

Annual report 2024.



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 THE 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 2024

STEERING COMMITTEE

- prim.mr.sc. Nives Šikanić-Dugić dr.med ., president
- Gorana Hitrec, prof. psych ., vice president
- dr.sc. Maja Laklija , prof. (until 4.12.2024.)
- Zvezdana Kuprešak , Master of Laws .
- Vesna Orešković, B.A. in Education .
- Daliborka Vuković, prof. def.
- Tarita Mašković , univ.bacc .paed .
- dr.sc . Jagoda Novak, prof. (from 4.12.2024.)

EMPLOYEES

- Executive Director/Professional Associate: Silvija Stanić, B.A. in Psychology, Specialization in Law.
- Administrative Secretary/Executive Director: Vesna Miličević
- Program leader: Iva Buconjić , MA .
- Program manager and expert associate on the programs: Toni Miličević, univ. spec. iur.
- Program manager and expert associate on the programs: Bojan Krsnik, bacc.act.soc .



National projects in 2024.

CAP PROGRAM FOR THE PREVENTION OF VIOLENCE AGAINST AND AMONG CHILDREN AND YOUNG PEOPLE



The CAP program for primary prevention of violence against and among children and young people is based on 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 Parents' Association "Step by Step", the CAP program has been introduced in Croatian schools and kindergartens since 1999. In addition to children, the CAP program also includes adults close to children, i.e. their parents, guardians, and school and kindergarten employees. With the successful completion of the initial training, the Parents' Association "Step by

Step" becomes a regional training center. The CAP program has been verified by the Ministry of Science and Education and the Agency for Education and Training. Annually, an average of about 15% of schools and over 10% of kindergartens in the Republic of Croatia are covered by the implementation. Every year, the Association establishes numerous partnerships and cooperation with educational institutions and civil society organizations with the aim of strengthening the CAP network and all participants in the implementation and implementation of the program.

IMPLEMENTATION OF THE CAP PROGRAM IN 2024

In 2024, the CAP program was once again confirmed as the strongest and most recognizable program of the Association. The implementation of the CAP program in all variants (Preschool, Elementary, Teen and CAP for children with disabilities) in educational institutions throughout the Republic of Croatia included a large number of children, parents and educational workers who received complete information about the prevention of violence against and among children and young people. During 2024, the implementation included:

595	1372	6026	918
Educational staff through lectures for school staff	Parents who participated in lectures about CAP program	Students involved in CAP workshops	Students through individual conversations with CAP facilitators

The figures shown are transferred from the CAPIS reporting system and include only reported activities included in individual program elements. In reality, these figures are somewhat higher, as we conclude from the number of requested materials.

CAP SEMINARS

Great interest was expressed in CAP seminars, and education for Preschool CAP was especially sought after. In 2024, a total of **5 seminars were held for new CAP facilitators**. The network of CAP facilitators after the training has increased by **168 members**.

Two Preschool seminars were organized in Zagreb and Sinj for a total of 58 educational staff, and the seminars were led by trainers Tina Budić and Matea Dujmović in Zagreb, and Dalma Luketin and Asja Podrug in Sinj.



DV Izvor, Zagreb



DV Bili cvitak, Sinj

Elementary and Teen CAP seminars were organized in Zagreb and Split for 110 participants, and were conducted by trainers Katarina Sikirić Lukić and Dubravka Vulić.



I. Technical School Tesla, Zagreb – TeenCAP



Primary School Žnjan-Pazdigrad, Split – Elementary CAP

7th international conference "CAP in the digital age" was held on May 8, 2024 at the Hotel Dubrovnik, in cooperation with the European organization COFACE Families Europe from Belgium. 39 people from the Republic of Croatia (local community representatives, CAP teams, external collaborators) participated, as

well as 17 participants from partner organizations, COFACE members from 8 EU countries (Belgium, Spain, Germany, Greece, Bulgaria, Finland, United Kingdom and Romania).

The conference marked the 25th anniversary of the implementation of the CAP program in the Republic of Croatia.

Gorana Hitrec, founder of the Association and long-time leader of the CAP program, held a lecture and presented a cross-section of results through 25 years of program implementation in the Republic of Croatia. Jagoda Novak, long-time member of the Association, introduced the Association through the most important programs implemented over a long period.

The aim of this joint conference was to share knowledge on the implementation of the preventive CAP program, exchange ideas with practitioners from other countries who also work on preventing child abuse, jointly assess how to upgrade programs to prevent child abuse online, and ultimately build partnerships between organizations and centers for a safer internet.

In the second part of the conference, the gathered CAP trainers and associates from all over the Republic of Croatia discussed the possibilities of modernizing the program and minor modifications in order to make it easier to implement.



