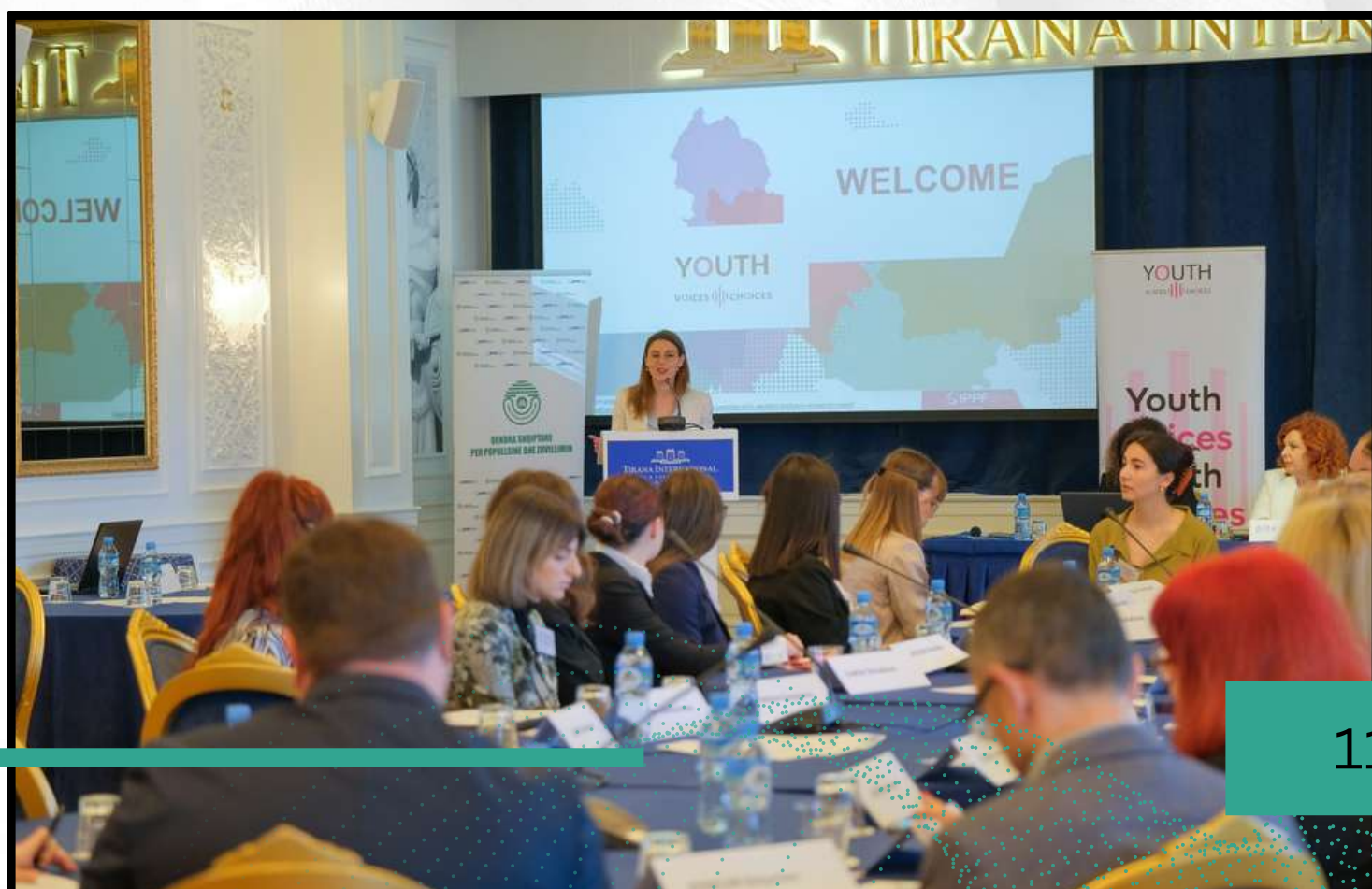
## Social Services Department Projects:



### Youth Voices, Youth Choices (January 2021 - June 2023)

During May, representatives from the Ministry of Health, SRHR experts, and representatives of the Civil Society who work in the field of SRH participated in the high-level meeting in Tirana, and had the chance to work in groups with stakeholders and decision-makers from other countries in the region, thus contributing to a more comprehensive approach of exchanging good practices and policies among participating countries, also giving youth a chance to meet with decision-makers and advocate for topics of their interest in regards to SRHR.

