



step by step

PARENTS' ASSOCIATION

2022.

ANNUAL REPORT

June 2023





PARENTS' ASSOCIATION „STEP BY STEP“ IS A BENEFICIARY OF INSTITUTIONAL SUPPORT OF NATIONAL FOUNDATION FOR CIVIL SOCIETY DEVELOPMENT FOR STABILIZATION AND / OR DEVELOPMENT OF THE ASSOCIATION.

ABOUT PARENTS' ASSOCIATION „STEP BY STEP“

The Parents' Association „Step by Step“ is a non-government and non-profit association established in 1996, which supports the development of democratic relations in society through protection, respect for and advocacy of children and family rights and interests and strengthening parents' voices in policy and decision making concerning children and families.

PARENTS' ASSOCIATION „STEP BY STEP“ IN 2022

STEERING COMMITTEE

- prim.dr.sc.mr. **Nives Šikanić-Dugić**,
CHAIRMAN OF THE STEERING COMMITTEE
- **Gorana Hitrec**, prof.psih.
VICECHAIRMAN OF THE STEERING COMMITTEE
- prof.dr.sc. **Renata Miljević – Ridički**
- prof.dr.sc. **Maja Laklija**
- **Nives Milinović**, prof.
- **Zvezdana Kuprešak**, mag.iur.
- **Vesna Orešković**, dipl.uč.

ZAPOSLENICI

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Silvija Stanić, dipl.psih.univ.spec.iur.
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- PROGRAM MANAGER:
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- PROGRAM MANAGER:
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- EXPERT ASSOCIATE IN PSYCHOSOCIAL
ACTIVITIES:
Lana Slavikovski, mag.psych.
- EXPET ASSOCIATE IN PROGRAMS:
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- PROGRAM MANAGER:
Renato Vuk, bacc.oec.



STRATEGIC DEVELOPMENT GUIDELINES 2021 – 2025

1. SOCIAL INCLUSION AND PROMOTION OF THE RIGHTS AND WELFARE OF CHILDREN AND YOUTH

- Identifying needs and monitoring the implementation of policies towards children and youth at the national and EU level
- Responding to problems and situations in society that are of interest to children and young people and their families
- Promoting a systematic approach to the prevention of child and youth abuse
- Promoting and encouraging responsible sexual behavior
- Promoting and protecting the mental health of children and young people
- Promoting the social inclusion of children and youth

2. FAMILY STRENGTHENING AND PARENTAL SUPPORT

- Identifying and monitoring the needs of parents and families, especially vulnerable groups of parents and families
- Strengthening the voice of parents in creating policies and decisions concerning children and families
- Improving the quality of life of parents and informing, educating and counseling parents
- Promoting positive parenting
- Protecting sexual and reproductive health and encouraging responsible sexual behavior and providing assistance and support to underage pregnant women, mothers and their families
- Protecting the mental health of parents and families, especially vulnerable groups

3. RESEARCH, ADVOCACY, INNOVATION DEVELOPMENT AND CAPACITY BUILDING OF RELEVANT STAKEHOLDERS FOR THE PROTECTION AND PROMOTION OF THE RIGHTS AND WELFARE OF CHILDREN, YOUTH AND FAMILIES

- Implementation of research and advocacy activities in the field of children, youth, families and parenthood, as well as education, protection and promotion of health and social inclusion and protection
- Development of innovations within strategically oriented projects at the national and international level
- Strengthening the capacity of relevant stakeholders through information, education and training

4. COMMUNICATION, COOPERATION AND NETWORKING AT THE EU, NATIONAL, REGIONAL AND LOCAL LEVEL

- Strengthening the visibility of the association's activities by disseminating information and increasing the visibility of the work
- Development of intra-sectoral and cross-sectoral cooperation and networking at EU, national, regional and local levels
- Participation in international and national campaigns that promote the rights and best interests of children, youth, parents and all families

5. ORGANIZATIONAL DEVELOPMENT AND FINANCIAL SUSTAINABILITY OF THE ASSOCIATION

- Human resources development and strengthening and development of volunteering
- Sustainability and financing
- Strengthening the communication capacities of the Association
- Continuous investment in improving the quality of work

CAP program for the prevention of violence against and among children and young people



CAP PROGRAM

CAP is a program of primary prevention of violence against and among children and starts from the idea that it is the human right of every child to be safe and protected from all forms of violence. At the initiative of the PA "Step by Step", the CAP program was introduced in 1999 in Croatian schools and kindergartens. In addition to children, CAP workshops are also attended by adults close to children, i.e. their parents, guardians, and employees of schools and kindergartens. With the successful initial training, the Parents' Association "Step by Step" becomes a regional training center and still operates as such. The CAP program has been verified by the Ministry of Science and Education and the Agency for Education.

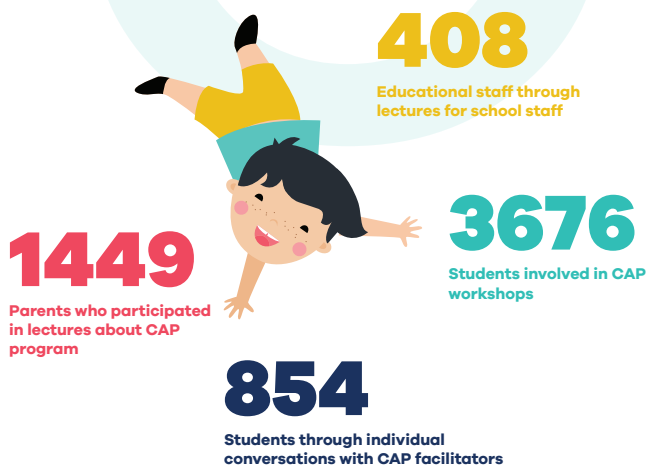
The CAP program covers over 15% of schools and over 10% of kindergartens in the entire Republic of Croatia. Every year, the Association establishes numerous partnerships and cooperation with educational institutions, civil society organizations for children and youth with the aim of strengthening the CAP network, programs and all those involved in the implementation and implementation of the program.