7th international CAP conference in Hotel Dubrovnik, Zagreb

CAP SUPERVISION

In the fall of 2024, two supervision meetings were held at DV Bajka and DV Zrno for employees of Zagreb kindergartens who have been implementing the Preschool CAP program for many years. 63 educators and professional associates were included.



DV Bajka, Zagreb



DV Zrno, Zagreb



Child program model Assault Prevention (CAP) was developed in 1978 under the auspices of the National Center in Columbus, Ohio. Administration and oversight of the CAP program were transferred to New Jersey in 1991, forming the International Center for Assault Prevention (ICAP). After serving in other agencies for more than twenty-five years, the Advisory Board recommended that it was time for ICAP to establish and establish a new non-profit organization of its own to serve as the home of ICAP, which was established in August 2020 to support, enhance, and expand the work of the 27 active Regional Training Centers in the United States and around the world in implementing the programs and services of the Assault Prevention (CAP) model for children, parents, and educators. As of 2024, all rights to supplement and implement have been transferred to the Step by Step Parents Association as the regional center for this part of Europe.

The MAMA JE MAMA program



The MAMA JE MAMA program is implemented with the aim of preventing risky sexual behavior of young people and providing psychosocial assistance and support to pregnant underage women, parents and their families. The program seeks to reduce the vulnerability of pregnant underage women and parents, and to empower them to actively and responsibly assume the parental role. Within the framework of the MAMA JE MAMA program, two projects are being implemented in 2024 – the MAMA JE MAMA Counseling Center and the MALOLJETNI-RODITELJI.NET Web portal. All services and activities of the program are completely free for users and are implemented with the financial support of the City of Zagreb.

COUNSELING CENTER MAMA JE MAMA



The MAMA JE MAMA counseling center is intended for pregnant minors, their parents, as well as their friends and family members who want to provide them with support. Some of the activities are carried out independently, and some in partnership with the Zagreb Children's Home, a maternity home that provides

accommodation for pregnant minors and mothers with children in cases where accommodation outside their own family is needed.

During 2024, 17 individual consultations were held, which included providing psychological counseling and support to underage parents, assistance in establishing damaged family relationships, facing the challenges of parenthood and developing parenting skills, as well as support in strengthening one's own psychosocial skills and strengths. The consultations also covered topics of exercising rights in the field of social and legal protection, such as registering maternity and paternity,



temporary guardianship until adulthood, exercising the right to maternity benefit, initiating legal proceedings and one's own responsibility in caring for oneself and one's child. Also, in cooperation with the Mother's Home in As part of the Zagreb Children's Center in Nazorova, 7 support group meetings for mothers were held with the aim of improving their knowledge and skills that will empower them for independent living.

Expanding the support network – Strengthening the capacity of experts to work with underage parents

At the beginning of 2024, we held training for about twenty experts in working with pregnant underage women and mothers as part of the Igra Association project.

WEB PORTAL MALOLJETNI-RODITELJI.NET



The web portal **www.maloljetni-roditelji.net** is intended for underage pregnant women and their parents, as well as 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 minor parents by experts, psychologists, social workers, lawyers and gynecologists.

During 2024, 115,621 users were recorded, with a total of 257,449 views. 67 consultations were conducted through the Ask an EXPERT section, which included 49 users. The most common queries via the portal relate to suspicions of pregnancy, concerns about risky sexual activities, difficulties related to disrupted family or partner relationships, therefore the content of the site is created to answer these questions.

Project MAMA 101



During 2024, the Association continued the implementation of the MAMA 101 project, which began in September 2023, in partnership with the RODA Association and with financial support from the Central State Office for Demography and Youth. The aim of the project is to provide support to mothers and pregnant women through peer support groups and education about the postpartum period, and to raise public awareness about the importance of breastfeeding.

The MAMA 101 project ensured the participation of pregnant women, mothers and parents in support groups and educational workshops. Peer support groups for mothers and pregnant women experiencing pregnancy and motherhood for the first time were held through 5 meetings. A safe environment was provided for sharing experiences, information, questions and emotional processing. Also, through the support groups, mothers and pregnant women strengthened their social network and valuable contacts that continue after the project with the aim of improving the well-being of mothers, their children and other family members. The topics covered in the workshops were: the challenges of motherhood, my first pregnancy, goals for the future, the need for support and love and relationships.



During July 2024, in collaboration with the SILAB center, an education session was held on the topic of Early Development, Sensorimotor Skills and Introduction to Breastfeeding, attended by mothers and professional associates from the Zagreb Children's Home, Maternity Department.

At the end of August, a final gathering was held, bringing together mothers and experts who participated in the implementation of the project.

