

Hi, we're Commit! We strive for vibrant, flourishing, and resilient communities

where everyone counts and active citizens are a strong hold

for participative and inclusive societies.



January-December

REPORT 2022



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INTRO



Dear partners,

2022 was the **first year of *Commit*** as a newly founded non-profit organization. As a daughter of MitOst e.V., we brought our heritage to the new organization in the form of knowledge, mindset, experience, and activities. This report introduces where we come from, **who we really are**, and it provides a summary of all *Commit* activities in 2022.

In March, three former MitOst programs were transferred to *Commit*: The Intercultural Teacher Training in China, Civic Europe, MitOst academy for facilitation, horizontal school. Furthermore in 2022, *Commit* implemented trainings and activities with the School of Systems Change and initiated the Vidnova Fellowship program.

We are immensely proud of everything that we managed to **accomplish** in our first year, including the conception and kick-off of a new program, the successful launch of a second facilitator education round, a

new publication on Rethinking Citizenship Education, and much more.

But of course, 2022 was everything but an easy year. The aggressive Russian invasion of Ukraine in February formed and impacted our network, us as a team, and our activities in 2022 a great deal.

MitOst and the MitOst network collected donations to safeguard people, provide protection, facilitate evacuations, and connect to temporary accommodations during a solidarity campaign. **The Vidnova Fellowship program** evolved at *Commit* as a direct reaction to the war and the millions of Ukrainian people who were forced to flee the country.

The fellowship program for civil society actors from and in Ukraine is being implemented together by *Commit* and our long-standing partner Insha Osvita.



2022 showed us the **strengths** and **resilience** of our network and organization: working in a complex world with constant and rapid changes, we are capable of working in emergence, and responding creatively to disruptions in the status quo. The **flexibility and adaptability** required to work under such circumstances are challenging, but allow for rapid and immediate help, as exemplified in the MitOst Ukraine Solidarity Campaign and Vidnova Fellowship.

With that in mind, let us celebrate the successes of 2022 and become more resilient as new challenges arise.

As we state in **our vision**:

We acknowledge that we live in a world of complex, interconnected challenges, where constant, rapid change becomes a new reality. We embrace this complexity as open-minded, curious learners.

We strive for vibrant, flourishing, and resilient communities where everyone counts and active citizens are a stronghold for participative and inclusive societies.”

We are looking forward to the years to come.

STORY OF COMMIT

Where we come from

Commit by MitOst was founded in December 2021, but, **the roots of our organization** reach long before 2021; they start with the history of our founding member, the non-profit association MitOst e.V.

MitOst is an organization and network that fosters active citizenship, cultural exchange, social cohesion, and sustainable urban and rural development – beyond cultural, sectoral, or linguistic borders.

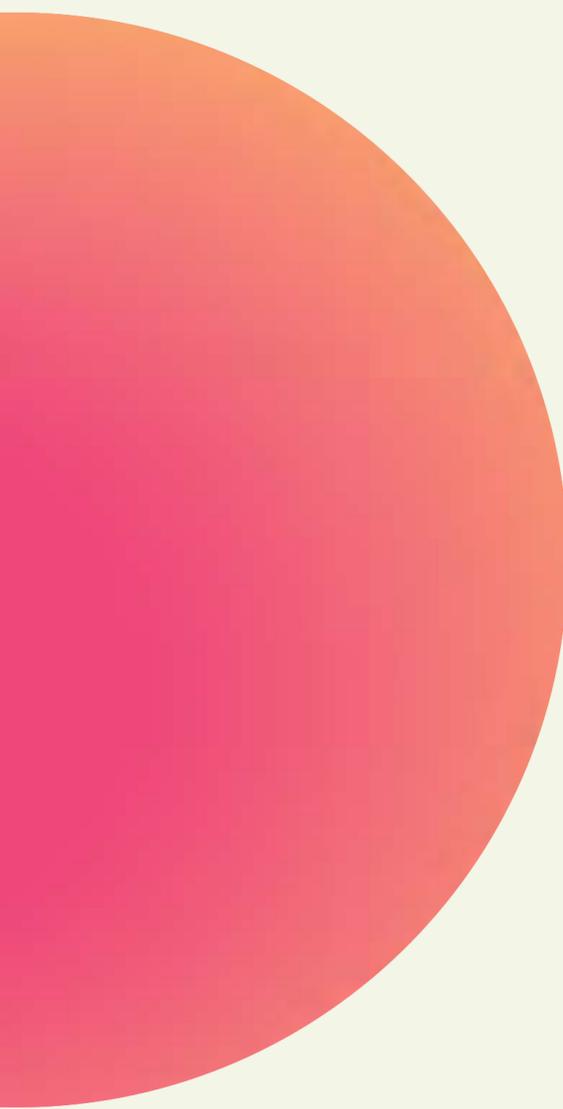
MitOst has been implementing non-formal education programs with a focus on **active citizenship** for over 25 years, among them the Theodor-Heuss-Kolleg, the Lectureship Program, Dialogue for Change, Advocate Europe, Actors of Urban Change, and many more. All of those experiences inspired *Commit* and have in many ways planted the seeds for what *Commit* is today.



The longest-running and thus most influential program was the **Theodor-Heuss-Kolleg** (THK). The THK was initiated by MitOst and the Robert Bosch Stiftung in 2000. The program supported young people in over **24 countries** who were determined to engage as proactive and self-reliant citizens for democratic, peaceful, and resilient societies. The active citizens received support through non-formal education, mentoring, and the implementation of a voluntary project, which encouraged self-directed learning and peer education.

More than 20 years after starting THK, we gathered a considerable amount of knowledge and skills in both project management and facilitation as the core competencies of both MitOst and now *Commit*. Within the THK program, the first **International Facilitator Training** developed, which was a major inspiration for horizontal school as it exists today in *Commit*. Furthermore, many of the core principles of *Commit* were developed in the THK community.





Who we are today

Commit was created with the aim to support citizens in participating actively in their societies and in acting according to democratic principles for enhancing more participative and inclusive societies. That is why we called ourselves The Active Citizens' Institute.

We offer various tailor-made trainings and qualifications, motivating and empowering the participants. We also connect and support civil society actors who strengthen social cohesion and agency in Europe and beyond.



As **enablers**, we open up spaces for international and cross-sectoral exchange, collaboration, and co-creation.

As an **incubator**, we provide capacity bridging, try out new ideas, and implement innovative methodologies and practices.

As **facilitators**, we design horizontal learning spaces.

Genuine partnerships are among our core principles: We work **shoulder to shoulder** with individuals, teams, organizations, and communities to help build stronger, sustainable **ecosystems of civil society**.

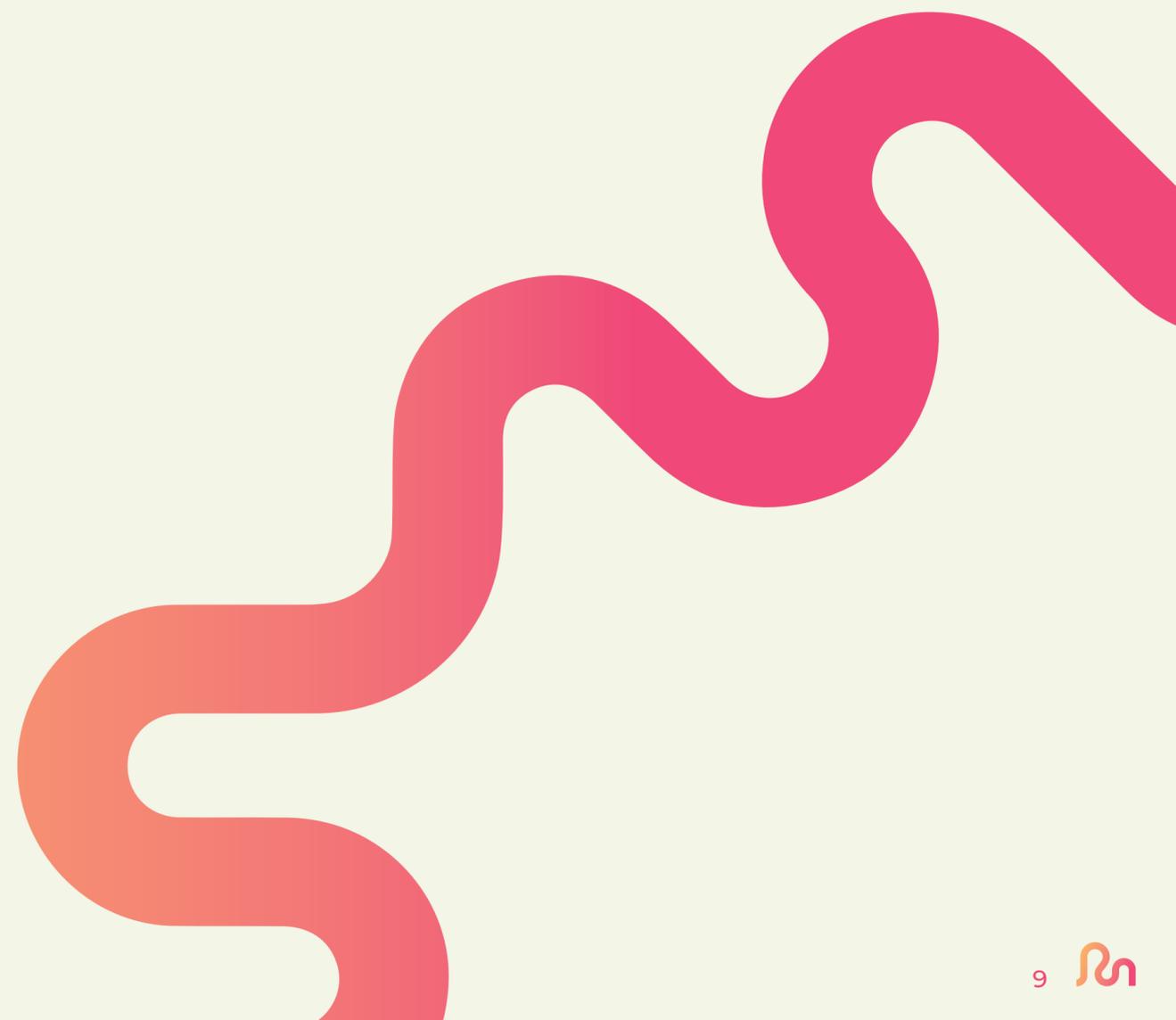
MitOst e.V. has evolved into a wide network of civil society actors in Europe and beyond. We are part of that network and see ourselves as an active, contributing member of the community. MitOst furthermore holds the majority of *Commit* by MitOst gGmbH shares as of December 2022.