Youth Group members from Kosovo attended the social media campaigning workshop in North Macedonia and learned more about social media strategies, how to create powerful messages to advocate for topics of their interest relating to SRHR, and how to manage social media posts and insights. After the training they were able to implement the gained knowledge by being part of the social media campaign that was organized within the project. A final focus group with stakeholders and health experts was organized to create a plan for the upcoming actions needed to implement in the future.



## Social Services Department Projects:



### **Poke the Bubble (May 2023- Aug 2026)**

The project's overall objective is to enhance the capacities of local youth work CSO professional groups from Serbia and Kosovo to be effective and accountable independent actors, able to engage young men and women from the region in creating good neighborhood relations by focusing on the issues of mutual importance. One of the specific objectives of the project is to initiate a network of CSO professional groups from Serbia and Kosovo\* who would be able to implement innovative youth work outreach methodology on addressing gender equality with young men and women from the most underdeveloped areas. Another objective of the project is to create possibilities for young people from the most underdeveloped urban and rural areas in Serbia and Kosovo for a proactive approach in addressing gender roles, norms, gender equality and other youth related themes at all community levels.



## Social Services Department Projects:



### DouActism

(Jan 2023 - Dec 2024)

The "DouActism" project is led by MasterPeace Global Network and funded by Erasmus+. The project involves partnerships with youth-centric Civil Society Organizations (CSOs) across the Balkans, Middle East, and Western EU, including SIT in Kosovo, LDN in Lebanon, MasterPeace Morocco, MasterPeace Netherlands, and Lumen in Croatia. It aims to combat social exclusion, environmental issues, and job challenges for young individuals, particularly focusing on young women in rural areas.

A key achievement of the project is **establishing SIT as the Center of Excellence in Doughnut Economics for the Balkan region**. The project emphasizes innovative non-formal education (NFE), developing NFE handbooks and online courses in multiple languages such as Albanian, English, Dutch, Arabic, Croatian, and French. Activities encompass a range of initiatives including a transnational Social Entrepreneurship challenge, stakeholder meetings, an EU survey on CSO needs, training of **45 youth workers**, and the supervision of 25 youth-led projects. This year, SIT successfully trained 13 youth workers from three NGOs in Kosovo on Doughnut Economics and Artivism. These trained individuals are set to educate young people and lead the development of **five (5) pilot projects** within Kosovo, thereby extending the project's impact and fostering the growth of young leaders in the region.



## Social Services Department Projects:



### **Empowering Kosovo's Youth for Intra-community Cohesion (Oct 2023 - Dec 2025)**

The primary objective of the project “Empowering Kosovo’s Youth for Intra-community Cohesion” is to enhance the skills of Kosovo’s youth, including minority groups, for intra-community cohesion and the creation of peaceful and inclusive societies. To achieve this goal, SIT will empower Kosovo’s youth as social entrepreneurs, enabling them to combat stereotypes and ethnic-based prejudices. This initiative aims to foster these young advocates to enhance community resilience to conflict and promote harmonious coexistence. Additionally, SIT will equip these young leaders with vital skills in soft skills, communication, project management, and budget planning. Ultimately, our goal is for them to develop pilot projects aligned with doughnut economics methodology, which will, in turn, bolster job opportunities for Kosovo’s youth. This is a two-year project and will work with 80 young people from Prishtina/Pristina and Mitrovica/ë regions. The main results of the projects are: 4 pilot projects, 6 community-based initiatives, 4 Walls of Connections and SIT and Talk debates, 1 Great Minds Meeting This project is implemented by SIT supported by the Danish Refugee Council (DRC) and financed by the Swedish Agency for Development and International Cooperation, represented by the Swedish Embassy in Kosovo (Sida).



