

# Impact report **2021**



**STILL  
I RISE**



one child at a time

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Opening letter from SIR's president for the 2021 impact report

# THE YEAR OF **REBIRTH**

2021 was the year of rebirth. It was the year of records, of revolution.

## **Our best year ever.**

I'm not going to beat around the bush. After years of extremely hard work, we have achieved our most incredible goal, the one that so many had deemed 'impossible' and which constitutes the most decisive victory in our educational revolution so far, that is the opening of the first International School in the world to offer refugee and vulnerable children, free of charge, the most recognized, prestigious, exclusive educational pathway of all: the International Baccalaureate (IB).

I use this word "revolution" with all the gravity it deserves. We at Still I Rise are the first in the world to have the good fortune, privilege, and honor of democratizing an educational path hitherto accessible to only 0.1% of school-age children on the planet. From the most elite campuses ever built, we have taken it to Mathare, one of the most overcrowded slums in the African continent.

## **We do this to train future leaders among forgotten children, so as to actively build a more equitable future, a subversive tomorrow.**

In addition to our International School approach, we have consolidated our Emergency and Rehabilitation model, establishing ourselves with a 75% success rate in North West Syria, significantly higher than the average humanitarian school reintegration programs targeting refugees and internally displaced persons and reintroducing the entirety of our students in Greece into the public school system.

At the same time, we have begun the work of setting up a new Emergency and Rehabilitation School, this time in the Democratic Republic of Congo, to redeem children who have been forced to mine the copper and cobalt needed to produce the world's laptops and smartphones. It will become our most important front in 2022.

2021 was our most impactful year ever. We broke every previous fundraising record, raising a total of €1.965.545,50€ - a 70.61% growth over 2020.

## **This qualifies us as one of the fastest growing humanitarian organizations in Italy.**

Despite this quantitative leap, we have not only managed to preserve the efficiency of our operations, but we have even surpassed ourselves, donating 95% of the funds raised to programs and activities, compared to 92% in 2020. This qualifies us as one of the most efficient humanitarian organizations in the country. And, while growing, this is a value we will always uphold.

2020 was a crucial year for the world, and at Still I Rise we were faced with the most crucial choices ever. Our success in 2021 is decisive proof that the decisions we made during the crisis were the right ones, and now we are reaping the rewards. As long as hands far greater than ours do not try to stop us, this is the road we intend to take: the road of incorruptibility, courage, and excellence. And even should forces greater than us try to stop us, **we will not give up without a fight.**

**Nicolò Govoni**

President and Executive Director **SIR**





## DONATIONS OVERVIEW

### General donations

€ 1.790.898,55

### 5x1000 donation

€ 174.646,95

### Expenditure 2021

€ 1.299.916,89

### Operating surplus 2021

€ 666.717,58

*In 2021 we spent 95% of our revenue on current missions and 5% on financial management, support and promotion.*

### Costs and expenses

Current missions	Financing and capital costs	Management costs
€ 1.237.885,26	€ 31.590,01	€ 30.441,62

### Current missions

**95%**

Financing and capital costs

**3%**

Management costs

**2%**



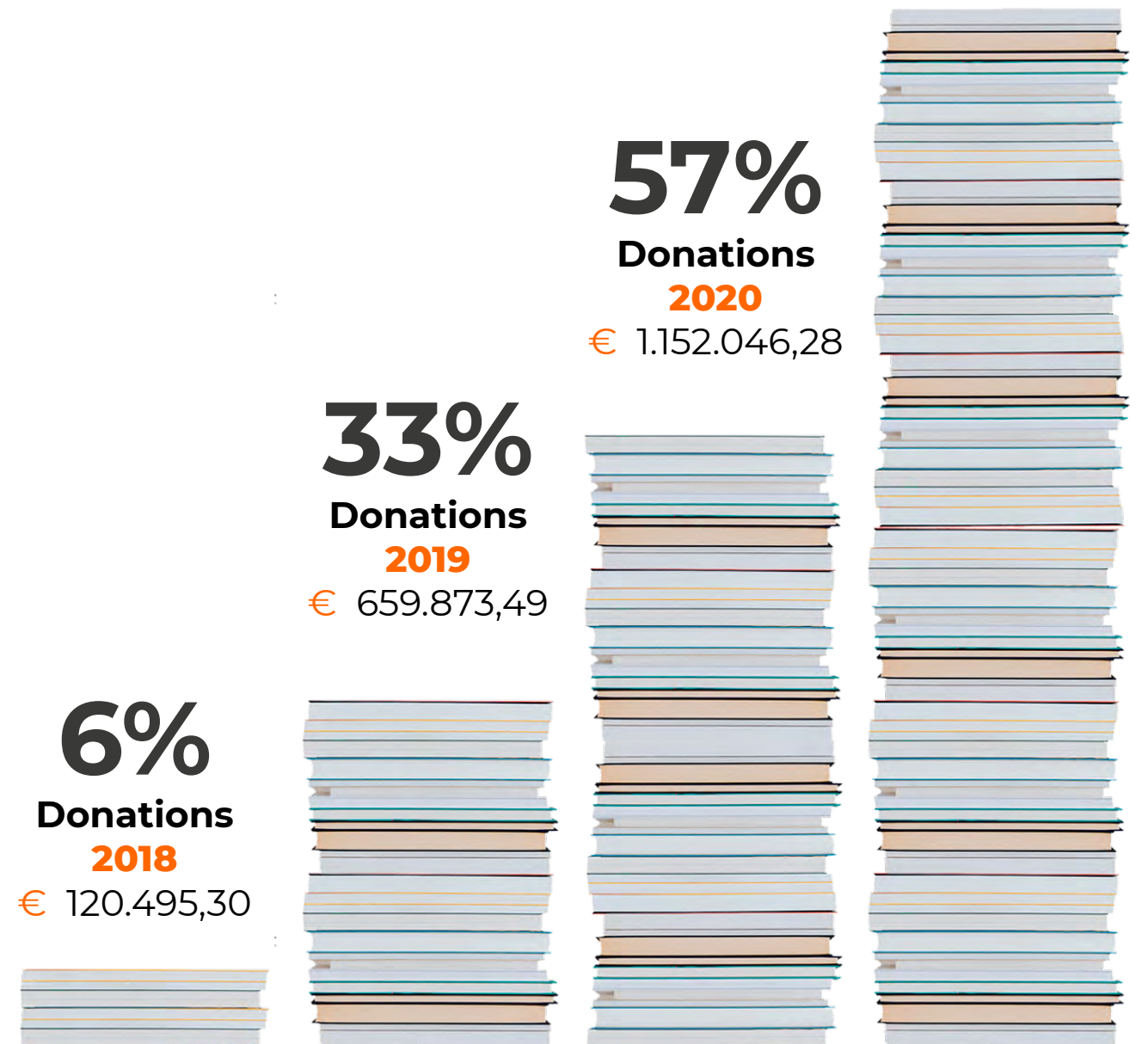


**98%**  
Donations  
**2021**  
€ 1.965.545,50

**57%**  
Donations  
**2020**  
€ 1.152.046,28

**33%**  
Donations  
**2019**  
€ 659.873,49

**6%**  
Donations  
**2018**  
€ 120.495,30



\* Percentages based on €2.000.000 target

**Growing** *together*

*2018 - 2019 - 2020 - 2021 donations*



## ABOUT US

### MISSION

Still I Rise is an international non-profit organization, founded in 2018. Its purpose is to provide education, safety and protection to vulnerable and refugee children in areas experiencing global migration. Its headquarters are in Rome (Italy) and operations take place in Greece, Turkey, Syria, Kenya and Democratic Republic of the Congo.

Still I Rise relies completely on private donations and does not receive funding from governments, or other institutions such as the European Union or the United Nations.

### OUR VALUES

#### ~ Independence

We actively refuse funding from governments, supranational organizations and multinationals that we deem unethical based on our code of ethics.

#### ~ Transparency

We strive to allocate the highest possible amount of donations towards our programs and activities, reducing management costs to a minimum.

#### ~ Efficiency

We listen to the actual needs of the people we serve and empower local communities and leaders to solve the issues they are facing.





## WHERE WE WORK

### Emergency and rehabilitation schools

Still I Rise's activities began on the island of Samos in Greece, where there is one of Europe's worst refugee camps. The organization has provided informal education to thousands of vulnerable teenagers via Mazi, the island's first center for refugee teens, which offers a range of lessons, daily meals, psycho-social support and legal and child protection assistance.

Following the same model as Mazi in Samos, Still I Rise set up the Ma'an center in Ad Dana in North-West Syria. Here Still I Rise offers English, Arabic, Math and computer classes, as well as daily meals. School supplies, food parcels and hygiene kits for families are also distributed.

In 2021, we began operations to open a third emergency and rehabilitation school in Kolwezi, DR Congo, with an opening scheduled for 2022. Here, we will strive to provide education, psycho-social support, daily meals and family support for children engaged in child labor in the cobalt mines in the area.