We are honored to be part of a wide international network of civil society actors and organizations in Europe and beyond. Through our heritage and history, we are connected to long-standing partners in Central, Eastern, and Southern Europe (among others, Germany, Poland, Hungary, Ukraine, Moldova, Romania, Greece, and Turkey), in the Caucasus (Georgia, Armenia, Azerbaijan), in Northern Africa (Tunisia and Egypt), and Asia (foremost through our cooperation in China).

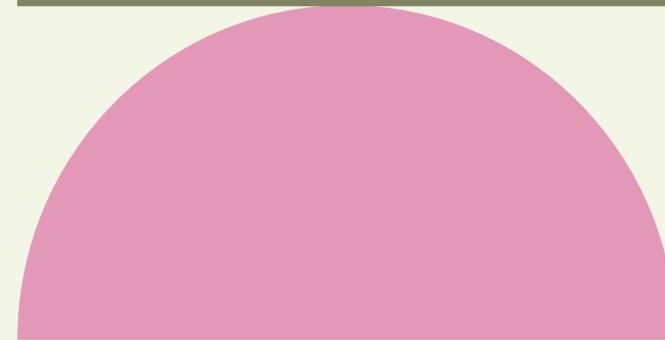
Another important connection that should not go unmentioned is our sister in mind, the international organization zusa, which evolved from the cultural exchange department of MitOst.

Commit is also closely connected to the Bosch Alumni Network as many of our former programs were funded by the Robert Bosch Stiftung and we have been hosting the Civil Society Cluster of that network for some time now.



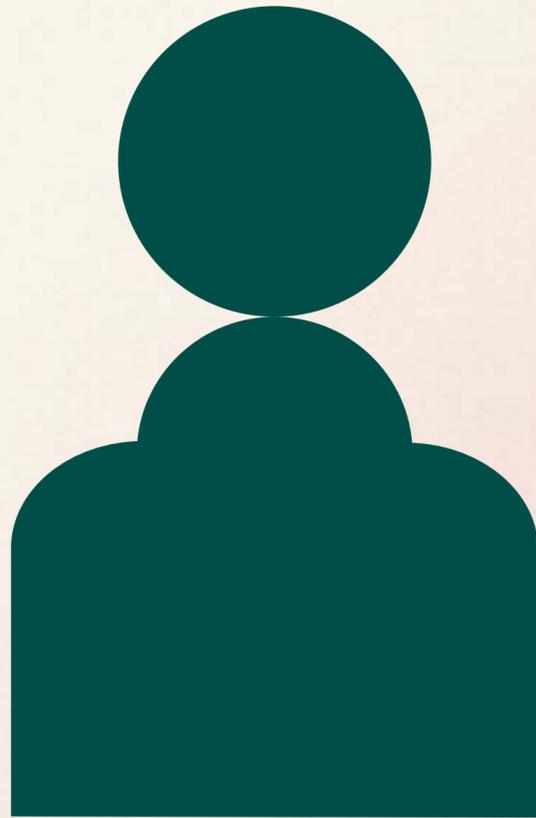
PRINCIPLES

The following principles unite our values and beliefs and reflect our learnings over time as an organization and a team. As we acknowledge that we live in a constantly changing world, those principles will grow with us over time.



Active citizenship as practice

Engaged individuals contribute to positive social change at the community level because they have experienced their self-efficacy. We see the participants of our activities as free-thinking individuals as well as members of their community and citizens of their country. Thus, enhancing individuals' skills and capacities to become active citizens ultimately empowers communities and broader society.

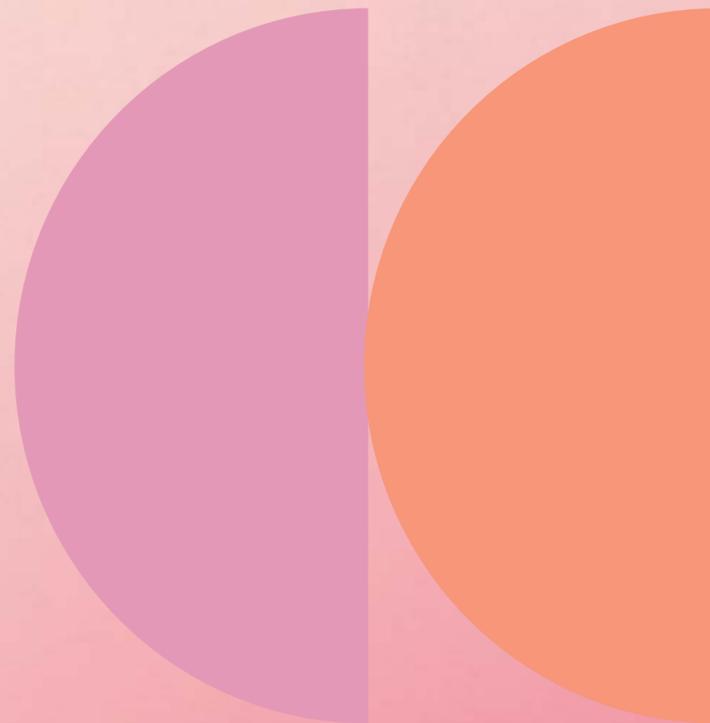


Emergence

Emergence refers to an organization's ability to self-organize in a time of change and to respond creatively to a disruption in the status quo. Organizational flexibility and adaptability are particularly valuable for working in contexts that are undergoing constant changes, such as the field of active citizenship.

Locally driven approach

We apply a context-sensitive approach to fostering active citizenship, which entails offering locally led and meaningful capacity-building, methodologies, and tools, as well as a space in which people can become active in their specific context.



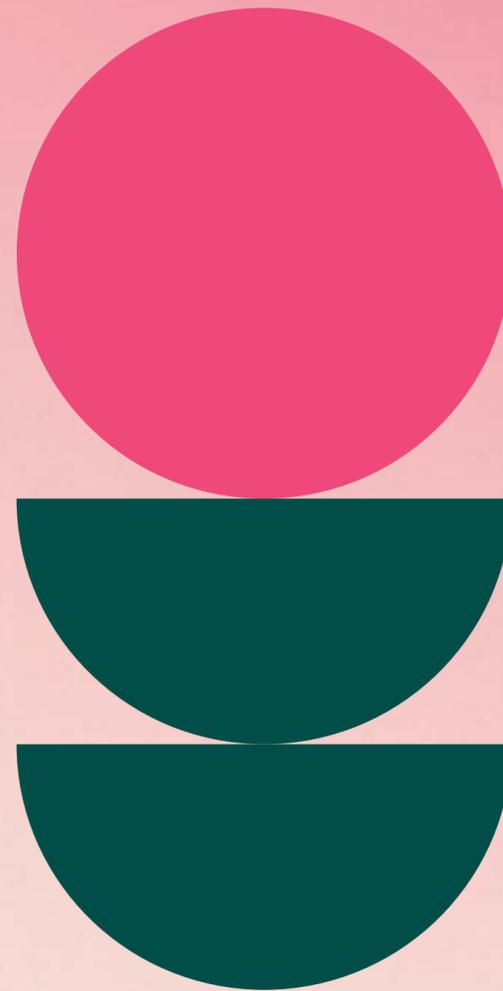
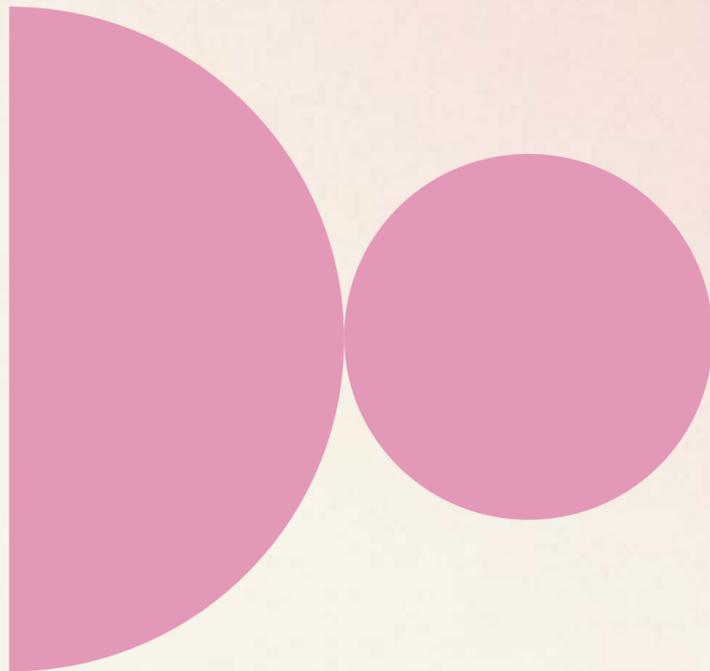
Holistic learning

