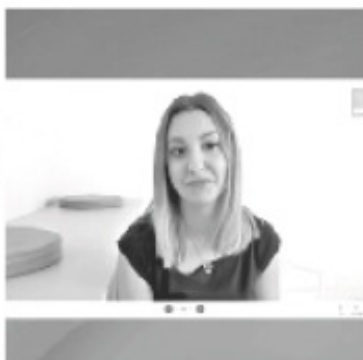
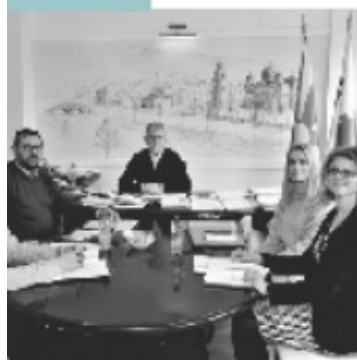


CEPROSARD ANNUAL REPORT

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CeProSARD

April, 2023



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1. VISION, MISSION AND DEVELOPMENT

The Center for Promotion of Sustainable Agricultural Practices and Rural Development (CeProSARD) is non-governmental, non-partisan and non-profit organization that operates throughout the country. The organization was founded in 2008 at the initiative of group of citizens - professionals in the field of agriculture and rural development, environmental protection, technical sciences and economy, who identified the need for complex social change in support of environmental protection and mitigation. climate change, with a focus on sustainable development.

Vision

CeProSARD's vision is to be professional and reliable partner in the creation and implementation of policies to achieve the goals of sustainable development at national and local level, as an effective way to make transformational changes that contribute to creating a better social environment for future generations.

Mission

Our mission is to build an inclusive, sustainable and prosperous society through the active involvement of citizens in the creation, implementation and evaluation of public policies for sustainable growth and development.

Development

The strategic goals of the organization are: promoting inclusive, participatory and representative planning of sustainable development based on international human rights standards; and promoting cooperation and partnership mechanisms that ensure effective citizen participation in the creation, implementation and evaluation of public policies for sustainable development at national and local level.

2. GOALS

The Citizens' Association CeProSARD strives to achieve the following goals:

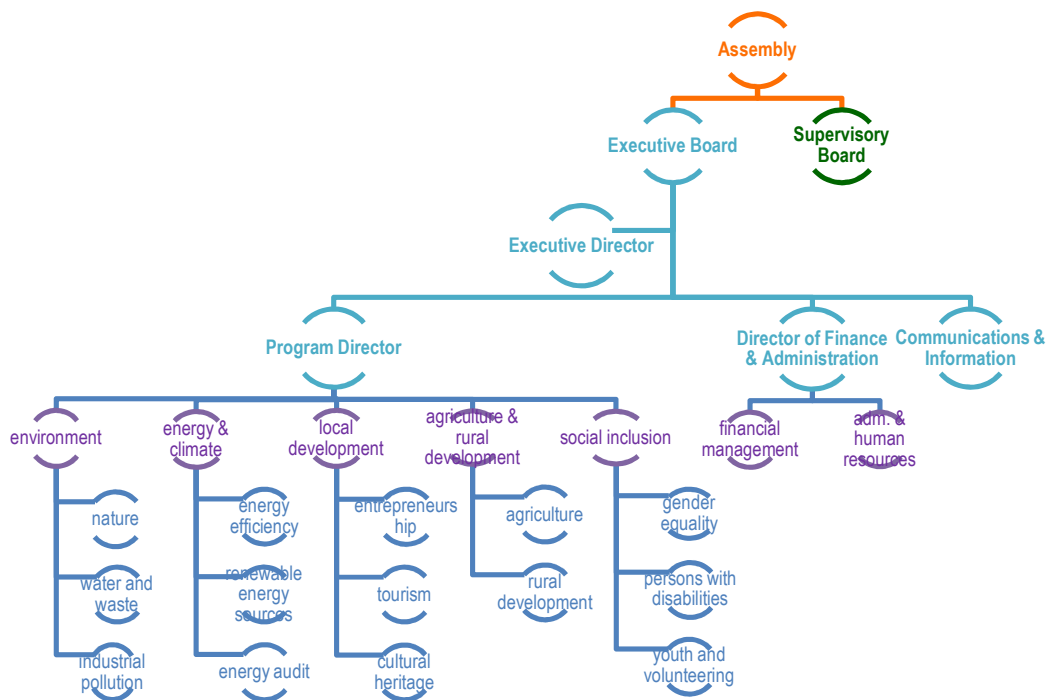
- Improving the capacity for dialogue, cooperation and partnership between civil society and public institutions in order to contribute to the implementation of the 2030 Agenda for Sustainable Development, enabling and facilitating inter-sectoral partnerships;
- Promotion of wider civic engagement in the policy-making process and the reform process, which will contribute to the sustainable development of the environment sector and climate change and will have a key impact on the lives of citizens;
- Improving local and regional development in the country;
- Support and development of social entrepreneurship, and facilitating access to the labor market for vulnerable groups of citizens, addressing the consequences of long-term unemployment, and building capacities of organizations working in this domain;
- Supporting the process of digitization in the context of sustainable development goals;
- Promotion and introduction of sustainable practices in the development of rural areas and in the development of agriculture and food production;
- Promote opportunities for using renewable energy sources and improving energy efficiency wherever possible;
- Environmental protection in accordance with the principles of sustainable development;
- Nature protection;
- Mitigation and adaptation to climate change and its reduction
- Preservation of cultural heritage;
- Integrating transversal topics of gender issues, vulnerable and marginalized groups, people with disabilities in all areas of our activity.

