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Annual Report 2025

(01. January – 31. December 2025)

1. Executive Summary

In 2025, Amica Educa operated in a context of intensified political and institutional instability in Bosnia and Herzegovina, further deepening socio-economic insecurity. Citizens—particularly young people and women—live in conditions of chronic uncertainty, limited employability, and increasing poverty. In such circumstances, mental health remains insufficiently recognised and inadequately supported in practice. Many people face prolonged stress, exhaustion, and anxiety, while access to quality psychological support is limited and often dependent on financial means. At the same time, women and children remain exposed to various forms of violence, with institutional responses frequently delayed or insufficient, resulting in long-term consequences for mental health and social participation.

Within this context, in 2025 **Amica Educa implemented 11 projects** financed by international donors and local authorities, ensuring continuity of key psychosocial and empowerment programmes. **A total of 1,109 beneficiaries were reached (737 adults and young people and 372 children), with approximately 90% being women and girls.** Through these programmes, 1,295 individual services and activities were delivered, including psychoeducational workshops, counselling and psychotherapy, support groups, and peer-based youth empowerment activities.

A significant step forward was achieved through the *Peers as Change Agents* project and its advocacy component. Young people articulated community needs and developed an initiative addressed to the Tuzla city authorities. The initiative was reviewed within the relevant procedures of the City Council, which recognised its importance and expressed readiness to support youth mental health through planned public calls in the coming year.

In parallel, Amica Educa strengthened the visibility of its work through media appearances and digital campaigns, achieving an **online reach of 2.5 million views across social media platforms.**

Key lessons learned confirm that demand for psychosocial support consistently exceeds organisational capacities, highlighting serious gaps in the public system and the need for stable, long-term funding. Peer-based models proved highly effective but require continuous professional supervision, while mental health support remains a crucial precondition for employability and social inclusion. Short-term project funding continues to limit continuity of support for individuals facing complex challenges.

In 2025, Amica Educa further strengthened cooperation with institutions and civil society organisations, particularly through contributions to the **Local Action Plan for Youth Mental Health in Education** and ongoing gender action plan processes.

To maintain financial stability, the organisation relied on a diversified funding structure combining international donors, EU programmes, and local authorities. During the year, Amica Educa **submitted 14 project proposals**, primarily planned for implementation in the following year.

Overall, 2025 reaffirmed Amica Educa's role as a trusted, professional, and community-based actor. Through an integrated approach combining psychological support, education, and empowerment, the organisation continues to respond where formal systems fall short—contributing not only to individual well-being but also to stronger, more resilient communities.

2. Context Analysis

Socio-economic and political context in Bosnia and Herzegovina

Bosnia and Herzegovina has been experiencing prolonged political and institutional instability for many years, which took on more pronounced forms in 2025. The political crisis has been particularly intensified by the actions of the authorities in Republika Srpska and its political leadership, which openly challenge the competencies of state institutions and constitutional order. The adoption of entity-level laws aimed at suspending the application of state laws and decisions of the Constitutional Court of Bosnia and Herzegovina represents a serious blow to the rule of law and the functionality of the state, creating a tangible risk of further institutional fragmentation. Such political dynamics have direct consequences for the everyday lives of citizens. Institutional paralysis and the absence of reforms further deepen socio-economic insecurity, reflected in rising inflation, continuous increases in the prices of basic food items and energy, and an increasingly visible decline in the living standards of a large number of households. Bosnia and Herzegovina continues to record high employability rate, significant emigration of the working-age population, and weak and insufficiently accessible social protection mechanisms. Prolonged political and economic crises generate a sense of hopelessness and chronic insecurity, which particularly affects young people growing up in an environment where stability, predictability, and long-term prospects are severely undermined.

A particular challenge within this context is the **employability of young people and women**. The labour market in BiH is characterised by limited opportunities for stable employment, insecure forms of work and weak alignment between education and labour market needs. Young people often face long periods of unemployment, unpaid or underpaid work, and limited access to first work experiences, further deepening feelings of insecurity, dependency, and loss of perspective. These factors directly affect mental health and represent one of the key drivers of emigration and withdrawal from social and economic life.

Mental health of citizens in Bosnia and Herzegovina

Mental health in BiH remains one of the most neglected areas of public health and social policy. The mental health care system is fragmented, underfunded, and predominantly focused on treatment, while early intervention and prevention are systematically neglected. Of particular concern is the fact that the last valid Mental Health Protection Strategy in the Federation of Bosnia and Herzegovina expired in 2020, without the adoption of a new strategic framework, while a strategy specifically addressing youth mental health has never been developed. In this strategic vacuum, mental health support remains uneven and largely dependent on short-term, project-based interventions.

Prolonged socio-economic and political instability has a strong impact on the mental health of the adult population, manifested through increasing psychological distress, long-term insecurity, chronic exhaustion, and increasingly frequent symptoms of anxiety and depression. **Women** in Bosnia and Herzegovina are additionally exposed to multiple burdens—from a disproportionate share of family care responsibilities to structural inequalities in the labour market and society—leading to burnout, neglect of their own mental health, and delayed help-seeking until serious psychological crises occur.

At the same time, **children and young** people in Bosnia and Herzegovina are growing up in a context of prolonged crisis and a system of distorted values, which directly affects their emotional well-being, sense of safety, and trust in adults. Children are increasingly exposed to stress within families burdened by poverty, conflict, and uncertainty, while young people enter adulthood without clear prospects, stability, or opportunities for independence. In both groups, pronounced symptoms of anxiety, panic attacks, depressive states, and an increased presence of risky behaviours—including self-destructive patterns—are being increasingly observed.

Gender equality and gender-based violence (GBV) in Bosnia and Herzegovina

In the field of gender equality and protection from gender-based violence, 2025 brought certain legislative advances, particularly in the Federation of Bosnia and Herzegovina, where femicide was recognised for the first time as a separate criminal offence. Amendments were also adopted to strengthen penalties for violations of protection measures and to reinforce institutional obligations in responding to violence.

However, practice in 2025 clearly demonstrated that legislative changes alone are insufficient, as implementation remains weak due to limited institutional capacities and a lack of specialised psychosocial services. New cases of severe gender-based violence and femicide were recorded during the year, including murders of women who had previously reported violence to competent institutions. Particularly disturbing was the case of sexual exploitation of minor girls from the alternative care system involving members of police structures, which further undermined public trust in the protection system and exposed deep structural failures. **Children and young people** are multiply affected by this context—as direct or indirect victims of violence, but also as a generation growing up in a society where institutional responses are often absent or arrive too late. Although new strategic documents, such as the Gender Action Plan for the period 2025–2028, have been adopted at the cantonal level (including Tuzla Canton), the real impact of these policies depends on their consistent implementation and the availability of concrete, preventive, and supportive programmes.

Response of Amica Educa to contextual challenges

In this context of prolonged crisis, weak institutional responses, and a chronic lack of systemic solutions, **Amica Educa** ensures continuous, accessible, and professional support to adults, with a particular focus on women and young people through its programmes and services.