Holistic learning acknowledges all aspects of a person's learning journey. It is interactive, practice-oriented, and uses many different forms of learning activities, which allows participants to experience the effects of their actions immediately and directly. Our goal is to develop program participants' whole personalities; that includes intellectual, emotional, physical, aesthetic, and spiritual levels, among others.



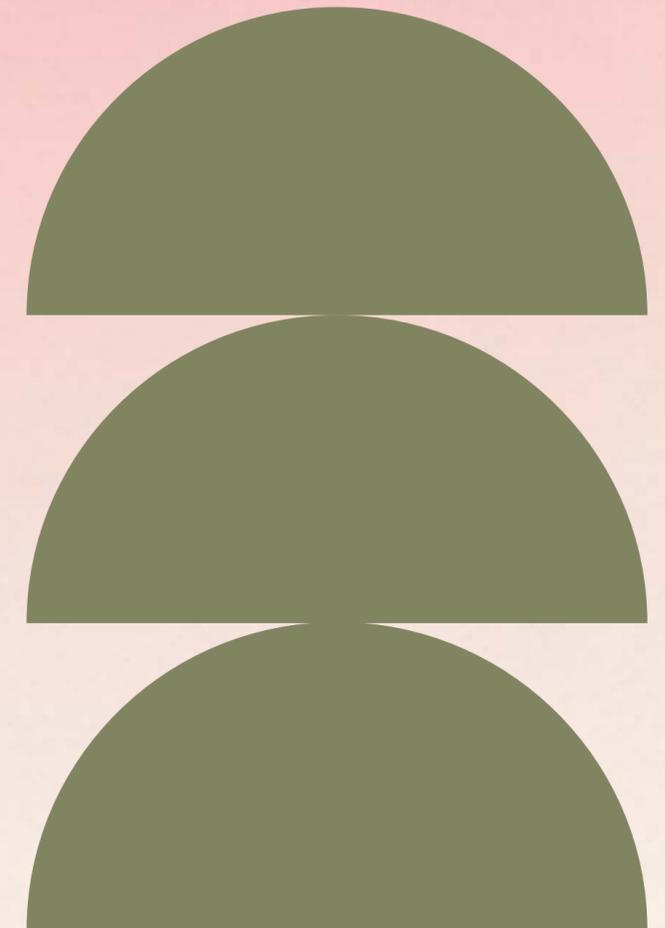
Process and outcome

Fostering active citizenship is as much about the process as the outcome. Staying engaged over a long period of time and engaging participants in multiple formats can amplify the impact of active citizenship programs and grow an organization's sphere of influence.



Leading by example

Demonstrating an inspiring, positive, and servant style of leadership that promotes a strong feedback culture and communicates openness and a spirit of inclusivity to partners and community members.



Empowering facilitation

An empowering style of facilitation encourages participants to take an active role in their learning outcomes, allowing them to experience self-efficacy in a safe environment. Empowering facilitators validate the learner's experiences and act less as teachers and more as process facilitators who seek to draw out existing knowledge from the participants.

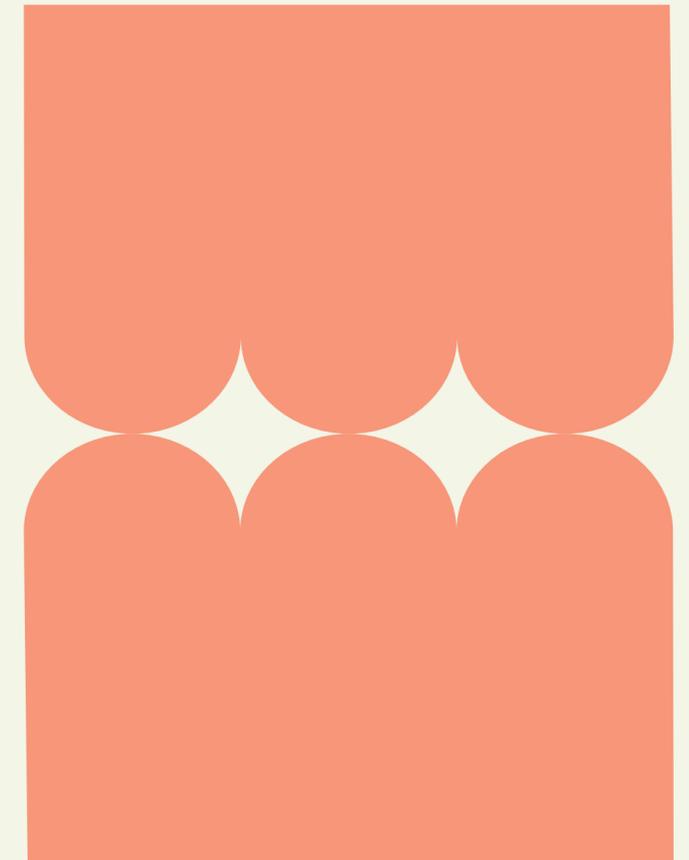
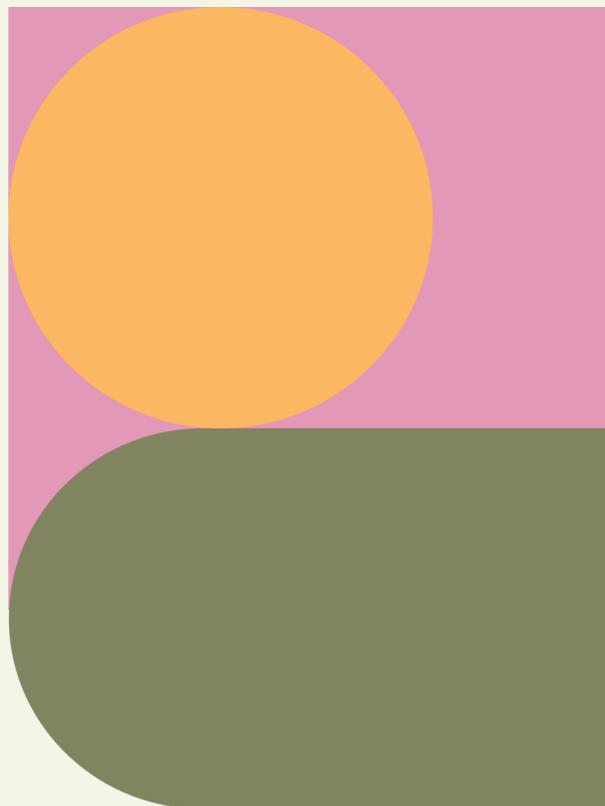


Cultivating belonging

Cultivating a sense of belonging through mindful practices can help build a strong community. This augments an organization's impact beyond carrying out projects or initiatives.

Whole system approach

Active citizenship programs become more sustainable if they can have an effect in the greater context within which the intervention takes place. This means not only focusing on the individual participants or single projects, but understanding them as embedded in a wider community, socio-political, and temporal context.



Genuine partnerships

Equal partnerships are beneficial for all sides, they value all partners' knowledge and experience, promote mutual learning, and set positive examples for others.