## Social Services Department Projects:



### Positive Fatherhood (July-Sept 2023)

In the "Positive Fatherhood" project, three key units work synergistically to redefine the roles of fatherhood and motherhood:

- **Health Sector Engagement:** This unit equips health professionals with strategies to actively involve both fathers and mothers in maternal and child health care, thereby emphasizing the role of both parents in child development.
- **Group Education for Parents:** It focuses on facilitating group discussions among parents and expecting parents, including young individuals. These sessions, led by health workers or external facilitators, encourage a deeper examination of societal and cultural influences on parenting roles.
- **Community Mobilization:** The final unit provides tools for community activists to promote positive parenting through campaigns and alliances, aiming to cultivate an inclusive approach to caregiving and parental responsibilities.

The project's overarching goal is to challenge and transform traditional parenting norms, fostering an environment where both fathers and mothers are equally engaged in all aspects of family life and caregiving.



## Social Services Department Projects:



### **Enhancing Youth Voice for Diversity and Inclusion (Youth INC.) (Dec 2023 - Nov 2025)**

The "Enhancing Youth Voice for Diversity and Inclusion (Youth INC.)" project, running from December 2023 to November 2025, collaborates with partners from Kosovo, Hungary, Romania, Germany, Egypt, Albania, and Israel. It focuses on improving the quality, perception, and capacity of youth workers and young people in learning for diversity and inclusion. This project started in December 2023, the next two years will include different types of activities such as Training for Youth Workers, Project-Based Learning (PBL) Module, Local Actions and Virtual Projects via online events, and involving stakeholders like decision-makers and media in these ceremonies, etc.





## Research Department:



### "Being a Man in Kosovo society"

This year we launched our research report titled "Being a Man in Kosovo society". The report aims to examine the thoughts and attitudes of boys and young men in Kosovo, aiming to explore the meaning of being a young man, social expectations of male behavior men, and the impact of these expectations on their lives and relationships.





## Zero Discrimination Day (March 1):

We commemorated Zero Discrimination Day with a special screening of "The Green Book." The event, blending art and activism, sparked a vibrant discussion among a diverse group of attendees on personal experiences with discrimination, highlighting our collective role in fostering a discrimination-free society. (Budget: €1,146.00)



## International Day of Youth (August 11-12):

Marking this day, we organized comprehensive workshops on youth activism and environmental stewardship. The sessions, attended by 17 youngsters, were dedicated to developing leadership skills and designing campaigns for environmental sustainability, demonstrating youth's potential in driving positive change. (Budget: €3,408.00)



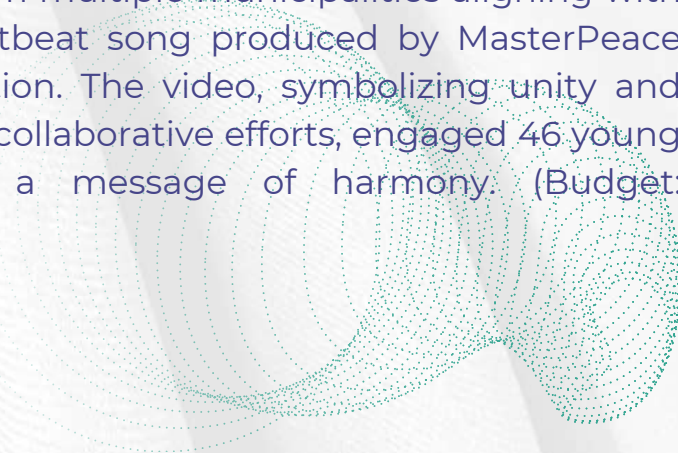
## International Non-Violence Day (October 2):