IMPLEMENTATION OF THE CAP PROGRAM IN 2022.

We can say that the year 2022 was marked by delays in the post-pandemic opening after a stormy start to the year, and some institutions started implementing the CAP program live, some stuck to digitized forms of implementation, and some that did not meet the same conditions decided to wait for better conditions. Regardless of the above mentioned circumstances, the overall outcome of the implementation of the CAP program in 2022 is at a satisfactory level with a slight increase compared to the previous year. We can present the following figures:

CAP PROGRAM IN 2022.

A year that will be remembered for the reopening and organization of live events, after two years of the pandemic, 2022 will also be remembered in the context of the CAP program. CAP program started to be implemented live in some of the institutions, while some institutions decided for digital implementation according to the example of 2021. On the other hand, CAP seminars began to be held live, which was greeted with great joy and expression of need by the educational staff. The National CAP Conference was also held in the same format, but with an increased dose of caution due to the then still unclear pandemic conditions and indicators.



CAP program for the prevention of violence against and among children and young people

CAP SEMINARS

When the epidemiological situation allowed the implementation of seminars for new CAP facilitators, **a total of 7 seminars for new CAP facilitators were organized**. This increased the network of CAP facilitators by around 150 members.

- **A Preschool seminar was organized in Zagreb** for about 20 people, held by trainers Tina Budić and Matea Dujmović.
- **Elementary CAP seminars were organized in Zagreb and Obrovac** for over 50 participants, and were conducted by trainers Maja Lisska and Dubravka Vulić, and trainers and coordinators for Ličko-senjska County Vesna Orešković and Lidija Bregant-Jelić.



**Osnovni CAP
Obrovac**

TEEN CAP Velika Gorica



- **Teen CAP seminars were held in Zagreb, Velika Gorica and Pula** for a total of about 50 people and were held by Matea Steiner, Katarina Sikirić Lukić and Dijana Toljanić, coordinator for Primorsko-goranska County.
- Lastly, **the seminar for Special Needs CAP was held for the first time after 2015 in Gospić**, in cooperation with the local NGO „Društvo naša djeca Gospić“, which is an important collaborator of the Parents' Association “Step by Step” in the local community, and was held by Tamara Dubrović and Diana Toljanić.

THE 7. NATIONAL CONFERENCE OF CAP FACILITATORS

The focus of this year's conference is on sexual harassment among children and young people, especially that which occurs in the online sphere. The conference was attended by 50 educational workers - implementers of the CAP preventive program from the entire Republic of Croatia.

The organization of the conference itself was co-financed by the Ministry of Science and Education through a project "SN-ažno u borbi protiv nasilja", which was carried out until 31.08.2022.

The conference was opened by izv.prof.dr.sc. Miroslav Rajter, head of the research office of the University of Zagreb, who presented the results of the "DeShama Hrvatska" research on sexual harassment among children and young people.

The research was conducted under the leadership of associate professor, Ph.D. Lucija Vejmelka from the Social Work Study Center of the Faculty of Law in Zagreb in cooperation with the Center for a Safer Internet. The "DeShame" research was previously conducted in the United Kingdom, Denmark and Hungary, and is currently being conducted in Serbia as well.



SN CAP Gospić



TEEN CAP Zagreb



CAP program for the prevention of violence against and among children and young people

They participated in the panel discussion on the topic **New-old challenges of preventing violence against and among children and young people:**

- **Kristina Mihaljević,**
Ženska soba – centar za seksualna prava
- **Kristijan Družeta,**
Grad Pula, Tajnik vijeća za prevenciju kriminaliteta
- **Krešimir Prijatelj,**
Sveučilište u Zadru, Odjel za psihologiju
- **Sabina Mandić,** Edukacijsko rehabilitacijski fakultet,
Odsjek za poremećaje u ponašanju
- **Lucija Dominiković,**
Društvo za psihološku pomoć

sigurni



jaki

slobodni



During the panel discussion, challenges with motivating parents to participate in workshops and lectures organized on the topic of preventing violence against and among children were highlighted. It was concluded that there is a need for synergistic action of all stakeholders at the local community level in order for prevention to have more long-term and comprehensive effects. In addition, prevention strategies and programs should be planned long-term, systematically and strategically from the national level, while ensuring the implementation of only those preventive programs that have proven positive effects and are based on scientific facts.

In the final part of the conference, the results of the evaluation of the CAP program for the prevention of violence against and among children and young people, conducted with educational workers (CAP assistants and coordinators), were presented. A rich discussion with the implementers resulted in numerous proposals and guidelines for improving materials for the implementation of the CAP program and strengthening connections within the CAP network..



COOPERATION WITH ICAP

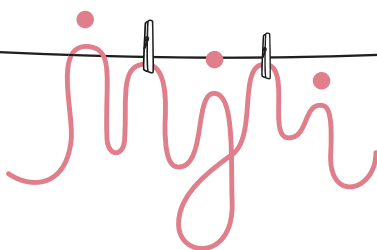
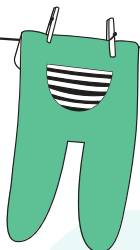
Because of many years of dedicated work of the Parents' Association „Step by Step“ and the entire CAP network, The CAP program in Croatia is one of the most successful training centers in the world, and arguably the best in Europe, and thus the Association has earned a place on the Board of Directors of ICAP, Inc. within which it has been contributing to the CAP program's growth and development through 2022.

PARTICIPATION IN PROFESSIONAL MEETINGS

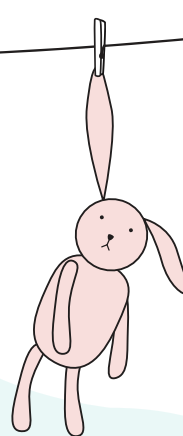
In November 2022, the executive director of the Parents' Association „Step by Step“ held a lecture as part of the Prevention course for 5th-year psychology students at Croatian Studies. The topic of the lecture was the presentation of the program for the prevention of violence against and among children, where the CAP program was presented.