GENERAL INFORMATION



Location

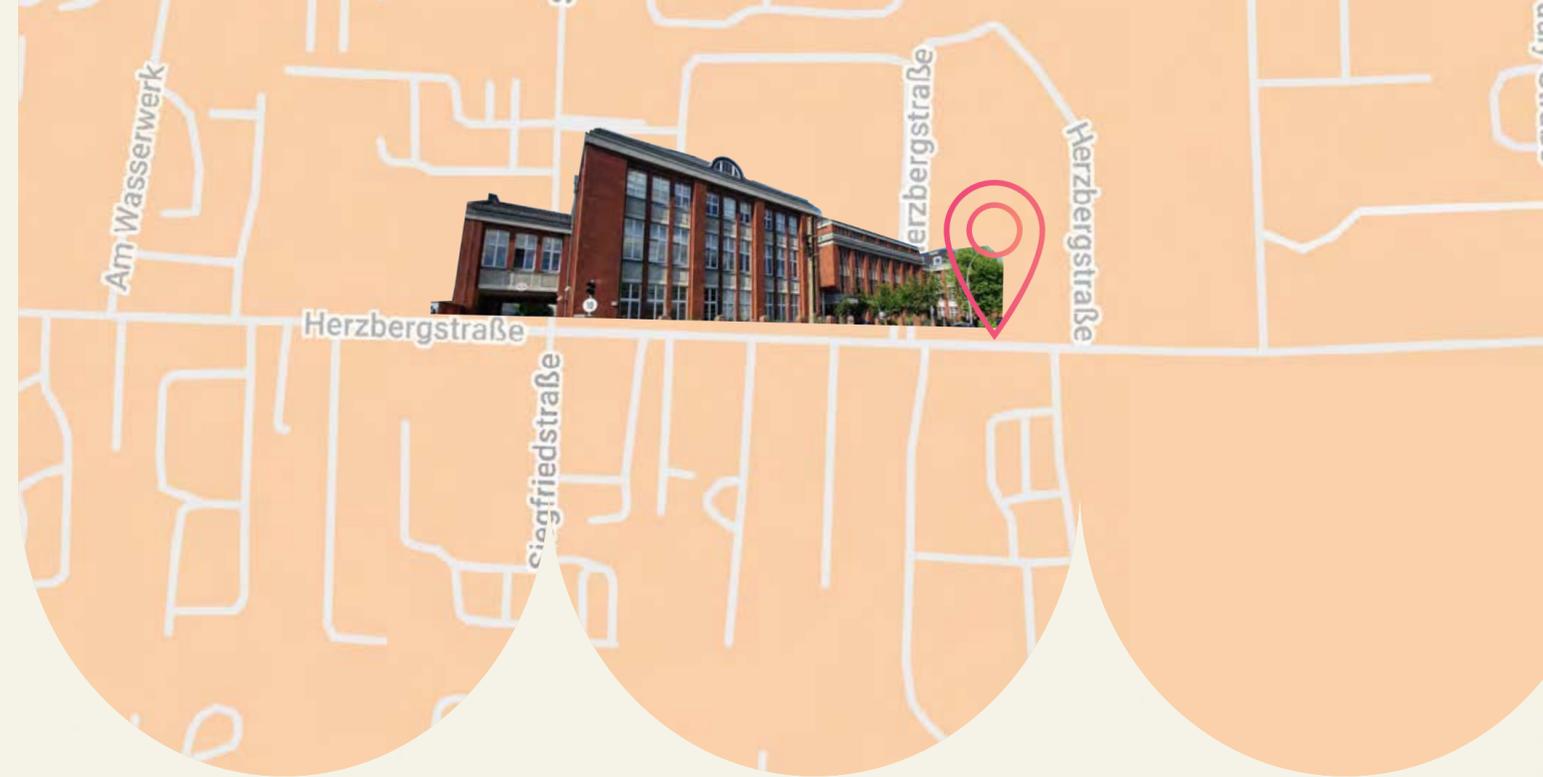
Herzbergstraße 82-84
10365 Berlin

Phone

+49 (0)30 31 51 74 79

Managing Director

Annegret Wulff



Commit by MitOst Active Citizens Institute gGmbH

Legal Form

Non-profit limited liability company
(gemeinnützige Gesellschaft mit
beschränkter Haftung)

Founding Date

December 2021

Registration

County court 14057 Berlin-Charlottenburg;
registration number HRB 237057 B

Statutes

Partnership agreement as of
Dec. 22, 2021

NON-PROFIT PURPOSE

The non-profit purpose of *Commit* by MitOst is stated in the partnership agreement as follows:

- >>> the promotion of education
- >>> the promotion of art and culture
- >>> the promotion of international understanding
- >>> the promotion of development cooperation
- >>> the promotion of civic engagement for the benefit of the aforementioned charitable purposes

The purpose of the statutes is realized in particular by:

- >>> Educational programs and trainings in the field of civic engagement, international cultural and language mediation, and for the development of social innovations
- >>> Cultural projects that cultural workers with diverse backgrounds jointly develop and implement
- >>> Consulting services, supervision, research projects, and evaluations in the field of development cooperation
- >>> Establishment of an expert and information network focusing on the topics of international

- development, civic engagement, cultural and linguistic exchange, and social innovations
- >>> Awarding scholarships for civic engagement in the areas of community building, arts and culture, and urban development with an international perspective; the awarding of scholarships shall be based on factual and appropriately publicized criteria, dissemination of information to promote the aforementioned purpose through the production of analog and digital publications.

GOVERNANCE OF COMMIT

At the partners' assembly on December 12, 2022, three new partners were admitted while one partner decided to leave the partners' assembly. As of end of December 2022, *Commit* partners are MitOst e.V. (65 %) | Malwina Fendrych (5%) | Lisa Gimbert (5%) | Iliyana Gräbner (5%) | Monika Nikzentaitis-Stobbe (5%) | Maxim Smekhov (5%) | Marischa Weiser (5%) | Annegret Wulff (5%).

The managing director of the organization is Annegret Wulff.



COMMIT TEAM 2022



Staff: Anna Belikova | Eva Famulla | Malwina Fendrych | Lisa Gimbert | Maryna Goncharenko | Iliyana Gräbner | Yaroslava Hryhorchuk | Ruslan Kildeev | Zoya Lukyanova | Ivana Mándic | Monika Nikzentaitis-Stobbe | Uta Protzmann | Zhivka Razvigorova | Frane Schmidt | Maxim Smekhov | Guljan Umurgazina | Marischa Weiser | Sebile Yapici | Natalia Yeromenko

Managing director: Annegret Wulff

European Solidarity Corps

Volunteers: Rytė Jarmoškaitė | Nikita Leikutcis | Agata Maziarz | Ela Tekgül

To all team members who left us in 2022: Thank you for your team spirit, your energy, and your passion. We wish you the best for your future ahead and will stay in touch.

ACTIVITIES: INTERCULTURAL TEACHER TRAINING IN CHINA

By Sebile Yapici

In cooperation with the Adream Foundation Shanghai (China) and the Mercator Stiftung, *Commit* is conducting a project that aims to train schoolteachers in China on the topic of **intercultural learning and global understanding** as well as to grow and strengthen connections between **Chinese and German teachers**.

The project works with three international trainers and five trainers in China, who are local Bosch Lectureship program alumni. The alumni receive a training from experts and help conducting trainings for teachers, both online and offline. The project aims to be “self-learning” in that we take feedback from all parties involved and put it into every next step. The project will end in June 2023.

KEY FIGURES

Activites 2022: Intercultural Teacher Training in China

4 trainings for trainers (ToT) for Chinese multipliers

60 Chinese teachers participating

4 trainings for Chinese teachers (1st and 2nd cohort)

5 Chinese multipliers trained

5 regions in China

15 Chinese schools

PUBLICATIONS

Activites 2022: Intercultural Teacher Training in China

“Diversity is always around us” –

Interview with the head of Intercultural Teacher Training in China, Sebile Yapici

[Read More](#)

Handbook on theory and methods of facilitation and intercultural communication

in three languages: Chinese, English, German. Forthcoming.

[Read More](#)



WHAT DID WE LEARN?

Activites 2022: Intercultural Teacher Training in China

The main goal of the Intercultural Teacher Training in China was to promote **holistic learning** and **empower facilitation** with the principles of a **locally-driven approach and leading by example**. We also wanted to establish an equal partnership. It was very encouraging to see this function despite the difficulties of online meetings only and a sensitive environment, through language barriers and the structure of first training local trainers to them then doing the teacher trainings with us, to then empower the teachers to try the methods and the content with their students.

ACTIVITIES: CIVIC EUROPE

By Monika Nikzentaitis-Stobbe

Civic Europe supports **locally-rooted** individuals, initiatives, and civil society organizations in the regions of Central, Southern, and Eastern Europe. Civic Europe participants are challenged by low civic literacy and a lack of civic infrastructure in their regions and aim to strengthen **civic cohesion and active citizenship** in their communities. We offer them capacity building and funding to implement their project ideas and to foster and promote their civic activities in the region.

The program consists of two main strands within the same framework: an **Idea Challenge** and a Capacity Building program. The Idea Challenge held two calls for applications from 2020-2022 and funded **39 projects** from **12 countries**. The **Capacity Building** was co-created and implemented with local partners in four countries: **Romania, Poland, Hungary, and Bulgaria**. Our Bulgarian partner Sofia Platform Foundation conducted research and wrote a paper on civic deserts from data collected during the program implementation. Civic Europe is funded by the Mercator Stiftung.