3. ORGANIZATIONAL STRUCTURE AND FUNCTIONING

The Association "Center for Promotion of Sustainable Agricultural Practices and Rural Development" (CeProSARD) from Skopje operates through the following bodies:

- 3.1. Assembly
- 3.2. Executive Board
- 3.3. Supervisory Board
- 3.4. Advisory body
- 3.5. Executive director

Organizational chart of CeProSARD



Assembly

The Assembly consists of **twenty-four members**. Members act as active, associate and honorary members.

Executive Board

The Executive Board, as an executive body composed of active members of the association, in 2022 operated in the composition of::

- MSc. Svetlana Petrovska, Executive Director
- MSc. Ivana Petkanovska, Program Director
- Tea Teveva, Head of Local Development

Advisory body

The advisory body is selected from the ranks of experts in the relevant fields, as expert assistance for the ongoing work of the association.

Supervisory Board

The Supervisory Board as a body of the Assembly is composed of three active members:

- PhD. Marina Filiposka, agribusiness and business administration
- Ljupka Gligorova, B.Sc. environmental protection engineer
- Emilija Popaginovska, B.Sc. environmental protection engineer

Executive Director

The Executive Director of CeProSARD, MSc Svetlana Petrovska, together with the team in the executive office in 2022 participated in the implementation of the decisions of the Assembly.

In accordance with the decisions a team was staffed, which worked on implementation of projects and activities at local, national and regional level. This team included the following staff members:

- MSc. Svetlana Petrovska, civil engineer;
- MSc. Ivana Petkanovska, eng. architect;
- MSc. Tea Teveva, economist;
- Aleksandar Avrosievski, civil engineer;
- Angelika Gjorgon, eng. architect;
- MSc Ivana Topalovska Jovicic, eng. architect;
- Iskra Kacarska, economist

Executive office

In 2022, CeProSARD worked with seven full-time employees with the following professional background: Master in environmental protection - graduated civil engineer, Master in sustainable design - graduated architect engineer, Master in architecture - graduated engineer architect, Master in project management- graduated economist, Bachelor in architectural engineering specialized in spatial planning, Graduated economists with expertise in e-business, and civil engineer.

In addition, during the past year in accordance with specific needs, a large number of external collaborators of various backgrounds relevant to the field of our work were hired, as individuals or within expert teams, depending on the current and planned activities and projects.

The realization of the tasks is implemented according to the following structure by sectors:

- i. **Sector for Environmental Protection**
 - Department of nature;
 - Department of water and waste;
 - Department of industrial pollution and risk.
- ii. **Energy and Climate Sector**
 - Department for energy efficiency;
 - Department for renewable energy sources;
 - Energy audit department.
- iii. **Sector for Local Development**
 - Entrepreneurship department;
 - Department of cultural heritage;
 - Department of tourism.
- iv. **Sector Agriculture and Rural Development**
 - Department of agriculture;
 - Department of rural development.
- v. **Sector for Social Inclusion**
 - Department of Gender Equality;

- Department for support of people with special needs;
 - Department for Support and Involvement of Youth and Encouragement of Volunteering.
- vi. Finance and Administration**
- Department for Financial Management;
 - Department of Administrative Affairs and Human Resources.
- vii. Communication and information**

In 2022, CeProSARD worked on the implementation of several projects and was engaged to provide consultant services to the private and public sector.

4. IMPLEMENTED PROJECTS AND ACTIVITIES IN 2022

4.1 SOCIAL INCLUSION

Project: Together for introduction of more opportunities and respect – TIMOR

Project description: The overall objective of the project is to provide deinstitutionalisation of persons with disabilities from the residential institutions into community-based supported living settings by providing innovative specialized social services. The project will contribute to enhance living conditions of persons with disabilities who live in the residential institutions through their resettlement in the community-based supported living settings, increasing capacities of persons who provide social care and assistants for supported living for persons with disabilities, introduction of innovative community-based services for their active inclusion in the community and increase public awareness for accepting persons with disabilities in the community.

Specific objectives:

- ✓ To establish conditions for deinstitutionalisation;
- ✓ To resettle persons with disabilities into community-based supported living settings;
- ✓ To provide innovative social services for active inclusion of persons with disabilities in the community;
- ✓ To raise public awareness about advantages of deinstitutionalisation and inclusion of persons with disabilities in the community

The key target group and final beneficiary: the persons with disabilities and their families, local self-government units, national government institutions and social CSOs working in social area.

Activities:

- AC PM. Project management and coordination;
- AC1. Establishment of conditions for deinstitutionalisation of persons with disabilities;
- AC2. Provision of community-based supported living services;
- AC3. Provision of innovative community-based social services;
- AC4. Promotion and dissemination of project activities and results

Expected results:

- R1. Established community-based supported living settings, increased knowledge and strengthened capacities of assistants who will provide supported living for persons with disabilities and prepared persons with disabilities for deinstitutionalisation;
- R2. Resettled residents from the residential institutions into community-based supported living settings;
- R3. Developed and implemented innovative specialized individual programme by providing occupational therapy;
- R4. Raised public awareness about advantages of deinstitutionalisation and active inclusion of persons with disabilities in the community.