Observing this day, we showcased two documentaries and hosted a panel discussion focused on strategies to prevent violence, engaging participants in meaningful dialogue about creating a more peaceful society. In this panel discussion, we had the honor to have the Minister of Justice as a speaker together with representatives from the Correctional Center and social work professor from the University of Prishtina. (Budget: €1,030.00)



## International Day of Peace

To celebrate this day, we produced a video featuring participants from multiple municipalities aligning with the Earth Heartbeat song produced by MasterPeace Global Foundation. The video, symbolizing unity and peace through collaborative efforts, engaged 46 young individuals in a message of harmony. (Budget: €1,275.00)



## 16 Days of Activism

This campaign included the screening of "Beyond the Walls" at the Lipjan and Dubrava Correctional Centers, painting workshops, the creation of a mural, and an exhibition of artworks by juveniles, fostering creativity and expression as tools for rehabilitation and raising awareness about domestic violence.



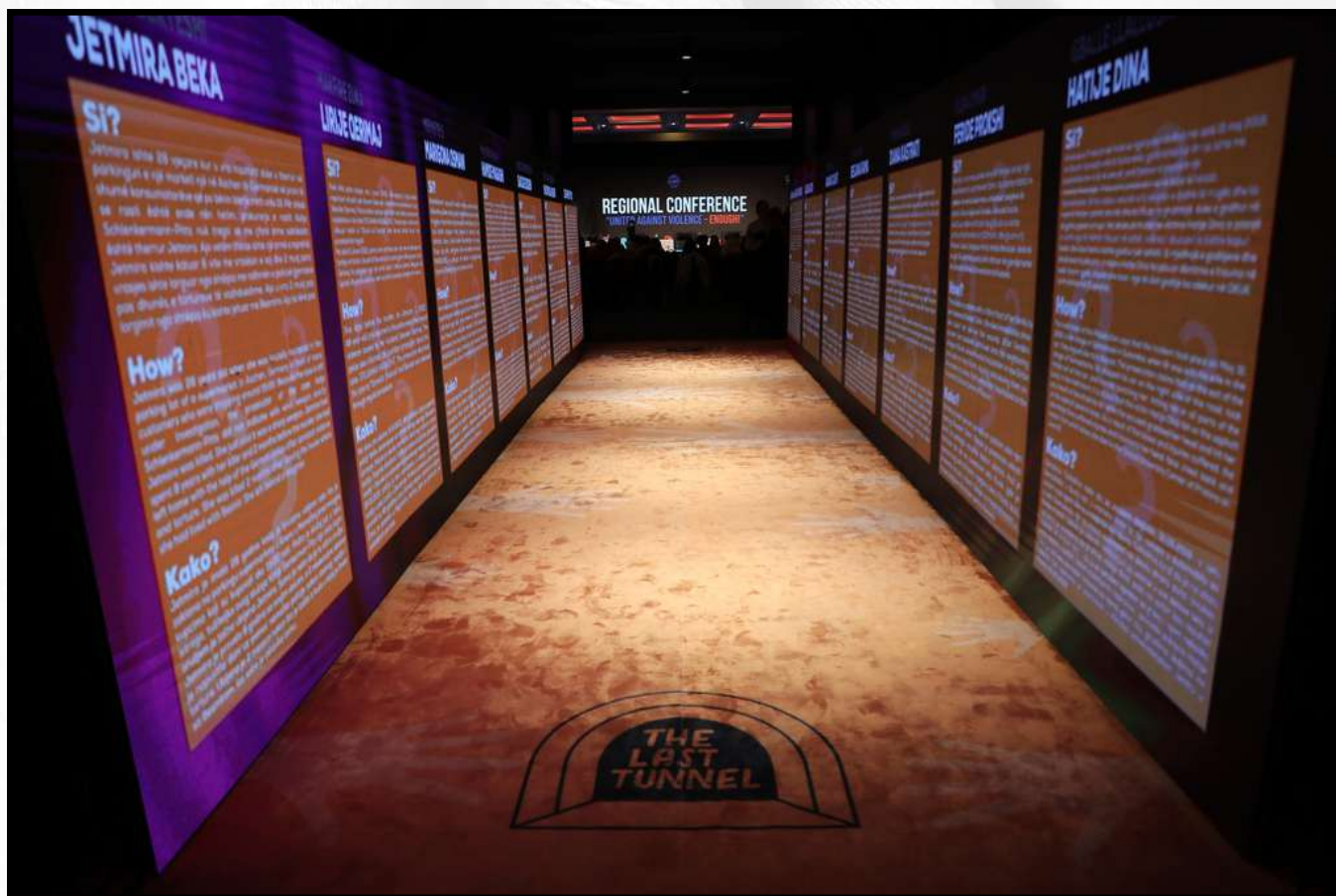
## Fathers' Festival 5th Edition



Celebrating positive fatherhood, this festival engaged families in a range of activities at Marashi Park in Prizren. Featuring father-child races, collaborative cooking sessions, story-telling, and creative arts, the event drew around 60 parents and 180 children, underlining the importance of active paternal involvement in child-rearing. (Budget: €7,150.00)



## The Last Tunnel - Stories of the Unforgotten | V Edition |



Our ongoing commitment to combating gender-based violence was showcased in this exhibition, part of the regional conference "United Against Violence: Enough." After four years of working with the general public on raising awareness on gender-sensitive media approach, this year SIT for the fifth time showed the exhibition in cooperation with the Ministry of Justice. "The Last Tunnel - Stories of the Unforgotten |Fifth Edition|" was shown at the regional conference "United Against Violence: Enough", organized by the Ministry of Justice on December 5 and 6.

It brought to light the stories of femicide victims, advocating for systemic change and heightened institutional response to protect women. (Supported by UNDP Kosovo, UNFPA Kosovo, Women's International League for Peace and Freedom, and K10)

These campaigns reflect our dedication to tackling societal challenges, advocating for equality, and empowering communities through awareness, education, and active engagement. (Budget: €21,900.00)