KEY FIGURES

Activites 2022: Civic Europe

12 countries

6 learning
events

18 local
projects

1 community
meeting

4 online
network
gatherings

PUBLICATIONS

Activites 2022: Civic Europe

From 'civic deserts' to civic cohesion

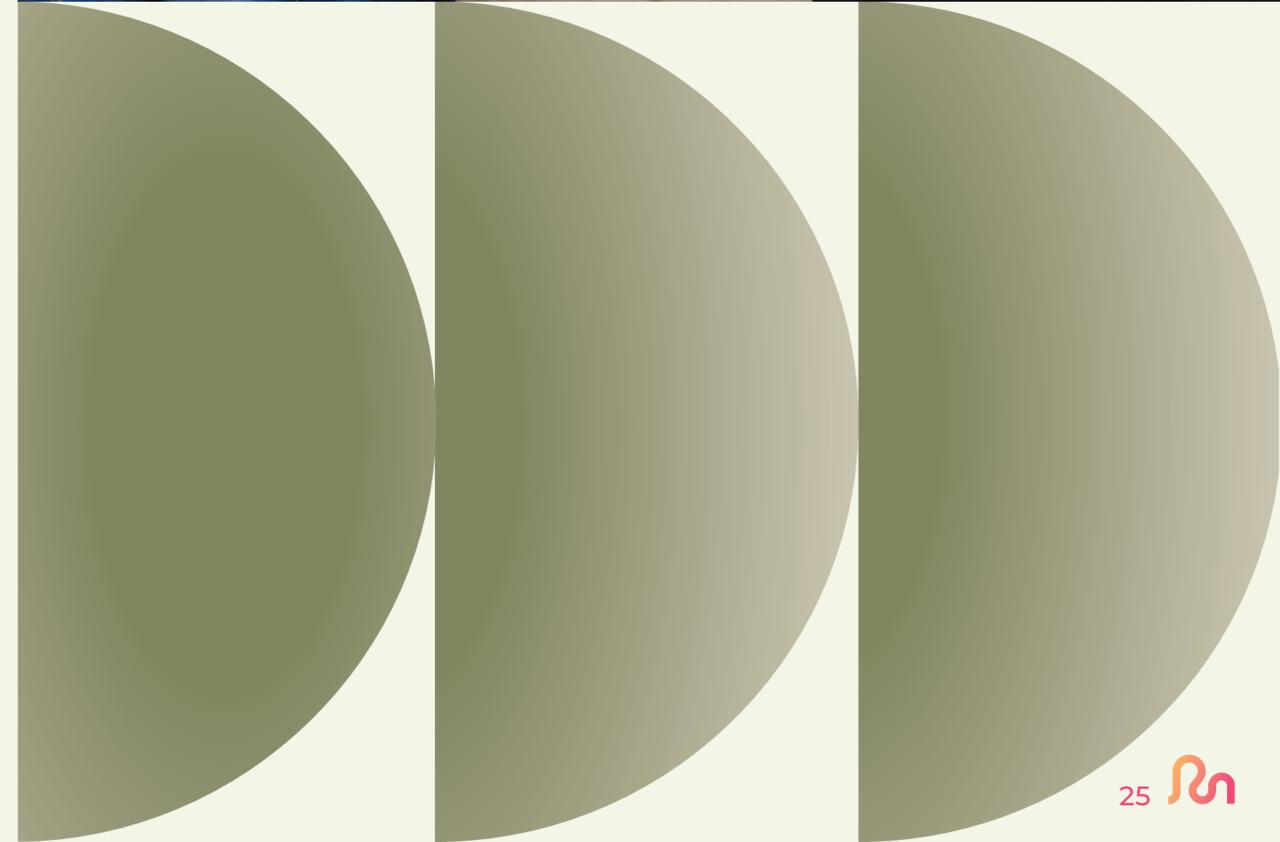
Published research on civic deserts from Sofia Platform. Detailed data for the four regions including interactive maps of the local actors and the methodology.

[Read More](#)

Key success Factors

The Reflectory report is a retrospective impact analysis identifying strengths and providing recommendations.

[Read More](#)



RETROSPECTIVE

Activites 2022: Civic Europe

January - November | February 9

March 22-25 | April 7 | June 20-26 | June 24 | September | November 3 | January - November 3 | February 9

January-November: 18 local projects from the Idea Challenge round 2021/2022 were implemented.

February 9: first online learning lab entitled “Civic and Citizenship Education”

February: Publication of the research of the mapping of civic deserts in four regions in Central and Eastern Europe by our partner Sofia Platform

March 22-25: Final partner meeting of Capacity Building program in Berlin, reflection, and results evaluation

April 7: Second online learning lab, “Strategic moves in uncertain times”

Community meeting and MitOst Festival from **June 20-26** in Maribor, Slovenia: 41 participants attended the network meeting of the Idea Challenge

June 24: Learning Lab Workshop on Advocacy

September: Delivery of Reflectory report – an external impact analysis of Civic Europe done by the independent consultancy Reflectory

November 3: Learning lab workshop on value-based communication

In addition, we cooperated on two free learning events on fundraising and funding, and we held 3 online network meetings and one online final meeting with Idea Challenge participants.

WHAT DID WE LEARN?

Activites 2022: Civic Europe

One of the main goals of Civic Europe was **professional development** of individuals and organizations. The combination of funding and **needs-oriented capacity building** as implemented by the Idea Challenge was important for us. This approach surprised our participants positively as they were not expecting such an in-depth relationship and support from an organization that they primarily saw as a “donor.” We strove for a more **eye-level, partnership-like** relationship, where it is possible to talk about failures, learnings, and to grow together through human connections and personal exchange.





Civic Europe was a very pleasant experience – we did not have such a wonderful relationship with a donor since the pre-EU days! [...] The donor not only understands but cares as well.

- Reflectory Report 2022

We all felt that the Civic Europe team trusted us to do our job well, which motivated us a great deal.

- Reflectory Report 2022

TESTIMONIALS

Activites 2022: Civic Europe

ACTIVITIES: SYSTEMS THINKING COURSE

By Zoya Lukyanova

The series of online **introductory courses on systems thinking** were organized around different topics and offered an overview on key concepts and approaches behind systemic practices. They also provided opportunities to explore and experiment with methods and tools to understand complex social and ecological challenges as well as to reflect about key actions that might shape change for the better.

KEY FIGURES

Activites 2022: Systems Thinking Course

3

courses

40+

participants

16+

countries

RETROSPECTIVE

Activites 2022: Systems Thinking Course



“Addressing inequality: online course on systems thinking” **March - April 2022**, with International Alumni Center (iac Berlin) and School of Systems Change at Forum for the Future

“Strengthening democracy in times of crisis: online course on systems thinking” **November - December 2022**, with iac Berlin and School of Systems Change at Forum for the Future

“Delta Europe: online course on systems thinking” in cooperation with School of Systems Change at Forum



System thinking is an attitude, not only a set of methods. The iceberg model really helped to go so many levels deeper and to understand the why - sharing this with my teammates was an «aha moment» for all of us.

- Anonymous participants feedback on Delta Europe course 2022

I would recommend participating in systemic thinking courses, as they can open your eyes on the greater wholes that surround you in your reality. Super interesting content on system theory and real cases that you can practice on!

- Péter Adamik, "Strengthening Democracy"

TESTIMONIALS

Activites 2022: Systems Thinking Course

ACTIVITIES: HORIZONTAL SCHOOL

By Marischa Weiser

horizontal school offers spaces to learn how to facilitate, develop practices on the levels of self, team, organization, or community, and to connect in a peer learning community. The year-long **Facilitator Qualification Course** stands at the center of horizontal school. Additionally, we offer open trainings and workshops, tailor-made **in-house facilitation for organizations** and networks and we design and implement **educational projects** on the topics of facilitation, participation, collaboration, organizational development, civic and citizenship education, or intercultural understanding.

horizontal school empowers individuals, teams, and civil society organizations to create a profound impact in the world and in their communities. We practice **horizontal learning** and combine different approaches in our practice. Holistic learning, humanist pedagogy, participatory approaches, human-centered and process-oriented design, and ecosystems thinking are especially important to us. Learners at horizontal school are always also **co-creators and contributors** who are learning as much as sharing their own knowledge and experience and our facilitators are always also learners who gain new insights and perspectives from our participants.