The MOM IS A MOM program



mama je mama



MOM IS A MOM

The MOM IS A MOM program is implemented with the aim of preventing risky sexual behavior of young people and providing psychosocial assistance and support to underage pregnant women, parents and their families. The program aims to reduce the vulnerability of underage pregnant women and parents, and empower them to actively and responsibly take on the role of a parent. Within the MOM IS A MOM program, two projects were being implemented during 2022 - the MOM IS A MOM Counseling Center and the MALOLJETNI-RODITELJI.NET Web portal for underage parents. All services and activities of the program are completely free for beneficiaries and are implemented with the financial support of the Ministry of Labor, Pension System, Family and Social Policy and the City of Zagreb. In 2022, the third year of implementation of the three-year program for the period 2020-2023 began, which is implemented in partnership with the Children's Home Zagreb - Maternity Department, the Center for Social Welfare Zagreb and the Public Open University Zagreb.

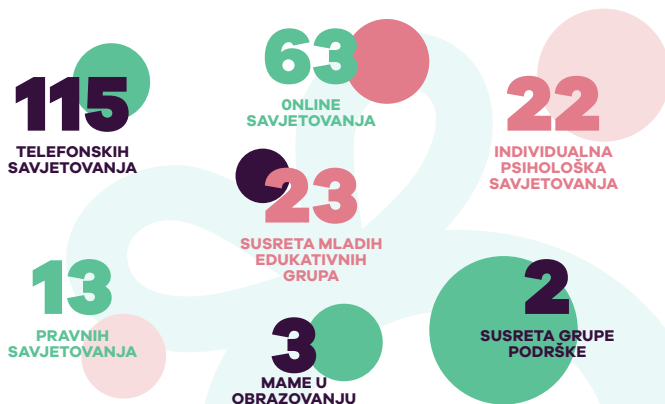


COUNSELING CENTER MOM IS A MOM

The MOM IS A MOM counseling center is open to underage pregnant women, parents, as well as their friends and family members who want to support them. Part of the activities is carried out independently, and part in partnership with the Children's Home Zagreb, the Mother's Home, which provides accommodation for underage pregnant women and mothers with children in cases where accommodation outside their own family is needed.

During 2022, as part of the MOM IS A MOM Counseling Center, activities aimed at providing psychosocial support to underage pregnant women and mothers whose right to accommodation in a social welfare institution expires or has expired, as well as activities of empowerment and preparation for independent living, were carried out. During the past year, due to more favorable epidemiological conditions, it was possible to continue conducting live activities, but a large number of activities are still conducted by phone and online.

In total, counseling and psychosocial support services included 37 users, with whom **115 telephone and 63 online consultations, 22 individual psychological and 13 legal consultations, 23 meetings of small educational groups and 2 meetings of support group** were held. The education and training of mothers is carried out in partnership with the Public Open University Zagreb with the aim of improving the employability of the beneficiaries, their opportunities for independence and reducing the risk of poverty and social exclusion. During 2022, three beneficiaries are included in the high school program.



In June 2022, an education was held on the **use of associative cards in psychosocial work**, in which members of the MOM IS A MOM program team participated. The education was held by an external associate, Ph.D. Irena Bezić, and the education itself included the theoretical basis of the associative card technique as well as ways of using certain types of cards in counseling and psychotherapy work with different populations of users and in work with individuals, couples and groups.

With the aim of improving the quality of life and free time of the beneficiaries of the Maternity Home in Nazorova, the Association also organized a number of extra-home activities for pregnant women and mothers housed there. From September to December 2022, the users visited the Escape room EscapeArt, the Zoo of the City of Zagreb, the Museum of Chocolate and the Museum of Contemporary Art.



During April 2022, a seminar entitled **MINOR PREGNANCY AND PARENTHOOD** - challenges in work and opportunities was held in Lovran, which was attended by 21 participants, experts in the field of child and family rights protection from numerous social welfare centers, health institutions, children's homes, an organization of civil society and secondary schools that deal with underage pregnancies and parenthood in their work.



WEB PORTAL MALOLJETNI-RODITELJI.NET

The web portal www.maloljetni-roditelji.net is intended for underage pregnant women and parents and young adolescents who are at risk of unwanted pregnancy and social exclusion. The activities of the web portal include information and education through published articles and counseling of underage parents by experts, psychologists, social workers, lawyers and gynecologists. During 2022, **223,900 page views** were recorded, and a total of **94,321 visitors** viewed the page. **681 counselings** were conducted through the section Pitaj STRUČNJAKA (Ask an EXPERT), which included **565 users**. The most frequent inquiries through the portal refer to suspicions of pregnancy, concerns about risky sexual activities, difficulties related to damaged family or partner relationships. In addition, 11 educational and informative texts and 18 responses from the field of health care, exercising rights, psychological health and social protection were published.

Partnership project – Theatre play Dvije crte plavo

During 2022, after a two-year break due to the pandemic, performances of the play Dvije crte plavo continued, and two performances were held in November and December at the Exit Theater in Zagreb, in which 350 high school students participated. The Association participates in the play as a partner organization to the „Puna kuća“ Theatre, the Exit Theater and the City Theater of Sisak, through a conversation with the audience led by psychologists from the Association with many years of experience working on the prevention of risky sexual behavior among young people and providing assistance to minors and young parents.



Teenmothers – Erasmus+ international cooperation program

As part of the Erasmus+ project Teenmothers, a successful international exchange was held with participants from Ukraine, Belgium and Croatia. The participants were young mothers and their children. In addition to the Association of Parents Step by Step, partners in the Teenmothers project are RODA - Parents in action (Croatia), vzw LEJO (Belgium) and League of Tolerance (Ukraine).