The project has prepared a manual, i.e. the brochure MAMA 101 - a short introduction to parenting, which covers the topics of pregnancy and preparation for childbirth, the changes that the expectant mother experiences, childbirth and early development, breastfeeding, child development through preschool age with an emphasis on physical, motor, emotional and social development, and numerous topics of positive parenting and parenting skills. The brochure also includes an additional section related to sensory integration in children. The brochure is available at the link:

https://urkpk.org/wp-content/uploads/2024/09/mama_101_kratki_vodic_kroz_roditeljstvo_web-1.pdf



As part of the project, a leaflet entitled The First Three and Why They Are So Important was prepared, which provides an overview of how parents can support a child's motor, physical, emotional and social development.

Project PREVENTION IN THE COMMUNITY – PHASE II



In 2024, the implementation of the Prevention in the community project - Phase II continued in partnership with the cities of Sveti Ivan Zelina and Jastrebarsko, with financial support from the Ministry of Labor, Pension System, Family and Social Policy.

This project implemented activities to strengthen the Prevention Councils of these two cities through education on volunteerism, cooperation between educational institutions and parents, and the implementation of the EMOZI program of socio-emotional learning and universal prevention. The implementation involved the Dragutin

Domjanić and Ksaver Šandor Đalski elementary schools from Sveti Ivan Zelina, as well as the Ljubo Babić Elementary School from Jastrebarsko, where the program was implemented with upper-grade students who participated in workshops on teamwork and cooperation, conflict



resolution, and volunteer actions. In Sveti Ivan Zelina, the volunteer action included landscaping the Srce Association, which operates as a local volunteer center and provides services to people with disabilities, which included painting the walls in the environment. In Jastrebarsko, the volunteer action included landscaping the Ljubo Babić Elementary School and planting strawberry seedlings.



Volunteer action, St. Ivan Zelina

Volunteer action, Jastrebarsko

As the end of the project, round tables were held, i.e. meetings where implementation experiences were exchanged and which brought together representatives of partner and cooperating organizations.

ERASMUS+ projects in 2024.

STRATEGIC PARTNERSHIPS IN THE FIELD OF EDUCATION AND YOUTH

During 2024, we are implementing projects funded through the Erasmus+ program within the framework of strategic partnerships in the field of education and youth. In the Care2learn and Like Father Like Son projects, the Step by Step Parents' Association is the coordinator, i.e. the project leader, while in the others it is a partner organization.

CARE2LEARN



In 2024, the implementation of the CARE2LEARN project was completed, through which the Association, together with its partners, created early intervention content to improve learning by strengthening early key skills in children.

CARE2LEARN is a strategic partnership project that was implemented in partnership with the Faculty of Teachers from Zagreb, Modern Elementary School from Serbia and Emphasys

Center from Cyprus.

The aim of the project is to lay a quality foundation for children's education and chances for positive life outcomes, but also to relieve parents, preschool and school systems from additional pressure. The project developed a curriculum of tools for developing school readiness, a tool for assessing school readiness, and a mobile application for assessing, monitoring and developing children's school readiness through digitalization of activities that develop key competencies. All information and materials developed as part of the project are available on the project website <https://care2learn.eu/>



LIKE FATHER, LIKE SON – prevention of violence among children

The parents' association "Step by Step" is the project leader, and in partnership with 6 organizations from 5 European countries, it completed the project implementation in May 2024. The goal of the project was to empower parents and provide them with the knowledge and skills to help them bring sensitive topics such as diversity and tolerance closer to their children, and thus work on the prevention of peer violence.



In early 2024, a final conference was held in Zagreb, where the project, all project results, and materials developed for the project were presented. As part of the project, an educational program for parents was developed, as well as an educational augmented reality game that parents and children can play together, for the purpose of preventing and combating abuse and discrimination. More information and materials developed as part of the project are available on the project website <https://likefatherlikeson.eu/>



RoboSTEAMkids

RoboSTEAMkids is a project that began in 2022. The Association participated in this project as one of a total of 7 partner organizations, with the aim of improving early childhood education through digital training of educators and the introduction of an inclusive STEAM and robotics program.



In 2024, we completed the development of the RoboSTEAMkids educational platform. We participated in an education in Cyprus where we organized an educational workshop. In October, we organized a final conference where the project and its results were presented. The conference marked the end of the active implementation of the project, which ended in November, with the platform and materials that will be

available to everyone until further notice.

more about the RoboSTEAMkids project and our results at: <https://robosteambkids.eu/>

GenZ4GreenDeal - Generation Z for community, development and sustainability

At the beginning of 2024, the implementation of the **GenZ4GreenDeal project**, led by the Association for Development and Environment ADEMED from Romania, and the Association participated as a partner organization.



The aim of the project is to increase the competences 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. During the past implementation period, the project trained young people to actively participate in the development of their (local) community, worked on examples of good practice as well as educational materials that were presented at the final conference.