Project partners:

- Center for promotion of sustainable agricultural practices and rural development – CeProSARD;
- Association of special educators and rehabilitators of the Republic of North Macedonia – ASER;
- Special Institute Demir Kapija PI;
- Municipality of Demir Kapija;
- Foundation Loza, Sweden

The project is implemented under IPA II 2017 Action Programme of the EU Support for Education, Employment and Social Policy; Support for the De-institutionalisation Process in Social Sector.

Implementation period of project: 02.01.2020 – 01.01.2023

Key achievements in the past period:

The project "Together for more opportunities and support - TIMOR," funded by the European Union, aims to enable the creation of conditions for the process of sustainable deinstitutionalization and establishment of social services in the community throughout the country, improve the social status of people with disabilities living in the wider community, and support their independent living. During 2022, the project completed most of the planned activities, and in order to enrich the activities and improve the quality of life of the relocated beneficiaries, its implementation was extended until May 2023 by the European Delegation in North Macedonia.

During 2022, according to the "Regulation on the manner and scope of social services, norms and standards for providing social services for supported living" issued by the Ministry of Labor and Social Policy and based on the needs of the beneficiaries who would live in the homes, we adapted and reconstructed 8 residential units for supported living in the community. These units were located in the territories of the municipalities of Veles, Gradsko, Bashino Selo, and Demir Kapija. The homes were equipped with all necessary kitchen appliances, heating and cooling systems, furniture, and household items. They were also landscaped and approved by the Commission at the Ministry of Labor and Social Policy for the relocation of an additional 40 beneficiaries from the Demir Kapija Special Institution, providing them with a new warm home. With the previous opening of 2 small group homes, the project successfully relocated a total of 50 beneficiaries from the Demir Kapija Special Institution into 10 small residential units for supported living in the community.

For the implementation of the goal of care and support in the community, and providing 24-hour assistance by trained personnel in the newly established residential units, the project employed and engaged around 30 support living assistants in the community and 4 professionals as coordinators, support specialists, and physiotherapists. Through the service of supported living in the community, the beneficiaries from the Special Institution Demir Kapija will have improved living conditions, and the professional staff in the residential units will work on enhancing the well-being of the beneficiaries, developing their skills, and actively including individuals with disabilities in the community they reside in.

Throughout the year, we continued to actively collaborate with the Association for Persons with Cerebral Palsy and other Disabilities – Veles, from Veles, with the aim of developing social service provisions in the community and supporting the Association in the process of licensing and authorization by the Ministry of Labor and Social Policy. Additionally, the Association will take over the management of 4 out of the 10 open residential units within the project upon its completion.

In the past year, we placed special emphasis on the active rehabilitation and occupational therapy. We focused on the development and implementation of innovative social services, particularly the initiation of horticultural therapy, for both the staff in small group homes and the relocated beneficiaries. To achieve this, we created a Plan for Horticultural Landscaping at the Dependency of the Special Institute for Cerebral Palsy, where medicinal and aromatic herbs will be planted. In May 2022, we prepared a Guide for Building Skills for the implementation of horticultural therapy, aiming to highlight the importance of further strengthening the competencies and qualifications of the professionals and assistants involved in supported living, in providing support for the daily rehabilitation of individuals with disabilities through horticultural therapy. In August 2022, we conducted a one-day theoretical training session for the staff on the implementation of horticultural occupational therapy, followed by a multi-day practical training in the open residential units, actively involving the beneficiaries themselves. Starting from October 2022, we began implementing the Activity Plan related to occupational therapy in all residential units, with activities simulating home conditions. The field activities are scheduled to begin in spring 2023.

One of the long-term activities we have been working on is the development of an Adult Education Program - Training Program for Assistants in providing the supported living service for people with disabilities. To verify this program, we established the Educational Center for Vocational Training and Career Development, CeProEDU DOOEL, in collaboration with the Center for Adult Education and the Ministry of Education of the Republic of North Macedonia. In September 2022, the program was verified by the Ministry of Education, and upon its completion, the participants will have the opportunity to obtain a nationally recognized certificate for carrying out this activity.



Picture 1 - Reconstructed Home in the Municipality of Demir Kapija



Picture 2 - Daily Activities of Relocated Users



Picture 3 - Practical Part of the Training for Implementation of Occupational Horticultural Therapy



Picture 4 - Visit to Residential Units Before the New Year Holidays



Picture 5 and 6 - Promotion on the occasion of the opening of the first small group home managed by a private service provider in Veles and television appearance on the national service MRT

Project: Support to Social Enterprises by following the principle “Leave no one behind”

Project description:

The project overall objective to support the development of new and existing social enterprises to enhance their economic independence by following the principle “leave no one behind” aims to improve operational capacities and sustainability of the existing and new SEs and to create new job opportunities for vulnerable people and people with disabilities. The project will contribute to favorable working conditions for social enterprises, by supporting the establishment of new and improving the operational capacity of at least 6 social enterprises, and at the same time will support new employment of at least 9 people from vulnerable groups (persons with disabilities, women at risk and long-term unemployed). Given the needs and constraints at the country level, the main constraints in the country are the lack of knowledge and awareness of social entrepreneurship and the lack of cooperation between social enterprises, public institutions and private business.

Specific objectives:

- ✓ Support for the establishment of new and development of existing social enterprises to ensure sustainable economic growth and improve the quality of their services and products;
- ✓ Supporting the employment of vulnerable groups of citizens, which creates new and sustainable jobs following the principle - "Leave no one behind";
- ✓ Establish cooperation between social enterprises / CSOs, local businesses and municipalities to stimulate green economic growth, environmental protection and improve social services and their networking;
- ✓ Raising public awareness of the benefits of developing social enterprises and involving vulnerable groups in the community;

The target group and end users of the project are social enterprises / civil society organizations engaged in this field, socially vulnerable people (people with disabilities, women at risk and long-term unemployed) and their families, local businesses, municipalities and national government institutions.