KEY FIGURES

Activites 2022: horizontal school

300+
participants

30
countries

20
workshops and
trainings

15
facilitators

10
partner
organizations

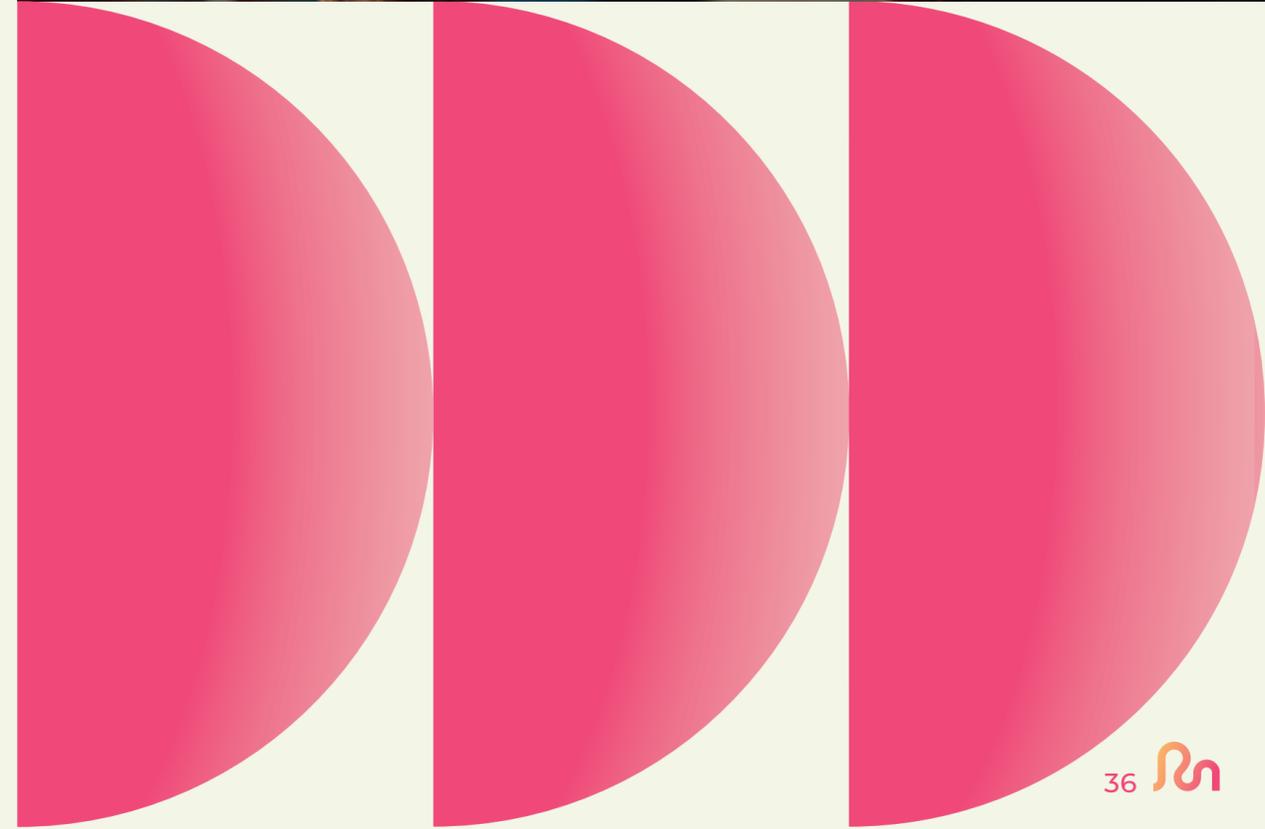
PUBLICATIONS

Activites 2022: horizontal school

Rethinking Citizenship Education. A Collection of Voices.

Co-created publication and collection of voices that was developed during the project cooperation with Insha Osvita and EcoVisio.

[Read More](#)



RETROSPECTIVE

Activites 2022: horizontal school

As part of the course, we host bi-monthly peer talks and every second month a thematic workshop

We implemented the workshop series #StandWithUkraine covering topics such as conflicts in teams and groups, working in uncertainty, and media literacy.

We launched the second round of the Facilitator Qualification Course with 18 learners and around 40 learners participated in our training of trainers (in-person and blended). As part of the course, we host bi-monthly peer talks and every second month a thematic workshop on the topics of participatory processes, online and hybrid events, group dynamics, and group effects.

We additionally hosted some free events to give potential participants a sense of our approach and style and to touch base and get to know us better.

Besides the open trainings and course, we implemented diverse

in-house trainings such as the learning labs for the Civic Europe community, the workshop series for the Cross Culture Fellowship program of ifa – Institut für Auslandsbeziehungen, a conflict management and intercultural training for Anna Lindh Network, and a workshop on reverse cultural shock for the DAAD, among others.

New for 2022 was that the horizontal school team started implementing educational projects, adding a third income stream to its financial model with the implementation of the project “Rethink citizenship education in times of change” together with Insha Osvita and EcoVisio, which resulted in a first co-created publication Rethinking Citizenship Education: A Collection of Voices and several podcasts published on the new learning space, www.horizontal.school

WHAT DID WE LEARN?

Activites 2022: horizontal school

We co-created a publication with around 25 people, and we learned, that the result is a valuable and inspiring product. Uniting so many different voices in one publication is very resource-consuming, but worth every minute considering the outcome is such a beautiful collection of reflections and voices from educators and facilitators from 5 different countries.

We also realized that learning from a different sector opens up new perspectives and valuable insights. Looking at the business world helped us to think outside the box, when we worked on our horizontal school marketing strategy in 2022. We adapted the concepts from the private sector to our purpose and work in the civil society environment; our aim was to stay true to our value- and purpose-driven approach, and, to learn strategies how we can make our work more visible – and that worked really well for us.





I work in cultural education and location development. I came across horizontal school precisely at the right time because I was about to leave my job and wanted to dive deeper into facilitation. I joined the training quite spontaneously, and I didn't regret it! It made me realize how much my inner attitude matters as a facilitator. The conversations with practitioners in different fields were the most valuable thing for me. It was also amazing to learn from experienced facilitators who each have their style. The training has made me more confident and shifted how I approach events – plus all the fun and practical tools I learned. Thank you, horizontal school!

- Linda Weichlein, facilitator, consultant

I was very impressed by our facilitators, and I am sure that in my practice, I will be more practical and think about how to make any element interactive and involve more and more participants. It surprised me to find out how many ways there are to include participants, and you don't need to use any problematic tools, so you can freely work with people who are not advanced in online trainings and seminars.

- Nancy Borissova, Bulgaria, communications manager

TESTIMONIALS

Activites 2022: horizontal school

ACTIVITIES: TOOLBOX FOR CITIZENS

By Maxim Smekhov

The Civil Society Toolbox is a comprehensive **resource** designed to empower individuals and organizations involved in the development of civil society. It provides a framework of activities aimed at fostering **organizational growth** within these entities, whether they are established organizations, initiatives, or teams.

At the heart of the Toolbox are shared values that promote a collaborative work culture, systemic approach, and a vision for overall social progress. These values include self-organization, encouraging active participation and inclusivity in decision-making processes, promoting continuous horizontal learning and personal development, and fostering collaborative partnerships.

The Toolbox is freely available online and as printed materials. Its content and approach are continuously refined through collaborative efforts in multiple languages and regional versions. It is important to note that the Toolbox goes beyond being a mere collection of tools; it is a **practice in itself** and a **community of individuals** engaged in this practice.

By providing these resources and fostering a supportive community, the Civil Society Toolbox aims to facilitate the growth and effectiveness of civil society actors, ultimately contributing to positive social development.

KEY FIGURES

Activites 2022: Toolbox for Citizens

3

in-person trainings
for Trainers in
Poland, Romania,
and Hungary

1

international
meeting with
participants from all
over the world in
cooperation with
Bosch Alumni
Network

4

community of
practice and
exchange meetings

10

team development
journeys with the
Toolbox for the
Civic Europe
program

10+

new facilitators
and trainers

7

organizational
development grants
for civil society
organizations in
cooperation with
Bosch Alumni
Network