Amica Educa is one of the key actors in providing psychosocial support in the areas of mental health, prevention and reduction of gender-based, domestic, peer, and other forms of violence, strengthening employability, and developing personal, social, and work-related competencies that enable a higher level of security, independence, and dignity in everyday life for citizens of Bosnia and Herzegovina.

Through an integrated approach that combines psychological support, education, and the strengthening of life and work-related skills, the organisation directly responds to real needs within the community and operates where formal support systems consistently fail or remain insufficient. As a result of this deliberately designed approach, the capacities of citizens are strengthened to become more active and socially engaged members of their communities, with greater personal responsibility and empathy, ready to take initiative in their own lives and communities and to contribute to the construction of a healthier and more just society.

3. Amica Schweiz Supported Projects

In 2025, Amica Schweiz provided the same amount as in 2024 - 59,500 EUR. (approx. 25 % of annual budget).

| Projects | Budget/planned (EUR) | Actual (EUR) |
|---|----------------------|---------------|
| 1. Osnažene (Empowered – Active at the Labor Market) | 21,500 | 21,500 |
| 2. Breaking the silence of Gender Based Violence – 6 months | 10,750 | 10,750 |
| 3. Other Gender Projects (Breaking the Silence of Gender Based Violence – another 6 months) | 10,750 | 10,750 |
| 4. Family Counselling Centre | 16,500 | 16,500 |
| TOTAL | 59,500 | 59,500 |

3.1. Breaking the Silence on Gender-Based Violence (GBV)

The project aims to contribute to the prevention of gender-based violence through structured information, education, and communication activities that promote social values of gender equality, non-discrimination, accountability, and mutual respect. By addressing both attitudes and behaviors, the project seeks to strengthen awareness of GBV, challenge harmful norms, and encourage early recognition and prevention of violence. Implemented primarily in educational settings in Tuzla Canton, the project follows the academic calendar, with activity cycles aligned to the school year to ensure continuity and relevance within the school environment.

In the period from **January to July 2025**, project activities were implemented in **two high schools**—one general education high school with over 200 students and one vocational high school with approximately 100 students. Activities focused on capacity-building for educators and direct engagement with students through peer-based and experiential learning approaches. During this period, the following activities were carried out:

- **2 workshops on the prevention of GBV** were developed and delivered for high school teachers and school staff, reaching a total of **28 participants (22F, 6M)**, with a focus on recognizing GBV, responding appropriately, and supporting prevention within the school context.
- **11 GBV prevention workshops** were prepared and facilitated by trained volunteers for **220 high school students (140F, 80M)**, addressing topics such as gender roles, consent, respectful relationships, and available support mechanisms.
- **3 forum theatre performances** were created, rehearsed, and performed by volunteers, reaching **more than 350 students (240F, 110M)** and enabling participants to actively engage with real-life scenarios related to GBV through dialogue and reflection.

In the period from **July to December 2025**, project activities were expanded through the engagement of **student volunteers from local universities**, further strengthening the **peer-based and youth-led dimension** of the project. This phase emphasized youth participation, creativity, and outreach beyond formal school settings. Activities included:

- A **20-day training program on GBV prevention** for future university student volunteers (**13F**), equipping them with knowledge, facilitation skills, and ethical guidelines for peer education.

- **3 interactive GBV prevention workshops**, designed as **escape room activities** and implemented by student volunteers for their peers, reaching **34 university students (26F, 8M)** and promoting experiential learning and teamwork.
- **16 videos on GBV prevention** scripted, filmed, and edited by student volunteers and published daily during the **16 Days of Activism against Gender-Based Violence** campaign, reaching a total of **19,527 people** through online platforms.
- Distribution of **more than 350 informational materials** across university campuses, increasing visibility of GBV prevention messages and available resources.

Through its long-term, multi-level implementation across secondary and higher education, the project has reached a large number of students, educators, and volunteers; strengthened knowledge, attitudes, and dialogue related to gender equality and GBV prevention; and established a sustainable peer- and volunteer-based model with clear educational and preventive impact at both individual and community levels.

3.2. Empowered - Active at the Labor Market

The project aimed to expose women to the social, economic, and legal factors shaping women’s position in society, while fostering a comprehensive understanding of the structural inequalities and power relations that influence women’s ability to exercise their human rights and realize their full potential.

From January to December 2025, a total of **30 workshops** were implemented within three interconnected thematic modules—**Power, Strength and Women’s Rights, Balance in Everyday Life, and Personal and Professional Finance Management**—for two groups of unemployed women (**24 participants: 15 with a high school diploma, 8 with a bachelor’s degree, and 1 with a master’s degree**).

The psychoeducational component of the workshops focused on stress prevention and management, emotional regulation, and building resilience in everyday life. Participants worked on setting personal boundaries, developing communication skills, and strengthening capacities for self-advocacy and assertive expression. A dedicated thematic block addressed gender equality, gender roles and social norms, and their impact on women’s life choices and economic opportunities. Workshops also covered prevention of gender-based violence, recognition of harmful patterns, and available protection and support mechanisms, enabling participants to better understand their rights and increase their sense of personal and collective safety.

The economic empowerment segment focused on strengthening financial literacy, employability, and labor market readiness. Participants gained practical knowledge in budgeting and personal finance, alongside job-search skills, professional orientation, and basic principles of small business development, encouraging entrepreneurship as a pathway to long-term economic independence.

Out of the 24 women, **21 successfully completed the full cycle of workshops and training**. During the education, **one participant secured full-time employment**, while **eight women were identified as having the potential to develop business ideas**. By the end of the project, **two participants initiated collaboration on a joint entrepreneurial endeavor**, demonstrating concrete steps toward economic self-sufficiency.

Through a structured combination of psychoeducational workshops, skills development, and reflective group processes, the project contributed to measurable personal, social, and economic empowerment of women. Participants demonstrated increased self-confidence, improved decision-making capacities, heightened awareness of their rights and available resources, and greater readiness to take proactive steps toward employment, entrepreneurship, and sustained autonomy—confirming the project’s relevance and effectiveness as a comprehensive empowerment model for women facing social and economic vulnerability.

3.3. Family Counseling Centre (co-financed by Amica Schweiz, Tuzla Canton Government, and Ministry of Labor, Social Affairs and Return Tuzla Canton and City of Tuzla)

The project aims to support individuals and families facing dysfunctional relationships caused by conflict, parenting challenges, family violence, and other crisis situations by providing accessible psychosocial support, counselling, psychotherapy, and psychoeducation, with the goal of improving everyday functioning and quality of life.