The implementation of the project is organized in the following **work packages of activities:**

- WPO. Inception phase

- WP1. Support to social enterprises and employments
- WP2. Support to employment of vulnerable groups
- WP3. Cooperation between social enterprises / CSOs, local businesses and municipalities
- WP4. Promotion and dissemination of project activities and results

Expected outcomes that are expected to be achieved with the project are:

- Oc0. Successfully implemented project activities and coordination with relevant stakeholders
- Oc1. Supported SEs and improved quality of their services and products for sustainable economic growth
- Oc2. Supported employments of vulnerable people and people with disabilities by following the principle "Leave no one behind"
- Oc3. Stimulated green economic growth, environmental protection and improved social services through established fruitful cooperation and networking between SEs/social CSOs, local businesses and local municipalities
- Oc4. Overall public aware about the advantages on development of SEs and inclusion of vulnerable people and people with disabilities in the community

Implementation period of project: 01.12.2021 - 31.05.2023 (18 months)

Promotion of project activities:

In the first quarter of 2022, as part of the preparatory activities, the project "Support to Social Enterprises following the principle - 'Leave No One Behind'" successfully held meetings with several institutions, municipalities, representatives of civil associations, and the business sector. The aim was to establish an advisory body - a steering committee for the project, comprising relevant stakeholders interested in the development of social entrepreneurship in the country. Additionally, meetings were held with representatives of various institutions and organizations, resulting in the signing of 10 memorandums of cooperation to foster networking and mutual support between social enterprises, the business sector, local government, national institutions, and citizen associations.

The first meeting of the Steering Committee, held in February 2022, covered topics related to the current status and prospects of social enterprises, from business, institutional, and legal perspectives. This Steering Committee aims to provide guidance and direction for the project's activities, including the selection of a commission to identify criteria for supporting social enterprises and civil organizations in improving their economic independence and organizational capacity.

In May, the Center for Support of Social Enterprises organized an event - a round table with the theme "Challenges and Opportunities for the Development of the Social Economy in the Republic of North Macedonia" as part of the project activities aimed at supporting social enterprises and finding solutions to meet their needs. The event focused on increasing their operational capacity, sustainability, market access, and engagement in the green economy. Additionally, the project aims to support the employment of vulnerable groups, contributing to their social and professional reintegration.

In June 2022, a document titled "Assessment of Needs and Capacities of Social Enterprises" was published with the aim of improving the overall capacities of potential and existing social enterprises and defining their specific needs. The purpose of the assessment is to help map the practices concerning the importance of the social dimension, the economic dimension, and good governance in identified de facto social enterprises. This includes an evaluation of their interest in transforming into social enterprises in case a legal framework is established to regulate the functioning of this

sector. At the same time, the assessment provides an overview of the needs of different models of de facto social enterprises for grants, as well as an evaluation of their capacity to create project applications.

In July-August 2022, an open call for grant applications was announced *to support the development of new and existing social enterprises*. The purpose of this call was to assist entities that operate in an entrepreneurial manner, create innovative and unconventional solutions for current societal challenges, and generate value for society and all stakeholders involved. After the completion of the call and the evaluation of the submitted applications, six organizations were selected as grant recipients.

In October, agreements were signed with the six chosen organizations:

Company for Production, Trade, and Services VAJS Group DOOEL Skopje - Project: Transforming conventional supply chains in wineries into circular systems.; Akvapionika DOOEL Import Export Skopje - Project: The village for the city, the city for the village.; Association for Environmental Protection and Education of Children and Youth ECO LIFE Gevgelija - Project: Employment of vulnerable groups in the production of eco tiles for outdoor use and establishing a proper waste plastic management system.; Rural Coalition - Project: Economic and social empowerment of women from rural areas through creating sustainable market linkages.; Humanitarian Association for Support and Assistance of People with Special Needs "Bravura Cooperativa" - Delchevo - Project: Club for professional rehabilitation and social inclusion "Integra."; Association for Emancipation, Solidarity, and Equality of Women (ESE) - Project: POGON - unique platform. These grants aim to support the selected organizations in their social entrepreneurship endeavors and find solutions to address their specific needs, while contributing to the social and professional reintegration of vulnerable groups.

The project unit responsible for the implementation actively collaborates with the grantee organizations throughout the implementation of project activities. They conduct regular monitoring and oversight of the work being carried out, providing support and guidance to ensure successful execution of the project applications. Additionally, the project has undertaken promotional and dissemination activities, including the creation of a dedicated website (<https://www.posop.mk>) to inform the public about ongoing developments, share best practices from the six selected social organizations, and provide access to relevant project documents and news related to the field of social entrepreneurship.

Within the framework of the project "Supporting Social Enterprises Following the Principle - Leave No One Behind," efforts are being made to support new sustainable employments for at least 9 individuals from vulnerable groups of citizens.