## Additional Remarks



Throughout the year, our active participation in various events and conferences has significantly enriched our organizational experience and broadened our perspective on key social issues. We took part in the YEU General Assembly's Summer edition, an invaluable platform for sharing insights and strategies with fellow youth empowerment enthusiasts. Additionally, our involvement in the conference "Program Y+: Promoting Equality and Non-violent Behaviors" in Tirana was instrumental in enhancing our understanding and approach towards fostering gender equality and mitigating violence.

The 41st YEU Convention further provided us with an opportunity to engage with diverse ideas and innovative practices in youth development. The Winter edition of the YEU General Assembly allowed us to reflect on the year's progress and set new goals for the future. Participating in the "Act Now Mayors' Conference" equipped us with fresh perspectives on local governance and community engagement. These events collectively contributed to our growth and development, reinforcing our commitment to positive social change and community empowerment.

### Networks SIT is a member:

- MasterPeace Global Foundation (MP);
- Youth for Exchange and Understanding (YEU);
- MenEngage;
- European Network for the Work with Perpetrators of Domestic Violence;
- Coalition for Health (K10);
- Act NOW;
- Security and Gender Group members;
- European Network of Youth Centres;
- International Planned Parenthood Federation European Network (IPPF);
- MenCare/Fatherhood.

## Digital Engagement



In 2023, our digital platforms exhibited remarkable growth and engagement, reflecting the effectiveness of our content and outreach strategies.

- Our Facebook page reached an outstanding 128,980 individuals, a testament to the compelling nature of our content and its resonance with our audience.
- Instagram reach increased to 12,000, driven by engaging organic posts.
- We welcomed 150 new followers, a significant achievement realized without paid advertising, underscoring our content's appeal.
- Launched in March 2023, our newsletter quickly became a key communication tool with a base of 64 subscribers, including 40 dedicated readers.
- An impressive 40% open rate indicates the newsletter's relevance and value to our audience.
- The newsletter successfully directed 30% of its readers to our website and social media platforms, enhancing our overall digital footprint.