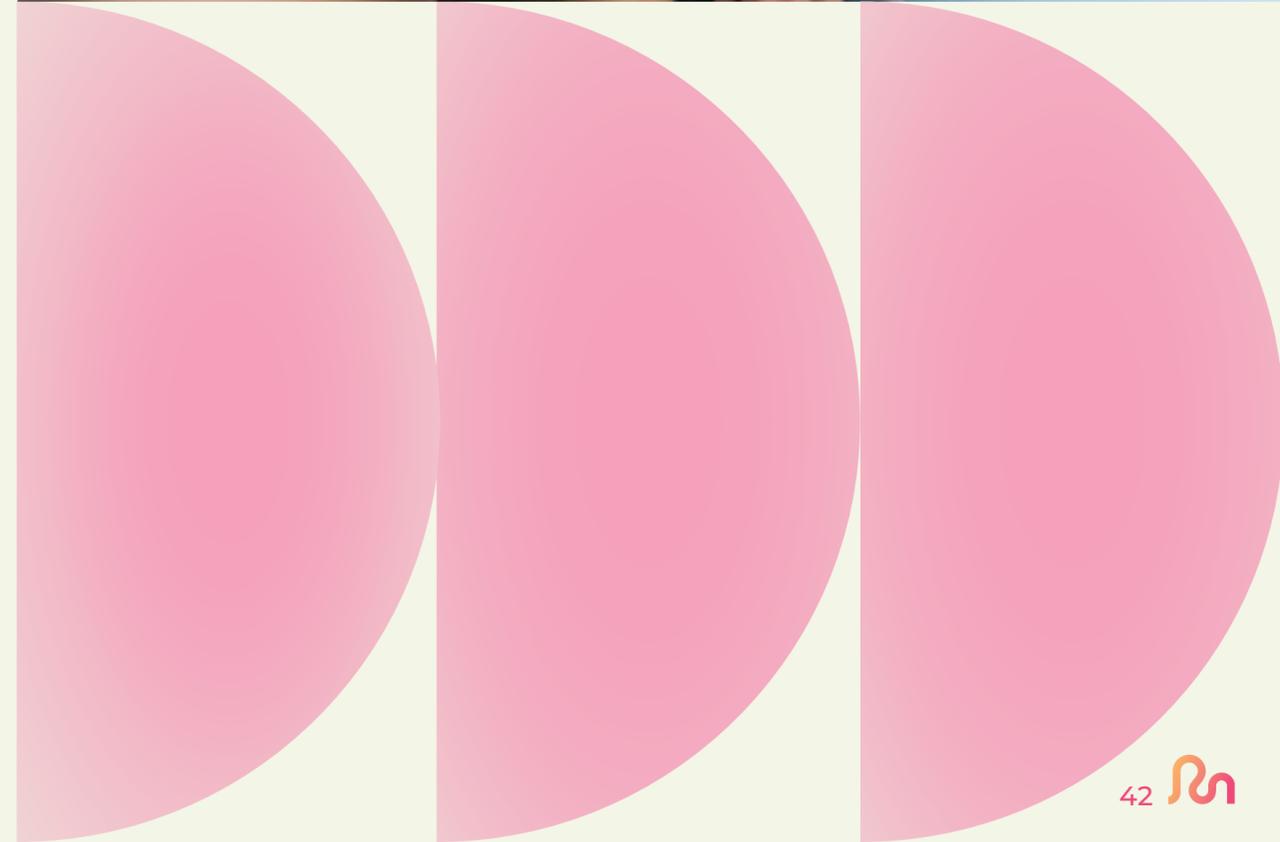
PUBLICATIONS

Activites 2022: Toolbox for Citizens

New Toolbox Paths

The Toolbox is continuously evolving with the addition of new content and innovative approaches to organizational development. In 2022, the community introduced several new learning paths:

- >>> Conflict resolution,
- >>> Leadership in transition,
the Pocket Lab (focused on developing activities for women's empowerment),
- >>> and the "Path of the Rain Dance"
(a resource for coordinating organizations in advocacy efforts, applicable to contexts beyond women empowerment as well)



RETROSPECTIVE

Activites 2022: Toolbox for Citizens



January-April: Printing and distribution of newly translated Civil Society Toolboxes in Bulgarian, Hungarian, Polish, and Romanian

February-March: 2 Toolbox trainings for local networks of NGOs and facilitators were organized by our partners of the Civic Europe program in Poland and Hungary

January-September: 10 Civic Europe projects worked on their organizational development with the Toolbox Journey and Toolbox coaches Andreea Breaz and Stelios Vulgaris

May: Capacity building training (introduction to organizational development) for trainers, facilitators, and consultants in cooperation with Bosch Alumni Network (BAN)

September: Workshop for coaches/trainers to guide organizational development processes in cooperation with BAN

December: The German version of the Civil Society Toolbox including a newly developed path on "Leadership in transition" was implemented along with trainings with the Toolbox for coordinators of Engagierte Stadt.

Over the year: 7 organizational development grants were given to civil society organizations in cooperation with Bosch Alumni Network

WHAT DID WE LEARN?

Activites 2022: Toolbox for Citizens

Our key takeaway from the development of The Civil Society Toolbox is that a comprehensive and flexible set of tools, created by practitioners, can eliminate the need for additional efforts to engage the community and centralize coordination. Embracing the toolbox as a practice, aligned with local and global contexts, and incorporating field stories and reflections from practitioners working with civil society, we discovered that **expertise and resources** can emerge when individuals have a **strong drive for professional growth**. This energizes the community to progress in a manner that is both aligned with common goals and tailored to the specific needs of diverse organizations and teams operating in different countries.





Toolbox helped our team not only understand the importance of teamwork, civic education, and facilitating social change, but also rethink our work, create an efficient structure, and understand long-term strategy.

- By Civic Europe participant from a community organization in Debrecen

TESTIMONIALS

Activites in 2022: Toolbox for Citizens

ACTIVITIES: VIDNOVA FELLOWSHIP

By Natalia Yeromenko

Description of the program: Vidnova Fellowship is an individually designed support program for **civil society actors from Ukraine** who've been forced to leave their local context due to the Russian invasion. Activists and professionals from sectors such as human rights activists, support for vulnerable groups, media literacy, environmental protection, and others are invited to apply for **fellowships** lasting 3 to 12 months that allow them to **continue their activities** in a country of residence in cooperation with a host organization or other local partners. Additionally, they also receive coaching and training opportunities.

Vidnova Fellowship provides a possibility for continuation of work of the refugee Ukrainian civil society actors in connection with diverse European partners and create necessary structures and networks in their new contexts.

KEY FIGURES

Activites 2022: Vidnova Fellowship

3602

applications
received for
Vidnova Ukraine

24

fellows in
Vidnova
Europe
from July
2022 to
June 2023

300

applications
received for
Vidnova Europe
trainings

14

fellows in
Vidnova Europe
from March 2023
to August 2023

23

fellows in
Vidnova Ukraine
from October
2022 to March
2023;

A total of
61
supported
fellows by both
programs in
2022-2023.

PUBLICATIONS

Activites 2022: Vidnova Fellowship

Drei Fragen an Annegret Wulff

Interview with Annegret Wulff about Vidnova by EVZ Foundation in German language.

[Read More](#)

“It feels like home for me too”

Interview with Vidnova Fellow Maryna Hovorukhina.

[Read More](#)

“We were not looking for a better life in Europe”

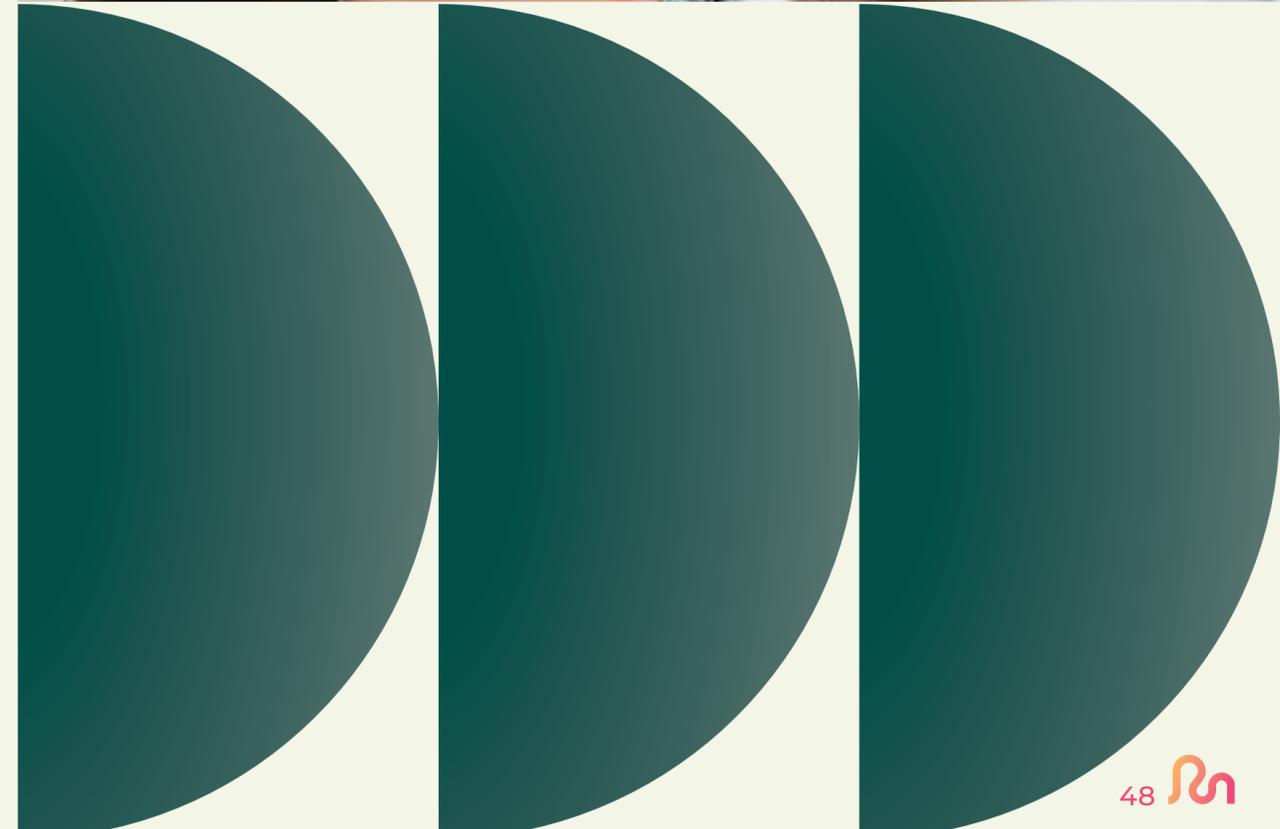
Interview with Vidnova Fellow Iryna Lisova