Picture 7 - Round Table: 'Challenges and Opportunities for the Development of the Social Economy in the Republic of North Macedonia'



Picture 8 - Monitoring Meeting of the Grantee Organization Rural Coalition



Picture 9 - Meeting with Representatives from the Local Self-Government - Municipality of Resen



Picture 10 - Field Visit of the Grantee Organization Akvaponika

Project: Building Skills for the Implementation of Social Services for Community-Based Supported Living

Project description: The main goal of the project is the implementation of a social program - Education of Assistants for Supported Living in the community for persons with disabilities in the territory of the City of Skopje

Specific objectives:

- ✓ Conducting training for the education of 20 assistants for supported living in the community;
- ✓ 20 trained assistants to support people with disabilities who possess quality knowledge and skills in the field.;
- ✓ Increased competitiveness of women, youth, and long-term unemployed individuals in the labor market.;
- ✓ Improved status of gender equality in the city of Skopje

The target group and ultimate beneficiaries are long-term unemployed individuals, women at risk, youth, and persons with disabilities.

Project activities:

- Organizing and conducting training for education of assistants for supported living in the community for persons with disabilities.
- Promotion and dissemination of project activities and results.

Expected results:

- P1. Conducted training for education of 20 assistants for supported living in the community.
- P2. Organized 2 meetings of the Steering Committee with 6 members.
- P3. Raised public awareness about the importance of gender equality and the significance of gender equality for the development of the city of Skopje as a modern city.

Project implementation period: May 2022 - October 2022

The project is funded by the City of Skopje, in accordance with the Program for activities in the field of social, child, and healthcare in the city of Skopje for the year 2022, and in accordance with the Decision for financing Projects and project activities of citizen associations and foundations No. 08-287/1 dated 17.03.2022.

Promotion of project activities:

During the period from May to October 2022, within the framework of the project "Building Skills for the Implementation of Social Services for Community-Based Supported Living," activities related to

theoretical and practical training were implemented to enhance the knowledge and support of interested individuals in caring for and providing assistance to persons with disabilities.

After 6 days of theoretical training for two groups, on September 29th, the 6-day practical training was completed in a small group home for supported living in the community, under the guidance of the Special Institute Demir Kapija. This marked the conclusion of a series of training sessions designed for assistants in community-based supported living. A total of 19 individuals from the nursing department at the High School "Marija Kiri Sklodovska" in Skopje and 17 assistants for supported living participated in the practical part, while the theoretical training involved a total of 27 participants

Through the education and training for assistants in community-based supported living, the participants had the opportunity to learn about new approaches and methods for providing social services to individuals with disabilities. The theoretical and practical parts of the training covered topics such as modern approaches in supporting the service users, methods of organizing the workplace, healthcare for the service users, and many others. Upon successful completion of the theoretical and practical training, the participants received a certificate as assistants for supported living, providing them with the opportunity for employment in residential units for supported living for individuals with disabilities in the community.



Picture 11 - Working meeting with the Macedonian Montessori Association before the start of the training implementation



Picture 12 - Part of the theoretical training for assistants in community-based supported living in the premises of CeProSARD.



Picture 13 - Part of the theoretical training for assistants in community-based supported living in the premises of the High School 'Marija Kiri Sklodovska



Picture 14 - Practical training in a small group home for supported living in the community

4.2 ENERGY AND CLIMATE

Project: „Green heat – introduction of efficient customer-oriented small grid district heating service based on renewable energy sources “

Project description:

The overall goal of the project is to enable a modern, ecological, municipal heating service for public buildings that will contribute to improving living conditions for the local population through the establishment of a pilot unit in the Municipality of Radovish.

Specific objectives:

- ✓ Introduction of innovative, replicable model for small-grid district heating (DH) services by accelerating utilization of locally available resources
- ✓ Strengthening the capacities of the key actors having competencies for efficient transition to advanced and greener heating services at local level
- ✓ Promoting utilization of climate-oriented, advanced solutions for delivery of services that stimulate greener local economy

The target groups and ultimate beneficiaries include the municipal administration in Radovish, the Municipality Council, employees of the local public enterprise (PE) Plavaja, local civil organizations working in the field of environmental protection, local businesses in renewable energy industries, and the citizens of the Municipality of Radovish.

The implementation of the project is organized in the following activity clusters:

- ✓ Inception phase – which includes conducting research and analyses as well as establishment of Local key stakeholder group that will participate in the decision-making processes related to introduction on new service;
- ✓ Establishment of small environmentally-friendly, RES-fed, community heating service in the Municipality of Radovish;
- ✓ Capacity building of the key actors for successful delivery of the new heating service; and
- ✓ Promotional activities to raise public awareness on economic, social and environmental benefits from the new DH service.

Expected outcomes:

- Established advanced, replicable multi-renewables-fed solution for district heating (DH) connecting 5 municipal buildings in Radovish
- Public administration has the necessary knowledge and skills to plan, monitor and deliver the new DH service in sustainable manner and promote its viability in other municipalities
- Raised public awareness about the economic, social & environmental benefits of district heating based on renewable energy sources.

Project duration: 15 January 2022 – 14 May 2025

Donator: European Union

Partners of the project:

- Center for Promotion of Sustainable Agricultural Practices and Rural Development - CeProSARD
- Municipality of Radovis
- Public Enterprise (PE) Plavaja
- Associated partner Belisce, Croatia

Promotion of project activities:

In January 2022, we started the activities of the project "Green Heat - introduction of efficient customer-oriented small grid district heating service based on renewable energy sources." The main activity of the project involves installing a modern heating system, connecting 5 public buildings in the municipality, where a significant portion of the users are children and young people.