In 2025, a total of 270 individuals received support through 822 counselling, psychotherapy, and group-based sessions and other activities implemented within the Family Counseling Centre. Key services and results include:

- A total of **133 individuals (10M, 123F) received information, initial psychosocial support, and referrals through the direct contact at Amica Educa premises, info telephone line, and online communication.** This first-contact support enabled timely guidance, risk assessment, and connection to appropriate services for persons facing mental health difficulties, family and relationship challenges, prolonged stress, unemployment, illness, and crisis situations.
- **Individual counselling and psychotherapy were provided to 93 clients (14M, 79F), including 6 children (2M, 4F), through a total of 576 individual sessions.** Due to the engagement of 5 psychotherapists, the waiting list for individual psychotherapy was reduced to up to 10 clients, improving access to services. Through counselling and psychotherapy, clients reported improved interpersonal relationships and overall functioning, including better anger management, increased emotional stability and motivation, and stronger coping capacities when dealing with illness, grief, anxiety, and addiction (alcohol, drugs, gambling). Therapeutic work also addressed severe and complex trauma, including experiences of sexual violence, discrimination, complex adolescent challenges, and PTSD following extreme traumatic events. Overall, clients reported personal growth and a stronger sense of agency in facing life challenges. A total of 94 sessions were cancelled, mostly for justified reasons, while a smaller number of no-shows were likely linked to clients' resistance to addressing complex personal issues or trauma.
- **Psycho-educative workshops for children were implemented through a total of 33 workshops with 2 groups of children aged 6–8. Overall, 16 children (10 girls, 6 boys) participated.** Children demonstrated progress in social and communication skills, verbal and non-verbal self-expression, as well as increased self-awareness and self-confidence, particularly during group and creative activities.
- Reiki and Dances group sessions were implemented through 14 group sessions for 10 women, offering a body-based and relaxation-oriented approach that supported emotional regulation, stress reduction, and reconnection with bodily resources.
- Physical recreation exercises for women were implemented through 134 sessions for 25 women, contributing to improved physical well-being, stress relief, and the strengthening of healthy routines as part of a holistic approach to mental health support.
- Individual supervision sessions for team members and external psychotherapists were organized on a periodic basis, due to the lack of permanent funding for this activity. In 2025, 8 supervision sessions were held, providing essential professional and emotional support to therapists and contributing to the quality and ethical standards of service delivery.

In addition to the above activities, the following psychoeducational workshops were implemented within the Family Counselling Centre:

- A six-day **workshop “Empowering Families – Resources, Resilience and Change” for 14 participants (13F, 1M)**, focused on understanding family dynamics, roles, life-cycle transitions, and crisis situations. Through experiential methods, participants strengthened awareness of emotional processes, personal and family

resources, boundaries, and resilience, gaining practical tools applicable in both professional practice and personal life.

- A six-day **workshop “Positive Discipline in Child-Rearing” for 14 participants (12F, 2M)**, aimed at strengthening parenting competencies through respectful, relationship-based approaches. The workshop supported participants in developing emotional regulation, effective communication, and conscious parenting skills, with practical tools directly applicable in everyday family and professional contexts.
- A six-day **workshop “Nonviolent Communication and Empathy” for 14 participants (13F, 1M)**, focused on strengthening empathetic communication, emotional awareness and boundary-setting. Through experiential exercises and reflective dialogue, participants explored the connection between emotions, unmet needs and communication patterns, learned to distinguish observations from judgments, and practiced expressing feelings and needs in a clear and respectful way. The workshop supported the development of emotional self-regulation, conflict de-escalation skills and more conscious responses in challenging interactions, with practical tools directly applicable in family life and professional practice.
- A three-day **Art Therapy workshop for 15 participants (15F)**, primarily professionals from helping professions, which provided a safe, experiential space for exploring emotions, inner experiences, and personal narratives through creative expression. Using non-verbal and reflective methods, participants strengthened emotional awareness, self-regulation, and inner resources, while recognising the applicability of art-therapeutic tools for both self-care and professional work.

Overall, the scope and intensity of services provided through the Family Counseling Centre in 2025 confirm the strong and ongoing need for accessible, community-based psychosocial support in Tuzla Canton. Through a comprehensive combination of individual counselling and psychotherapy, group-based support, body-oriented activities, and targeted psychoeducational workshops for children, parents, and professionals, the Centre contributed to improved emotional stability, family functioning, parenting capacities, and coping skills of beneficiaries. At the same time, the integrated and multidisciplinary approach strengthened local psychosocial support structures and ensured timely, professional responses to complex and diverse mental health and family-related needs within the community.

NOTE:

During 2025, the activities of the Family Counselling Centre were co-financed by several public donors:

- the Government of Tuzla Canton, with a contribution of EUR 8,000 through the project *“Family Counselling Centre”*;
- the Ministry of Labor, Social Affairs and Return Tuzla Canton, with a total contribution of EUR 9,300 supporting three projects: *“Family Counselling Centre”*, *“Safe Growing Up: Prevention of Risky Behaviours among Children and Youth”*, and *“In My World: Emotions, Support, Stability and Rights!”*;
- the City of Tuzla, with a contribution of EUR 2,556 for the project *“Social Inclusion of the Marginalized – A Step Closer to a Healthy and Resilient Community”*, and an additional EUR 3,060 provided through the municipal programme supporting associations for the co-financing of organisational staff salaries.

While these projects are described separately under the section *Other Donor-Supported Projects*, their activities and results are implemented through the Family Counselling Centre and are therefore already summarised within the description of the Family Counselling Centre under the *Amica Schweiz-supported Project*.

5. Other Donor-Supported Projects

5.1. Family Counseling Centre (co-financed by the Tuzla Canton Government)

The project aimed to strengthen psychosocial well-being, family functioning and social inclusion of individuals and families in Tuzla through accessible, continuous counselling and psychotherapy support.

Throughout 2025, the Family Counselling Centre provided information, initial psychosocial support and referrals through an info telephone line, direct contact and online communication, reaching **73 individuals (6M, 67F)** who sought support related to mental health difficulties, family and relationship challenges, loss, prolonged stress, unemployment, illness and other crisis situations. This first-contact support enabled timely guidance, risk assessment and connection to appropriate services.

In parallel, counselling and psychotherapeutic support was provided through **individual, family and partner-based psychotherapy**, delivered in regular weekly sessions over the course of the year. A total of **131 psychotherapy sessions** were conducted with **23 clients (predominantly women)** by three psychotherapists of different therapeutic orientations. The support was tailored to individual needs and focused on emotional stabilisation, strengthening personal boundaries, processing emotional difficulties related to trauma, loss and prolonged stress, and improving everyday functioning, relationships and coping capacities.

Through its integrated approach, the project ensured continuity of care, reduced barriers to accessing mental health support and strengthened cooperation with social protection and mental health institutions through referrals and coordinated support.

Overall, the project contributed to improved emotional stability, resilience and psychosocial functioning of beneficiaries, while reinforcing the role of the Family Counselling Centre as a trusted, community-based support service in Tuzla. At the community level, the project supported destigmatisation of mental health support and increased awareness of available services, contributing to stronger protective capacities within families and the local support system.

5.2. Family Counselling Centre (co-financed by the Ministry of Labor, Social Affairs and Return of Tuzla Canton)

During the year, the Centre provided information, initial psychosocial support and referrals through an info telephone line, direct contact and online communication. In total, **60 individuals (4M, 56F)** sought **first-contact support** related to mental health difficulties, family and relationship challenges, prolonged stress, loss, unemployment, illness and other crisis situations. This initial support enabled timely risk assessment, guidance and referral to appropriate services, reducing barriers to accessing mental health care.