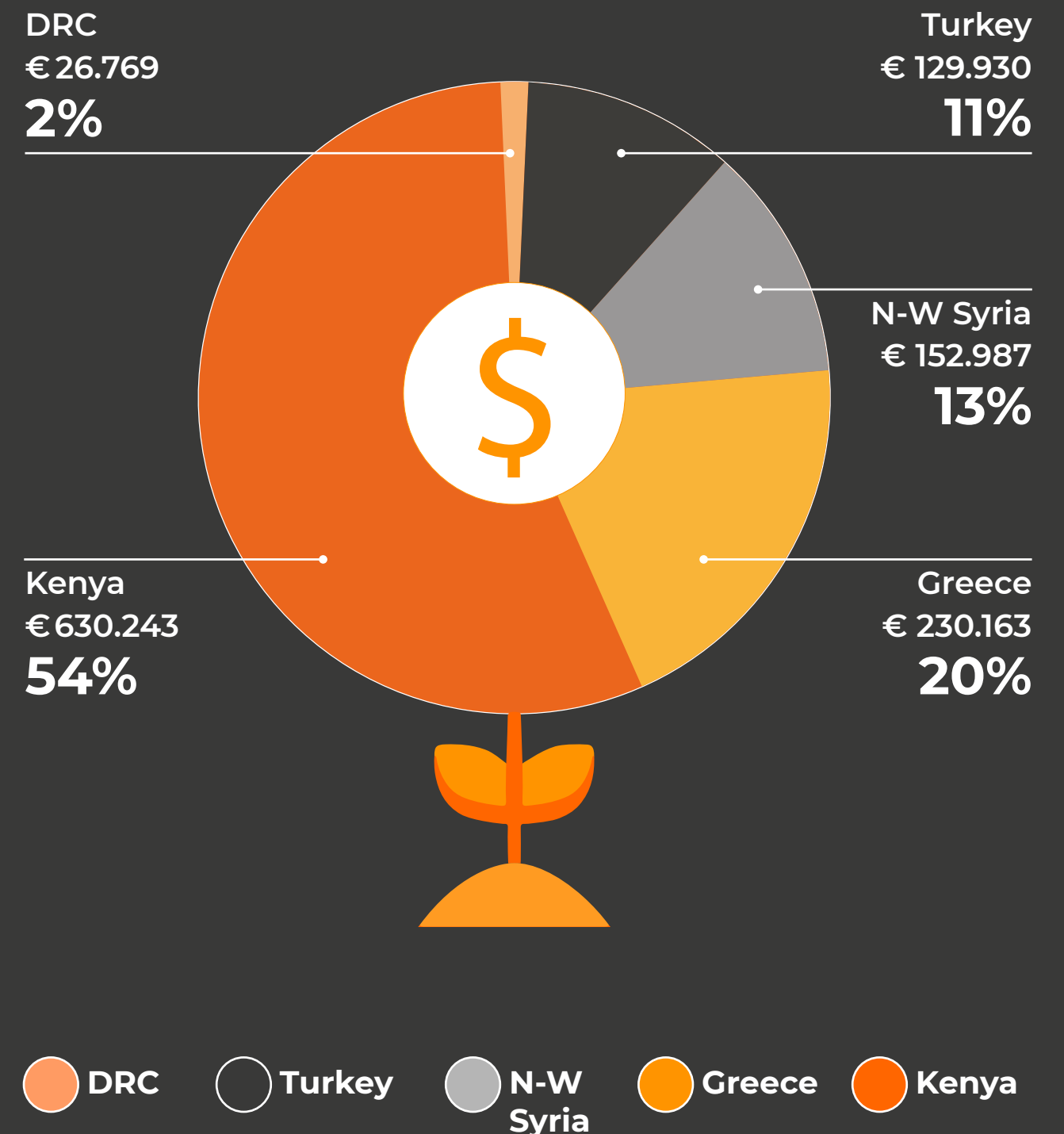
## International Schools

Still I Rise brings high-quality education to those who could otherwise never afford it: it is the first non-profit organization in the world to offer the International Baccalaureate pathway exclusively to refugee and vulnerable minors. Through its International Schools, it provides a 7-year, high quality international education at no cost to the students, which can open doors to the world's best universities.

In March 2020, in Gaziantep, Turkey, the non-profit organization opened Beraber, an educational center aimed at refugee adolescents aged 10 to 13, which was to become an International School. Unfortunately, it could never reach full operation.

In January 2021 in Nairobi, Kenya, the organization opened the Still I Rise International School of Nairobi in the informal settlement of Mathare, the first International School on the African continent catering to vulnerable Kenyan and refugee children.

## OUR COMMITMENT





# OUR STRUCTURE

## General overview

Our field teams report to a program manager, who is supported by an education manager/school principal, child protection and safeguarding officer, a logistics manager, and a HR/local administration officer.

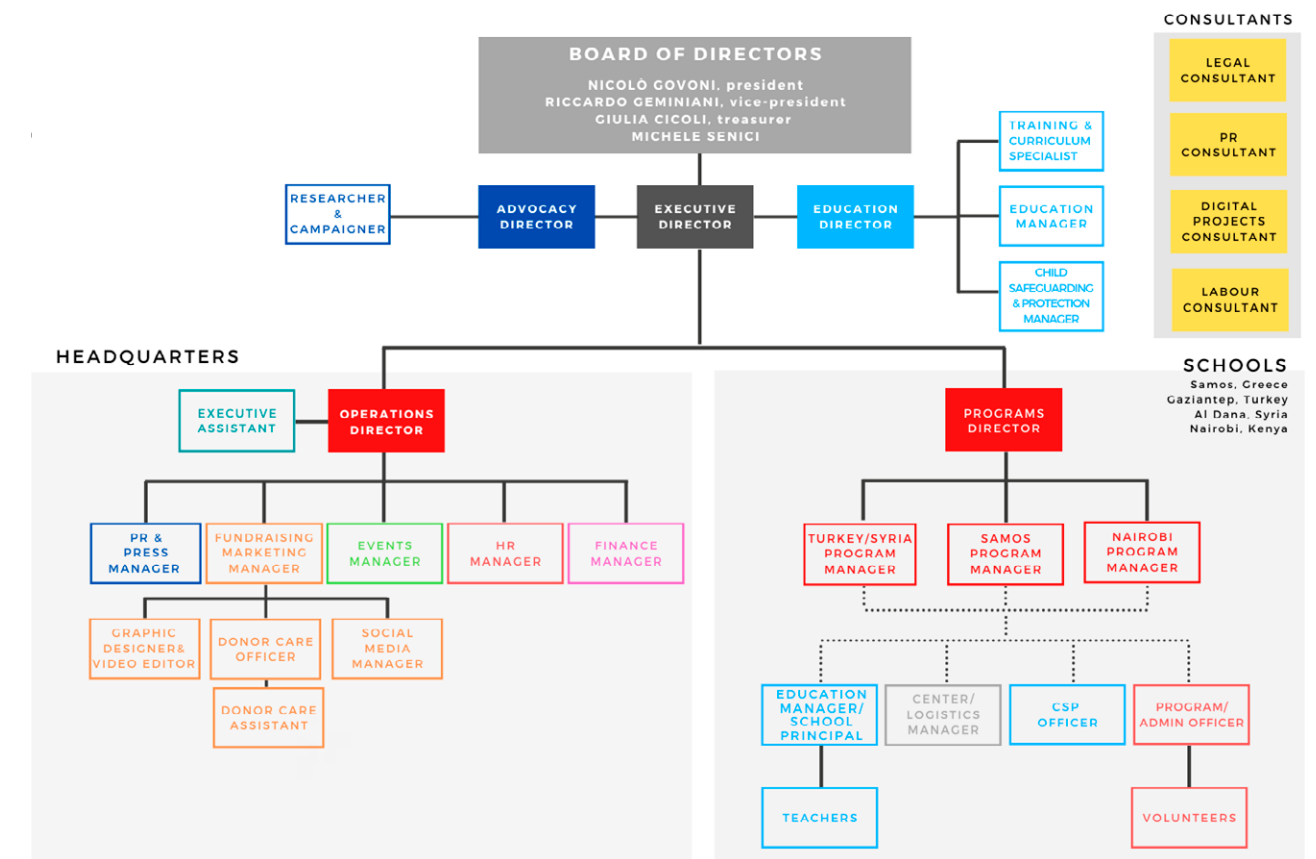
The management team on the field then works with students, teachers, and volunteers in accordance with their areas of experience.

Running a school in the countries we operate in is no easy task and requires a lot of hard work and commitment. This is why we have structured ourselves to make sure that field teams can fully focus on the all-around care of our students, and we built a structure to support them.

We have therefore created three other departments (in addition to the one of programs) that work across the board on and with all schools to support the field teams in different areas: education (including child protection), advocacy and operations (which includes administration/finance, human resources, press office and PR, events, marketing and fundraising, donor support, communication and social media).

You will find the expenditures incurred by these departments under the total costs for each school and an explanation of the functions, goals achieved, and duties of each department in the chapters following our programs' department.

## Organization chart







# PROGRAMS DEPARTMENT

## General overview

The programs department's director supports and manages our field teams across the board: they coordinate with logistics, education, communication, finance and procurement, procedures, human resources and work to solve any issues that may arise on the field. This role is also instrumental in supporting internal reporting, verifying and validating expenditures incurred on programs, and coordinating the work with other programs and other departments within Still I Rise.

In addition, in the first part of 2021 this department, in coordination with the operations department, was involved in research, context analysis, needs assessment and stakeholder analysis for our school in DRC.

In the second half of 2021 the same was done for Colombia, including a legal research on the options available for creating a legal entity, as well as an analysis of the national context and major cities in the country.

This department also consulted with various international organizations and local ones so as to better understand the context and needs, and they have started working with Colombian lawyers to initiate the process of establishing a legal entity in the country.

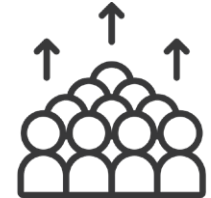


## Country profile

# Greece



Capital  
**ATHENS**



Population  
**10.32 million**  
(Macrotrends, 2021)



% of population  
below the poverty line  
**0.7%**  
(World Bank, 2019)



Refugee and  
asylum-seeking population  
**160,350**  
(UNHCR, 2021)



Human  
Development Index  
**0.888**  
(2019)

“Many children drop out of school to find work and support their families. In addition, rejections of applications for international protection are creating despair and a lack of hope for a better future, leading to families deprioritizing schooling.”

SOURCE



## GREECE

### 2021 overview for Still I Rise

2021 didn't start easily for our Samos program: after the devastating earthquake of October 2020, our building was still under repair and the country still in and out of covid-19 lockdown.

