**ANNUAL REPORT FOR 2022**

**Stowarzyszenie Centrum Promocji**

**i Rozwoju Inicjatyw Obywatelskich PISOP**

**Association for the Promotion and Development of Civic Initiatives PISOP Center**

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**Leszno/Poznan**

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**Introduction**

*Since 2000, we have been creating an independent Association. We believe in the importance and power of initiatives taken by residents, non-governmental organizations, and social enterprises. We support them at every stage of their operations through counseling, information, training, and innovative solutions. We collaborate with* government *offices, companies, and universities. We are guided by principles of integrity and partnership.*

***We empower social activieties!***

**The polish name PISOP is derived from the words:  
Counseling,  
Information,  
Training,  
Non-governmental Organizations.**

We established our Association over 20 years ago in response to the need for supporting civic initiatives - initially locally in the districts of Leszno, Rawicz, Koscian, and Gostyn, and over time we expanded our activities to the entire region. We see great value in cooperation and exchange of experiences, which is why we are a member of the national federation Network for Supporting Non-Governmental Organizations SPLOT, in collaboration with which we initiate and support the building of civil society.

The Association is one of the few organizations in Greater Poland Voivodeship that helps in establishing foundations, associations, and social enterprises. It supports them in their current operations, including management, project creation and implementation, and fundraising. It cooperates with offices and companies, among others. It develops systemic, nationwide solutions to facilitate better functioning of social organizations.

We have implemented over 100 different projects, funded by the European Union, government, local government, American, and Norwegian funds. This way, we supported over 10,000 civil society activists, organized over 1,000 trainings, 10,000 hours of consultations, 400 conferences and meetings, and financed the implementation of 1050 grassroots initiatives (grants for local activities).

The activities carried out within individual areas are implemented in individual municipalities, as well as at the county and voivodeship level.

**As part of our activities:**

**A. We support civic activity.**

**The most important achievements of the Association in this area:**

* we cooperate with over 100 local leaders throughout the province
* since 2013, we have supported the establishment of over 125 non-governmental organizations
* we run an NGO support center in Poznan - advice, guidance, consultation, training
* for 5 years, we have been running a center for supporting social initiatives in the Leszno subregion
* we have created a network of local initiative centers with the City of Poznan
* we create senior councils, including in the municipalities of Pakoslaw, Pepowo, and Zbaszyn
* we co-create activities with the Marshal's Office for strengthening 12 DPP councils, activating municipalities with low activity
* our representatives are active in the Greater Poland and Poznan Public Benefit Activities Council
* we develop systemic solutions such as the Model of Non-Governmental Organization Management, results catalog, volunteer toolkit, project creation guide.

**B. We support social entrepreneurship development**

Since 2013, the Association has been running the Social Economy Support Centre and creating social enterprises - entities that combine economic activity with social activities (foundations and associations conducting business activities, social cooperatives, non-profit companies). The Association supports them in their daily operations, such as management, legal, financial, marketing, business, HR issues, and building partnership cooperation.

**The Association's most significant successes in this area are:**

* since 2013, we have created 276 jobs in 52 social enterprises that employ marginalized individuals
* we have established 21 social cooperatives, 4 companies, and 17 NGOs that have been transformed into social enterprises
* we develop systemic solutions such as a social franchise model, mentoring principles for social entrepreneurship support, and a checklist for implementing paid activities in NGOs.

**C. We support cross-sector cooperation**

By collaborating with local, regional, and national self-government units, we engage in consultations on cooperation programs and initiate solutions that facilitate better functioning of social organizations and social enterprises (including in the areas of creating laws or assigning public tasks).

We educate and support businesses in the area of social responsibility, primarily with regard to social engagement, employee volunteering, and cooperation with social enterprises.

Since 2011, we have been publishing a magazine on social responsibility called "As Biznesu" (Ace of Business), which is the only magazine published by non-governmental organizations entirely dedicated to corporate social responsibility and distributed free of charge. So far, we have released 31 issues, which can be found at: <https://pisop.org.pl/magazyn-asbiznesu>

**The most important achievements of the Association in this area are:**

a. LOCAL GOVERNMENT UNITS

* we actively participate in consultations of strategic documents for the development of the third sector, including: the National Program for Social Economy Development, local cooperation programs with NGOs
* we have established the Greater Poland Forum of Commissioners and the Forum of Social Welfare Centers
* we have representatives in the Monitoring Committee of Regional Operational Programs for 2007-13, 2014-20, 2021-27, the Greater Poland and Poznan Public Benefit Activities Council, and the Network for Partnerships with the EC.
* we participated in the development of the first cooperation program with NGOs by the Ministry of Economy
* we have developed systemic solutions such as the procedure for announcing calls for proposals, a catalog of results in calls for proposals, criteria for evaluating offers, a model of social consultations, a model for contracting social services in public administration units
* we have implemented standards for cooperation between NGOs and public administration units.

b. BUSINESS

* we have published 31 issues of the "As Biznesu" CSR Magazine and organized 3 CSR Awards.
* we have organized the CSR Managers Academy for 60 employees from companies.
* we have developed systemic solutions, such as the regulations for employee volunteering.
* we have organized four grant competitions for NGOs with the involvement of financial resources from companies.
* we organize employee volunteering actions - connecting companies with NGOs.
* we organize meetings of the As Biznesu Club

# Team

In the Association, we engage 20 employees (including 8 members) and 10 volunteers. The core consists of people who have been working for several years. The Association has 13 members who meet at least 3 times a year. Our team is well-educated (in fields such as political science, sociology, European administration, and management). It consists of community animators, specialists, and trainers in NGO establishment and management, fundraising, partnerships, cooperation with local government units, business, monitoring, communication, evaluation, and others.