These metrics not only demonstrate the growth of our digital presence but also the trust and interest our content garners among our audience. The data from 2023 affirms the success of our strategies in engaging and expanding our online community.

### SIT platforms

[www.sit-ks.org](http://www.sit-ks.org)

[www.sitandbreaktheice.org](http://www.sitandbreaktheice.org)

[www.sitandtalk.org/](http://www.sitandtalk.org/)

[www.sitkosova.org](http://www.sitkosova.org)

[www.ks.masterpeace.org/](http://www.ks.masterpeace.org/)

<https://www.kujdessex.net/>



### SIT's sustainability

SIT's future sustainability strategy is centered around empowering youth with innovative and impactful programs. Our key projects, including "Counseling for Prevention (C4P 4.0)," "Empowering Kosovo's Youth for Intra-community Cohesion," "Poke the Bubble," and "DouActism," "Youth INC," are tailored to foster youth development in areas like social cohesion and non-formal education. The strategic focus within the Social Services Department for 2024-2028 is on Artivism and Doughnut Economics, aimed at equipping youth with essential skills for employment, soft skills, and a dedication to art as a form of activism in order to support the job perspective in Kosovo and promote gender equality and healthy lifestyles. This is further supported by the creation of four specialized toolkits targeting hate speech, youth work, bystander intervention, and anti-hate and bullying initiatives.

In addition, our Counseling department is committed to expanding its services to address Domestic Violence and Gender-Based Violence, alongside conducting relevant research. A key expansion plan includes opening a new center in the Peja region to widen our impact.

Addressing internal organizational needs, 2024 marks a transformative year for SIT's structure. The end of 2023 saw a comprehensive evaluation of our team by the Executive Director, management team, Executive Board, and Head of Assembly. This evaluation has led to strategic changes for the upcoming year, including the addition of new roles like an Administrative and HR Officer, Head of Research department, and trainers, all aligned with SIT's evolving strategy and program needs. These enhancements in our team composition and program focus are steps towards realizing our vision for organizational development and effective project implementation. Moreover, SIT actively engages in submitting project proposals to various donors, maintaining a dedicated core team focused on networking and promoting the organization. This team plays a crucial role in fundraising efforts, ensuring that SIT continues to secure the necessary support for its diverse range of projects and initiatives.



# Moving Forward to 2024



## SIT's sustainability

### New Projects 2024

- 1.Youth INC (Dec 2023 - Nov 2025)
- 2.Counseling for Prevention (C4P 4.0) (Jan-Dec 2024)
- 3.Empowering Kosovo's Youth for Intra-community Cohesion (Oct 2023 - Dec 2025)
- 4.Poke the Bubble (May 2023- Aug 2026)
- 5.DouActism (Jan 2023 - Dec 2024)

### Team 2024

Kadri Gashi - Executive Director  
Njomza Berisha - Development and Program Manager  
Liridona Berisha Shabani - Program and PR Officer  
Agon Osaj - Finance Manager  
Elma Berisha - Head of Research Department  
Adnan Retkoceri - Project and Field Coordinator  
Fiona Haxhikadrija - Project Coordinator  
Rron Rama - Project and Campaign Coordinator  
Elsa Rexhepaj - Projects Assistant  
Andjelija Vucinic - Community Facilitator  
Arditë Shkodra - Administrative and HR Officer

### SIT's Strategy 2024 - 2028

The new strategy for the five-year period will mainly be focused on youth, and the new projects will be designed based on this. Artivism and the Doughnut Economics will be the driving force behind our new ideas for working with young people and helping them embrace much needed values when it comes to employment, soft skills, and art for activism. SIT has also developed four toolkits for youth which will be part of projects that are relevant (hate speech, youth work, bystander intervention, anti-hate and bullying).

The Counseling department will be focused on providing counseling services for perpetrators of Domestic Violence and Gender-Based Violence, while also conducting relevant research and launching reports in the respective field/s. Opening one more center in Peja region will be a priority of the department.



**SIT**

**Thank You!**

**January - December 2023**