In parallel, counselling and psychotherapeutic support was provided through individual, family and partner-based psychotherapy delivered in regular weekly sessions. A total of **173 psychotherapy sessions were conducted with 31 clients (predominantly women)** by two psychotherapists of different therapeutic orientations. The support focused on emotional stabilisation, strengthening personal boundaries, processing trauma, loss and prolonged stress, improving communication and family relationships, and enhancing everyday functioning and coping capacities. Clients reported improved emotional regulation, increased self-confidence, clearer personal boundaries and greater functionality in personal, family and social contexts.

In addition to individual support, **3 psychoeducational workshops** were implemented, addressing family relationships, positive discipline in child-rearing and art therapy. The workshops engaged parents, professionals and individuals facing family-related challenges, strengthening their understanding of family dynamics, emotional processes, resilience and supportive parenting practices. Participants highlighted the

practical value of experiential methods and the applicability of acquired knowledge in both professional and personal contexts. **Supervisory support** for the professional team and associates was provided through structured supervision sessions, ensuring quality of care, professional reflection and emotional support for staff working with complex and emotionally demanding cases.

5.3. Safe Growing Up: Prevention of Risky Behaviours among Children and Youth (co-financed by the Ministry of Labor, Social Affairs and Return of Tuzla Canton)

The project aims to strengthen emotional, social, and family protective factors among children, young people, parents, and professionals, contributing to the prevention of risky behaviours, addictions, and juvenile delinquency through early and integrated psychosocial interventions. In 2025, activities combined psychoeducational, creative, and therapeutic approaches, ensuring support across different age groups and life contexts. In total, **27 beneficiaries** were directly supported through a multi-level intervention model: **8 children** (aged 6–8) participated in a **five-month cycle of psychoeducational and creative workshops** focused on emotional literacy and social skills; **15 participants** (parents, youth, students, and professionals) attended a **three-day training “Communication and Empathy”**; and **4 beneficiaries** received **individual counselling and psychotherapy** through **20 sessions**, addressing complex emotional and psychosocial challenges. The project demonstrated a clear preventive impact by strengthening emotional regulation, communication skills, and supportive relationships, confirming the relevance of integrated, community-based prevention models and the need for sustained public support for early mental health interventions.

5.4. In My World: Emotions, Support, Stability and Rights! (co-financed by the Ministry of Labor, Social Affairs and Return of Tuzla Canton)

The project aims to contribute to the improvement of children’s mental and social well-being by strengthening emotional and social competencies, fostering supportive family environments, and raising awareness of children’s rights through age-appropriate, experiential activities.

During 2025, the project focused on direct work with children of preschool and early primary school age through psychoeducational and creative group activities. A total of **13 psychoeducational and creative workshops/sessions** were implemented between September and November 2025 for **8 children (5 girls, 3 boys, aged 6–7)**. Conducted on a weekly basis, the workshops provided a safe and supportive space for developing emotional literacy, social skills, self-confidence, empathy, and cooperation through creative expression, structured play, relaxation techniques, and body awareness exercises. Observed outcomes included improved emotional regulation, increased participation and confidence, stronger peer relationships, and greater tolerance for frustration. As part of the official marking of **Children’s Week**, a one-day workshop *“I Have the Right!”* was held in October 2025, engaging **7 children (3 boys, 4 girls, aged 4–7)**. Through interactive and creative methods, children were introduced to basic children’s rights—such as the right to safety, expression, play, and education—while being encouraged to express their thoughts, feelings, and needs. Overall, the project confirmed the relevance of early, community-based psychoeducational interventions in strengthening children’s emotional and social capacities and promoting awareness of children’s rights. The achieved results highlight the importance of continuity in such programs as a foundation for healthy development, resilience, and long-term prevention of later psychosocial risks.

5.5. Social Inclusion of the Marginalized – A Step Closer to a Healthy and Resilient Community (co-financed by the City of Tuzla)

The project aims to strengthen psychosocial well-being and social inclusion of marginalized individuals and families in Tuzla through accessible, community-based support.

Within the project, individual psychotherapy and a psychoeducational workshop were implemented. Over a six-month period, **136 individual psychotherapy sessions** were provided to **17 clients (14F, 3M)**. The support was tailored to individual needs and focused on emotional stabilization, strengthening personal boundaries, processing emotional difficulties related to trauma and loss, and improving everyday functioning and coping capacities. In addition, a **six-day psychoeducational workshop** based on systemic family therapy principles was implemented in two modules, involving **14 participants (13F, 1M)** from social protection, mental health, education and care institutions, as well as adults facing challenges in family relationships and dynamics. The workshop addressed family dynamics, roles, behavioural patterns, crisis situations and resilience, using experiential methods and practical tools applicable both in professional practice and personal life.

Overall, the project directly supported **31 citizens of Tuzla**, contributing to improved psychosocial well-being, stronger individual and family capacities, and better access to community-based support. At the community level, the project strengthened cooperation with local institutions and reinforced locally available psychosocial services, contributing to greater social inclusion and improved quality of life for vulnerable groups.

5.6. Peers as Change Agents (financed by Frieda – The Feminist Peace Organisation)

The project aims to improve youth mental health and reduce gender-based violence in youth relationships by engaging trained young people to act as peer counselors, multipliers and initiators of community change. In the reporting period, a total of **58 young people (16M, 42F)** participated in the project through psychoeducational workshops and volunteer engagements. In the first half of 2025, the project focused on **structured capacity-building**, with **33 young people (7M, 26F)** participating in psychoeducational workshops, including **Support for Peer Counselors**, **Facilitating Peer-Led Education**, and **Youth Political Literacy** trainings. In addition, empowerment was ensured through **individual psychotherapy support for 15 young people** and **supervision support for 23 peer counsellors**.

Building on this foundation, the project achieved a significant expansion of direct community-based support. A total of **21 peer counsellors** provided support to **101 young people** facing challenges such as stress, anxiety, emotional overload, and issues related to gender roles and gender-based violence.

Furthermore, **10 peer educators** delivered **6 workshops in smaller communities**, reaching **63 young people** and enabling access to mental health and GBV prevention topics in underserved settings. Lessons learned confirm the effectiveness of peer-based models, the importance of trust and personal contact, and the necessity of ongoing supervision for ethical and sustainable volunteer engagement.

The project also achieved a strong public reach through digital campaigns, generating **over 1.9 million content views** and **more than 30,000 interactions** on social media. A total of **103 posts** were created with the involvement of **14 young people**.

A particularly significant outcome was achieved through the **political literacy and advocacy component**. With mentoring support, young people developed and launched an initiative to improve access to mental health services in Tuzla, which received **1,140 citizens' signatures** and resulted in a concrete institutional step, as the initiative was formally reviewed by the City Administration, opening space for municipal support mechanisms for youth mental health in 2026.