The exchange was held during April in Zagreb and Samobor, and the activities were aimed at developing digital competences and literacy, connecting mothers with their children and other mothers, exchanging parenting experiences between participants from different countries, and getting to know the good practices of Ukraine, Belgium and Croatia in the field of minor parentage.

Five volunteers participated in the learning assistance activity that was held once a week for children in the classroom.

At the end of the project, final events were organized in the City Library and Reading Room "Metel Ožegović" in Varaždin and the Fran Krsta Frankopan School Library in Zagreb, which were attended by parents, volunteers and relevant stakeholders.



PROJECT KORAKOVI KNJIGOLJUPCI

The Parents' Association "Step by Step", in partnership with the City Library and Reading Room "Metel Ožegović" in Varaždin, implemented the project KORAKOVI KNJIGOLJUPCI in the City of Zagreb and Varaždin. The project was financed with the support of Central State Office for Demography and Youth.

The aim of the project was to provide support to working parents by organizing additional activities for children and parents and to connect local stakeholders in providing support to working parents and their children.

3 reading clubs were held in the area of the City of Zagreb and Varaždin. This project activity includes parents, children aged 3-6 and 7-14. Education was organized for parents on learning support, which took place at the Fran Krsto Frankopan Elementary School in Zagreb, and was conducted by Matea Blažević and Karlo Meštrić from the Blažević Psychological Center.



PROJECT OTPORAN RODITELJ – OTPORNO DIJETE

Parents' Association Step by Step in 2022 has started implementation of the parenting support project Resilient parent - resilient child financed by the Central State Office for Demography and Youth.

The goal of the project is to provide support to families through organizing psycho-educational activities for children and parents and to **provide the service of individual counseling for parents and children**. Partnership on the project was established with the Fran Krsto Frankopan Elementary School in Zagreb and Elementary school of Dr. Franjo Tuđman from Lički Osik.

The goal of the psycho-educational workshops is to empower parents for positive parenting through education on the development and strengthening of psychological resilience in themselves and their children, and to introduce parents and children to the causes, consequences and ways of dealing with stress, as well as relaxation and mindfulness techniques. With the purpose of providing high-quality service to users, the Association's employees completed a four-week mindfulness course, organized by KBT opcija. As psycho-educational material accompanying the services, a professional publication on the topic of psychological resilience in parents and children is developed and published, which can be used as a guide in the continuation of project activities in other institutions of the Republic of Croatia and ensure sustainability. Interested parents will also be able to use the publication so that they and their children can strengthen and maintain these psychological skills.



PODRŠKA U TUGOVANJU ZA DJECU I OBITELJI

PUT – PSYCHOSOCIAL SUPPORT IN GRIEVING FOR CHILDREN AND FAMILIES

In April 2022, the implementation of the project PUT - psychosocial support in grieving for children and families, which was implemented the previous two years in cooperation with the partner organizations Association for the Promotion of Healthy Life and Improving the Quality of Life "Luč" and the Association "Djeca prva", was completed. Through this project, children and young people who experienced the premature loss of a parent and parents who lost a partner were provided with psychosocial support through group counseling in the local community.

During March, final activities were carried out as part of the PUT project - psychosocial support in grieving for children and families after two years of project implementation. At the round tables held in Zagreb, Slavonski Brod, Sisak and Karlovac, the results of the project were presented, and it was concluded that in all local communities there is a willingness and desire to continue the activities in the future.

The round tables were held with the aim of exchanging experiences and the possibility of improving psychosocial support in grieving for children and families in the local community, and many experts from the fields of education, social protection and family support participated. Additionally, at the final conference in Zagreb, recommendations were presented for schools on how to approach students who have lost a family member, as well as the results of an evaluation that shows the effectiveness of the project itself.



ERASMUS+ PROJECTS

STRATEGIC PARTNERSHIPS IN THE FIELD OF EDUCATION AND YOUTH

During 2022, the implementation of projects financed through the Erasmus+ program in the framework of strategic partnerships in the field of education and youth continues. In the Care2learn and Like Father Like Son projects, the Parents' Association „Step by Step“ is the coordinator, i.e. the project holder, while in the others it is a partner organization.

CARE2LEARN

During 2022, the implementation of the CARE2LEARN project continued, through which, together with its partners, the Association creates content for early intervention in order to improve learning by strengthening early key skills in children.

CARE2LEARN is a strategic partnership project that is implemented in partnership with the Faculty of Teachers from Zagreb, the Contemporary Elementary School from Serbia and the Emphasys Center from Cyprus.



The goal of the project is to lay quality foundations for children's education and chances for positive life outcomes, but also to free parents, preschool and school systems from additional pressure. The project developed a curriculum of tools for the development of school readiness, a tool for assessing school readiness, and a mobile application for assessing, monitoring and developing children's school readiness through the digitization of activities that develop key competencies. At the end of 2022, a meeting of partner organizations was held in Belgrade.



LIKE FATHER, LIKE SON – prevention of violence among children



Parents' Association „Step by Step“ is the owner of this project, and it is working on its implementation in partnership with 6 organizations from 5 European countries. The goal of the project is to empower parents and provide them with knowledge and skills, with the help of which it will be easier for children to approach sensitive topics such as diversity and tolerance, and in this way work on the prevention of peer violence.



During the project, an educational program for parents will be created, as well as an augmented reality educational game that parents and children can play together, for the purpose of preventing and combating abuse and discrimination. In the first year of the project, research was carried out on the mentioned topic, on the basis of which the concept of learning materials was designed and developed, as one of the results of the project. Also, in 2022, two project meetings were held, one in Zagreb and one in Valladolid, Spain.