You can find more about the GenZ4GreenDeal project and our results at:

<https://genzproject.eu>

StressOut



StressOut is a project whose active implementation began in early 2023. The association participates in the project as a partner along with 5 other partner organizations, and a total of 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 the recognition, management and prevention of stress and burnout in the workplace. Through the project, together with partners, we are developing StressOut training, a stress assessment tool, a mobile application and a "first aid kit", and once a year we carry out the "Stress Awareness Days" campaign.



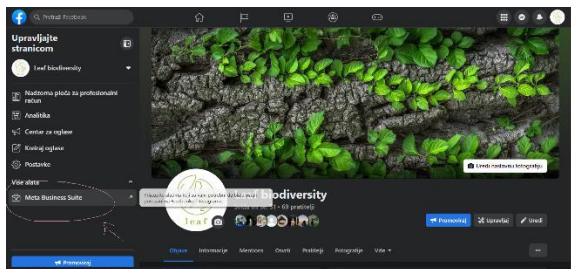
A manual on methods of dealing with stress is being prepared. The development of the StressOut mobile application has also begun, for which Korak created a First Aid Package for stress and anxiety. The implementation of the project will continue in 2025.

more about the StressOut project and our results at: <https://stressout-project.eu/hr/>

LEAF



LEAF is a project whose implementation began in 2022 and continued throughout 2024. The LEAF project aims to use the methodologies of "community engagement learning" and "citizen science" to apply them in secondary schools, with the aim of involving students in monitoring the biodiversity of local areas. The Association participates in the LEAF project as a partner along with 5 other partner organizations from a total of 6 different European countries.



In 2024, the LEAF educational platform and the LEAF manual for teachers were completed. We organized the final event in Zagreb where the project and its results were presented. All materials developed during the implementation of the project together with the educational platform will be available to everyone even after the completion of the project at the beginning of 2025. You can find more about the LEAF project and our results at: <https://leafbiodiversity.eu/hr/>

Gender 101



GENDER 101

Developing innovative tools about Gender Diversity for Parents and Adult Educators

Gender 101 is a project in which the Association participates as a partner, along with 5 other partner organizations from a total of 6 European countries. The Gender 101 project helps to solve the obstacles that parents of gender diverse children face. Gender-differentiated children and their parents are given access to various sources of information and strategies offered by this project.

In 2024, we participated in the final Gender 101 conference in Malta, where we presented all the results of the project in Croatia. We also organized a final gathering in Zagreb for over thirty interested participants.



The project implementation ended at the end of August. All project results are available on the project website. More about the Gender 101 project and our results can be found at: <https://www.gender101.eu/hr/>



C@RE Project

The **C@RE project** aims to empower social care professionals with the necessary skills to use technological advances and apply them in practice. The project aims to support the care system by creating a model that includes the acquisition of new skills required by the labor market (basic digital and relational and emotional management skills), using augmented reality (AR) as a key tool for the digitalization of learning. In the implementation of this project, which started in late 2022, the Association participates as a partner organization, along with organizations from Greece, Italy, Romania, France and the project leader from Lithuania.

In 2024, video materials were developed that will be a quality addition to social care workers as part of an interactive game, aiming to acquire new skills in digital learning. Testing of the C@RE platform was also carried out, with finalization expected in 2025.

You can find more about the C@RE project and our results at:

https://ar4personalcare.eu/?page_id=272&lang=hr

AMIF PROGRAM – FUND FOR ASYLUM, MIGRATION AND INTEGRATION (2021. 2027.)

SCHOOLinHUB project

In 2024, we started implementing **the AMIF project - SHCOOLinHUB**, which we will implement in Croatia as a partner. 13 organizations from the European Union are participating in the project.



SCHOOLinHUB empowers schools to become centers of inclusion, bridging linguistic and cultural differences for migrant children and their families.

The project aims to support migrant children (aged 4-7) and their families in integrating into their new communities. Migrant children often face challenges such as language barriers, cultural differences and limited support in schools, which can affect their learning and social inclusion. The project aims to use schools as hubs for integration by improving language learning techniques, helping children build social and emotional skills and reducing early school leaving. It also supports migrant parents with language training and encourages their involvement in their children's

education and the local community. Teachers will be equipped with new tools and methods, such as storytelling and mentoring, for effective teaching in multicultural classrooms. By working closely with schools, local organizations and communities, the project promotes inclusion and aligns with the EU's goals of building stronger and more open societies.

In addition to implementing the project and participating in the development of new materials and organizing activities, he is responsible for leading dissemination activities for the entire project.