Meanwhile, since the beginning of the covid-19 crisis, Greek authorities had started implementing the so-called "push-back policy": intercepting asylum seekers at sea or on land and pushing them back to Turkey instead of lawfully allowing them to lodge their asylum claim and reside in the Samos hotspot.

Therefore, very few people managed to be registered and stay on Samos in 2021, while many others already residing in the camp left the island.

As a result of these changes, we had to adapt our Samos program once again: for the first month and a half of 2021 we continued with our online classes, handing out power banks and internet top-ups to our students, and meeting them and their families to provide them with food, clothes and any other item they might need.

As schools reopened in Greece, and our building was still unusable waiting for permits from structural engineers to begin the renovation work, we looked for another building on the island that could host our school.

Our team on the ground worked really hard to open the doors of "Mazì 2" in mid February, making it a beautiful and welcoming space while keeping covid-19 precautions in place. Sadly, only two weeks later, Samos became a "red covid-19



area", and we had to close our school again. We went back to online classes, with daily tailored homework, 1-1 lessons and daily calls to all our students. Moreover, we routinely distributed homework packs, school supplies, food items and clothes.

Finally, in mid April, we were able to open our doors again, but only to our 15+ students, following the Greek government's school opening rules. Only a month later we were finally able to open to our younger students as well.

As Covid-19 regulations started easing towards the end of May, we were able to add more activities to our summer schedule: art classes, workshops, 1-1 sessions, day trips cleaning beaches around our school, English certificate classes for proficient students and girls club.

## OUR RESULTS



September saw a major change for our students and all the camp residents: the new Closed and Controlled Access Center opened on the island, and all camp residents were moved there, 8 kilometers away from Vathi.

We made sure we had a bus ready to pick students up and drop them off so they could keep attending our school, as yet again our program had to change.

Moreover, in coordination with the coordinators from the Ministry of Education, we finally managed to enroll all our students into Greek public school.

We had already started preparing students for this change over summer so our team developed a tailored readiness course for life after Mazi, covering language, strategy for how to navigate school timetables and classes, Greek cultural awareness, and social-emotional skills.

Throughout these final months of 2021 we continued these classes in the afternoon, allowing our students to attend public school in the morning and work on homework and extra language lessons with us in the afternoons.

## OUR RESULTS





## 2021 Snapshot



*What are the best memories of 2021? Impossible to choose one!*

*To begin with, setting up a new space (informally called Mazì 2) after the devastating earthquake in 2020 that affected our school. Mazì 2 allowed for a new beginning after a trying lockdown.*

*Secondly, the significant success of every student's enrolment in Greek public school!*

*Last but not least, the shift of the program's focus from education to holistic care and support following this public-school enrolment.*

*Personally, I learned more this year from my colleagues and the students than in any one period.*

*The frustration I have for the overt harm directed at these children, and those seeking safety in general, is outmatched only by the absolute awe I have for each and every student that I have encountered.*

*It was amazing to see how many seemingly insurmountable challenges were overcome with grace. As I am now, throughout the year, I often found myself at a loss for words. As was often the case then, all I can really say now is: to everyone who was a part of our little community, Thank you."*

**Gabriel Feldman** - Program Manager.



## Expenses breakdown

CATEGORIES	AMOUNT
Food and beverages .....	€ 20.204,33
General expenses .....	€ 815,44
Accommodation .....	€ 14.501,96
Local professionals .....	€ 2.323,20
Other expenses .....	€ 383,36
Personnel expenses .....	€ 57.059,92
School building expenses .....	€ 29.534,56
Stationery and school supplies .....	€ 6.892,02
Student expenses .....	€ 2.930,41
Travel (includes student transportation) .....	€ 4.323,18
Advocacy department .....	€ 7.563,20
Education department .....	€ 5.818,23
Operations department** .....	€ 72.206,83
Programs department .....	€ 5.606,23
<b>Total .....</b>	<b>€ 230.162,88</b>
** of which taxes .....	€ 24.756,11
<b>Available balance as of 31/12/2021 .....</b>	<b>€ 43.433,64</b>



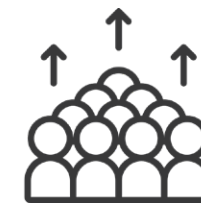
## Country Profile **N-W Syria**



Out of school  
children  
**+ 800,000**  
(MEI, 2022)



Internally Displaced  
Persons (IDPs)  
**2.8 million**  
(OCHA, 2021)



Population  
of the area  
**4.4 million**  
(OCHA, 2021)



% of women and children  
in IDPs population  
**80%**  
(OCHA, 2021)



People in extreme  
poverty  
**97%**  
(OCHA, 2021)

The dearth of livelihood opportunities, compounded by the country's economic crisis, continues to play a major role in school-age children and youth whose access to formal or non-formal education has substantially diminished, thus increasing their exposure to negative coping mechanisms.

SOURCE



## NORTH-WEST SYRIA

### 2021 overview of Still I Rise

Ma'an, our school in North West Syria, was opened in 2020 and it is located in Ad-Dana in Idlib province. Between 2020 and 2021, the number of people in need of humanitarian assistance in North-West Syria has increased from 2.8 to 3.4 million people with more than 2.7 million being Internally Displaced People (IDPs).

The type and scale of needs is pervasive and multifaceted due to a convergence of factors arising from prolonged and multiple displacement and lingering conflict as well as from Covid-19 pandemic: food insecurity, limited access to basic services, inadequate shelter conditions, among others.



## OUR RESULTS

Most of our students have been displaced many times during the past years and therefore their right to education has been denied.

During 2021 we completed the first school year at Ma'an. Our first batch of students left the center during summer in order to go back to public school after one year with us, during which they were supported and prepared for this big and essential step for them.

We passed our goal of 75% of our students reintegrating themselves in the public school system, and we distributed a school starter kit to help them in this next step.

In September we opened the center again to a new group of 75 students, between 10-15 years old. We supported our students with school supplies, transportation, medical support and a monthly food pack. Quarterly we organized a seasonal distribution to support our students and families holistically and we also provided special distribution such as for Ramadan. We also distributed solar panels to our students and their families.

A specific support was developed for 9th grade students who had to take their national exam at the end of the 9th school year so that they can obtain their certificate and enter high school. In the meantime, we also tracked all our students' progress through our new assessment and tracking scheme, with teachers meeting to discuss how to tailor the service to those who need a boost. Finally, this year we had a big focus on encouraging prosocial behavior and self-awareness among students, helping them in both their psychological and academic development.





## 2021 snapshot

“

*The summer of 2021 not only witnessed the return journey of our students to public school, armed with knowledge and social skills, but also witnessed the birth of 75 students' dreams after joining Ma'an where they can start again.*

*A year later these students will be ready to compete in life as well as in education.*

*During their presence in Ma'an each student attended about 3000 hours of Math, English, Arabic as well as Computer lessons. Our activities were not only focused on education, but also how to overcome all the challenges present in a country where nothing is louder than war.*

*For the first time in their lives, Ma'an students knew that they could live as all children should, having all their needs met.*

**Abdulkafi Alhamdo**, Program Manager

”



## Expenses breakdown

CATEGORIES	AMOUNT
Food and beverages .....	€ 21.877,14
General expenses .....	€ 111,47
Other expenses .....	€ 2.585,64
Personnel expenses .....	€ 35.890,96
School building expenses .....	€ 8.968,88
Stationery and school supplies .....	€ 9.252,15
Student transportation expenses .....	€ 5.050,16
Student expenses .....	€ 6.715,88
Travel .....	€ 254,47
Advocacy department .....	€ 5.672,40
Education department .....	€ 5.818,23
Operations department** .....	€ 47.130,48
Programs department .....	€ 3.659,27
<b>Total .....</b>	<b>€ 152.987,14</b>
** of which taxes .....	€ 16.158,68
<b>Available balance as of 31/12/2021 .....</b>	<b>€ 730,00 €</b>



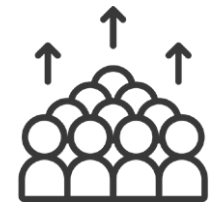


## Country Profile

# Kenya



Capital  
**NAIROBI**



Population  
**54.98 million**  
(MacroTrends, 2021)



Human  
Development Index  
**0.601**  
(2019)



% of population  
below the poverty line  
**34.3%**  
(World Bank, 2021)



Refugee and  
asylum-seeking population  
**556,833**  
(UNHCR, 2021)

Despite significant gains in enrolment at all levels, almost half of school-age refugees are still out of school. Barriers to school enrolment include supply issues as well as socio-economic factors, cultural norms and traditions, many of which are shared by the communities that host refugees and asylum-seekers in Kenya.

SOURCE



## KENYA

### 2021 overview for Still I Rise

2021 was an eventful year for Still I Rise International School in Nairobi. This was our first school year and after months of bureaucracy and paperwork we were finally registered as an International school by the Ministry of Education. We opened our school with 70 students from 7 different nationalities and ended the year with 134.

We distributed backpacks and school supplies, started providing breakfast and lunch every day and extended opening hours to Saturdays as well.

Our workforce got bigger throughout the year with the recruitment of a deputy principal, administrator, logistics officer as well as 23 teachers.

Due to covid-19 regulations, our school had to close for a full forty days in April. Our team worked tirelessly to build an online curriculum and continue classes remotely. We provided each student with a tablet, power bank and internet connection to follow our lessons online, and we also delivered food packs and hygiene items to all our students and their families. Our child protection team met all the families and carried out home visits to all our students to ensure that our programs were responsive to their needs.

During this period and throughout the year we completed the renovation works on the second floor, which included 4 new classrooms and an auditorium which we furnished with a complete stage for visual and performative arts.

## OUR RESULTS

We fixed the school garden and set up the irrigation system, built a fully functional sports field and finalized work on the water fountain. We also built an access road and access ramp for people with physical disabilities.