We participate in advisory and opinion-forming bodies such as the Monitoring Committee of the Greater Poland Regional Operational Program, the Poznan and Greater Poland Councils of Public Benefit Activities, the Regional Committee of Social Economy, the Network for Partnerships with the European Commission, Civil Dialogue Committees in Poznan, the Equality and Diversity Team.

Additionally, we benefit from the support of external specialists, including lawyers, accountants, business advisors, and experts in narrow fields, such as the SPLOT network. Together, we have implemented around 100 projects aimed at supporting social activity in Greater Poland Voivodeship. We mainly employ our staff on employment contracts, which affects the costs but also ensures the stability of our actions. We use flexible working hours, which, among other things, allows us to combine work with childcare.

# Milestones in the history of the Association

2000

In response to the need to support grassroots initiatives in Leszno, and to assist the residents of Leszno in creating non-governmental organizations or informing them about what associations and foundations are, the Center for the Promotion and Development of Civic Initiatives PISOP was established on September 15, 2000.

2003

PISOP Center has been associated with the SPLOT Network almost from the beginning of its activity. It is a federation founded by six organizations in 1994 based on a cooperation agreement. Since January 2003, it has been a legally registered association union. It is from this year that we also contribute to the joint implementation of cross-regional programs as part of the Network's activities. Also, in 2003, our association took a big step forward thanks to the Stefan Batory Foundation - we received our first major grants, which made it possible to carry out activities on a larger scale. The plural form is not accidental here, as there were immediately two projects - "Partnership for the Third Sector" and "Greenhouse".

2004

For the first years, our association mainly operated locally in Leszno and the surrounding areas. However, due to the expansion of our activities to the entire region of Greater Poland, we decided to open an office in Poznań this year. Thanks to this, we can more easily implement regional and cross-regional projects.

2005

We are starting the implementation of the Regional Training Center project of the European Social Fund, under which we are organizing, for the first time on such a large scale, training and advisory services for NGOs from the entire Greater Poland Voivodeship. The project was strategic for the further development of the Association.

2008

Thanks to the project " Greater Poland Academy of Local Activity" and closer cooperation with Social Welfare Centers, the Greater Poland Forum of Social Welfare Centers was established. The forum has become a platform for discussions on cooperation between centers and issues related to social policy.

2009

In 2009, a decision was made to create a Foundation that would complement the activities of the Association. This is how the NIWA Education and Development Foundation was established, which mainly took over research activities in the form of project evaluation. Currently, the NIWA Foundation, among other things, develops the Active Residents Center in Poznań.

2009

In 2009, we launched the so-called "Fora of Plenipotentiaries". During this time, we have organized several regional conferences, during which we addressed topics that were important at the time for cooperation between local government and NGOs, such as new models of offers for carrying out public tasks or changes in the act on public benefit activity and volunteering.

2009

One of the things strongly related to our identity is corporate social responsibility, which we have been promoting for over a decade. In 2009, we started with pioneering research on CSR in Greater Poland Voivodeship companies and with a training course called "CSR Managers Academy", which was attended by over 60 representatives of Greater Poland companies, becoming experts in CSR. We continue to cooperate with most of them to this day!

2011

In 2011 we launched the BINGO (Business-Innovation-NGO) project, which resulted in the publication on NGO management. The management model is still relevant today, especially since we recently released its updated version, available on the subpage dedicated to our publications.

2012

Poznan Center for Supporting NGOs and Volunteering has been operating in Poznan. Due to its quite long name, it was simply called „Bukowska Center”. We co-created this place for 5 years with three other organizations. Trainings, advice, conferences, workshops, and other meetings took place at Bukowska, and a large part of these events were organized by NGOs, which could use the premises free of charge.

2013

In addition to associations and foundations, we also support social cooperatives, supported employment enterprises, social integration clubs, and non-profit companies. Since 2013, we have been one of the accredited Social Economy Support Centers and we can boast of creating 276 jobs in 52 social enterprises in the Leszno subregion.

2014

We develop support based on regranting, mainly as part of the „Wielkopolska Wiara Aktywnie Działa” project („Inhabitants of Greater Poland are active”), currently functioning as „Wielkopolska Wiara”. Since 2014, we have organized 31 editions of competitions, within which we have funded over 1300 local projects.

2016

Since 2016, the Local Initiatives Center program has been operating in Poznan, the main objective of which was to create conditions for the development of local communities. In conjunction with this, a network of entities cooperating with each other and engaging residents in action now operates. As the PISOP Center, we first evaluated the pilot program, and then actively participated in its implementation, becoming a Regranting CIL in 2017.

2017

One of the innovative initiatives that we undertook was the development of a franchise model in the area of social economy. In 2017, we implemented a project aimed at implementing a social franchise among social enterprises operating in Poland, based on the experiences of the UK.