Link to the SCHOOLinHUB page : <https://schoolinhubproject.eu/>

- ❖ List of EU projects, applicants and partner organizations at the end of the report

MEMBERSHIP IN ORGANIZATIONS AND INTERNATIONAL COOPERATION

European Parents ' Association – EPA



The Parents' Association "Step by Step" continued its regular membership in the European Parents' Association (EPA), established with the aim of supporting democratic principles and promoting greater participation of parents and the local community in the upbringing and education of children. During 2024, the Executive Director of the Association, Silvija Stanić, participated in the annual assembly and conference held in November in Tallinn, Estonia. In addition, the representative of the Association is a member of the Board of Directors and Vice-President of EPA and during 2024 participated in 6 meetings of the Board of Directors, held in Frankfurt, Brussels, Tallinn and online.

COFACE Families Europe



The Association also continued its active membership within COFACE Families Europe – a network that brings together civil society organizations from all over Europe with the aim of advocating for family rights, monitoring the implementation of family and social policies in member states, and creating recommendations at the European level. COFACE Families Europe advocates for family rights, monitors the implementation of family and social policies in member states, monitors the sustainable development goals defined by the United Nations, and focuses on establishing a balance between work and family life. The Association's representative, Silvija Stanić, is a member of the governing bodies of the Executive Bureau and the Administrative council within this network and participated in 6 meetings held during 2024, partly online, and live in September in Vilnius, Latvia. In addition to the aforementioned meetings, representatives of the association participated in COFACE Families Europe initiatives and meetings focused on early childhood education, family diversity, prevention of peer violence, as well as the initiative to introduce EU regulations for the prevention of child sexual abuse.

European Digital Learning Network - DLEARN



In early 2020, the Step by Step Parents' Association became a regular member of the European Digital Learning Network - DLEARN, a non-profit organization whose goal is to develop digital skills and learning opportunities in response to the challenges brought by digital transformation. A representative of the Association participated in the Assembly session, held online during April and May, and in a meeting held live in Athens. During 2024, the Association's employees participated in numerous online trainings held by Dlearn with the aim of strengthening the capacity to launch new projects within the Project lab.

Participation in national meetings and cooperation

The Parents' Association continuously invests in cooperation with key stakeholders at the national level, and representatives of the Association participate in numerous professional conferences with the aim of improving the system of protection of children, families, and the environment for civil society. In 2024, representatives of the association also participated in numerous professional conferences in the field of prevention of sexual violence, implementation of counseling and psychological support for children and parents, cooperation with small organizations for lasting impact in society, as well as the development of guidelines for public policies for the reconciliation of private and professional life.

Round table – POSITIVE YOUTH DEVELOPMENT AND RELATIONSHIPS WITH PARENTS, presentation of the results of the second measurement point	Faculty of Education and Rehabilitation Sciences, University of Zagreb
EU Policy webinar on the implementation of the European Child Guarantee	COFACE Families Europe
Dlearn project lab	Dlearn
EPA Board of director meeting	EPA
Meeting of the Network of Children's Rights Associations	Children first
COFACE Executive board meeting	COFACE Families Europe
Consultation meeting to develop a fundraising plan for the Network of Associations for Children	Children first
Final event of the project Network of Cooperation for the Realization of Children's Rights and Well-being	Children first
Consultation meeting to develop a fundraising plan for the Network of Associations for Children	Children first
Consultation meeting to develop a fundraising plan for the Network of Associations for Children	Children first
Zagreb Woman of the Year Award to Sanja Sarnavka	The City of Zagreb and the City Assembly of the City of Zagreb
Administrative council meeting & EU Funding session	COFACE Families Europe
Presentation of the results of the international research GGP- Generations and gender Programs in Croatia	SDUDM and Faculty of Economics
Final conference of TEMIDA - strengthening of CSOs in the protection of human rights of female prisoners	RODA, Association for Creative Social Work , ERF, PFZG, KUN
Thematic Systemic Support NZ: Reconciling family and work life: the role of employers in creating balance"	Baby !

COMMUNICATION WITH ASSOCIATION MEMBERS

The Association regularly reports on all its activities on various platforms for the purpose of sharing information about project activities, workshops, education and campaigns. **The Facebook** page @ Ur.KpK has been active since 2013, and today has around 2600 followers, with posts reaching an average of around 450 users. In 2024, the Association also opened its Instagram profile.

In addition to the Facebook page, the Association has been reporting on its activities for years through a **Newsletter** that we send twice a year. This way, more than 1,000 users are reached, and each new Newsletter generates positive interaction, which shows that subscribers are reading the news and using the materials.

ASSOCIATION IN THE MEDIA

The association continuously published information about the activities carried out and the results achieved on the Erasmus+ project websites and on its social networks.

In 2024, several newspaper articles were published about the 25th anniversary of the CAP program in the Republic of Croatia.