Moreover, thanks to a special donor, we were able to install solar panels on the roof of our school and to distribute them to students and families who needed them.

In terms of activities and electives, we continued setting up new classes and we ran several workshops with our students. We started a girls' and boys club and began our art, dance and theater classes: our students performed in a play called "Sarafi-ma" for their families and staff. We also expanded our sports activities, adding self defense and taekwondo on top of football and basketball.

Our students also attended a photography course run by Nicoletta Novara, and their pictures became part of our "Through Our Eyes" exhibition (see the "Through Our Eyes" paragraph for more information).

Throughout the year, we did our best to expose our students to interesting realities and places outside of Mathare through a series of field trips: we went to the cinema for Christmas, visited the Breaburn International school of Nairobi and met their students, we went to a wildlife sanctuary called "Giraffe Center" and our students got a tour of the headquarters of Wildlife Clubs of Kenya. We also spent a day at the Sagana park in the middle of nature, doing acrobatic activities and team-building games.



Our approach to education is holistic, so on top of serving meals in schools and distributing school supplies, we also provided all our students with basic medical coverage, so that if they get sick they can be treated in several hospitals without having to pay for it.

We also distributed track suits for sports activities as well as school uniforms. These uniforms were designed by Emporio Armani and the designs were donated to us: it was an incredible honor for us and all our students to receive such a gift: for us and the environment we work in, a uniform is not just a piece of clothing - it's so much more. It's protection, it's identity, it's belonging. It is a message of caring that says, 'I believe in you, in your value and your potential.' And precisely because our children are special, we want to give them the best of the best. Just as our school provides them with the best education in the world, we can now provide them with the finest uniforms available. And that's a dream come true.



## OUR RESULTS

### JENGA PAMOJA



In June we ran our “Jenga Pamoja” month, which means “building together” it was a special month where we celebrated and learned about the cultures of every member of our school.

The idea came from the students themselves and our staff picked it up and built a rich schedule of events around it: they created playlists of traditional and representative music from all the countries our students and staff are from, special dances and art sessions were organized, students built models to replicate the traditional homes of their countries and we read several poems written by poets of different nationalities. We all learned how to say “hello” and “welcome” in all the languages spoken in our school, and we had special days where students and staff dressed in their traditional clothes.



## Training and Partnerships

Training and long-life learning is fundamental for all of us at Still I Rise, as we believe that in order to provide high quality education our staff and teachers must continue learning themselves.



## OUR RESULTS

In June, we officially became an IB candidate school and our teachers went through intensive IB training to better prepare for the complexity of the curriculum. Some of the training had online support while others were done onsite.

Teachers learned how to plan units and the importance of multidisciplinary when shaping their respective courses. We took a novel approach to helping students structure their own thinking too, as we collaborated with a mind mapping expert and a kinesthetic learning trainer. Moreover, our teachers received special training from the MSF local team on how to detect and deal with cases of sexual and gender-based violence.

Finally, some of our teachers applied on behalf of the school to participate in the “World Best School Competition” and we received a special recommendation for “community collaboration”.

2021 was also marked by two important partnerships: with MSF and “No Means No”.

We created an exchange program between our students and the ones attending the Youth Friendly Center that MSF, together with the Department of Health and Nairobi Metropolitan Services, runs in Dandora. Students attending the Youth Friendly Center come to our school on Saturdays to attend recreational activities, and we refer our students who need it to MSF’s clinics.

Moreover, we set up with them a referral pathways for SGBV cases, and their team has been providing training to our staff in first aid and sexual violence prevention.

“No means no” is a local organisation that work to prevent sexual violence towards children: every Wednesday they ran workshops with our students to raise awareness of the issue and give them tools on how to recognise and report acts of violence.



## 2021 snapshot



*A memorable moment from 2021 at Still I Rise is the culture very much centered on continuous growth.*

*Growth – often, the growth of an institution follows the professional growth of its employees. Valuing growth means that SIR has always seen to it that there is continuous improvement of both the staff and the institution. SIR fosters professional development which leaves a memorable imprint on my life.*

*A good example is the opportunity to participate in the T4 competition where I learned the power of team spirit as well as the experience of actively participating in an International Award.*

*Another example is the internal teacher professional development training. The pieces of training have collectively molded my knowledge, skills, and attitude to a level that I can count myself a 21st-century teacher due to the 21st-century teaching skills I acquired through the training offered by SIR.*

**Daniel Onginjo**, Maths teacher  
at Still I Rise International School Nairobi



## Expenses breakdown

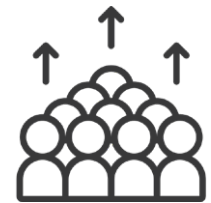
CATEGORIES	AMOUNT
Food and beverages .....	€ 38.477,58
General expenses .....	€ 8.613,64
Accommodation .....	€ 7.565,33
Local professionals .....	€ 8.177,13
Other expenses .....	€ 11.850,96
Personnel expenses .....	€ 92.974,37
School building expenses .....	€ 90.167,79
Stationery and school supplies .....	€ 61.792,80
Student transportation expenses .....	€ 29.796,15
Start up (work on school building) .....	€ 12.229,81
Student expenses .....	€ 10.471,44
Travel .....	€ 17.014,41
Advocacy department .....	€ 1.890,80
Education department .....	€ 21.333,52
Operations department** .....	€ 202.189,48
Programs department .....	€ 15.698,26
<b>Total .....</b>	<b>€ 630.243,47</b>
** of which taxes .....	€ 69.320,65
<b>Available balance as of 31/12/2021 .....</b>	<b>€ 13.237,99</b>



## Country Profile **DRC**



Capital  
**KINSHASA**



Population  
**89.56 million**  
(Worldometers, 2020)



Human  
Development Index  
**0.48**  
(2019)



% of population  
below the poverty line  
**73%**  
(World Bank, 2018)



Internally Displaced  
Persons (IDPs)  
**5.4 million**  
(UNHCR, 2021)

Education based country fact: The Democratic Republic of the Congo (DRC) education system is plagued by low coverage and poor quality. 3.5 million children of primary school age are not in school, and of those who do attend, 44 percent start school late, after the age of six. National data indicate that only 67 percent of children who enter first grade will complete sixth grade. Of those who reach 6th grade, only 75 percent will pass the exit exam.

SOURCE



## DRC

### 2021 overview for Still I Rise

In 2021 our operations department worked on research for our new school in DRC. This included a throughout context analysis and a needs assessment of the area, combined with two field visits. After assessing the needs and the feasibility of the program, we started the set up phase for our school in DRC.

The Democratic Republic of the Congo is simultaneously one of the richest and yet one of the poorest countries in the world. For example, the country alone produces more than 3% of copper and 50% of cobalt sold worldwide. Yet little of all this wealth remains in the country due to the interests of foreign companies.

Kolwezi, in the Katanga region, is one of the largest and most important copper and cobalt mining centers, globally. Here, in late 2021 we started the set up of our school “Pamoja” a youth and rehabilitation center that will offer the national accelerated learning program to local children, supporting them and their families with food packs and hygiene kits distributions.

In order to do so, we worked on receiving the necessary permits from local authorities, set up a legal entity, and hired local team members to support us in the management and logistics on the ground.

In December we found a building suitable for our school and we began the procedure for renovation works. We then started student recruitment and distributed food packs for a month to all families.

Our target students are child workers from local mining communities and children who, for several reasons including child labor and poverty, have missed out on school with the ultimate goal of reintegrating them into the public school system.

## OUR RESULTS





# Expenses breakdown

CATEGORIES	AMOUNT
Food and beverages .....	€ 34,50
Local professionals .....	€ 1.537,50
Other expenses .....	€ 639,80
Personnel expenses .....	€ 2.507,36
School building expenses .....	€ 7.450,00
Stationery and school supplies .....	€ 205,00
Travel .....	€ 481,22
Advocacy department .....	€ 2.836,20
Education department .....	€ 3.878,82
Operations department** .....	€ 6.679,55
Programs department .....	€ 518,61
<b>Total .....</b>	<b>€ 26.768,56</b>
** of which taxes .....	€ 2.290,08
<b>Available balance as of 31/12/2021 .....</b>	<b>€ 0,00</b>



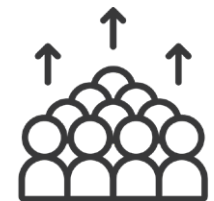


## Country Profile

# Turkey



Capital  
**ANKARA**



Population  
**84.34 million**  
(World Bank, 2020)



Human  
Development Index  
**0.820**  
(2019)



Out of school  
refugee children  
**422,867**  
(UNICEF, 2021)



Refugee  
population  
**4 million**  
(UNHCR, 2021)

Turkey hosts the largest number of refugees in the world.  
Out of 4 million, 3.7 million are Syrians.



## TURKEY

### 2021 overview for Still I Rise

In 2021, unfortunately, we were unable to open our school in Turkey. On March 1, 2021, covid-19 related restrictions on the activities of NGOs were lifted, one year after their introduction.

These measures greatly impacted the operations and finances of all NGOs operating in the country. Bonyan, Still I Rise's partner in opening an educational center, became insolvent and had to reduce the scale of its own activities.

As a result, the partnership ended and Still I Rise hired a local consultant with extensive and varied experience in the world of humanitarian organizations so that he could advise the organization on the follow-up of the mission, especially in the face of the various difficulties encountered in the preceding months.

From a bureaucratic point of view, we spent several months reconstituting a legal entity with no foreign presence. Once done, we applied for the necessary permits to operate independently, without any partners, and the officer in charge asked us for a bribe. Faced with our refusal, he declared that they would never allow us to reopen.

We did not let that deter us and contacted several top law firms across the country in order to find a legitimate way to overcome the rampant corruption and achieve the goal of opening. Yet despite all our efforts, at the end of 2021 our request to the Ministry of Education lay still on hold.