2018

In 2018, the Poznan University of Economics awarded us a distinction for being a well-managed organization that implements projects with lasting results.

2019

In 2019, as part of the "BaR – Bank Rozwiązań” (Bank of Solutions) project, we developed a series of tools to improve support for non-governmental organizations, local government units, and businesses in the area of civil society support. We established CAMP, the Center for Active Residents in Poznan, which is located in the Chwaliszewo district of Poznan. Its aim is to provide support for NGOs, informal groups, local leaders, and activists looking to develop their skills and abilities in community activities.

2020

In 2020, we organized the first major competition with funds obtained from Aquanet S.A. As part of our joint activities, we donated over 71,000 PLN to support environmental activities for 25 non-governmental organizations.

2021

We are starting to run the Poznan NGO Center in our office in Chwaliszewo, where we provide advisory and training support for NGOs in Poznan, as well as lend our space free of charge for carrying out statutory activities of NGOs.

2022

We have received accreditation for the Erasmus Program within the Staff Mobility action. Our employees will improve their competencies by participating in international training sessions and meetings.

We have also received an institutional grant, which will allow us to develop cooperation with local government units, universities, and businesses.

We actively engage in the activities of the Social Staff established in Poznan in connection with the outbreak of war in Ukraine. We also initiate actions to support Ukrainians who have arrived in Greater Poland after February 24, 2022.

# PROJECTS IMPLEMENTED IN 2022

## CAMP - Center of Active Citizens in Poznan

**Project period:** 19.03.2021-29.02.2024

**Project value:** 148,890.00 EUR

**Funding source:** Active Citizens Fund - National Fund financed by Iceland, Liechtenstein, and Norway under the EEA Funds.

**Project goal:** Development of social activity (NGOs, residents) in Greater Poland Voivodeship integration of activists, promotion of initiatives, specialist support, development and implementation of important systemic solutions for the sector.

**Fanpage:** <https://www.facebook.com/CAMPChwaliszewo75>

**Project activities, effects in 2022:**

- Creating a diagnosis in 2022, which was the basis for planning further actions

- Running the Forum of Greater Poland Clerks that are working with NGO for 43 participants

- Providing 64.5 hours of specialist advice, including legal and accounting advice (advice, online webinar) in the field of consulting statutes, personal data protection, changes in NGOs, the Central Register of Beneficial Owners

- Developing 2 solutions to improve the operation of NGOs

- 10 meetings disseminating solutions to improve cooperation between local government units and NGOs as well as NGO activities

- Work in the area of ​​15 "white spots" - where the activity is very low - diagnosis of needs, talks with the Plenipotentiary for Cooperation with NGOs, conducting meetings diagnosing the needs of NGOs, planning appropriate support for them.

- Conducted 181.5 hours of consulting, including incubation and management support

- Running 3 advisory workshops for non-governmental organizations and active residents

- Carrying out 10 advisory campaigns in local communities - "Adviser with a backpack"

- Running workshops "Masterminds" - a series on management in NGOs and local initiative "Walk with Mentors"

- Support of 31 NGOs with little experience in their activities

- Running 5 meetings/debates on activities, networking - involving various sectors (e.g. students, during the Congress of Women) for 50 participants

- Carrying out 2 consultation processes of Cooperation Programs in cooperation with local government units

- Organization of 11 trainings for 134 participants

- Organisation of 2 meetings and cross-sectoral initiatives (e.g. employee volunteering campaign).

## Erasmus plus

**Period of implementation:** 2022 - 2027

**Project value:** EUR 36,300 per year

**Funding source:** Erasmus plus program

The PISOP Center Association has accreditation for the period 2021-2027.

In the developed Erasmus+ Plan, we have set goals such as:

- Developing the skills of our Association's educators (trainers, advisors, animators) and cooperating leaders as educators in the field of inclusion, diversity, and tolerance in civic activities.

- Strengthening the social, intercultural, and critical thinking skills of educators, which translate into greater engagement in non-formal and informal education.

- Disseminating knowledge and creating models that allow for the use of shared European heritage and diversity in the context of non-formal and informal education of the Association.

- Improving the quality of non-formal and informal education and developing the competencies of educators in response to the thematic needs of the conducted activities.

- Developing the use of the potential of digital technologies and creating mechanisms for combining physical mobility and virtual cooperation.

As a result of completing the task, we plan to develop an educational standard for our Association that includes the following three areas of education: inclusion, diversity, tolerance, European heritage, and intercultural competencies in civic activities. Based on this standard, our offer will be updated (training, coaching, mentoring, etc.). We will develop/update educational programs and materials based on the development of the competencies of our Association's educators. We will also establish a standard for updating the combination of physical mobility and virtual cooperation in our Association.

In each year of completing the task, 20 representatives of our organization, as well as collaborating leaders and educators, will attend educational courses, i.e., foreign mobility, aimed at developing their competencies. In November 2022, the first group participated in an IT course in Palermo, Sicily.

Key Action 1 of the Erasmus+ program provides individuals with opportunities for educational mobility and supports the development of educational institutions and other organizations involved in lifelong learning in Europe.