OVERVIEW OF MEDIA PUBLICATIONS DURING 2024

DATUM	PROJEKT	VRSTA MEDIJA	MEDIJ	NASLOV	LINK
02/29/2024	MJM	Radio	Radio Sveta Nedjelja	Emisija ZDRAVLJAK - predstavljanje programa MAMA JE MAMA	
04/14/2024	MJM	web portal	Slobodna Dalmacija	U dvije godine rodile 1303 tinejdžerice, neke i mlađe od 15 godina. Stručnjakinja otkriva što najčešće brine mlade majke	Slobodna Dalmacija - U dvije godine rodile 1303 tinejdžerice, neke i mlađe od 15 godina. Stručnjakinja otkriva što najčešće brine mlade majke
05/09/2024	CAP	web portal	Novi list	Održana konferencija na temu rješavanja i prevencije zlostavljanja djece: prebrzi razvoj tehnologije kao galopirajuća prijetnja	https://www.novolist.hr/novosti/hrvatska/odrzana-konferencija-na-temu-rjesavanja-i-prevencije-zlostavljanja-djece-prebrzi-razvoj-tehnologije-cao-galopirajuca-prijetnja/
09.05.2024	CAP	web portal	Glas Istre	VAŽNO JE OSIGURATI SIGURNO DIGITALNO OGRUŽENJE	https://www.glasistre.hr/hrvatska/2024/05/09/odrzana-konferencija-na-temu-rjesavanja-i-prevencije-zlostavljanja-djece-prebrzi-razvoj-tehnologije-932418
28.02.2024.	CAP	web portal	DV Križić-Kružić, Križ	Proveden CAP Program U Dječjem Vrtiću Križić-Kružić	https://dv-krizic-kruzic.hr/2024/02/28/proveden-cap-program-u-djecjem-vrticu-krizic-kruzic/

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 preventing child and youth abuse
- Promoting and encouraging responsible sexual behavior
- Promoting and protecting the mental health of children and young people
- Promoting 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 affecting children and families
- Improving the quality of life of parents and informing, educating and advising parents
- Promoting positive parenting
- Protecting sexual and reproductive health and encouraging responsible sexual behavior, as well as providing assistance and support to pregnant underage 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

- Conducting research and advocacy activities in the areas of children, youth, family and parenting, as well as education, health protection and promotion, and social inclusion and protection
- Development of innovations within strategically oriented projects at the national and international level
- Strengthening the capacities of relevant stakeholders through information, education and training

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

- Strengthening the recognizability of activities in others through the dissemination of information and increasing the visibility of the work
- Development of intra- and inter-sectoral cooperation and networking at the EU, national, regional and local level
- 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

- Development and empowerment of human resources and development of volunteerism
- Sustainability and financing
- Strengthening communication capacities In other
- Continuous investment in improving the quality of work

FINANCING THE ACTIVITIES OF THE ASSOCIATION

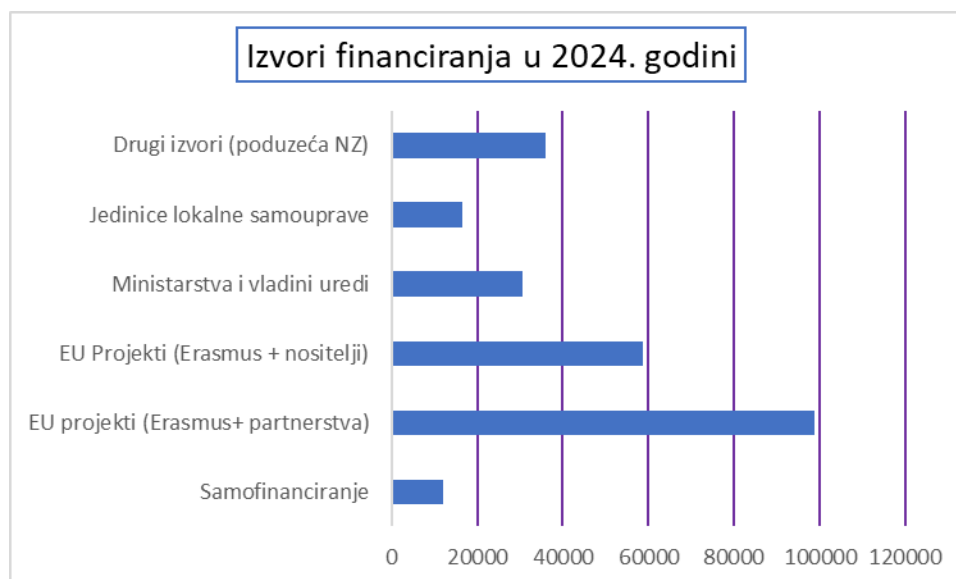
The Association's projects and programs in 2024 were financed mostly from the state budget for EU projects, then from the state budget, local government units, companies and from self-financing activities.