## OUR RESULTS





# Expenses breakdown

CATEGORIES	AMOUNT
General expenses .....	€ 206,52
Housing .....	€ 3.471,40
Local professionals .....	€ 12.776,65
Personnel expenses .....	€ 22.612,45
School building expenses .....	€ 41.828,07
Start up (establish legal entity) .....	€ 133,00
Travel .....	€ 414,30
Advocacy department .....	€ 945,40
Education department .....	€ 1.939,41
Operations department** .....	€ 42.316,80
Programs department .....	€ 3.285,53
<b>Total .....</b>	<b>€ 129.929,53</b>
** of which taxes .....	€ 14.508,31
<b>Available balance as of 31/12/2021 .....</b>	<b>€ 50.562,81</b>





# ADVOCACY DEPARTMENT

## General overview

Building on the experience and contacts gathered in the last years, we have been able to define strategic lines for each of our programs and to implement them with a unique voice. Financial independence remains the signature of Still I Rise and the most powerful asset for our advocacy. This means that our work is guided by what our students would demand by themselves if they were listened to, not by economic, political or other interests.

Advocacy has taken a more defined role within the structure and planning of the organization. We have integrated new team members to ensure the voice of our students and colleagues in the field is heard by EU representatives in Brussels, specialized journalists and politicians in Italy.

An excellent example of this effort is the event held at the Chamber of Deputies in Rome, where we brought our “Through our Eyes” exhibition to the heart of Italian institutions.

Our advocacy work also includes an important component of awareness raising: in 2021 alone, we have published advocacy-related content more than 90 times through our social media platforms. Our posts bring to the public complex and difficult realities with first hand information and real testimonies from our teams. The objective is to make accessible stories and topics that usually go unnoticed by press media, to establish a dialogue with the public and to push for change.

An outstanding example that combines our advocacy identity with our holistic education approach was evident during the special event we held for World Refugee Day.

On this occasion, we invited three of our former Mazi students on Samos, now living in other parts of Europe, to share their experience and be able to present their identity beyond the refugee label that dehumanizes their dreams and prospects for life.<sup>1</sup>

<sup>1</sup> **MORE THAN A REFUGEE** - *Interview available [here](#)*



**MORE THAN A REFUGEE**  
Storie oltre le etichette

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Giulia Cicoli dialoga con Donaldoni, Samaneh e Majd, ex studenti della nostra scuola a Samos, in Grecia



Moreover, we carried out tailored and diversified actions and campaigns for each of the contexts of our programs, more specifically:

## Here's what we did

### GREECE

The context around our first school experienced drastic changes over the course of the year, which were reflected in our advocacy efforts. Nevertheless, the main focus was on the living conditions of asylum-seekers, the sustained deficiencies of the Greek asylum system and the hostile migration policy implemented by authorities at all levels.

During the first half of the year we gathered testimonies and evidence of the different situations of abuse faced by our students and, in general, the people that arrived in Samos seeking international protection in Greece.

As a result we published two dedicated reports to shed light on the complex reception conditions faced by the population living in the 'hotspot'. More particularly, COVID restrictions prove to be disproportionately heavy on populations residing in governmental facilities for asylum seekers.

With testimonies gathered between the end of 2020 and beginning of 2021, we built the report "Locked in and Neglected. The Impact of Covid-19 Restrictive Measures in the Samos Hotspot"<sup>2</sup>, demanding accountability to the responsible Greek ministers of the lockdown protocols applied to this population based on its disproportion, discrimination and weak response to serious health concerns. The report was echoed by the media and used by a Member of the European Parliament to pose a question to Ylva Johnson, European Commissioner of Home Affairs.

<sup>2</sup> [Locked in and neglected](#)

## LOCKED IN AND NEGLECTED

The impact of  
covid-19 restrictive  
measures in the  
Samos hotspot



Similarly, we partnered with Refugee Rights Europe to draft a report detailing the shortcomings of the Greek asylum system in protecting one of the most vulnerable groups: unaccompanied minors.

The report “Unaccompanied Children At the Gates of Europe. Voices from Samos”<sup>3</sup> explains the defencelessness of UAMs before the dysfunctional asylum and reception system in Samos, including: protection risks associated to living in an overcrowded and limited resources of the center, the constant delays in the asylum process, the lack of integration programs adapted to their specific needs and the impact on their mental health.

Nevertheless, the major change for our strategy was implemented in September, when the new EU-funded Closed Controlled Access Center of Samos (CCAC of Samos) started operating and led to the transfer of all asylum-seekers to a prison-like facility.

Since the plans of its construction were announced in 2020, we campaigned actively against the investment of EU funds in the construction of a facility that prioritizes barriers over integration and does not correct the flaws of the system.

As the transfer took place, our advocacy has become much more vocal against the securitisation policy of EU borders and we have proactively targeted and engaged with Members of the LIBE Committee and other members of the European Parliament.

For instance, we co-drafted the joint report “Walling off Welcome: New reception facilities in Greece reinforce a policy of refugee containment and exclusion”<sup>4</sup>, that describes the different ways in which the CCAC of Samos deteriorates the asylum space in Greece and the EU, if the model was to be replicated.

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<sup>3</sup> [Unaccompanied children at the gates of Europe](#)

<sup>4</sup> [Walling Off Welcome](#)

Following the same lines, we participated in the exploratory mission of LIBE committee members to Samos, where we dialogued about the excessive presence of restrictions and the negative impact on the mental health of camp residents in the new facility.

Besides advocating against the securitisation of migration management in the EU, we also enforced public campaigns targeting Greek authorities for the mismanagement of cash assistance and food provision of asylum-seekers, which provoked the unjustified discontinuation of assistance that was meant to cover their basic needs for months.

Moreover, we have been vocal against the involvement of the Greek Coast Guard and Frontex in violent and deadly pushbacks in the Aegean. Overall, 2021 has shaped an increasingly hostile asylum environment in Greece and violations of human rights and legal abuses have normalized.

In response to the limitations of the system, we have worked on alternative solutions and pathways for asylum-seekers and migrants in Greece.

In 2021, we were able to materialize a foster care legal framework with the Republic of San Marino and Community of Sant'Egidio to transfer unaccompanied children from Greece. Finally, in coordination with other organizations working in Greece, we delved into other long-term solutions for the congestion of the reception system in Greece<sup>5</sup>.

In this sense, we contributed to the publication of a briefing paper on relocation, a crucial element for the implementation of the principle of solidarity among EU Member States but insufficiently developed and used in the framework of the Common European Asylum System.

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<sup>5</sup> [Relocation from Greece](#)



## NORTH-WEST SYRIA

North-West Syria is at a crossroad of humanitarian needs and political interests that have been reflected in our advocacy. It's been 10 years since the beginning of the war in Syria and 2021 saw a spike in the number of military attacks in the North-West area of the country, where our school is located. We dedicated special attention to this reality in March, and produced a unique video to raise the voice of one of our staff members who described what these 10 years of war and displacement have meant for the Syrian population and the generation born after the revolution started<sup>6</sup>.

Our advocacy agenda has two clear lines of action, and it is carefully assessed to avoid undermining our educational programme.

On the one hand, we are committed to raising awareness and bringing visibility to the dramatic situation of the population living in the area. Over the course of the year we brought attention to the different dimensions of the crisis that the population of this area has to live through.

For instance, the precariousness and risks of living in IDP camps built with materials that were not meant to last for so long, the silent impact of Covid-19 with an under-resourced health sector and insufficient international response, and the depletion of resources and wealth of families amid a pounding economic crisis.

More particularly, in October, we published the report "North-West Syria. Situation Update - Dramatic Education Crisis"<sup>7</sup> that provided an overview of obstacles to education for the children population in the area.

<sup>6</sup> [10 years of War in Syria \(Video testimonial\)](#)

<sup>7</sup> [North-West Syria. Situation Update - Dramatic Education Crisis](#)

On the other hand, consistent with the reality and demands of our students and families, we called for an international process of accountability of the war crimes committed and still being committed in Syria. Moreover, we have censured the signs of normalizing ties with the Syrian regime if no transitional justice process and safety guarantees for activists and opposers are in place and fully respected. In this sense, we have denounced through our social media channels the attacks on civilians and populated centers (markets, residential areas, IDP camps, etc.), the targeting of medical facilities and other non-military targets. In this line, we have joined the campaign advocating for an unbiased humanitarian response framework during the July renewal vote of the United Nations Security Council resolution to keep open the last border crossing in Syria<sup>8</sup>.

Finally, the first hand knowledge of the lives of Syrian people in this area has also served to inform our advocacy at Greece level. The reality of an active war, which people are still trying to escape from, counteracts the official narrative and underpins the need to reform the EU's current deterrence policy.



<sup>8</sup> [The Line of life. Cross-border assistance in Northwestern Syria](#)



## KENYA

The International School in Nairobi constitutes a new ground for advocacy in Still I Rise. Inspired by the long-term nature of our program, we can also focus on structural problems that require sustained efforts over time and a deep knowledge of the community we are part of. Hence we have identified three major points of action that intend to improve the access to a safe and healthy environment for our students and the community we live with.

Firstly, the environmental sanitation of Mathare is a major concern for our team because of the implications. Waste management in the informal settlement is virtually non-existent and self-managed, as well as overburdened by the disposal of a large amount of plastic and hardly recyclable materials.

The presence of informal waste dumping sites in the vicinity of the school is one of the most pressing issues that we will be tackling in 2022 and involves a strong relationship strategy with the local groups that make their living from these sites. So far, we have engaged with them to establish communication channels based on transparency and constructive dialogue.

On the other hand, on a national and international level, we are carrying out a diversified strategy of denouncing the situation of the refugee population in Nairobi and the discrimination they suffer. This involves awareness-raising communication campaigns and targeted legal actions.