SKILLS 4 PARENTS – parenting skills for personal growth and development

During September 2022, the implementation of the Skills4Parents project was completed, which is aimed at providing support to parents in acquiring and developing the knowledge and skills necessary for personal growth and development and strengthening parental competences. Also, the project provided support for the development of professional skills of experts who work with children, parents and families. Through the project, manuals for parents and experts were developed, and an online platform was developed to support the development of skills for their personal growth and development. In this strategic partnership project, the Association participated as a partner with the organizations DLEARN from Italy, Emphasys and the European Association of Career Guidance from Cyprus, and Stichting Incubator from the Netherlands, under the leadership of the organization COFACE Families Europe from Belgium.

STEP IN – prevention of violent behavior on the Internet

The STEPIn project has been implemented since 2020, and the Association, together with 6 other countries, participates in it as a partner. The project holder is The Nottingham Trent University from Germany.



The main goal of the project is to provide support to parents so that they can become role models for their children and serve as an example for constructive use of the Internet. A platform has been developed for parents where they can find various educational materials related to violent behavior on the Internet and it is completely free for all users. The last activity of the project is the implementation of a campaign to raise awareness about the harmfulness of inappropriate behavior on the Internet and its consequences.



SAY NO TO BULLYING – prevention of violence among young people in the NEET situation

During 2022, the implementation of the project “Say no to bullying” continued, the main goal of which is the prevention of violence and online violence among the NEET population. Parents’ Association „Step by Step” participates in the implementation of the project as one of 6 partner organizations.

In 2022, a digital manual was developed that contains relevant information about violence, prevention, digital competences, innovative teaching methods, etc. In addition to the above, work was done on the development of a platform that, in addition to learning materials, enables mutual interaction and cooperation of users, and which is followed by an interactive computer game intended for the NEET population that deals with the topic of violence and online violence and how to protect yourself from them and how to prevent them.

Re-Ability - improvement of social and emotional skills of women and mothers who are victims of violence



The implementation of the Re-Ability project continued in 2022, and the Association is participating in it as a partner along with 5 other organizations. The project manager is 3P (Padre Pino Puglisi) from Italy. The main goal of the project is to improve the social and emotional skills of women and mothers who are victims of violence who are temporarily housed in a residential community or are housed in anti-violence centers and shelters for victims of violence.

So far, the project has developed an education plan for parents and educational materials for the promotion and development of mothers' social and emotional skills. In September, a meeting of the project partners was held in Zagreb, where the preparation of a document based on the conducted research regarding the educational needs of mothers of victims of violence began.

DI2LEARN- Distance learning

During 2022, the second year of the implementation of the Di2Learn project is underway, which aims to strengthen teachers in digital and pedagogical skills in order to cope more successfully with distance learning and support students in maintaining motivation, and guide parents on how to support children during the digital learning process.



The project is implemented in 6 countries, and the holder is SPOLECZNA AKADEMIA NAUK from Poland. In September, a training for experts was organized, where a platform was presented, which includes various educational materials about the distance learning process. Di2Learn academies are currently being established in all partner countries.

roboSTEAMkids

RoboSTEAMkids is a project that started in 2022 and will continue to be implemented for the next 30 months. It is a project in which the Parents' Association "Step by Step" participates as one of a total of 7 partner organizations.



The goal of this project is to improve early education through the digital training of educators and the introduction of an inclusive program of STEAM and robotics. In 2022, the first project meeting was held in Warsaw, Poland, and work began on the first project result. As part of the project, part of the research on STEAM and robotics in early education and mapping of examples of good practices in this area was carried out.

GenZ4GreenDeal – Generation Z for community, development and sustainability

In 2022, the Association started the implementation of another Erasmus+ project, GenZ4GreenDeal. The project holder is the Association for Development and Environment ADEMED from Romania.

The goal of the project is to increase the competencies of young people for positive action aimed at the development and sustainability of communities through the support of civil society organizations, local communities and peers from other cultural backgrounds. The project focuses in particular on promoting active citizenship, a sense of youth initiative and youth entrepreneurship.

As part of the project, in 2022 a syllabus and training program was developed for young people to actively participate in the development of their (local) community, examples of good practice in each of the partner countries were mapped, and two transnational meetings were held in Bucharest and Belgrade.



StressOut

MODERN TOOLS FOR WORK-RELATED STRESS MANAGEMENT

STRESSOUT

StressOut is a project that started in the final months of 2022, while the first activities will start at the beginning of 2023. The Association participates in the project as a partner along with 5 other partner organizations, and altogether 6 European countries are involved in the project.

The project will last a total of 30 months, and the main goal of the project is to help with recognition, management and prevention of stress and burnout in the workplace. Through the project, StressOut training, a stress level assessment tool, a mobile application and a "first aid package" will be developed, and the "Stress Awareness Days" campaign will be conducted once a year.



LEAF

Also, LEAF is one of the newer approved projects in which the Association participates as a partner along with 5 other partner organizations from a total of 6 different European countries.

The aim of the project is to develop an innovative methodology in order, on the one hand, to strengthen the skills of teachers in the field of environmental education and, on the other hand, to develop a set of skills in students such as critical thinking, problem solving, creativity and teamwork. In 2022, the first partnership meeting was held in Biot, France, and the steps for the implementation of the activities were agreed upon.

GENDER 101

Gender 101 is another in a series of projects that began to be implemented towards the end of 2022, in which the Association participates as a partner, along with 5 other partner organizations from a total of 6 European countries.

The project deals with the topics of gender diversity and equality, and the goal is to provide support to parents and educators through various tools so that they themselves are as ready as possible to provide support to gender-different children. At the end of 2022, an online initial meeting was held where the next steps were agreed upon and the date of the first partnership meeting in the city of Šiauliai, Lithuania.



GENDER 101

MEMBERSHIP IN ORGANIZATIONS AND INTERNATIONAL COOPERATION

EUROPEAN PARENTS' ASSOCIATION – EPA



Parents' association "Step by Step" continued its regular membership in the European Parents' Association (EPA), established to support democratic principles and promote greater participation of parents and the local community in the upbringing and education of children.