In order to enable a solution that optimally utilizes the local, available potential in the municipality - both in terms of energy sources and efficient technologies - the initial activities focused on preparing a professional analysis. This analysis takes into account past experiences and knowledge and offers a modern and innovative solution for "green" central heating. With this approach, the Municipality of Radovis not only gains energy and economic benefits but also becomes a true promoter of sustainable development, caring for the future and well-being of its citizens.

In addition to the mentioned analysis, the introductory phase of the project also included other research and studies, as well as the formation of a Local Stakeholder Group that will participate in decision-making processes related to the introduction of the new service. The project envisions a large number of training sessions and promotional activities aimed at directly affected stakeholders and end-users. Through these activities, the necessary knowledge and tools will be provided for the successful implementation of this initiative and long-term sustainability. It will also enable the replication of this municipal service model in other municipalities and locations in the future.

The project team, in collaboration with a professional team of engineers from various technical backgrounds from the company "Global Engineering" in Bitola (mechanical, construction, electrical, architectural, and traffic engineering), worked intensively on adapting the technical solution for the new heating system to be implemented in five public buildings in the Municipality of Radovis. With the new system, a kindergarten, primary and secondary school, sports hall, and the municipal building will receive a new, energy-efficient heating system based on renewable energy sources. This system will be user-oriented and will bring significant environmental, economic, and social benefits for the citizens.

According to the results and recommendations from the Analysis for the use of high-efficient alternative heating systems utilizing renewable energy sources for five public buildings in Radovis, developed within the "Green Heat" project, taking into account the available sources of renewable energy and the current developments in the energy sector, the technical documentation for heating these buildings was prepared in the second half of 2022. The primary energy source considered in the technical solution is solar energy.

The technical solution includes the installation of photovoltaic panels on the roofs of the five buildings to produce electrical energy. This energy will be used for the needs of the new heating system using heat pumps. A significant advantage of this system is that it relies solely on a local energy source

and is not dependent on additional energy inputs. An additional benefit is that any excess electricity produced can be utilized by the municipality for other purposes besides heating, as per their needs.

The project is funded by the IPA program "EU for Municipalities," which aims to pilot innovative solutions for local issues in municipalities while strengthening their capacity to address their responsibilities, utilize and adapt the best practices from local authorities in EU member states, and improve the involvement of local authorities in problem-solving



Picture 15 - Meeting at the Municipality of Radovis.



Picture 16 - Working meeting at the premises of CeProSARD

CeProSARD - a certified organization for conducting training for assistants for supported living in the community

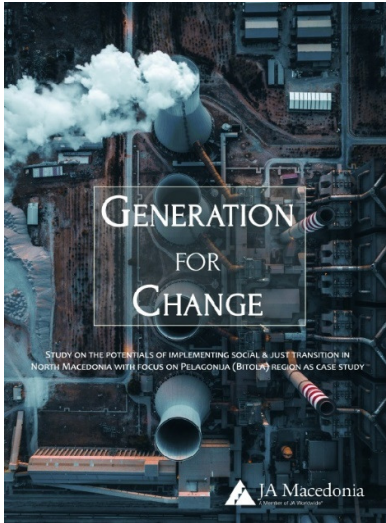
In September 2022, we successfully completed the verification process of the institution for adult education, "Educational Center for Vocational Training and Career Development" - CEPRO EDU dooel - Skopje. The institution has been verified according to the Law on Adult Education (Official Gazette of the Republic of North Macedonia No. 7/08, 17/11, 51/11, 74/12, 144/14, 146/15, 30/16, and 64/18). We are now commencing the education of future assistants for providing the supported living service for people with disabilities through the verified education program at the Center for Adult Education.

In the future, we will develop programs and work on education and career development for adults in all areas of our activity. We will particularly focus on the verification of programs aimed at improving energy efficiency of buildings (such as rooftops) and the utilization of renewable energy sources. Additionally, we will work on developing programs in the field of organic production.

4.3 ENVIRONMENTAL PROTECTION

Study of the local context for a just transition in the country, with the Bitola region as a case study

For the needs of the project "Panda Labs Junior for a Just Transition," focused on just transition, environmental protection, and green entrepreneurship in North Macedonia, Serbia, Montenegro, and Bulgaria, CeProSARD in 2022 developed the Study of the local context for a just transition in the country, with the Bitola region as a case study - Generation for Change.



In North Macedonia, the project is implemented by Junior Achievement Macedonia, and the study is part of the commitments to promote a social and just transition concept, within the processes that will be undertaken by 2030, in line with trends for an inclusive transition towards a green economy

This project is part of the European Climate Initiative (EUKI) by the German Federal Ministry for the Environment, Nature Conservation, and Nuclear Safety (BMU), with the main goal of contributing to a just transition and timely development of knowledge and entrepreneurial capacities for the young generation in coal regions.

Photo 17 - Cover Page of the Study

Collaboration with the business sector from the Northeast Planning Region through environmental protection training

In August 2022, the expert team from CeProSARD, in collaboration with the company "Kozjak" AD Kumanovo, conducted on-site training to enhance the knowledge of employees regarding environmental care. The training took place at the premises of AD "Kozjak", specifically at the subsidiary Betonjera - a ready-mix concrete production facility, and at the subsidiary Kamenolom Krasta - a mineral raw material excavation facility.

The training covered topics from various areas, including potential sources of pollution in air, water, and soil; methods of management, monitoring, and implementation of measures to reduce the impacts of current pollution in air, water, and soil; management of municipal and hazardous waste; potential sources of noise and vibrations and measures for their protection and reduction; the status of existing biodiversity, monitoring, and revitalization.