With the year 2025, the financial support of Frieda for Amica Educa comes to an end, concluding a multi-year

partnership that significantly strengthened the organization’s programmatic and methodological capacities. In particular, the past five years of implementing *Peers as Change Agents* have established a solid foundation for continued peer-led youth mental health support and youth-driven advocacy initiatives.

5.7. Empowerment of Young Women – Start of Change (financed by Fokus Frauen Fondation)

The project aims to contribute to improved employability and socio-economic integration of young women in disadvantaged situations by strengthening their personal and professional skills and addressing barriers that limit their active participation in the labour market and society.

During 2025, project activities focused on the implementation of the fourth group of 13 young women aged 15–35, delivered through two structured training modules—Basic Life Skills and Employability Skills—over **16 training days**. These group-based activities were complemented by individualized support, ensuring that learning outcomes were translated into concrete personal and professional steps. In total, **62 individual coaching sessions** were provided to **25 participants** from all four project groups, supporting vocational orientation, job and scholarship searches, CV development, interview preparation, and engagement in community and civic initiatives.

Psychological support proved to be a critical pillar of empowerment, with **83% of participants requesting psychotherapy support** from the outset of the project. In 2025, **130 individual psychotherapy sessions** were delivered to **21 participants** experiencing complex challenges, including anxiety, trauma, discrimination, and severe psychosocial distress. This component directly contributed to increased emotional stability, improved self-confidence, and greater readiness to engage in education, training, and employment pathways.

To strengthen links with the labour market, Amica Educa expanded cooperation with public institutions, NGOs, **eight non-formal education providers**, and **four private sector partners**. Through this cooperation, **22 young women enrolled in vocational and skills-based trainings** aligned with their individual development plans; **16 completed courses and obtained certificates**, while others remain in progress. In parallel, **four job shadowing activities** were organized with private sector partners, engaging **49 participants** and providing direct insight into diverse professions, work environments, and career pathways. Encounters with **female role models in leadership positions** further reinforced participants’ motivation and belief in their own professional potential. Although employment is not the project’s primary indicator, outcomes demonstrate substantial socio-economic impact. Since the start of the project in 2023, **32 out of 51 participants** who completed training reported **work experience, volunteer engagement, or temporary or permanent employment**, and **one participant successfully launched her own business**. These results confirm the project’s effectiveness in combining skills development, mental health support, and labour market exposure to foster sustainable empowerment, resilience, and social inclusion of young women.

5.8. The Inclusion and Diversity in Early Childhood Education (INDEAR) (co-financed by EU within the ERASMUS+ program)

The project aims to promote integration and diversity in early childhood education by strengthening the knowledge and skills of professionals working with preschool children in the areas of culture, gender identity and sexual orientation, and trauma.

Implemented from October 2023 to October 2025 in partnership with 7 organizations from 5 countries, the project focused on the development, testing, and dissemination of high-quality educational tools for early childhood professionals. As the lead partner for Work Package 3, Amica Educa coordinated the testing, evaluation, and finalization of the **Curriculum and Learning Materials**, including peer reviews by external experts, joint staff training, and national trainings in all partner countries.

A **Joint Staff Training** was hosted in Tuzla, bringing together 15 professionals and partners from 5 countries to test the materials, followed by **National trainings** conducted in each partner country. In Bosnia and Herzegovina, a seven-day national training engaged 15 early childhood professionals, with very positive feedback on both the content and applicability of the materials. Feedback and evaluation results from all partner countries were integrated into the final versions of the Curriculum and Learning Materials, which were translated into five languages and made publicly available.

In parallel, Amica Educa actively contributed to the development and mainstreaming of the **Self-assessment Tool for early childhood professionals**, including peer review, translation into Bosnian, and testing by more than 30 professionals in Bosnia and Herzegovina in cooperation with key educational institutions. Recommendations from this process were incorporated into the final tool.

The project concluded with national dissemination events held in both in-person and online formats, reaching more than 70 participants and promoting the integration of project results into early childhood education practice and training systems. Overall, the project successfully delivered practical, evidence-based tools that strengthen professional competencies and support inclusive, trauma-informed, and diversity-sensitive approaches in early childhood education.

5.9. Mental Wellbeing in Education for Disadvantaged Youth (MEET), (co-financed by EU within Interreg Danube region program)

The project aims to build capacities for youth mental health promotion in formal and non-formal education and training through the development of inclusive and innovative tools and materials.

Implemented from January 2024 to June 2026 by a consortium of 15 partners from 11 countries, the project focuses on strengthening systemic and practice-based approaches to youth mental health. During the reporting period, Amica Educa made significant contributions to the development, testing, and dissemination of project outputs, complementing the work of other partners.

Key activities included the organization of the second **Youth Mental Health Lab** in February 2025, bringing together 16 participants from diverse sectors to assess mental health challenges, evaluate project tools and learning materials, and formulate recommendations for pilot implementation. Amica Educa further developed and implemented the **Pilot Action Plan** for Bosnia and Herzegovina, conducting pilot actions between May and August 2025 with 44 vulnerable young people through 12 interactive sessions across five thematic areas, using locally adapted tools and learning materials. The organization also played a key role in developing the evaluation methodology, preparing and translating data collection tools, and producing the **Pilot Country Report** for Bosnia and Herzegovina. In addition to pilot implementation, Amica Educa actively contributed to transnational knowledge exchange through participation in peer reviews, project webinars, and the development of **Pilot Implementation Guidelines and the Transnational Sustainability Strategy**. The organization also supported policy-level impact by participating in **Policy Forums** and contributing to the development of the Strategy for Youth Mental Health in the Danube Region.

At the local level, Amica Educa co-organized focus group meetings with the Ministry of Education and Science of Tuzla Canton, resulting in a draft **Local Action Plan (LAP) for youth mental health** in

education, which will be finalized in the upcoming period. All activities were supported by targeted visibility actions, including social media promotion and a dedicated campaign highlighting pilot actions and gamified tools.

Overall, the project has achieved concrete results in testing and adapting innovative mental health tools, strengthening cross-sector cooperation, and laying the groundwork for sustainable integration of youth mental health promotion into education systems at both local and transnational levels.

5.10. Dances of Universal Peace (financed by NDL Network)

The project aims to support emotional well-being, stress reduction, and a sense of belonging through the Dances of Universal Peace as a spiritual, body-based practice combining movement, music, and shared intention. During 2025, a total of **14 group sessions** were held for an open group of **11 participants (1M, 10F)**. Using the Dances of Universal Peace methodology, the sessions supported emotional regulation, stress reduction, and interpersonal connection among participants. In addition, regular online supervisory meetings were held with the NDL Network staff to ensure quality and professional support.

The Dances of Universal Peace are included in the school curriculum of Religious Culture, approved by the **Ministry of Education and Science** of Tuzla Canton. In 2025, Amica Educa submitted a formal request to the Ministry for approval to conduct **introductory workshops “Creative Support for Teachers of Religious Culture”**, in line with standard procedures for work with teaching staff. The response is expected in early 2026, after which two basic training modules are planned for implementation.