## Institutional grant

**Period of implementation:** 01.11.2022-30.04.2024

**Project value:** 100,000.00 EUR

**Funding source:** Norwegian Funds under the Active Citizens - Regional Fund program.

**Project objective:** Institutional development of the Association.

Institutional grants are grants aimed at implementing ongoing activities of an organization (including support for institutional development) resulting from the presented organizational development strategy. These are actions that aim to strengthen the organization internally through investments in staff competencies, building the image, or improving infrastructure.

As part of the development strategy of our Association, we will undertake activities in areas such as:

A. Developing cooperation with local government units and expanding the territorial scope.

B. Building cooperation with business by involving NGOs in CSR and SDGs activities.

C. Developing cooperation with higher education institutions and international cooperation.

We also intend to strengthen the image and recognition of the Association as a supporting organization playing an important role in the development of civil society in Poland.

The development strategy of the Association will translate into supporting the development of the social sector and expanding our activities to strengthen civil society, civic engagement, support for marginalized groups, activation, inclusion, and raising awareness of social problems in the public and private sectors.

Planned outcomes:

1. Strengthening of civil society, civic engagement, and empowerment of marginalized groups.
2. Support for the development of the social sector.
3. Institutional development of the social organization.
4. Growth of team competencies.

The Association for Promotion and Development of Civic Initiatives PISOP has received an institutional grant for development in a competition under the Active Citizens - Regional Fund program as one of 19 organizations in Poland.

## Initiative for Leszno

**Implementation period:** 22.03.2021-30.11.2021

**Project value:** 50,000.00 PLN

**Funding source:** City of Leszno

**Project objective:** to create a comprehensive support system for local initiatives in the field of social assistance in Leszno.

**Actions and results in 2022:**

- Merit-based support for non-governmental organizations operating in Leszno through the operation of an Information and Advisory Point, which was used by 29 organizations operating in the field of social assistance.

- Re-granting competition

- 9 implemented initiatives

- 26 Number of supported organizations

- 94.5 h Number of consultations and meetings conducted - direct advice

- 4 Types of social problems being the subject of initiatives

- 1 information and promotional campaign.

The implementation of the project has led to long-term benefits for the residents of the city of Leszno by:

- increasing 9 local initiatives carried out by active residents of the city of Leszno

- solving 9 problems in the city of Leszno

- creating an effective and efficient system for supporting local initiatives through micro-grants and a permanent Information and Advisory Point

- strengthening social economy entities.

## Local partnerships for volunteering 2021-2023

**Implementation period:** 2021 - 2023

**Source of funding:** National Institute of Freedom - Center for Civil Society Development

**Project objective:** development of volunteering in the city of Leszno and the Leszno county.

The PISOP Center and the city of Leszno are partners in the project of the Foundation for Creative Activity Center "Volunteering Solidarity Corps in Leszno and the Leszno sub-region".

In the years 2021-2023, we are undertaking a series of activities aimed at developing volunteering in the city of Leszno and the Leszno county.

As part of these activities, we cooperate with volunteers, volunteer coordinators, volunteer organizers, and the volunteering environment.

In 2022, the PISOP Center organized a meeting entitled "Legal aspects of volunteering: How to organize a public collection".

## LCIWIS - Leszno Center for Integration of Greater Social Initiatives

**Implementation period:** 01.09.2018-31.12.2023

**Project value:** 349,794.06 PLN

**Source of funding:** Self-Government of the Greater Poland Voivodeship

**Project objective:** Strengthening the potential of non-governmental organizations and other entities operating in the public benefit sector, as well as stimulating the activity of local communities and social communities in the Leszno sub-region.

**Actions and achieved results in 2022:**

- 8 animating meetings (aimed at initiating the formation of non-governmental organizations, and bringing together local residents)

- 118 participants in animating meetings

- 12 months of support provided through general advisory services for initiative groups, non-governmental organizations, and entities operating in the public benefit sector

- 5 new non-governmental organizations have been established

- 2 local initiatives/events organized by newly established organizations

- 12 months of providing office and training space and running an Information Point for non-governmental organizations and other entities operating in the public benefit sector

- 34 hours of specialist advisory services for non-governmental organizations and other entities

- 24 hours of coaching for social leaders and organization leaders

- 1 article promoting the third sector in the Leszno sub-region

- updated database of non-governmental organizations

- 9 leaders supported with coaching

- 1 meeting with a representative of the Greater Poland Voivodeship Self-Government

- 2 events integrating the third sector in the Leszno sub-region: Ideas Fair in 2022 in Święciechowo (free activity) and Gryżyna (Koscian municipality).

## LOWES - Leszno Center for Social Economy Support

**Project period:** 01.09.2018-30.06.2023

**Project value:** 13,076,444.93 PLN

**Funding source:** European Union funds from the European Social Fund.

**Project goal:** strengthening the potential of the social economy sector and the effectiveness and efficiency of social economy entities functioning in the Leszno sub-region by creating and ensuringthe sustainability of at least 111 jobs for people at risk of social exclusion in the Leszno sub-region.

**Actions, effects achieved in 2022:**

- Direct support provided to 26 social enterprises

- 1 training cycle on management for groups/SE interested in job grants.