More specifically, following an event that personally affected one of our students, we initiated legal proceedings to address the criminal and civil liability of a possible case of medical negligence and to claim compensation measures for the child.

Finally, in coordination with the Education department, we will contribute to challenging the worrisome environment of sexual and gender-based violence (SGBV) in Mathare's community, which affects both girls and boys equally. For this purpose, we will implement a community-based advocacy campaign engaging specialized local actors, the students, their families and key stakeholders in the community.





## DRC

The world's eyes are set on DRC because of its enormous and profitable cobalt deposits. This material is crucial in the process of achieving net-zero emissions targets and making the green energy revolution happen. It is, in fact, included in the EU's list of Critical Raw Material for its pivotal role in the economic and political prevalence of the Union. Nevertheless, the natural wealth of DRC does not reach its own population. The supply chain takes this material and its profits to China, the main manufacturer of batteries in the world, and to the Western countries where factories and electronic devices integrate cobalt in our lives.

The school in the Democratic Republic of Congo constitutes a challenge for the organization in all senses, including advocacy. We took this year to carefully plan the most relevant location for the new emergency school and assess the structural problems that our future students and their families have to face to access education. For this reason, the first steps on advocacy for our school in Kolwezi have been in-depth research about the national mining legal framework and the identification of the targets of our future campaigns to advocate for the elimination of child and (forced) labor.

In the first instance, we have shared this learning process through our social media with three dedicated slideshows about DRC, Kolwezi and the importance of cobalt at the local and international levels.

Nevertheless, the legal frameworks that regulate cobalt exploitation and the economy around it are very weak and still under debate, so we expect to be able to influence these processes with first hand evidence next year.





## THROUGH OUR EYES (TOE)

“Through Our Eyes” is Still I Rise’s photography project, conceived and curated by Nicoletta Novara.

The project originated at our school in Samos in 2019 where Mazi students took a photography class and received disposable cameras to show us their world outside of school. Their photos and related quotes became an exhibition that we have taken to over 80 venues in Italy and abroad since 2019.

We brought the same photography course to our school in North-West Syria in late 2020 and in May 2021 we were able to add this chapter to our exhibition. Moreover, Nicoletta Novara ran the same course in our International School of Nairobi in Kenya from March to July 2021. About 100 students attended the course and by the end of the year this third chapter was also added to the exhibition.

In 2021 only we brought our “Through Our Eyes” exhibition to 28 locations in Italy and abroad, including Berlin, Frankfurt and Stuttgart.



### Special achievements



Special mention from  
**“Stories of Resistance”**  
by the Asa Project in Rome.



Became part of the  
**“Archive of Sustainable Art”**  
of the Republic of San Marino.



Exhibited at  
**Venice Biennale**



Exhibited for a week at the  
**Sala Cenacolo of the Chamber of Deputies in Rome**



Featured in  
**“Moleart”**  
magazine



Exhibited at  
**“Festival of Human Rights”**  
in Italy, with the participation  
of more than 200 students



# EDUCATION DEPARTMENT

## General overview

Our Education Department was very busy in 2021. Together with Education Officers on the ground, we finalized, codified and created a series of training materials on our approach to education centered on 4 principles: “student at the center,” “school is home,” “teacher=mentor,” and “global thinking.” We carried out many workshops and trainings with our teachers at each site on the Still i Rise method, worked on their feedback, and implemented these principles in the day-to-day running of our schools by also creating suitable materials and units for our subjects.

These principles, our ‘pillars’, are what bind together our service across the world, providing commonalities in diverse contexts. In addition, in Samos in Greece and in Ad Dana in Northwest Syria, we supported the education officers on the ground and the team of teachers in creating and implementing new workbooks of different subjects, structured and adapted the curricula, and supported in creating ad-hoc activities designed for a certain group of students. Those for Greece focused largely on preparing the remaining students for their transition to public school and life beyond the island. In North West Syria, we built a curriculum fit for students whose education had been interrupted.

2021 was also the year we prepared for implementing IB standards and practices in our International School of Nairobi: our education team developed specific training for our teachers in Kenya, from unit planning to grading, readying them for the first year of Middle Year Programme teaching as a Candidate School. The IB curriculum is a big step from the pedagogical traditions many of our staff are more used to, so much of the training was not only technical but also about reframing what learning can be.

## CHILD PROTECTION AND SAFEGUARDING

The education department also includes the head of child protection and safeguarding, who supports all child protection and safeguarding officers on the field. We hired for this role in May 2021 to coordinate the field teams, facilitate communication between different programs and support with ongoing training for child protection officers on the field across countries.

Thus, 2021 was a year of internal reorganization and training: we carried out specific training sessions for child protection officers and teachers, and the topics explored were: bullying prevention through empathy and kindness, managing difficult behaviors in the classroom, the teacher’s role as a mentor and mediator, peaceful conflict resolution, health and sexuality education, alcohol and substance abuse prevention.

In addition, this year we also strengthened our child safeguarding procedures by updating the mandatory training course for all new employees detailing all child safeguarding measures our Organization has in place. The child protection and safeguarding head also supported our field teams in creating several workshops dedicated to parenting support and coordinated and monitored home visits conducted in the field by our team for families living in particularly vulnerable situations. Engaging and supporting parents and the community is indeed a key component of Still I Rise’s approach, which views the entire educational community as a resource and support to our mission.



## ITALIAN SCHOOLS PROJECT

In addition to the development and implementation of our educational and child protection method in our schools, the education department also worked on several projects involving students in Italy.

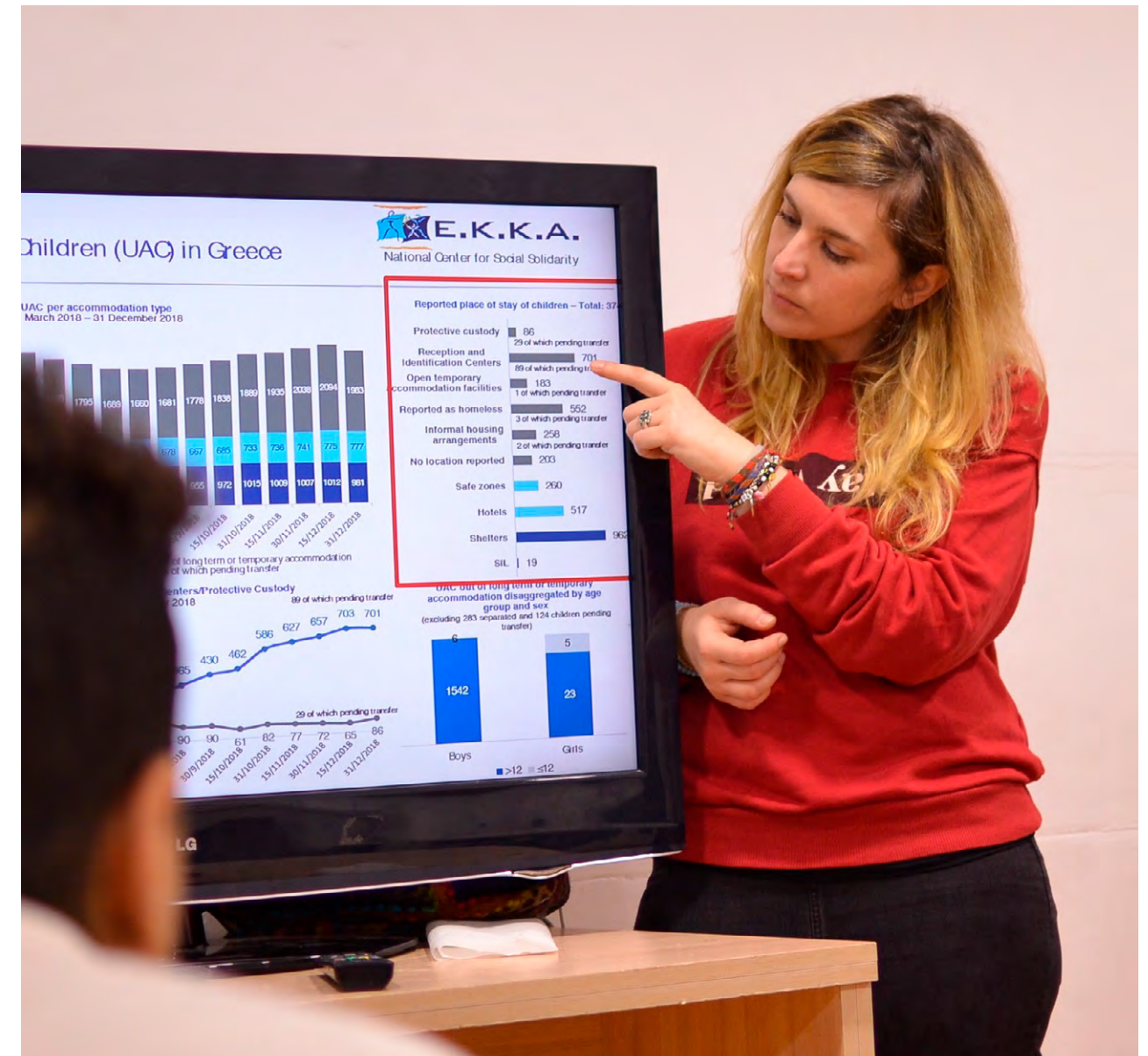
In fact, in 2021 Still I rise entered the world of Italian schools in a more incisive way.

Before building our projects for Italian schools, we asked ourselves what the needs were. The answer was not difficult: certainly to start from a broader vision of teaching, in which schools not only teach concepts, but also work on values and principles, so that the adults of tomorrow are educated in inclusion and mutual respect.

The idea of building educational projects in Italy also came from requests of many Italian teachers who asked us to introduce Still I Rise to their students, to explain the reality of children in Greece, Syria, Kenya and the Democratic Republic of Congo, with the aim of being able to inspire their pupils and to help them mature the idea that it is important to commit to a project and a mission.