6. Lessons Learned

The following lessons were identified through the implementation of the project in 2025 and reflect both operational experience and insights gained from direct work with beneficiaries, partners, and institutions.

Throughout 2025, a consistently high demand for psychosocial support was recorded among adults, youth, and children. While this trend reflects reduced stigma and a greater willingness to seek professional help, the volume of requests significantly exceeds the organization’s capacities, placing increased pressure on available resources. At the same time, it highlights gaps in the public system, which does not provide sufficiently accessible and/or high-quality psychosocial services. These findings underscore the need for more stable and long-term funding of mental health services from both local communities and donors to ensure continuity, accessibility, and sustainability of support.

Peer-based models have proven highly effective in engaging young people, particularly in sensitive areas such as mental health, gender roles, and violence prevention. Through peer counsellors and educators, the project reached young people who would otherwise remain outside formal support systems, highlighting the importance of trust and shared experience. However, this approach requires continuous supervision and professional support for those delivering peer-based support, as work with peers exposed to trauma or mental health crises carries a high emotional burden and increased risk of burnout and secondary traumatization without adequate safeguards.

Mental health support is a prerequisite for employability, social inclusion and active participation, especially for marginalized groups. Lessons from long-term empowerment programmes clearly show that employability skills training alone is insufficient when individuals are dealing with mental health challenges, chronic stress, emotional exhaustion, trauma, discrimination, internalised stigma and self-blame or social exclusion. Psychological support significantly increases readiness to engage in education, training and labour market pathways.

Short-term project funding limits long-term planning and sustainability. Many psychosocial processes require time, continuity and flexibility, while project-based financing often prioritises fixed outputs and short implementation cycles. This mismatch makes it challenging for organisations to provide adequate, continuous support for individuals facing complex, long-term needs such as prolonged stress, trauma, intergenerational family difficulties, family violence, cumulative trauma, and long-term social exclusion.

Multisectoral cooperation strengthens both the impact and sustainability of programmes, but requires continuous investment of effort. Structured collaboration with relevant institutions enables broader and longer-term change and enhances the overall impact of programmes on citizens and society. However, maintaining effective cooperation often depends on individual institutional representatives and their personal commitment, rather than on systematically established and long-term institutional engagement. This inevitably places additional strain on organisations and complicates the efficient and timely implementation of programmes and projects.

The project's administrative and reporting requirements are increasingly complex and time-consuming, particularly for organisations managing multiple donors with different frameworks and timelines. This administrative burden reduces the time available for direct work with beneficiaries, increases pressure on staff, and requires careful balancing to prevent overload while maintaining service quality.

7. Fundraising Activities

7.1. High level summary of fundraising activities

In 2025, Amica Educa continued to rely on a diversified funding structure combining international donors, European programmes, and local authorities. During the reporting period, ongoing project activities were supported by international partners and donors including **Amica Schweiz, Frieda, Fokus Frauen, and the NDL network**, as well as through **European Union programmes (Erasmus+ and the Interreg Danube Region Programme)**. Additional financial support was secured through cantonal and local authorities, including the **Government of Tuzla Canton, the Ministry of Labor, Social Affairs and Return of Tuzla Canton, and the City of Tuzla**. Throughout the year, Amica Educa submitted a total of **14 project proposals**, some planned for implementation in 2025, while the majority were planned for implementation in the following year. A detailed overview of the submitted project proposals is provided in the table below.

7.2. Chart of applied projects

| | Grants source | Project title | Amount requested | Applied 2025 | Period of realization | Amount granted |
|----|--|---|-----------------------|--------------|---------------------------|---|
| 1 | Government of Tuzla Town | Social Inclusion of Marginalized Individuals | 5000 BAM | 28.03.2025. | 01.06. – 30.11.25 | 5000 BAM |
| 2 | Karl Kahane Foundation | From Invisibility to Independence | 195.979 CHF (3 years) | 28.05.2025. | 01.01.2026 – 31.12.2029 | REJECTED |
| 3 | Ministry of Labor, Social Affairs and Return of Tuzla Canton | Family Counseling | 24.220 BAM | 13.06.2025 | 01.01.– 31.12.2025 | 16.000 BAM |
| 4 | Ministry of Labor, Social Affairs and Return of Tuzla Canton | Prevention of Risky Behaviours among Children and Youth | 7.505 BAM | 13.06.2025 | 01.01.– 31.12.2025 | 2.500 BAM |
| 5 | Government of Tuzla Town | CORE grant (support for Associations) | 7.000 BAM | 07.07.2025. | 01.01.– 31.12.2025 | 6.000 BAM |
| 6 | Fokus Frauen Fondation | Empowerment of Young Women – Empowered to Lead | 123.160 EURO | 17.07.2025. | 01.07. 2026 – 01.07. 2028 | Estimated between 61.580 and 86.212 EUR |
| 7 | Ministry of Labor, Social Affairs and Return of Tuzla Canton | In My World: Emotions, Support, Stability and Rights! | 4.240 BAM | 18.07.2025. | 01.01.– 31.12.2025 | 1.100 BAM |
| 8 | Government of Tuzla Canton | Family Counseling | 10.000 BAM | 29.07.2025. | 01.01.– 31.12.2025 | 10.000 BAM |
| 9 | OAK Foundation | Peer Empowerment for Freedom and Resilience | 73.176 CHF | 05.11.2025. | 01.01.– 31.12.2026 | REJECTED |
| 10 | IAMANEH Schweiz | Youth Resilience and Safety Initiative | 60.000 EUR | 24.11.2025. | 01.02. – 30.10.2026 | PENDING |
| 11 | EU Interreg Danube Region Programme | Move Danube (applied as project partner) | 90.600 EUR | 15.12.2025. | 01.01.2026 – 31.12.2028 | REJECTED |
| 12 | Frieda – Feminist Peace Organisation | Youth Safe Space | 5.000 EUR | 12.12.2025. | 01.02. – 30.07.2026 | 5.000 EUR |
| 13 | Grad Reload | Strengthening Mental Health and Resilience of Youth in Tuzla | 49.870 BAM | 18.12.2025. | 01.02. – 30.10.2026 | PENDING |
| 14 | Council of Europe Development Bank | Project award application: Empowerment of Young Women – Start of Change | 45.000 EUR | 26.12.2025. | For 2026 | PENDING |

8. Networking Activities

In 2025, Amica Educa further strengthened its role as a trusted partner within the local and international support ecosystem by actively building and sustaining strategic cooperation with governmental bodies, public institutions, civil society organizations, and the private sector.