- 1 Application Evaluation Committee, 7 existing enterprises and one newly created submitted an application for new jobs. A total of 10 grants were awarded.

- Creation of 1 new social enterprise

- Support from a coach who was in regular contact with SE leaders in the area of supporting SE management and challenges related to returning to work after the pandemic.

- In cooperation with MOPR, the delegate of the Mayor of Leszno for the assistance of Ukrainian citizens, and the Leszno for Ukraine Foundation, we support activities for refugees arriving in Poland after the Russian Federation's invasion of Ukraine. We financed 9250 meals.

- Organizing 27 animation meetings, 15 partnership meetings

- 5 digital competence training sessions for socially excluded individuals

- Two conversational events for local leaders on practical methods of bringing about social change in small local communities and mindfulness training and burnout prevention

- 4 Local Social Economy Fairs in Chumiętki, Rakoniewice, Wolsztyn, and Leszno

- Two social events. One related to the idea of local partnership, the other promoting NGO activities in Leszno

- As part of reintegration efforts, a meeting was organized on Housing as a form of rehabilitation and independent living for individuals with intellectual disabilities

- 6 training sessions - on poster design (Canva) and digital competence, NewFIO in a nutshell - in Leszno, FIO in a nutshell - in Leszno, ABC of project creation, Offer, implementation, and reporting of public tasks

- In response to the "Greater Poland Open to Socially Responsible Self-Government" competition, 7 submissions were received from the Leszno sub-region, and 3 awards were given to representatives of Local Government Units from the Leszno sub-region.

- Legal and accounting advisory workshops were held

- Webinars on current sources of NGO funding were organized

- Ongoing promotion of project activities on www.ekonomiaspoleczna.pisop.pl, www.pisop.org.pl, and the social media portal Facebook.

## Poznan NGO and Volunteering Center

**Project implementation period:** August 1, 2021 - December 31, 2021

**Project value:** PLN 565,600.00

**Source of funding:** City of Poznan

**Project goal:** Supporting the process of creating new non-governmental organizations and strengthening the existing potential of the third sector and volunteering in Poznan, as well as creating a space for integration within (NGOs with NGOs) and between sectors (NGOs with local government units and NGOs with businesses), and increasing the scope of cooperation between organizations.

**Facebook page:** <https://www.facebook.com/poznanskiecentrumNGO>

**Actions, results in 2022**

- 4 articles on social activities

- 127 information on Facebook (good practices, promotion of Voluntary webasite - Pomocni.pl)

- 34 infographics on the civic sector in Poznan

- 1 Action/happening promoting volunteering during the Gala of Worth Attention Local Activities

- 1 competition for NGOs disseminating solutions regarding volunteering

- 1 media package (radio, TV campaign)

- 1 set of gadgets

- 5 partial (quarterly) diagnosis summaries

- 1 operating Poznan NGO Centre

- 469 sharing rooms, equipment and platforms available in the Centre

- 35 Poznan NGOs and informal groups will participate in the offer of space, equipment and platform rental in the Centre

- 1 Educational Action for residents

- 34 infographics posted on Facebook groups

- 2 Open Days for the residents of Chwaliszewo/Old Town

- 28 residents supported as part of the "Package for a good start"

- 2 editions of the Incubation Academy

- 50 hours of legal advice for incubators

- 27 representatives of NGOs participating in the "Tailor-made package"

- 2 training cycles - Project Creation School and Social Workers' Convention

- 51.5 hours of specialist advice (e.g. legal, accounting, marketing)

- 5 consultancy/workshops on offers submitted to PUM and their settlement

- 10 trainings for 112 participants

- 21 NGOs covered by coaching/mentoring

- 1 Competition for Microgrants - 15 co-financed initiatives

- 1 Information and Advisory Point

- 3 meetings within Mobile Advisory Points

- 3 information meetings for 56 participants (plus 5 email support)

- 4 industry/thematic meetings for 41 participants

- 4 meetings/events celebrating important dates for the sector for 65 participants

- 1 Worth Attention Local Activities Competition

- 25 submissions of Poznan initiatives in the Competition

- 7 networking meetings for 85 participants

- 5 meetings with employees of the local Office for 64 participants

- 2 meetings for NGOs supporting volunteers for 34 participants

- 3 meetings for potential volunteers for 33 participants

- 2 meetings in the field of employee volunteering for 24 participants

- 1 summary of the evaluation in the form of a presentation

## WARNiK – Greater Poland Academy of NGO Advocacy and Cooperation

**Project period:** 04.01.2021-30.09.2022

**Project value:** 84,393.00 EUR

**Funding source:** Active Citizens - National Fund, funded by the EEA Funds.

**Project goal:** To involve individuals at risk of social exclusion in coordinating advocacy for the assignment of public tasks to NGOs/CSOs in a given municipality, with the support of local government and NGOs/CSOs.

**Actions, results in 2022**

Representatives from 14 municipalities were invited to participate in the project.

The participating municipalities are: Krobia, Lipno, Swieciechowa, Rawicz, Koscian, Ostrow Wlkp., Lubasz, Szydlowo, Rakoniewice, Cekow Kolonia, Powidz, Czerwonak, Grodzisk Wlkp., and the Gostyn district.

The next step was to begin individual and group work with project participants to develop new solutions for the local environment, with a special focus on socially excluded individuals.