Still I Rise has worked for years to build schools for those who, due to war, violence and poverty, have to face a life with many obstacles in their way. We felt that this strong commitment should be coupled with an educational project aimed at raising awareness on the issues of immigration, reception and the right to education aimed at Italian students. We did this always keeping in mind the multiethnicity that characterizes Italian classrooms.

Although we are aware that we are dealing with complex issues, we believe in the professionalism and sensitivity of those who work in schools, and those who have made this profession a true life mission.



We appreciate the work done by teachers, and through child friendly language and by using classroom activities that are age appropriate, we hope to have given them the necessary tools to become mentors, able to transmit values and principles of peace and solidarity.

The goal of the projects for schools in Italy is to ensure that students, are INFORMED about the hardships that many of their peers are forced to endure, and therefore PREPARED to welcome, as well as AWARE of their universal and untouchable rights.



## ITALIAN SCHOOLS PROJECT

The projects we brought to Italian schools in 2021 were:



**Nico In classe**, which involved **4250 pupils**.

This project was created to bring secondary school students closer to the activities and work of Nicolò Govoni and the humanitarian and development programs designed and implemented by Still I Rise.



**Fare Bene 2021**, which involved **2364 pupils**.

This project introduced some concepts of 'Active Citizenship'. Here we raised the importance of becoming agents of change, and worked with students on identifying issues in their local community and building a plan to bring on change.

**LIBERI DI**  
Percorsi formativi a misura di futuro

scoprire  
crescere  
imparare  
cambiare

**Liberi di Scoprire** for elementary schools;

**Liberi di Crescere** for middle schools;

**Liberi di Imparare** for secondary schools.

This project, started in 2020, has seen the involvement of **1760 pupils** with the desire to bring students closer to current issues such as those of the refugee crisis and the importance of a more inclusive education system starting from elementary school all the way up to secondary.

To guide students along this path, we chose storytelling by interspersing the flow of the story with activities designed for different age groups. Italian students, through narrative elements, approached the idea of forced travel and the challenges associated with it, trying to better understand what life is like for children who experience migration.

Moreover, we introduced students to the educational experience of Mazi, an educational center run by Still I Rise in Samos, Greece and we worked on raising awareness on the right to quality education for all children in the world.



# OPERATIONS DEPARTMENT

## General Overview

The director of operations oversees, coordinates, and manages all sub-departments, which include press office and communications, marketing and fundraising, human resources, finance and events.

Moreover, in 2021, they worked together with the programs director on building the entire research framework and feasibility studies for our school in DR Congo and for the future school in Colombia.

With the support of labor and legal consultants, they handled the legal paperwork related to the Italian entity, oversaw the founding of a Still I Rise entity in Switzerland dedicated to fundraising, and coordinated and wrote several calls to foundations presenting our organization.

## PRESS OFFICE AND PR

Building on the growth already recorded in 2020, 2021 was also a very positive year for Still I Rise from the perspective of media coverage.

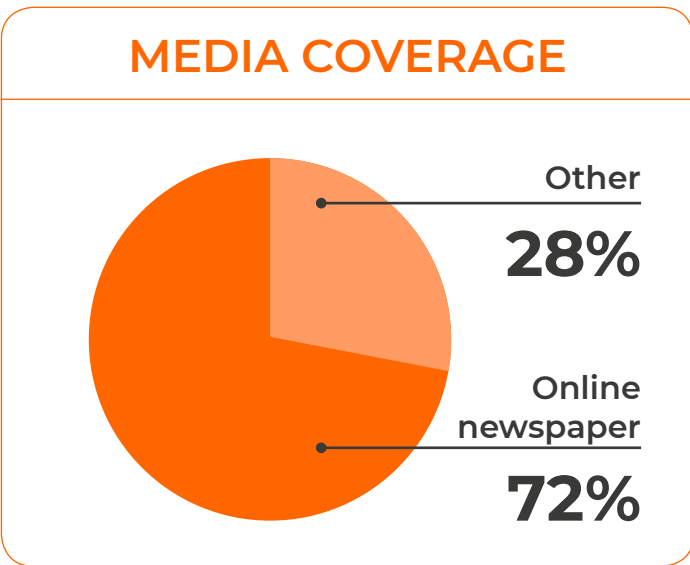
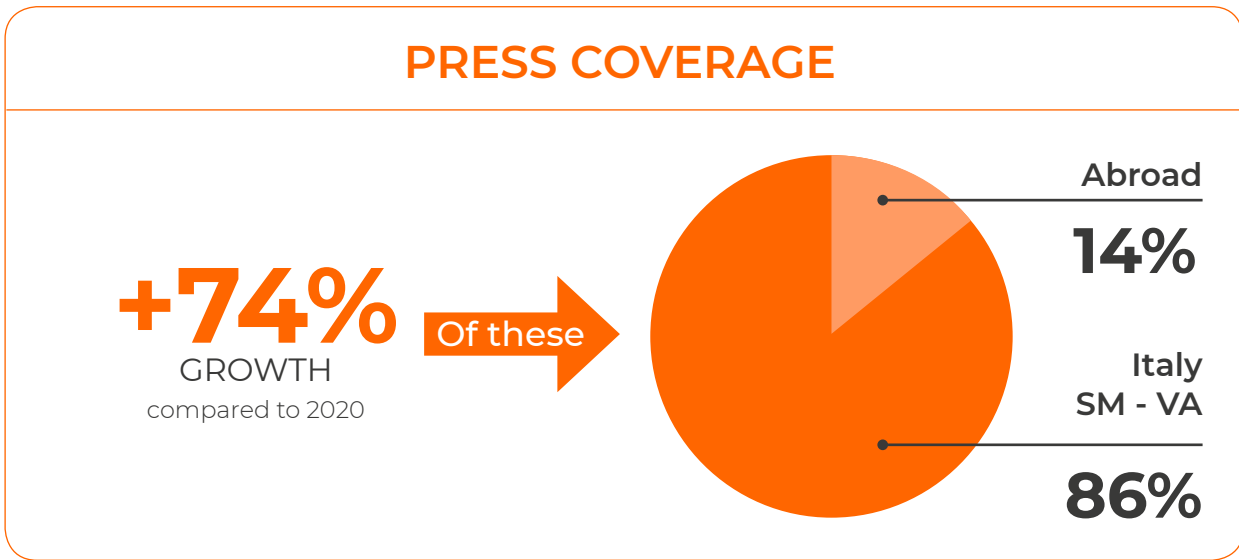
Through the communication and public relations activities carried out by the Press Office & PR Department, a 74 percent growth in press coverage was recorded, rising from 402 publications in 2020 to 699 in 2021.

Of these, 86 percent were registered between Italy, the Republic of San Marino, and Vatican City, while the remaining 14 percent in other countries, including the United Kingdom, Switzerland, Germany, Belgium, Greece, and Australia.

44 press campaigns were launched, including 30 in Italian-speaking countries, both nationally and locally, and more than 90 interviews with Still I Rise representatives were organized.

As for media coverage, 72 percent of publications was covered by on-line newspapers, while 28 percent was split between print newspapers, television, radio, social networks, and agency launches.

Press Office and PR





Focusing on the issues that attracted the most interest, the first half of the year saw several releases focused on International Women's Day and the situation of education for girls around the world. This was followed by coverage of the campaign for the 10th year of war in Syria, when we released touching video testimonies featuring two of our students from Ma'an and Abdulkafi Alhamdo, our program manager on the field.

Subsequently, the announcement of the international foster care law passed in the Republic of San Marino and the beginning of Still I Rise's operations in the Democratic Republic of Congo brought additional focus and insights from media outlets, both nationally and internationally. In the second half of the year, however, media attention focused mainly at the Italian level on the "Through Our Eyes" exhibition organized at the Chamber of Deputies as well as Nicolò Govoni's tour in Italy to launch his book "Fortuna."

In constant coordination with the Advocacy Department, public relations activities with institutional representatives in the Italian and European Parliaments continued, leading both to the organization of our photography exhibition "Through Our Eyes" at the Chamber of Deputies and the presentation of a parliamentary question in the EU Parliament following the report "Locked in and Neglected: the impact of COVID-19 restrictions in the Samos hotspot".

Thus, 2021 has been a very interesting year in terms of the variety of topics covered by the media, thus confirming the growth trend already started in the previous year.

## HUMAN RESOURCES

In 2021 the human resources department was responsible for managing the entire employee life cycle for all departments, with a specific focus on talent acquisition, recruitment, onboarding, retention, development and separation, as well as domestic and international contracting and activities aimed at structuring a compensation and benefits system.

The year 2021 was a year of recruitment: we went from an organization-wide workforce of 66 people at the end of 2020 to 91 people in 2021, including 50 female and 41 male employees.

This increase is due to staff growth in the departments of Fundraising, Administration, Advocacy, Education, Human Resources and Programs as well as the creation of new teams in the Democratic Republic of Congo and Kenya and increased staff numbers in Greece.

Also the growth of the female managerial force continued, increased in 2021 by 21.95 percent (male by 64 percent) and the hiring of local professionals in the field (47) and for the other departments (11), for a total of 58 new hires.





## MARKETING E FUNDRAISING

### General Overview

In 2021 this department managed several aspects of our organization, primarily fundraising.

The efforts of this department were mainly focused on several campaigns throughout the year, specifically: 5x1000 campaign, the creation of the “Vicini di banco” project for our regular donors, the “Still We Go” campaign, a special campaign to fund the setup of our school in DR Congo, the “Back to School” campaign in September and finally the Christmas campaign.

In addition to the initiatives carried out exclusively by our department, several people, companies, and entities have supported us in fundraising, such as Aisha Lucia, a 7-year-old girl who committed to walking 10,000 steps a day to raise money for us, or Disegnata and Agave, who created beautiful pencil cases and diaries, and also “Still I Ride,” an initiative of Luca and Ibrahim who cycled to our school in Samos, Greece to support us.