Image 18 and 19 - Training in the premises of "Kozjak" AD Kumanovo

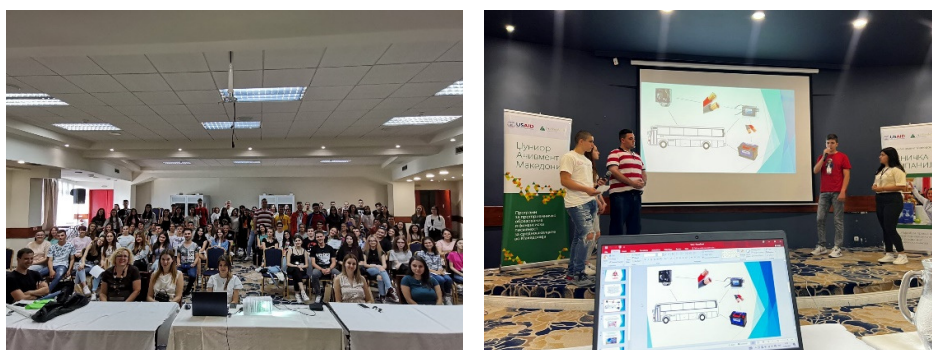
The training was financed by "Kozjak" AD Kumanovo, a company for construction, trade, and services.

4.4 LOCAL DEVELOPMENT

The team of CeProSARD - part of the jury committee for the competition "Entrepreneurial Skills for Youth"

On June 20 and 21, 2022, the Entrepreneurial skills competition for youth was held at Hotel Drim in Struga, organized by Junior Achievement Macedonia. A representative from the CeProSARD team was part of the jury committee for the competition. The committee faced a significant challenge in selecting the best and most innovative eco-business ideas.

The competition aimed to foster entrepreneurial spirit among young people by developing business projects focused on climate change and the importance of green business, translated into innovative business solutions.



Images 20 and 21 - Part of the atmosphere at the entrepreneurship skills competition

5. COMMUNICATION AND INFORMATION

CeProSARD publishes information about its activities and projects on its regular website www.ceprosard.org.mk and the profiles of the social media organization www.facebook.com/CeProSARD/.

The organization also issues an electronic newsletter on a quarterly basis, which is distributed electronically to a various target recipients. All issues of the e-newsletter are available on the organization's website, as well as all documents, publications and promotional materials that are produced within the current activity.

Depending on the needs, information is published in print and electronic media, as well as on the websites of other domestic and foreign organizations, government institutions and non-governmental organizations, etc.

Information about the activities and projects of CeProSARD was published by large number of media, which additionally informed our target groups and beneficiaries as well as all interested audience about our work. In addition to national and local tv stations, radio, printed and electronic media, information were published also on the websites of institutions, social networks of partner organizations and associates, which were often further shared to other audiences.

Part of this information is presented in the following photographs:



https://www.mtsp.gov.mk/pocetna-ns_article-trencevska-socijalnata-reforma-gi-dava-rezultatite-ziveenieto-so-poddrshka-nudi-podobri-uslovi-i-moz.nsp



<https://makfax.com.mk/makedonija/0%D1%82%D0%B2%D0%BE%D1%80%D0%B5%D0%BD-%D0%BF%D1%80%D0%B2%D0%B8%D0%BE%D1%82-%D0%BC%D0%B0%D0%BB-%D0%B3%D1%80%D1%83%D0%BF%D0%B5%D0%BD-%D0%B4%D0%BE%D0%BC-%D0%B7%D0%B0-%D0%BB%D0%B8%D1%86%D0%B0-%D1%81%D0%BE/>

<https://zicpdpveles.com/%D0%B6%D0%B8%D0%B2%D0%B5%D0%B5%D1%9A%D0%B5-%D1%81%D0%BE-%D0%BF%D0%BE%D0%B4%D0%B4%D1%80%D1%88%D0%BA%D0%B0/>



<https://radovis.gov.mk/%d0%be%d0%b4%d1%80%d0%b6%d0%b0%d0%bd%d0%b0-%d1%82%d0%b5%d0%bc%d0%b0%d1%82%d1%81%d0%ba%d0%b0-%d0%b4%d0%b5%d0%b1%d0%b0%d1%82%d0%b0-%d0%b5%d0%bd%d0%b5%d1%80%d0%b3%d0%b5%d1%82%d1%81%d0%ba%d0%b0/>



<https://www.facebook.com/organic.mkd/posts/pfbid02kZxRnM9W3b9EfJVzh4vndHxgqzqQ5FYaK8R9RKqTETb6n5XPr5oZbHbKuxpUqdFI>

6. TRAININGS AND CAPACITY DEVELOPMENT OF EMPLOYEES

In 2022, our team worked on strengthening of the capacities in areas relevant of our organization's field of activity. Members of CeProSARD took part at the following workshops and trainings:

- A two-day training on Project Cycle Management for potential applicants of the IPA Cross-Border Cooperation Programme Kosovo - North Macedonia for the 5th Call for project proposals. The training took place at the Hotel Aleksandar Palas in Skopje, North Macedonia, on 15th and 16th February 2022
- Online training sessions on topics related to the Green Climate Fund were conducted through the ZOOM platform from 28th February to 23rd March 2022. The trainings were part of the second preparatory project of the Republic of North Macedonia under the Readiness and Preparatory Support Programme of the Green Climate Fund, titled "Strengthening National Capacities for Climate Change Mitigation and Adaptation and Finalization of the