During 2022, the executive director of the Association Silvija Stanić participated in two General Assemblies and conferences held in June in Lyon and in November in Luxembourg. In addition, the representative of the Association at the Assembly held in Lyon was elected as a member of the Board of Directors and vice-president of the EPA.

COFACE Families Europe

The Association continued with active membership within COFACE Families Europe - a network that brings together civil society organizations from across Europe with the aim of advocating family rights, monitoring the implementation of family and social policy in member states, and creating recommendations at the European level. COFACE Families Europe advocates family rights, monitors the implementation of family and social policy in member states, monitors the sustainable development goals defined by the United Nations and focuses on achieving a balance between work commitments and family life.



The representative of the Association, Silvija Stanić, is a member of the governing bodies of the Executive Bureau and Administrative Council within this network and has participated in ten online meetings held during 2022, as well as in meetings held live in March in Ljubljana, in June in Amsterdam and in October in Prague.

European Digital Learning Network - DLEARN



At the beginning of 2020, the Parents' Association „Step by Step“ became a full member of the European Network for Digital Learning - DLEARN, a non-profit organization that aims to develop digital skills and learning opportunities in response to the challenges brought by digital transformation.

The representative of the Association participated in the sessions of the Assembly, held online during April and May, and in the meeting held live in Milan. During 2022, the employees of the Association participated in numerous online trainings held by Dlearn with the aim of strengthening the capacity to launch new projects.



International Center for Assault Prevention – ICAP

The Association continued its membership in the International Center for Assault Prevention - ICAP, which aims to ensure the support, quality and expansion of the work of 27 active regional training centers in the US and around the world, in the implementation of programs and services of the assault prevention model (CAP) for children, parents and educators. The Association has been a regional training center for the implementation of the assault prevention program called CAP program since 2000. Due to the active participation and implementation of the CAP program, since 2020 the representative of the Association, Iva Buconjić, is a member of the Board of Directors of this international organization.

MEMBERSHIP IN ORGANIZATIONS AND INTERNATIONAL COOPERATION

TEMCO – Thematic network for lifelong learning

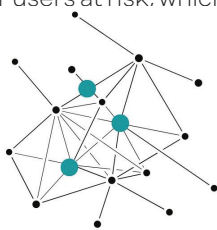


In 2022, the Association will continue to participate in the work of the national thematic network “Lifelong learning available to all” - TEMCO as part of a project led by the Institute for development of education, and co-financed by the EU from the European Social Fund.

The project aims to ensure coordinated activity of experts and civil society organizations in shaping public policies to address social inequalities from preschool to higher education in Croatia. The network consists of a team of 25 experts from 10 organizations and 4 scientific studies will be conducted, recommendations will be made for the shaping of new public policies to reduce educational inequality and a structured dialogue with stakeholders on proposed measures will be held. Parents’ association „Step by Step“ participates in the work of the thematic group for early and preschool education and early elementary school education. In March 2022, a representative of the Association held an online educational workshop for members of the network on the topic of advocating children’s rights.

Network of psychosocial counseling for users at risk

Since January 2021, the Association is a member of the Network of psychosocial counseling for users at risk, which was formed as part of the project of the same name implemented by the Society for Psychological Assistance as the project holder, Institute for Labor Market Development, City of Zagreb - City Office for Social Protection and Persons with Disabilities, the Center for Social Welfare Zagreb and the NewSchool association from Norway. The aim of the project is to improve the availability and quality of psychosocial support services for vulnerable



citizens through the establishment of a network of psychosocial counseling centers in local communities for citizens at risk. Through participation in this Network, the Association continues with the development of social services, quality assurance and networking with other organizations at the local and national level. In 2022, minimum common quality standards were developed, all members of the Network were provided with education and supervision.

Thematic network 4th shift – invisible work

During 2022, the Association joined the work of the thematic network 4. shift - invisible work which was established with the aim of advocating a stronger harmonization of the private and business life of all household members with an emphasis on gender equality. The thematic network was established within the project “Influence of public policies on the quality of family and working life and on the demographic picture of Croatia - areas of change” coordinated by the association B.A.B.E. in cooperation with numerous project partners.

As part of this cooperation, at the beginning of 2022 a representative of the Association presented experiences in working with minors that are parents and young parents at the conference “Challenges and balance of business and private life for young parents and families”.

Network of Associations for the Protection of Children’s Rights

Since December 2022, the Association is a member of the Network of Associations for the Protection of Children’s Rights as part of the project “Network of cooperation for the realization of the welfare and rights of children” implemented by the association Djeca prva in partnership with Hrabri Telefon, Ardur, SOS Children’s Village Croatia and SOS Children’s Village Norway. The project was financed through the Active citizens fund, and is aimed at strengthening associations for the advocacy of children’s rights. Through the project activities, about 20 associations gathered in the network will be educated in the field of public policies, public communication and diversification of funding sources.

At the end of the project, the analysis and recommendations of public policies in the area of protection of children's rights will be presented, based on which concrete activities for children and families will be designed.

MOJE MJESTO POD SUNCEM



Throughout 2022, the Association continues its collaboration as a partner organization in the implementation of the three-year program "Moje mjesto pod suncem" ("My place under the sun"), which is carried out by the Center for the Culture of Dialogue from Rijeka. During February 2022 in Rijeka, a representative of the Association held a trainer training on the topic of prevention and recognition of peer violence with the aim of improving the skills of conducting workshops on the topic of peer violence as well as the skills of cooperation with parents and the school.

THEATER PLAY BOKTE

In 2022, the Association continues its collaboration as a partner organization in the preparation and performance of the BOKTE play by Puna Kuća Theater, which shows the relationship between parents and children from birth to adulthood.



The play provides an overview of family relationships in various stages of life and shows how parents cope with the growth of their children, but also how children cope with the pressure of growing up and taking responsibility for their decisions. The play is intended for all age groups, especially young people, and the representative of the Association conducts a conversation with the audience after the play. During May 2022, a play was held in Rovinj that gathered more than 200 high school students. predstavnica Udruge po održanoj predstavi vodi razgovor s publikom.