There are many other fundraising initiatives carried out by individuals and groups with our mission and values at heart. These efforts have led to incredible results: total donations received in 2021 were €1.965.545,50, a 70.61% increase over 2020.

### Donor care

With the increase recorded in donations and donors, it was necessary to restructure the department and hire full-time employees to manage the database and provide communication and care to donors. Donor care was therefore also responsible for creating and managing the newsletter, curating and overseeing content for “Vicini di banco” as well as communication with the public and donors.

### Social media

In 2021, we worked hard on quality content on our social media platforms, especially Facebook and Instagram. With the support of our social media manager, we were able to communicate our field activities efficiently, as well as our advocacy and education activities and support fundraising campaigns. We also increased our engagement and response time in answering messages, and as well as coordinating the management of our website, content, and updates.

Indeed, 2021 marked an upward trend in the dissemination of our activities through social media platforms: our posts reached a total of 1,491,926 people on Facebook (a 65.6 percent increase over 2020) and 115,363 on Instagram (a 122.1 percent increase over 2020).



## EVENTS AND VOLUNTEER GROUPS

### General Overview

The events department organized and supported several online and offline events in 2021, both fully managed by Still I Rise such as “More than a Refugee” on World Refugee Day, and with external partners such as “Still I Laugh”.

In addition, the department managed our CEO Nicolò Govoni’s tour on the occasion of the release of his book “Fortuna.”

Many of our in-person events were supported by the events manager but, as always, the contribution of the fantastic Still I Rise volunteers who make up our local groups was crucial.

### Volunteer Groups

Volunteer Groups are made up of people who have felt the Mission of Still I Rise as their own and have chosen to donate their time, skills and passion to our mission.

In 2021, we were able to coordinate and organize their activities, creating 10 more Volunteer Groups (in addition to the 7 already present in 2020) in Italy, one in Germany and one in San Marino, for a total of more than 300 volunteers.

Still I Rise’s volunteer groups are committed to bringing our mission to their local community by organizing events, exhibitions and shows. In 2021, volunteer groups coordinated and supported 65 initiatives for Still I Rise, including events, live shows, concerts, festivals, and charity dinners, and raised more than €36,000.

“

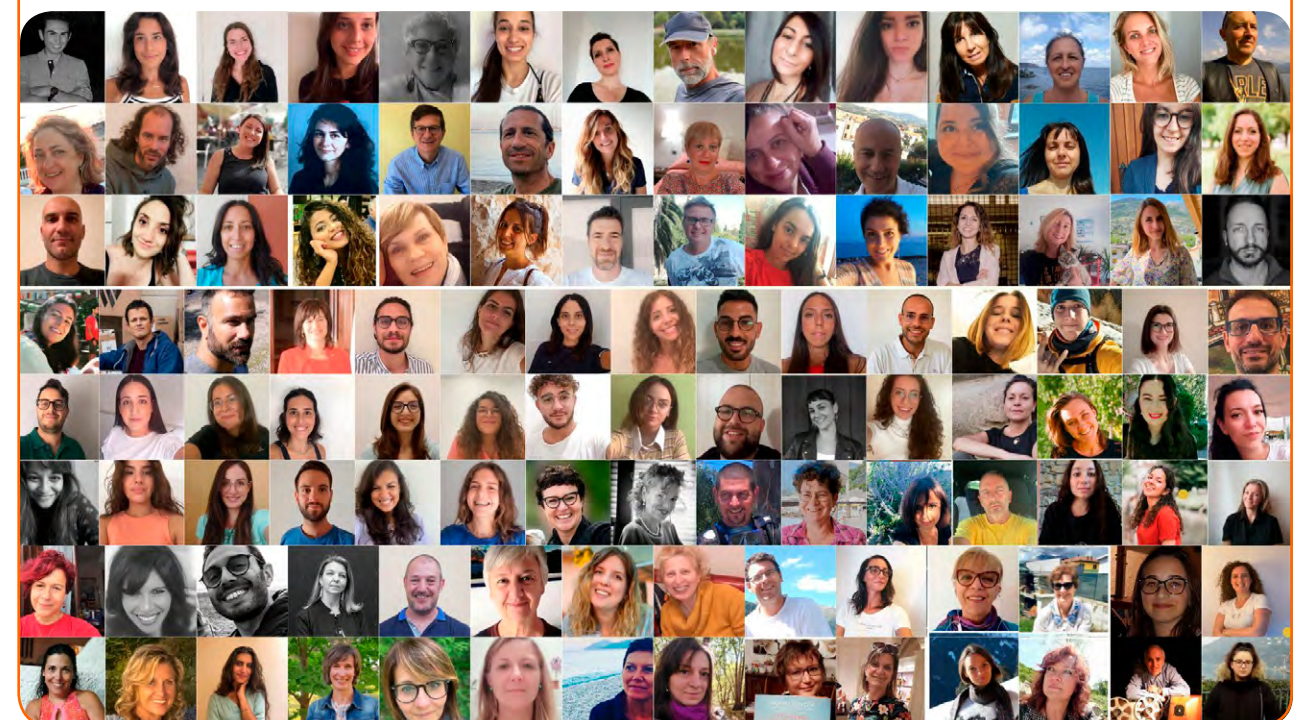
*I chose to volunteer for Still I Rise because I am convinced that true revolution can only come about through revolutionary schools.*

*This year I have been overwhelmed by an incredible positive energy. I have organized and participated in many events, exhibitions and concerts and I’ve met and bonded with wonderful people.*

*I received so much more than I gave.*

**Marzia Raspa**, LG Umbria regional coordinator

”





## ADMINISTRATION AND FINANCE

### General Overview

Following a deep work on organization, defining processes, and building tools and instruments, the department grew structurally in 2021 to offer a financial management service to the entire organization and maximum transparency to our donors. The processes and tools implemented ensure full control of the finances of the entire organization (across all departments and programs) and are still being continuously updated in order to make Still I Rise increasingly efficient in terms of organization, and effective in terms of delivery.

Detailed analyses were produced for the Board of Directors each month to represent an accurate summary of Still I Rise's performance and ensure that department goals were met: bring every single euro spent by Still I Rise under control, identify its destination, and offer the tools necessary to check, plan, and implement our mission. Obviously, such analyses and reports are possible thanks to the models and databases developed over time along with the specific financial tools suitable for producing Still I Rise's income statements and balance sheets.

All the planning, procedures, and proposals have always been carried out in full transparency and cooperation with each department and program.

### General accounting management

In anticipation of the following year's RUNTS requirements, 2021 saw the adjustment of accounting (CoGe) according to national regulations for A.P.S. which was followed by the adjustment of tools for field reporting and other departments.

The primary focus of the new tool was to manage the general accounting of the Italian entity, and the analysis by competence for those Still i Rise programs on Italian CoGe but on the CoAn program.

#### Organizational Notes:

- Still I Rise has complied with legal obligations and therefore equipped itself with tools appropriate for the reporting required for non-profit organizations that have exceeded €1mln in yearly donations.
- The tools adopted are among the most economical and efficient available for accounting. The exact asset position of Still I Rise is now available thanks to the reporting by CoGe, so for the year 2021 Still I Rise is in line with legal regulations.



## Cost management

Based on the new organizational chart presented by the Board of Directors, the entire analytical reporting was reorganized, implemented for the short term, and could be revisited for long-term management at all levels of the organization.

Still I Rise knows exactly:

- The destination of each expenditure made.
- The resources committed to each Program/Project

This organization ensures:

- Possibility of effective and efficient use of available resources.
- Accurate planning and scheduling of projects according to actual availability.

## Reporting

The finance/administration department produced monthly detailed reports for the Board of Directors regarding expenditures made for each program, expenditure area, and for each donation received. For specific donors or requests from Marketing and Fundraising or the Board of Directors, ad hoc reports were produced based on the needs to be highlighted.

### Organizational Notes:

- Reports related to use of resources were structured on the basis of “defined accrual accounting” with Quickbooks financial tools and Cloud32 portal.

- Reports regarding donations were structured according to available data sources (banks, donations platforms) — without tools

This organization ensures:

- Clear internal and external visibility of use of resources and trends in donations and expenditures.

## Definition of purchasing procedures

With the aim of ensuring transparency but also efficiency and flexibility, purchasing policies and a system for approval and control of expenditures were established and shared with all Still I Rise staff. Thus, the following were defined:

- Spending authorization templates for departments and programs
- Specific policies and procedures divided by authorization levels
- Monitoring of approval flows
- Specific templates and detailed procedures for organizing receipts, invoices, self-certifications for all teams.

These procedures underwent continuous revisions during 2021, as organizational flows adjusted as a result of the continued growth of Still I Rise.



## Forecasting and budgeting process

An inescapable part of the responsibilities of Still I Rise's finance department in 2021 was the creation of the business forecast as a forecast on the current year, based on the past year's values and the current year's trend value. This organization made it possible to manage the entire year in the best possible way with a view to managing and devising appropriate strategies (reduction of certain costs, boosting of certain areas in particular, etc.) aimed at achieving objectives. Specifically, the department accomplished the following planning actions:

- Building a forecast model for budgeting through a bottom-up approach
- Building a budget and variance reports as well as monthly reports for each program and area
- Re-engineering of redefined policies and flows as the complexity of Still I Rise's structure increased around the world

## Relations with banks and auditors

In the very difficult global context of 2021, Still I Rise chose Banca Etica as its main banking institution since its aim is to support those who work to change for the better, and works towards a cooperative and participatory governance model in which Still I Rise finds its mission. The finance department worked closely with them throughout the year to finalize the relationship and solve issues.

Moreover, our Finance Manager initiated an internal audit process and actively collaborated with the accountant in charge of validating the end of year financial statements and balance sheets.







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