Participants received support in the form of training, webinars, study visits, and coaching within the framework of the Greater Poland Academy of Advocacy.

Coaches developed a schedule of activities with representatives from each municipality (a tool for planning cooperation), supported participants in researching the needs of the local community, consulted on ideas for commissioning tasks for NGOs and public benefit organizations (PS), and co-created competition documentation with them. They also supported the activity of Advocates, that is, socially excluded individuals who identify local problems and consult with NGOs/PS on cooperation programs. The commissioning of tasks on which coaches worked in municipalities took place with the active participation of Advocates, who together with coaches conducted intensive research on the needs of local communities, for example, in the form of surveys and meetings. This allowed for the development of ideas for commissioning tasks that were rooted in real needs of residents and will therefore contribute to solving/mitigating specific problems within the local community.

As part of the project, pilot solutions were developed for each of the 14 municipalities.

A model was also developed for including socially excluded Advocates in cooperation with NGOs/PS and representatives of local government.

Study visits planned within the framework of the Greater Poland Academy of Advocacy proved to be an important element of support. Four study visits were organized, tailored to the interests of residents.

As part of the project, promotional events were organized (5) to strengthen the image of the OZWS with the participation of local media.

Networking of project participants proved to be an important element of project implementation, allowing them to exchange information, inspire each other, and search for solutions together with coaches.

As part of international cooperation, a partner visit to Oslo took place, with the participation of three representatives from the PISOP Center.

As part of institutional development, international cooperation was developed with partners from Switzerland, Finland, Spain, and other countries.

## Wielkopolska Wiara

**Project implementation period:** 01.06.2021-31.12.2023

**Project value:** 2,688,870.00 PLN

**Funding source:** funds from the National Institute of Freedom - Center for Civil Society Development as part of the Government Program Civic Initiatives Fund NOWEFIO for the years 2021-2030.

The aim of the project is to support local activities undertaken by citizens of Greater Poland Voivodeship who are members of young non-governmental organizations, informal groups, and under Patrons, i.e. non-governmental organizations supporting informal groups in their activities.

**Fanpage:** <https://www.facebook.com/wielkopolskawiara>

**Project activities, effects in 2022:**

- Implementation of a simplified system for granting micro-grants enabling the inhabitants of Greater Poland Voivodeship to implement local initiatives

- Increase in the number of implemented local initiatives by 95, solving social problems in Greater Poland Voivodeship

- Increasing the number of activities activating residents by 20 by introducing development activities regarding active residents' centers and youth leaders from small towns and employee volunteering campaigns

- Increasing the number of volunteers by 1,124 operating in Greater Poland as part of the implemented Microgrants

- Developed and implemented a support system for young NGO and in the form of Development Programs, i.e. Fundrasing; development of volunteering, employee volunteering, paid activity, strengthening the team; bingo model implementation: 4 modules (planning, finance, team, communication)

- Increasing the knowledge and skills of 20 young NGO through the implementation of Development Programs adapts to their needs

- Developed and implemented a coaching and support system for leaders of informal groups

- Increasing the knowledge and skills of 12 leaders as part of coaching informal groups

- Increasing the number of Bidders of "Wielkopolska Wiara" project by 115, who will increase the knowledge on raising funds, creating projects, implementing and settling projects among representatives of informal groups and young NGO

- Increasing the number of support hours by 26 hours for the organization of local communities, through training, workshops and meetings.

- Increasing the number of animation activities by 26 in Greater Poland Voivodeship

- Strengthening cooperation with local government units through 6 meetings and local initiatives

- Strengthening cooperation with 3 companies through fundraising meetings

- Increasing by 113 the number of information and messages on the possibility of local activities, the project and the Micro-Grant Competition as part of the promotional campaign.

- Increasing by 7 the number of meetings of interfering local leaders, i.e. Forum Greater Poland support groups, subregional intersectoral events.

- Institutional development of the Operator in the area of ​​Development of the Individual and Institutional Donors Programme.

## Greater Poland Common Future

**Implementation period:** 01.10.2022-30.09.2023

**Project value:** 312,600.00 PLN

**Funding source**: National Fund for Asylum, Migration and Integration

**Project objective:** Supporting the integration of Ukrainian refugees in the Greater Poland Voivodeship

The project is led by the Governor of the Greater Poland Voivodeship and the partners include the Association for the PISOP Center, Caritas Archdiocese of Poznan, Regional Social Welfare Centre in Poznan, and Adam Mickiewicz University in Poznan.

The project is a response to the migration challenges related to the influx of Ukrainian refugees to Greater Poland Voivodeship and their integration process into Polish society.

The comprehensive offer includes informational and advisory support in various forms, as well as integration activities/events dedicated primarily to the target group.

The project has an innovative character, among other things, due to the planned placement of informational services from the Governor of Greater Poland Voivodeship (Department of Foreigners' Affairs) in the premises of the Centre for Foreigners' Integration in Poznan and the Welcome Center of Adam Mickiewicz University.

The PISOP Center in its project activities focuses on increasing the chances of refugees on the job market, strengthening integration, and facilitating the adaptation of migrants.

Project beneficiaries are offered, among others, Polish language courses, a wide range of adaptation training and integration activities.