Work Program for the Green Climate Fund in the Republic of North Macedonia." The project was implemented by FAO under the leadership of the National Designated Authority for the Green Climate Fund

- On 2nd and 3rd June 2022, two-day training sessions were conducted as part of the National Platform for Women's Entrepreneurship, aimed at enhancing the capacities of representatives from civil organizations for advocacy and policymaking. The modules were designed to contribute to the analysis of public documents necessary in the advocacy and policy-making process, developing a specific concept and action plan for conducting research based on facts in the direction of advocacy and policy-making in support of women's entrepreneurship. Additionally, the training covered the selection of appropriate tools and methods for evidence-based research, organizing events, and internet activism. Our representatives strengthened their capacities in organizational management within the organization, developed action plans for networking and policy-making in support of women's entrepreneurship, and selected suitable tools and methods for effective organization of events and daily activities for the organization's needs and beyond.



Image 22 и 23 –participation in training by some of the team members of CeProSARD

7. NETWORKING

Networking locally and internationally

- Rural Development Network of the Republic of Macedonia - founder & member
- Association of Licensed Energy Auditors – founder & member
- Open government partnership – OGP - member
- Forum Synergies - member
- Natura 2000 Coalition - member
- ARC 2020
- Joint initiative of 17 NGOs for cooperation and partnership with national and local authorities in the field of environment and climate change - member

8. PARTNERSHIP AND COOPERATION

CeProSARD continuously expands its network of collaborators in the areas in which we operate locally, regionally and internationally. Our partners come from the NGO sector, business community, represent various educational and research organizations, governmental institutions, but also include individuals.

Our aim is to further influence positive reforms in our field of activity - sustainable development with focus on environmental protection, local development, climate and energy while leaving no one behind.

We put particular emphasis on social inclusion & entrepreneurship that has become a cross-cutting issue in our activities.

In the past year we strengthened the cooperation with the centres for regional development in the country such as the Centre for development of Pelagonia planning Region, Vardar Planning Region and Skopje planning Region; local authorities, such as Municipalities of Radovis, Gjorce Petrov, Karpos, Suto Orizari, Butel, Petrovec, Municipality Medvedza in Serbia, and Mamusha in Kosovo. We continue to strengthen also the cooperation with various national institutions that are relevant to our work such as Ministry of Labour and Social Policy, Ministry of Economy, Energy Agency, etc.

9. FINANCE AND ADMINISTRATION

The Department of Finance and Administration consists of 2 departments: a department for financial management and a department for administrative affairs and human resources.

9.1 ADMINISTRATIVE AFFAIRS AND HUMAN RESOURCES

The Department for Administrative Affairs and Human Resources during 2022 competently and with its own resources realized the three basic functions:

- a) performed administrative work and record keeping,
- b) conducted procurements in line with the applicable procedures and
- c) regularly maintained the organization's data and information systems.

9.2 FINANCIAL MANAGEMENT

The Finance Department continued to work with the same dedication as in previous years. Besides preparing and monitoring the association's annual budget, the department also participated in preparing project applications and developing budgets within the framework of project applications.

BALANCE STATEMENT FOR 2022

DESCRIPTION	AMOUNT (MKD)
ASSETS	
FIXED ASSETS	1.115.959
Intangible	--
Tangible	1.115.959
– equipment	1.115.959
TOTAL OF FIXED ASSETS	1.115.959
CASH, SHORT TERM RECEIVABLES, AND ACTIVE ACCRUAL ACCOUNTING	9.253.407
CURRENT ASSETS	4.804.916
– Gyro account	3.744.815
– Cash in hand	--
– Foreign currency account	1.060.101
BUYERS	1.796.441
OTHER SHORT TERM RECEIVABLES	2.000
ACTIVE DEFERRED PAYABLES	2.648.694
TOTAL ASSETS	10.369.366
LIABILITIES AND EQUITY	
BUSINESS ASSETS SOURCES	1.115.959
– Business fund	1.115.959
– revaluation provision	--
TOTAL SOURCES OF BUSINESS ASSETS	1.115.959
SHORTTERM LIABILITIES	3.702.125
– Suppliers	1.035.853
– State payables	23.721
– Short term financial payables	2.642.551
– Other short-term payables	--
– Salary payables	--
TOTAL OF SHORT TERM LIABILITES	3.702.125
PASSIVE DEFERERED PAYABLES	5.551.282
– Capital surplus transferred for the next year	3.754.841
– Other passive deferred payables	1.796.441
TOTAL PASSIVE DEFERRED PAYABLES	10.369.366
TREASURY STOCK	--
TOTAL LIABILITES	10.369.366

BALANCE OF INCOME AND EXPENCES IN 2022

INCOME	AMOUNT
SERVICE REVENUES	272.983
REVENUE FROM DONATIONS, MEMBERSHIP FEES AND OTHER SOURCES	17.485.593
OTHER INCOME	243.350
SURPLUS REVENUE FROM THE PREVIOUS YEAR	18.623.785
TOTAL INCOME	36.625.711
EXPENSES	AMOUNT
MATERIAL EXPENSES, SERVICES AND DEPRECIATION	11.769.358
SALARIES AND ALLOWANCES	6.093.051
OTHER EXPENSES	14.901.250
EQUIPMENT FUNDS	82.812
TOTAL EXPENDITURE	32.870.870
DIFFERENCE BETWEEN INCOME AND EXPENSES	3.754.841
TOTAL	36.625.711

STRUCTURE OF REVENUES AND EXPENDITURES IN 2022