The projects Care2Learn and Like Father, Like Son, which the Association is the lead partner, were completed in mid-2024. The projects in which we participated as partners GenZforGD, Gender101, roboSTEAMkids and LEAF were also completed, and we continue as partners in the projects CARE and StressOut, which are funded by the European Commission through the Erasmus+ program. In November 2024, we began participating in the AMIF project SCHOOLinHUB.

The activities of the MAMA JE MAMA program and related projects (MALOLJETNI-RODITELJI.NET portal) are financed by the City of Zagreb.

The Central State Office for Demography and Youth provided financial support for the MAMA 101 project, which was completed in August 2024.

The CAP Child Abuse Prevention Program is implemented throughout Croatia, and funds for the implementation of activities are provided in part by the cities and counties in which the program is implemented (City of Zagreb, City of Rijeka, City of Velika Gorica, Koprivnica-Križevci County and Split-Dalmatia County). Part of the activities within this program are also financed by the Central State Office for Demography and Youth, and with the abolition of the office, it will be transferred to the Ministry of Health, Welfare and Sport. Self-financing activities are also implemented within the CAP program, through the organization of seminars, which represents a significant contribution to the self-sustainability of the Association.



FINANCIAL REPORT – 2024. BALANCE SHEET

No.	Count	Item Title	Total EUR
1	3	A) INCOME	256.799
2	31	Income from provided services	11.939
3	34	Income from financial assets	1
4	35	Income from donations	241.175
	3511	Income from the State budget donations	30.616
	3512	Income from the Local self-government units	16.621
	3513	Income from the State budget donations – EU projects	58.630
	3531	Income from companies and other legal entities	36.106
	3532	Income from companies and other legal entities - EU projects	98.800
	354	Income from citizens and households	400
5	36	Income from other sources	3.684
6	4	B) EXPENDITURES	233.982
7	41	Expenditures for employees	117.245
	411	Salaries for regular work	98.636
	412	Other expenditures for employees	5.300
	413	Contributions on salaries	13.309
8	42	Material expenditures	60.527
	421	Fees for costs of employees	10.988
	424	Fees for other persons outside employment	3.243
	425	Expenditures for services	36.447
	4251	Expenditure for phone, post and transportation services	1.938
	4252	Regular and investment maintenance services	593
	4253	Advertising and information services	1.400
	4254	Communal services	724
	4255	Rents and leases	1.687
	4257	Intellectual and personal services	11.423
	4258	IT services	1.958
	4259	Other services	16.724
	426	Expenditures for materials and energy	4.458
	429	Other unmentioned material expenditures	5.391
9	43	Depreciation expenditures	3.467
10	44	Financial expenditures	496
11	45	Donations (project partners)	51.450
12	46	Other expenditures	796
13		Excess of income passed from 2020.	31.755
14		Excess of income passed in 2022.	22.817
		ADDITIONAL DATA	
15	11	Balance of funds at the beginning of the year	73.386
16	11	Balance of funds at the end of the period	58.970
17		Average number of employees	3
18		Average number of employees based on working hours	3
19		Number of volunteers	155
20		Number of volunteering hours	387

Parents' Association "Step by Step" – participation in European projects as a coordinator/partner:

No | Project Name | Contract Number | Implementation Period | Duration | Project Coordinator

Parents' Association Step by Step as Coordinator:

1. | **CARE2LEARN - Supporting the Transition from Early Childhood Education and Care to Primary School** | 2021-1-HR01-KA220-SCH-000034443 | 1.11.2021 - 30.4.2024 | 30 months | Parents' Association Step by Step, Ilica 73, Zagreb, Croatia | Partners: Učiteljski fakultet Croatia, Savremena Serbia, A & A Emphasys Interactive Solutions Cyprus |
2. | **Like Father, Like Son: Parental Education and Augmented Reality to Prevent Bullying Among Children (LFLS)** | 2021-1-HR01-KA220-ADU-000035176 OID: E10163979 | 15.2.2022 - 14.2.2024 | 24 months | Parents' Association Step by Step, Ilica 73, Zagreb, Croatia (Partners: A & A Emphasys Interactive Solutions Cyprus, KENTRO MERIMNAS OIKOGENEIAS KAI PAIDIOU Greece, Formative Footprint Spain, ATERMON B.V. Netherlands, Consorzio Comunita' Brianza Societa' Cooperativa Sociale - Impresa Sociale Italy, UNIVERSIDAD DE VALLADOLID Spain |

Parents' Association Step by Step as Partner:

3. | **GenZ4GreenDeal – Generation Z for Community Development and Sustainability** | 2021-1-RO01-KA220-YOU-000028774 | 1.2.2022 - 31.1.2024 | 24 months | Asociatia pentru Dezvoltare si Mediu-ADEMED, Brebu, Romania (Partners: Emphasys Centre Cyprus, LINK Educational Alliance Serbia, Projects in Motion Malta, Ruse Chamber of Commerce and Industry Bulgaria, Politehnika Ikastegia Txorierri Spain, Parents' Association "Step by Step" Croatia)
4. | **roboSTEAMKIDS: Upgrading Early Childhood Education and Care through the Digital Upskilling of Teachers and the Introduction of an Inclusive STEAM and Robotics Programme** | 2021-2-PL01-KA220-SCH-000048987 | 2.5.2022 - 1.11.2024 | 30 months | PCG Polska Sp. z o.o., 90-344 Łódź, Poland (Partners: Doukas School Greece, EuroEd Primary School Romania, Scuola di Robotica Italy, Emphasys Centre Cyprus, SPOŁECZNA AKADEMIA NAUK Poland, Parents' Association "Step by Step" Croatia)
5. | **C@RE: Augmented Learning Approach for Personal Care** | 2022-1-LT01-KA220-VET-000086933 | 01.12.2022 - 28.2.2025 (28.5.2025) | 27 months | Klaipėdos Valstybinė Kolegija, Klaipėda 91274, Lithuania (Partners: Klaipėdos Ernesto Galvanausko Profesinio Mokymo Centras Lithuania, IDEC Greece, European Digital Learning Network ETS Italy, OpenCertif France, Asociatia de Terapie Familiale si de Cuplu Timisoara Romania, Parents' Association "Step by Step" Croatia)
6. | **StressOut: Modern Tools for Work-Related Stress Management** | 2022-1-BG01-KA220-ADU-000089290 | 29.12.2022 - 28.6.2025 (28.9.2025) | 30 months | Business Innovation Center Innobridge (BIC Innobridge), Ruse, Bulgaria (Partners: COORDINA Spain, Parents' Association "Step by Step" Croatia, Emphasys Centre Cyprus, VI One Consultancy Netherlands, E-business Academy Bulgaria)

7. | **LEAF: Learn Biodiversity through Environmental Action for the Community** | 2022-1-RO01-KA220-SCH-000086884 | 01.9.2022 - 31.12.2024 | 28 months | Colegiul National "Mihai Eminescu" Petrosani, Suceava, Romania (Partners: European Digital Learning Network ETS Italy, Parents' Association "Step by Step" Croatia, Platon Schools Greece, Energies 2050 France, LINK Educational Alliance Serbia)
8. | **Gender 101: Developing Innovative Tools About Gender** | 2022-1-MT01-KA220-ADU-000086543 | 1.10.2022 - 30.9.2024 | 24 months | Willingness Hub, 10 Qolla Street, Zebbug, Malta ZBG 1511 OID: E10015574 (Partners: Association MINTIES BITĖS Lithuania, WYŻSZA SZKOŁA BIZNESU I NAUK O ZDROWIU Poland, Future in Perspective, JANUS Italy, Parents' Association "Step by Step" Croatia)
9. | **SCHOOLinHUB: An Innovative and Holistic Programme in ECEC to Support Language Learning and Integration of Migrant Children-Parents Based on CLIL, Social Stories, and Gamification Approaches** | AMIF Project 101141033 | 1.11.2024 - 30.4.2027 | 30 months | Spoleczna Akademia Nauk (SAN), Ul. Sienkiewicza 9, Lodz 90-113, Poland (Partners: PCG POLSKA SP Poland, PERIFEREIAKI DYETHINSI PROTOVATHMIAS KAI DEFTEROVATHMIAS EKPAIDEFSIS KENTRIKIS MAKEDONIAS (DPEAT) Greece, KENTRO MERIMNAS OIKOGENEIAS KAI PAIDIOU (KMOP) Greece, ELLINIKO FOROUM PROSFIGON (GFR) Greece, RAZVOJNO IZOBRAZEVALNI CENTER NOVOMESTO (RNM) Slovenia, EBS EUROPAISCHE BILDUNGSSTIFTUNG GGMBH Germany, A&A EMPHASYS INTERACTIVE SOLUTIONS LIMITED Cyprus, CITIZENSACT - CENTRE OF ACTIVE CITIZENS FOR SUSTAINABLE DEVELOPMENT Cyprus, SPOLEK PELICAN Czechia, C.S.C. CREDITO SENZA CONFINI SOCIETA COOPERATIVA SOCIALE Italy, Parents' Association "Step by Step" Croatia, NORDIC DIASPORA FORUM (NDF) Sweden.