PARTICIPATION IN NATIONAL CONFERENCES AND COOPERATION

Parents' Association "Step by Step" continuously invests in cooperation with key stakeholders at the national level, while the representatives of the Association participate in numerous professional meetings with the aim of improving the system of protection of children, families and also the environment for civil society. In 2022, representatives of the Association participated in numerous expert meetings in the field of violence prevention, implementation of counseling and psychological support for children and parents, support due to trauma and stress, digital tools, media literacy and various advocacy activities.

COMMUNICATION WITH MEMBERS OF THE ASSOCIATION

The Association regularly reports about all of its activities on various platforms for the purpose of sharing information about project activities, workshops, educations and campaigns. The **Facebook** page @Ur.KpK has been active since 2013, and today has around 2,300 followers, with each post reaching around 400 users.

In addition to the Facebook page, the Association has been reporting on its activities for years through a Newsletter that is published every three months. In this way more than 400 users are covered and with each new **Newsletter** positive interaction is achieved which shows that subscribers read the news and use the materials. Due to the recognition of the association at the EU level, a **LinkedIn** profile has been activated on which the content is published in English.



ASSOCIATION IN THE MEDIA

The media continuously show interest in the activities of the Association and, as before, the cooperation with the media was successful. In 2022, Parents' Association "Step by Step" presented its activities 32 times through radio, television, print and electronic media.



LIST OF MEDIA RELEASES IN 2022.

| | | |
|------------|------------------------|---|
| 18.1.2022. | Varaždinske vijesti | Korakovi knjigoljupci |
| 8.2.2022 | 24 sata | Roditelji ne znaju kako djecu maknuti od ekrana |
| 8.2.2022. | radio1.hr | "Roditelji misle da im djeca provode previše vremena pred ekranima, ali ne znaju kako to promijeniti" |
| 8.2.2022. | metro-portal.hr | Kako promijeniti klince? |
| 8.2.2022. | jutarnji.hr | Jutarnji list - Veliko istraživanje o prekomjernom korištenju interneta: 'Svi su zabrinuti, ali nitko ne zna kako to promijeniti' |
| 8.2.2022. | ordinacija.vecernji.hr | Mentalne blokade, slabije jezične vještine, sporost u obavljanju dužnosti - posljedice pretjeranog gledanja u ekrane |
| 8.2.2022. | Glas Slavonije | Djeca su previše pred ekranom, kako to smanjiti? |

| | | |
|-------------|----------------------------|--|
| 9.2.2022. | totalinfo.hr | "Mnoga imaju neograničeni pristup i "vise" satima pred ekranom – Totalinfo.hr" |
| 10.2.2022. | rtl.hr | Djeca sve više prekomjerno koriste internet: Dječja psihologinja donosi savjete kako pristupiti ovom problemu |
| 10.2.2022. | kaportal.rtl.hr | Djeca sve više prekomjerno koriste internet: Dječja psihologinja donosi savjete kako pristupiti ovom problemu |
| 14.2.2022. | Glas Slavonije | Projekt usmjeren na zdrav stil života u obitelji |
| 21.2.2022. | HRT (Kod nas doma) | Project STEPIn |
| 24.2.2022. | magazin.hrt.hr | Kako spriječiti ovisnost djece o virtualnom svijetu |
| 4.3.2022. | Trend Tv | Stručnjaci za podršku u tugovanju: U Karlovačkoj županiji osposobljeno četvero, sada su potrebni više nego ikad |
| 31.3.2022. | Udruga gradova | Održane online edukacije na temu lokalnih politika za djecu i politika za ranu intervenciju u djetinjstvu |
| 01.4.2022. | Sensa.story.hr | SVAKE GODINE 5 POSTO DJECE DOŽIVI GUBITAK BLISKOG ČLANA OBITELJI: Program podrške u tugovanju pomogao djeci i odraslima |
| 2.4.2022. | SBplus | Dosad su se oslanjali samo na potporu rodbine i prijatelja' |
| 6.4.2022. | SBplus | Komu su i kako u Slavonskom Brodu pomogli pri tugovanju? |
| 9.4.2022. | Radio Ogulin | Projekt PUT |
| 11.4.2022. | Glas Slavonije | Gubitak bliske osobe je trauma za djecu i mlade koji se s takvom situacijom moraju naučiti nositi |
| 18.5.2022. | Regional Express | Grad Rovinj osigurao besplatne predstave za rovinjske srednjoškolce |
| 24.6.2022. | Studio4 | Prijatelj: Primjećuje se trend povećanja online seksualnog nasilja |
| 24.6.2022. | Dnevnik | 6. nacionalna konferencija CAP pomagača |
| 12.9.2022. | Otvoreni radio | Savjeti roditeljima vezano uz početak školske godine |
| 25.10.2022. | novilist.hr Novi list | Delnička gradonačelnica primila uspješne srednjoškolce: Na vas se uvijek treba oslanjati |
| 3.12.2022. | Muzej suvremene umjetnosti | OBITELJSKI PROGRAM „MALI I VELIKI“ |
| 21.12.2022. | Novi Radio Đakovo | Emisija Totalno ravnopravni, predstavljanje programa MAMA JE MAMA |

FINANCING THE ACTIVITIES OF THE ASSOCIATION

The projects and programs of the Association in 2022 are financed mostly from the state budget for EU projects, the state budget, local governments, companies and other legal entities.