Meetings are aimed at increasing knowledge about the job market, healthcare system, and social care in Poland. Integration activities are conducted, among others, by getting to know the culture and customs prevailing in Poland.

The activities are carried out in 9 communities in Greater Poland Voivodeship.

## Support for people with refugee experience from Ukraine

**Project period:** 08.2022 - 01.2023

**Source of funding:** donation from Franklin Templeton company

**Project goal:** support the integration of refugees from Ukraine in the Greater Poland Voivodeship.

The PISOP Center Association was a partner in the project supporting persons with refugee experience from Ukraine, implemented by the NIWA Education and Development Foundation with funds donated by Franklin Templeton.

The partners of the NIWA Education and Development Foundation, in addition to the PISOP Center Association, were: Julia Woykowska Foundation, „Tak dla Samodzielności” Foundation („Yes for Independence” foundation), Nordoff Robins Poland Foundation, „Lepszy Świat” Association („Better World” Association), „Wielkopolski Bank Żywności” Association (Greater Poland „Food Bank”), „Pogotowie Społeczne” Association („Social Emergency” Association), Leszno for Ukraine Foundation, and the Bilingwo Foundation.

Due to the complexity of the structure of Ukrainian people who arrived in Poland, as well as the continuous influx of new individuals, the project focused on 8 areas:

- researching the structure, needs, and motivations of Ukrainian citizens who arrived in Poland after February 24th, as well as creating an offer of meetings and trainings tailored to the needs of this group (PISOP Center Association)

- support for women in the job market and activation through meetings with employers, trainings, programming courses, and language courses (Julia Woykowska Foundation)

- comprehensive support for Ukrainian families with people with disabilities and creating a database of assistance for these individuals (Tak dla Samodzielności Foundation)

- music therapy sessions for individuals staying in collective accommodation centers in Greater Poland (Nordoff Robins Poland Foundation)

- integration of Ukrainian and Polish youth during music classes and joint album recording (Lepszy Świat” Association)

- product support for those in greatest need and humanitarian aid points (Wielkopolski Bank Żywności Association, Pogotowie Społeczne Association, NIWA Foundation)

- polish language courses for different age groups (Bilingwo Foundation)

- support and integration of individuals aged 60+ (NIWA Foundation).

- the actions were supported by employees of Franklin Templeton through employee volunteering.

## Strengthening Europe with SPLOT values

**Implementation period**: 01.2022 - 31.2025

**Project value:** 360,934.51 PLN

**Funding source:** Citizens, Equality, Rights and Values Programme (CERV), European Union.

The project is implemented in partnership with members of the National Network SPLOT, with the project leader being the Association OWOP from Białystok, and regional partners including the PISOP Center Association, OPUS from Łódź, BORIS from Warsaw, CIO from Słupsk, Foundation BIS from Cracow, as well as the Associations Klon Jawor and National Network SPLOT.

Specific project goals:

- Strengthening the capacity and readiness of 160 non-governmental organizations from all over Poland to engage in advocacy activities and participate in the creation of public policies through educational activities and financial support

- Strengthening the capacity of at least 300 non-governmental organizations from all over Poland to fulfill their mission

- Improving the competencies of at least 1,000 people working as employees, members, volunteers, leaders, activists, or social workers involved in social activities

- Raising awareness of the importance of fundamental EU values and the role of non-governmental organizations in promoting and protecting them among people involved in social activities.

The PISOP Center Association is responsible for conducting activities in the Greater Poland and Lubusz Voivodeships.

As part of the project, activities supporting the development of the potential of civil society organizations operating in areas covered by the program, including providing them with financial support, are planned. An all-Poland grant competition is planned.

Organizations participating in the program will be able to benefit from:

- Coaching/mentoring, aimed at strengthening strategic thinking and management skills of NGOs;

- Individual advisory services in the area of NGO functioning, including finance, communication, fundraising, advocacy, law, management procedures, etc.;

- Training and seminars, including in the areas of fundraising, watchdog and advocacy methods, communication including through social media, conducting research, analysis and other activities specified in individual diagnoses and development plans;

- Thematic training on EU law and policy, as well as rights and values enshrined in EU treaties, the Charter, and international human rights conventions;

The grant competition allows for funding for tasks such as:

- Raising awareness and disseminating knowledge on rights and values arising from EU Treaties and he Charter;

- Supporting processes of civic dialogue, creating civic platforms bringing together entities working for EU rights and values;

- Creating coalitions and partnerships, coordinating and strategically cooperating between NGOs and other interested parties, entities from the public or private sector;

- Providing free advice, watchdog and monitoring activities on EU policy and rights and values within the EU;

- Promoting the implementation of adopted laws, regulations, and court rulings;

- Advocacy actions aimed at influencing policy and decision-making processes, including in the areas of creating, revising, and updating policies and legislation;

- Conducting research and analysis to inform on the shaping of policy at EU and national level, developing tools and standards to support EU values;

- Other activities aimed at building the potential of organizations, such as developing entity development strategies, staff development, strengthening internal systems and operating procedures, mentoring, and coaching.

**Social Crisis Management Team in the face of war in Ukraine**

As a result of the outbreak of war in Ukraine, as the PISOP Center Association, we have engaged in activities supporting Ukrainian citizens who have come to Poznan fleeing from armed conflict.