8.1. Cooperation with governmental bodies

- Continuous communication was maintained with the **Tuzla Canton Government** and the **Ministry of Labor, Social Affairs and Return** with the aim of ensuring the continuation and potential increase of institutional financial support for Amica Educa’s psychosocial and preventive services.
- Through the MEET (Interreg Danube Region Program) project, Amica Educa strengthened structured cooperation with the **Ministry of Education and Science of Tuzla Canton** (project partner) and the **Ministry of Trade** (associated strategic partner), while also leading cross-sector dialogue on youth mental health through Youth Mental Health Lab 2 and focus group meetings for the development of the Local Action Plan. This cooperation engaged multiple cantonal ministries and key institutions, contributing to a coordinated and policy-relevant approach to youth mental health in education and related sectors.
- Amica Educa participated in the coordination meeting of the **Tuzla Canton Gender Action Plan**, contributing to discussions on the assessment of regulatory impacts on gender equality, within an initiative led by the Gender Center of the Federation of BiH.
- Amica Educa actively engaged in the working group for monitoring the implementation of the **Gender Action Plan of the City of Tuzla**, supporting accountability and evidence-based policy development.
- Within the *Peers as Change Agents* project, a youth-developed initiative advocating for the establishment of a Psychological Counselling Centre for Youth (within Amica Educa) was formally submitted to the **Tuzla City Council** by a representative of a political party. The initiative was positively received, and the City of Tuzla expressed readiness to support the establishment of the service through existing municipal mechanisms and public calls, with implementation envisaged from 2026.
- Amica Educa participated in a round table on support measures for young people leaving the public care system in Tuzla Canton, where the *Programme of Support Measures* developed within the KORAK project was presented. The event brought together **relevant ministries, social welfare centers, residential care institutions, and civil society organizations**, contributing to dialogue on systemic and coordinated support for youth transitioning out of care.

8.2. Cooperation with institutions in relevant sectors

- Within the INDEAR (Erasmus+) project, Amica Educa engaged in structured cooperation with the **Pedagogical Institute of Tuzla Canton** to present project activities and secure professional validation of capacity-building materials for preschool education professionals. Draft versions of the Curriculum, Training Materials, and Self-Assessment Tools were shared for expert review, with initial feedback—particularly on trauma- and culture-related content—confirming their relevance, practicality, and applicability. **Preschool institutions in Tuzla Canton** were also involved in piloting the Self-Assessment Tool, contributing data for further analysis.

- The existing cooperation with the **Public Employment Service Tuzla** was further strengthened through the preparation of the MOVE-DANUBE project application (Interreg Danube Region Programme), in which Amica Educa was invited to participate as a partner. The Employment Service Tuzla formally confirmed its interest and readiness to engage as an Associated Strategic Partner. While the project was not approved, the process reinforced cooperation and established a solid basis for future collaboration.
- Within the *Peers as Change Agents* project, representatives of the **University of Tuzla** and the **Center for Mental Health Tuzla** participated in interviews conducted by an external evaluator engaged by Frieda, providing institutional perspectives on project results and impact on youth mental health.
- Amica Educa coordinated with the **Home for Children without Parental Care** in Tuzla and the competent **Social Work Centre Tuzla** to support a project participant, contributing to the clarification of administrative procedures related to training financing and the formalization of agreements with responsible authorities.
- Amica Educa participated in the promotion of the scientific study *Professional Status and Integrity of Experts in Social Work Centers in the Federation of Bosnia and Herzegovina*, organized by the **Faculty of Philosophy of the University of Tuzla**, and contributed to a panel discussion on psychological and legal support to students in cases of discrimination, violence, and threats to personal safety, strengthening links between practice, research, and institutional response mechanisms.
- Amica Educa was invited by a representative of the **University of Sarajevo** to collaborate and confirmed its readiness to participate in the research project “*Media Didactic Capacity for Adult Education in Bosnia and Herzegovina*”, coordinated by the University of Würzburg in cooperation with the University of Sarajevo. The cooperation envisaged a participatory approach, including access to relevant documents and staff, as well as joint piloting of media-didactic learning settings in adult education.
- Upon the recommendation of the donor organization Frieda, Amica Educa was engaged to design and deliver a five-day training program for young people and volunteers of the **Association Budućnost from Modrica** (Republika Srpska). The training focused on youth mental health, communication skills, and practical approaches to youth volunteering, including action planning and youth-led initiatives, thereby contributing to the organization’s capacity-building.
- Amica Educa actively participated in professional and academic exchange through involvement in conferences, round tables, and trainings focused on psychosocial work, prevention, and support to vulnerable groups. This included participation in the Second International Conference on the Future of Psychosocial Work and the Role of Prevention, trainings on community-based psychosocial support and work with informal caregivers, as well as thematic events addressing education, gender equality, and protection mechanisms against violence. These engagements strengthened links between practice, research, and institutional response mechanisms.

8.3. Cooperation with International and local NGOs

- Within the INDEAR (Erasmus+) project, Amica Educa hosted representatives of **7 partner organizations from Germany, Italy, Spain, and Poland** during the Joint Staff Training on Inclusion and Diversity in Preschool Education. The training served as a pilot for national trainings in partner countries and was assessed as a successful model for professional exchange and capacity-building in the areas of trauma, culture, and gender and sexual orientation.

- Within the MEET (Interreg Danube Region Program) project, and particularly through the Youth Mental Health Lab and focus group meetings for the development of the Local Action Plan, Amica Educa strengthened cooperation with **local civil society organizations**, including the Tuzla Community Foundation, the Association *Land of Children in BiH*, and the Information Center for Persons with Disabilities *Lotos*, contributing to inclusive and multi-stakeholder approaches to youth mental health.
- Within the Peers as Change Agents project, Amica Educa established cooperation with 5 youth organizations and networks in smaller cities and municipalities in Tuzla Canton. In addition, 2 civil society organizations from Tuzla and one from Sarajevo participated in the external evaluation of the project, providing independent perspectives on its five-year impact and relevance.
- As an organizer of formal and non-formal education, Amica Educa joined the founding process of the **EDU Alliance—an informal network of educational institutions and organizations in BiH** - aimed at improving the quality of adult formal and non-formal education. Through active participation in defining the alliance's vision and cooperation framework, Amica Educa contributed to strengthening collaboration and practice-oriented approaches in adult education.
- Within the *Empowerment of Young Women – Start of Change* project, cooperation with **non-formal education providers** was expanded, resulting in the inclusion of 22 young women in vocational and skills-based courses aligned with their individual development plans, thereby strengthening pathways toward employability and socio-economic integration.
- Amica Educa actively engaged in professional exchange and **labour market-related initiatives** by participating in education- and employment-focused events, including job and internship fairs, supporting informed guidance and opportunity mapping for young beneficiaries.
- Amica Educa collaborated with several **national civil society organizations** in the organization and implementation of the 8 March march for women's rights in the workplace, contributing to public advocacy on dignity at work, gender-based discrimination, harassment, and mobbing.
- Amica Educa also participated in thematic conferences and initiatives organized **by international actors, including UN BiH**, contributing to dialogue on faith-based actions, community resilience, and support for women survivors of war-related trauma.
- Upon the invitation of **Institute for Population and Development (IPD) Sarajevo**, Amica Educa joined a structured capacity-building programme for civil society organizations, consisting of 4 training modules, aimed at strengthening organizational capacities for the implementation of community-based projects. Following the completion of the full training cycle, selected projects are planned to be financed in the coming year. The programme is fully funded by the Swiss Government.
- Amica Educa attended the **Partners' Day of the Embassy of Switzerland**, which was dedicated to the topic of migration. The event provided an opportunity to engage in discussions on current migration-related issues, as well as to establish new contacts and strengthen networking with partner organizations and relevant stakeholders.