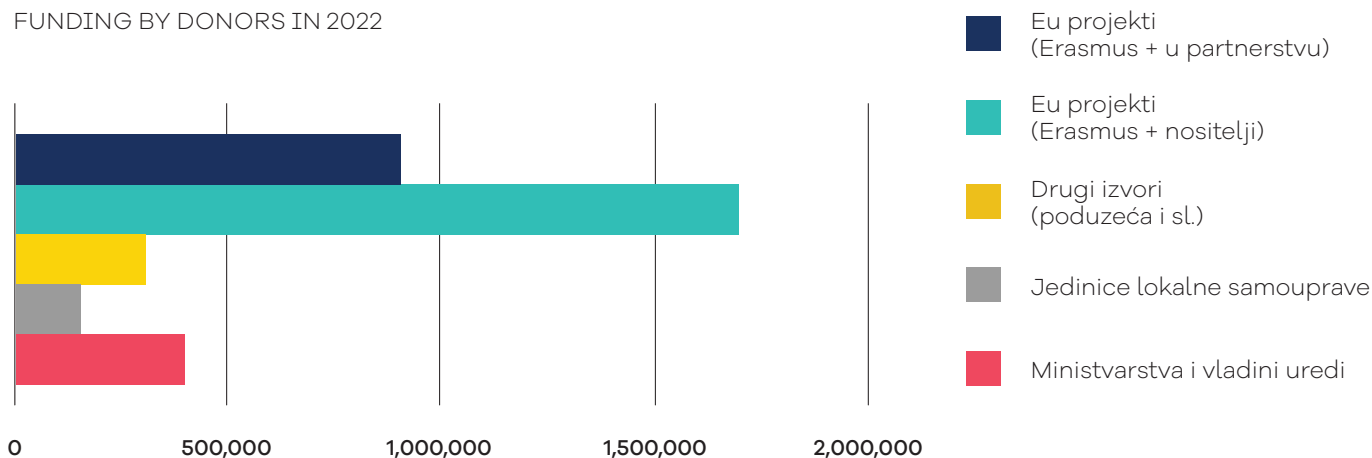
Projects STOP, Care2Learn and Like Father, Like son and partner projects ParentBank, StepIn, Skills4Parents, Re-Ability, Say No to Bullying, Di2Learn, GenZforGD, CARE, StressOut, Gender101 and LEAF are funded by the EU through the Erasmus + program.

The activities of the MOM IS A MOM program and related projects (MALOLJETNI-RODITELJI.NET web portal) are funded by Ministry of Labour, Pension System, Family and Social Policy and the City of Zagreb. In 2022, the second year of the three-year program for the period 2020-2023 approved by the Ministry of Labour, Pension System, Family and Social Policy ended and the third year of the program started. Also, in 2022, financing of the program was provided by the L'Oreal Fund for Women.

Central State Office for Demography and Youth provided financial support for projects Korakovi knjigoljupci and Otporan roditelj – otporno dijete.

The CAP program for the prevention of child abuse is implemented throughout Croatia, and funds for the implementation of activities are provided partly by the cities and counties in which the program is being implemented (City of Zagreb, City of Rijeka, City of Pula, City of Velika Gorica, Koprivnica-Križevci County, Split- Dalmatian County). Part of the activities under this program are also funded by Ministry of Science and Education. Self-financing activities are also carried out within the CAP program, through the organization of seminars.

FUNDING BY DONORS IN 2022



FINANCIAL REPORT -

INCOME AND EXPENDITURE ACCOUNT FOR 2022

| No. | Count | Item Title | Total HRK |
|-----------|-----------|---|------------------|
| 1. | 3 | A) INCOME | 3.591.691 |
| 2 | 31 | Income from provided services | 74.850 |
| 3 | 34 | Income from financial assets | 41 |
| 4 | 35 | Income from donations | 3.467.155 |
| | 3511 | Income from the State budget donations | 392.252 |
| | 3512 | Income from the Local self-government units | 126.353 |
| | 3513 | Income from the State budget donations – EU projects | 1.727.030 |
| | 352 | Income from foreign governments and international organizations | 18.960 |
| | 3531 | Income from companies and other legal entities | 270.797 |
| | 3532 | Income from companies and other legal entities - EU projects | 930.663 |
| | 354 | Income from citizens and households | 1.100 |
| 5 | 36 | Income from other sources | 49.645 |
| 6 | 4 | B) EXPENDITURES | 2.966.195 |
| 7 | 41 | Expenditures for employees | 1.161.221 |
| | 411 | Salaries for regular work | 960.275 |
| | 412 | Other expenditures for employees | 42.500 |
| | 413 | Contributions on salaries | 158.446 |
| 8 | 42 | Material expenditures | 665.736 |
| | 421 | Fees for costs of employees | 184.671 |
| | 424 | Fees for other persons outside employment | 26.512 |

| No. | Count | Item Title | Total HRK |
|------------------------|------------|---|------------------|
| | 425 | Expenditures for services | 355.142 |
| | 4251 | Expenditure for phone, post and transportation services | 23.641 |
| | 4253 | Advertising and information services | 8.821 |
| | 4254 | Communal services | 5.491 |
| | 4255 | Rents and leases | 19.688 |
| | 4257 | Intellectual and personal services | 152.002 |
| | 4258 | IT services | 21.723 |
| | 4259 | Other services | 123.776 |
| | 426 | Expenditures for materials and energy | 57.273 |
| | 429 | Other unmentioned material expenditures | 42.138 |
| 9 | 43 | Depreciation expenditures | 24.877 |
| 10 | 44 | Financial expenditures | 5.396 |
| 11 | 45 | Donations (project partners) | 1.107.411 |
| 12 | 46 | Other expenditures | 1.554 |
| 13 | | Excess of income passed from 2020. | 569.804 |
| 14 | | Excess of income passed in 2022. | 1.194.843 |
| ADDITIONAL DATA | | | |
| 15 | 11 | Balance of funds at the beginning of the year | 925.568 |
| 16 | 11 | Balance of funds at the end of the period | 1.529.376 |
| 17 | | Average number of employees | 7 |
| 18 | | Average number of employees based on working hours | 7 |
| 19 | | Number of volunteers | 121 |
| 20 | | Number of volunteering hours | 574 |



step by step

PARENTS' ASSOCIATION



edukacija



komunikacija



tolerancija



jednakost