[Read More](#)

“We have so much to say to the world”

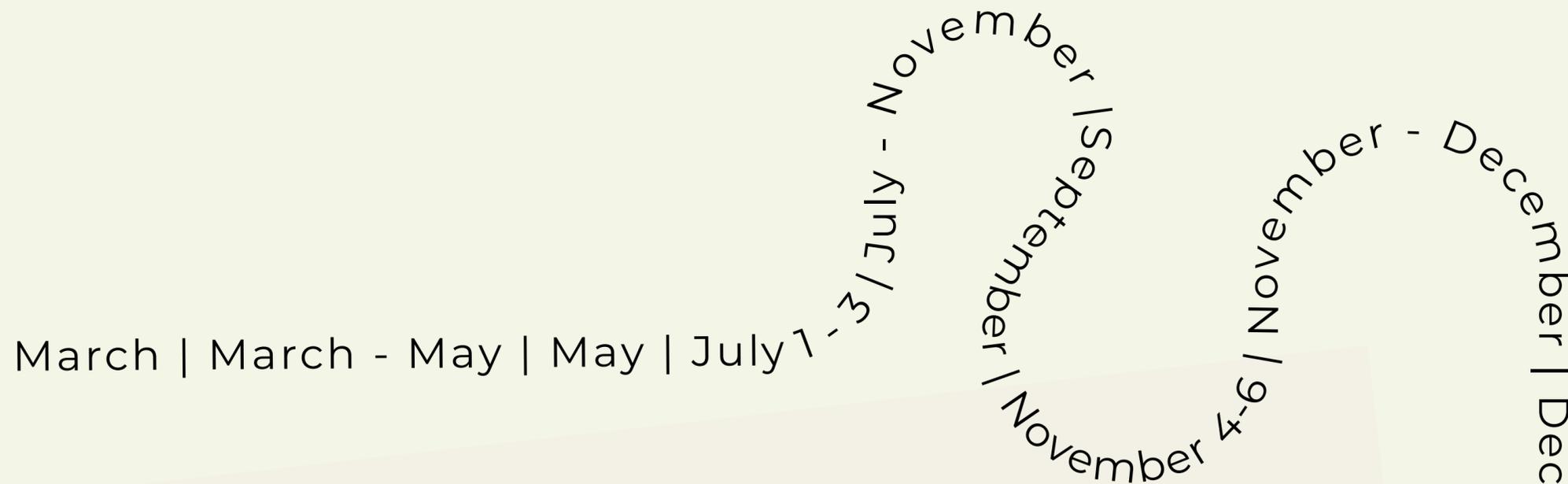
Interview with Vidnova Fellow Daria Podolian

[Read More](#)



RETROSPECTIVE

Activites 2022: Vidnova Fellowship



March: Conceptualization and design of the program

March-May: Crowdfunding campaign that engaged EVZ Foundation as a main partner and donor, as well as Robert Bosch Stiftung, Mercator Stiftung, and Gerda Henkel Foundation as other donors

May: Publishing of the open calls, first cohort of fellows selected for participation

July 1-3: Orientation meeting took place in Berlin, marking the start of the yearly fellowship for 24 fellows

July-November: Setting up the coaching system for the fellows, start of the coaching

September: Start of Vidnova Ukraine (Ukrainian part of the program, operated by a local partner Insha Osvita) that took on 23 fellows who have returned to Ukraine

November 4-6: Project design meeting of Vidnova Europe – discussing the project criteria, application form, details of project implementation, and reporting process

November-December: Fellows submitted their project proposals

December 7: First projects were approved and received funding, start of the project implementation phase.

WHAT DID WE LEARN?

Activites 2022: Vidnova Fellowship

From the very beginning, Vidnova Fellowship was a very special program in the *Commit* ecosystem due to the urgency of the situation in which the program was created and due to *Commit's* long-standing connections to Ukraine. From the very beginning flexibility and high speed have been in the program's DNA – they allowed us to be efficient and resourceful at a time when the world was volatile and fast-changing. With time we learned that to remain flexible our team required structures and routines and we started to work on them. We learned that fast-pace work needs breathing spaces to be sustainable, so we started to slow down and invest in quality management and team building. We also learned that this program is still extremely relevant, one year into the war even more than before, so we intend to create frameworks to support Ukrainian civil society – through the Vidnova Fellowship and hopefully other programs to come.





...I read about Vidnova and applied. I thought that it would be an excellent chance for me to just do what I plan to do with some support, not only financial, but also the support that you give us during our meetings and coaching, and all this to feel you belong, that you are not separated from everybody. After reading the description, I understood that the program fits my situation.

- From the interview of Agata Maziarz with Daria Podolian

"I don't know how much time I will be in the program now. It's for half a year, and maybe it will be a year. For me, it's essential to prove my capability to be a manager and a leader on my own, without my usual professional surroundings. I have enough experience, skills, and talent to manage complicated situations independently. So, is this about emancipation? Yeah.

- From the interview of Agata Maziarz with Daria Podolian

I was trying to figure out how to live with the uncertainty. Will I go back to Ukraine soon? Should I look for a job in Germany right now? Am I ready for long-term work commitments when I am already busy with a German course, 4 hours per day, taking care of my elderly mom and our publishing company, and making helpful YouTube videos explaining German bureaucracy for Ukrainians? It seemed like quite a lot of work already. So, I was happy to enroll in the Fellowship to be able to continue the activities I had in my pre-war life.

- From the interview of Agata Maziarz with Iryna Lisova

www.vidnova.org

TESTIMONIALS

Activites 2022: Vidnova Fellowship

FINANCIAL REPORT

2,661,026.59 euros
Financial resources

2,151,676.70 euros
Material Costs

509,349.89 euros
Personnel Costs

In 2022, *Commit* by MitOst – Active Citizenship Institute gGmbH used a total of 2,661,026.59 euros in financial resources to achieve its charitable goals. Personnel costs amounted to 509,349.89 euros, and material costs amounted to 2,151,676.70 euros.

In 2022 the *Commit* annual financial statements were audited by the tax consultancy AIOS Tax AG, taking into account German commercial accounting regulations and the supplementary provisions of our statutes.

PARTNERS & FUNDERS

alda

Adream Foundation

Alternative Communities Association
(AKE)

Anna-Lindh-Stiftung

AoHathina

Beyond Empowering

Bosch Alumni Network

Comm'on

Dialogue for Communities Public
Benefit Association (DA)

EVZ

Forum for the Future

Fundacja Spark Academy

Gerda Henkel Stiftung

Gutenberg Association

iac Berlin

Insha Osvita

International Institute of Debate

Interra

PACT Foundation – Partnership for
Community Action and
Transformation

Proto Produkciia

Robert Bosch Stiftung

School of System Change

Social Impact Award

Socius

Sofia Platform Foundation

Stiftung Mercator

The Association NGO Support Center
(OWOP)

The International Institute of Debate

zusa

OUTLOOK & FUTURE STRATEGY

Where we're headed. Within the next year, we expect to extend and develop in two main focus areas, while gradually winding down others. Both co-operations with the Mercator Stiftung will end in 2023: Civic Europe as well as the Intercultural Teacher Training China. Remaining focus points for 2023 will be:

1. the continuation and development of **Vidnova**, and
2. the continued establishment and development of **horizontal school**.

With the continued war in Ukraine caused by Russia, we see a huge need for the support of Ukrainian civil society in these devastating times of destruction and violence. MitOst and thus Commit have long-standing connections to Ukraine, and we want to take up the responsibility for our partners in Ukraine to support them wherever possible. Strategically, we foresee that after the war there will be a need for support in **rebuilding the country**, and all our current activities are preparatory steps for reconstruction.

Horizontal school has reached financial sustainability in 2022 with expenditure equaling revenue. One of the main aims will be to sustain this financial situation. Furthermore, the Facilitator Qualification Course will be adjusted and developed, and a concept for more **advanced facilitation** workshops will be developed. A third focus will be the continuation of educational projects such as the Rethink Citizenship Education project in 2022. In coming years, we aim to further establish horizontal school, reaching out to a **larger community** and enriching the portfolio of workshops. There is still plenty of space to grow and learn and we are looking forward to that journey.

Moreover, Commit identifies itself as a hub for strengthening civil society and development from emergence is one of the key principles of our work. That means we will stay open to new topics emerging from our quickly changing and complex world.

Thank you so much for reading our first report! There is still plenty of space to grow and learn and we are looking forward to that journey.

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