9. Organizational Development

During 2025, there were no significant changes in the formal organizational structure of Association Amica Educa. However, the year was marked by intensive internal processes focused on maintaining organizational stability and ensuring continuity of work within an increasingly complex and demanding operational environment.

9.1. Human Capacity Development and Capacity Changes

- In 2025, Amica Educa continued to invest in **strengthening staff competencies** relevant to project implementation and compliance with donor and institutional requirements. Two staff members attended a one-day training on public procurement in accordance with PRAG rules, applicable to EU-funded programmes, including the Interreg Danube Region Programme. The training was organized by the Directorate for European Integration (DEI), the national contact point for EU programmes, and contributed to strengthening the organization's administrative and procedural capacities.
- Despite efforts to maintain internal stability, financial constraints affected organizational capacities. At the end of 2025, **Amica Educa reduced its full-time staff**, resulting in the termination of the employment of one team member (Selma Mustaćević) for 2026. This measure was taken to align operational capacities with available financial resources, while preserving the quality and continuity of core programme activities and psychosocial support services.
- At the same time, in response to the increasing demand for psychosocial and psychotherapeutic support, the organization strengthened its professional capacities. As of September 2025, **an additional psychotherapist was engaged** (Mirzeta Jahić - a child and adolescent integrative psychotherapist). This engagement was made possible through the approval of several projects that enabled the coverage of costs for psychosocial support providers, allowing the organization to respond more adequately to beneficiaries' needs.

9.2. Cooperation with the Assembly and Management Board

- The Electoral Annual Assembly was held in May 2025 and served as a key governance mechanism for ensuring transparency, accountability, and strategic alignment of the organization's work. During the Assembly, the activity and financial reports for 2024 were formally adopted, and the work plan and budget for 2025 were approved.
- In preparation for the Assembly, a dedicated meeting with the Management Board was organized to review key organizational, programmatic, and financial matters. Throughout the year, regular communication and cooperation with members of the Management Board continued, providing strategic oversight, guidance in decision-making, and support in navigating financial and operational challenges. This ongoing collaboration with the organization's governing bodies contributed to institutional stability and reinforced responsible and transparent organizational management.

10. Visibility/Public Relations/Advertising

Throughout 2025, Amica Educa ensured continuous visibility of its work and project results through a combination of traditional media, digital platforms, and project-specific online campaigns, with a strong focus on transparency, public outreach, and awareness-raising on mental health, youth empowerment, and gender equality.

- At the organizational level, Amica Educa promoted its work through a total of **35 media appearances**, including 4 television features and 31 online media outlets, contributing to increased public awareness of the organization's programmes and services.
- The organization maintained an active **presence on social media platforms**. The Facebook page counted 4,624 followers, with a total of 115 posts published in 2025, reaching 335,883 people. The Instagram page reached 1,192 followers, with 93 posts published during the year, achieving a total reach of **180,194 people**. In addition, a dedicated digital mental health campaign was implemented through the project Peers as Change Agents on separate project-specific social media platforms. During 2025, 103 posts were published within this campaign, reaching a total of **1,926,563 people**, significantly expanding outreach to young people and the wider public.
- The official **Amica Educa website** recorded significant traffic throughout the year. The **Bosnian-language version** registered **31,449 unique visitors, 55,519 visits, and 226,721 page views**, while the **English-language version** recorded **7,784 unique visitors, 9,106 visits, and 18,739 page views**. The most frequently visited sections were pages containing contact information and the annual activity plan, indicating a high level of interest in accessing services and organizational information.

11. Outlook for 2026

In 2026, Amica Educa will focus on ensuring the continuity and quality of its core psychosocial, women's and youth empowerment programmes:

At present, **three projects are planned for implementation in 2026:**

- Empowerment of Young Women – Empowered to Lead, financed by the Fokus Frauen Foundation, will run throughout the year, with additional fundraising efforts planned to secure co-financing for specific project activities.
- The EU-funded project Mental Wellbeing in Education for Disadvantaged Youth (MEET), implemented within the Interreg Danube Region Programme, will continue until June 2026.
- The project Youth Safe Space, financed by Frieda – The Feminist Peace Organization, is planned for implementation from 1 February to 30 July 2026, with a smaller initiative-based contribution.

At the same time, **two funding decisions remain pending:**

- The project Strengthening Mental Health and Resilience of Youth in Tuzla, submitted to the City of Tuzla, is expected to be implemented from 1 February to 30 October 2026, subject to approval; and
- The project concept Youth Resilience and Safety Initiative, submitted to Imaneh Schweiz, for which the timeframe for implementation has not yet been defined.

Depending on the outcomes of these funding decisions, Amica Educa will prepare **additional project proposals to be financed through funds secured by Amica Schweiz for 2026**, in order to ensure the continuity of key programme activities and services.

In parallel, Amica Educa plans to apply in 2026 to several public calls expected to be announced by the

Ministry of Labor, Social Affairs and Return of Tuzla Canton, primarily for smaller-scale projects. Continued support from the **Government of Tuzla Canton** is expected to remain an important element of the organisation's funding mix in 2026. The organisation also anticipates applying for **core grant support from the City of Tuzla**, for which informal information indicates a potential increase in available funding compared to previous years.

Alongside these planned and pending projects, Amica Educa will further **intensify its fundraising efforts in 2026**, with the aim of securing stable resources to support organisational continuity, maintain professional capacities, and respond effectively to the growing mental health and psychosocial support needs of the community.

12. Cooperation with AMICA Schweiz

Following a prolonged period in which the Management Board of Amica Schweiz was not functioning in a way that ensured balanced responsibilities or continuous fundraising support for Amica Educa, information received at the end of 2025 about the planned closure of Amica Schweiz marked a potentially discouraging turning point in the long-standing collaboration.


However, during the first half of 2025, positive changes emerged through the appointment of new Board members and renewed engagement of long-standing members. These developments were further reinforced by a visit of a newly appointed Board member, during which concrete steps were agreed to strengthen cooperation, fundraising efforts and communication, including the submission of project summaries, proposals for improved communication through *Aktualitäten*, and an introduction to Amica Educa's team, alongside an offer of support in preparing donor-tailored project proposals.

We were therefore positively surprised to learn at the end of 2025 that Amica Schweiz's fundraising efforts had been successful and that funds had been secured to continue supporting Amica Educa's projects. We are especially grateful for the understanding and flexibility shown in allowing project proposals for the secured funds to be submitted once there is greater clarity regarding overall funding and plans for 2026, as well as for the continued trust, openness and support extended to the management team of Amica Educa.

13. Appendices

- Financial reports for Amica Schweiz supported project in 2025: Family Counselling Center, Osnažene - Empowered-Active at the Labor Market and Other Gender Project: Breaking the Silence of GBV (6 months project).

Selma Aličić, Director of Association



Ivona Erdeljac Senkas, Program Director