Together with leaders of Poznan-based NGOs, we have established a Social Crisis Management Team.

Members of the Social Crisis Management Team worked on a regular basis at the halls of the Poznan International Fair, 7 days a week. There were as many as 700 accommodation places prepared there for Ukrainian refugees.

The leaders (a total of 27 people) worked over 600 hours at the halls (from March to mid-April):

1. Organizing meals and necessary products.

During the first week of the halls' operations, there were no regular meals for refugees. There was also a lack of other products, mainly cosmetics, blankets, bed sheets, cleaning products, hangers, painkillers, and antipyretics, etc. We organized necessary products from donations by individuals, social organizations, and companies that we engaged in. Social organizations that collaborated with us include Caritas, Aitwar Foundation, In Spire Foundation, Barka Mutual Aid Foundation, Food Bank Association, Pogotowie Społeczne Association, and Sisters of Elizabeth. Companies we collaborated with included ALDI Polska, Amica Group, Aquanet SA, Auchan Retail Polska, Catering Biesiada, Benus Bakery, Enyrun, ETOS Czeslaw Szymendera, Exact Software Poland, Fawor, 4Kraft, Franklin Tempelton, INEA, IKEA, Karlik, Kompania Piwowarska, Leroy Merlin, Press metal, Profitroom, PZU, Rossmann, Samsung Electronics, dairy cooperative Września, Stokrotka Shop from Puszczykowo, Unilever, Wunderman Thompson Technology, Veolia, and Zabka Polska. The cooperation with the Poznan International Fair and the In Spire Foundation proved to be a significant support, as they provided the halls with necessary products, mainly food.

In total, we involved 9 social organizations and 28 companies in delivering the products.

1. Cooperation with translators

We also took on the task of recruiting and creating a schedule for Ukrainian and Russian language translators. The translators worked shifts together with the leaders of the Social Crisis Management Team.

We engaged a total of 110 translators who spent around 1000 hours in the halls.

1. Coordinating actions in the halls.

The daily tasks of the Leaders included:

- coordinating the work of volunteers (in cooperation with and recruited by Caritas)

- providing information to Ukrainians (regarding, among others, obtaining a PESEL number, opening a bank account, receiving social benefits of 500+, receiving medical assistance, etc.)

- monitoring the meal schedule and providing additional food if necessary

- receiving donations

- reporting the need for water to Aquanet

- supervising order on the premises

- taking care of children's corners

- sorting and organizing clothes

- coordinating animation activities

- reporting shortages in the warehouse

- cooperating with the employees of the Voivodeship Office.

Additionally, thanks to the involvement of leaders at the halls, we organized:

- play corners for children in cooperation with Ikea, a partner of International Poznan Trades (a total of 3)

- animations for children (a total of 11 hours of organized activities for children)

- an area with clothes

- support for people with special needs.

1. Support in job search in Poland

We also facilitated the process of connecting Ukrainians with employers in Poland through actions such as:

- sending information to companies

- gathering contacts from interested employers

- compiling a database of Ukrainians interested in working in Poland

- connecting interested individuals with employers. Thanks to our support, several Ukrainians were able to find jobs in Poland.

1. international relocations

We also carried out the process of relocating refugees to Western countries. 12 volunteer leaders were involved in this task, who were responsible for:

- establishing contact with an organization/institution that can provide suitable travel and stay conditions abroad

- organizing transportation

- verifying partners (in cooperation with the City of Poznan and the Police)

- recruiting interested individuals for the trip (those staying in halls 7 and 7A, as well as in the Arena hall).

We conducted relocations to:

- Spain (Cordoba) - 49 people, by coach, on March 23, 2022

- Ireland - 29 people, by personal cars, on March 26, 2022

- France (Dijon) - 11 people, by bus, on April 6, 2022

We also provided support for 10 people who were brought to Dusseldorf in finding housing and work (March 28, 2022).

A total of 89 people were covered by the full relocation process.

The relocations were carried out in cooperation with the Global Empowerment Mission Foundation, served by the WhyNotTravel consortium, which includes the Blue Sky Travel travel agency in Poznan, and the City of Poznan.

# Summary

Our Association is an infrastructure organization that provides support for other NGOs, supports their development, management, project creation, fundraising, and provides legal and accounting advice, and supports civic activity.

The Association plans its activities based on the Development Strategy for 2020-2025.

The Strategy sets goals for the coming years, such as:

1. Further development of regranting activities in Greater Poland Voivodeship, maintaining the status of a leader
2. Creating an offer of expert support in the field of managing and developing social enterprises and implementing it at the provincial and national level
3. Developing activities in cooperation with local governments and businesses, beyond regranting
4. Developing activities related to creating and implementing improvements, new solutions, and innovations in the field of social activity
5. Developing other mission-related activities of the PISOP Center
6. Strengthening the image of the PISOP Center
7. Strengthening the management
8. Strengthening the team
9. Increasing the stability of the PISOP Center's finances

Our work is important, we have an impact on social change, and the organization stands behind many social initiatives.

We believe in the importance and power of initiatives by residents, non-governmental organizations, and social enterprises.

We empover social activities!

# Contact

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