

OPORTUNITĂȚI

AMENINȚĂ

- implicarea elevilor
- ajutorul părinților
- sprijinul
al



2021 ANNUAL REPORT



ALL
GROW

*Making a difference with
courage and collaboration!*

Content



01. AllGrow Profile
02. Vision, Mission & Values
03. Activities Overview
04. Activities Highlights
05. Highlights & Key initiatives
06. Impact Highlights
07. Financial Highlights
08. SWOT
09. Strategic Direction
10. Strategic Goals for 2022

Letter from the co-founder

Looking back at 2021, I would like to emphasize the innovation and creativity which characterized our work this year. We were in the mist of the COVID pandemic, and our work was marked by launching new initiatives as well as adapting existing initiatives to better fit the new reality and achieve our mission of creating an ecosystem which supports children and youth development of 21st Century skills.

I am grateful to all children, parents, teachers, schools, supporters and partners who were part of our journey so far and the years to come. Everything we had accomplished was made possible with each one of your support and because you chose to work with us and help us grow. In 2021, we started new projects with new partners including Active Citizen Fund and Discovery Channel and we continued our collaboration as part of Erasmus+ projects and with organizational partners such as Oracle , HPE and Autonom Foundation.

The progress we made this year is shaping the future of our work and opening new avenues for growth towards achieving our mission and vision which has children at it's center. This was also a year of reflection and zooming in and out on our work as we are approaching our fifth anniversary and building the organizational structure for scaling our work internationally.

I am optimistic about what the future brings for AllGrow and how we can continue to build spaces where we all have the opportunities to grow and contribute to building a better society, now and in the future.

Mădălina Bouroș

Co-Founder AllGrow



AllGrow Profile

The Overview

AllGrow creates spaces for collaboration with the aim of directly contributing to the development of children, and indirectly of all those involved. **ALL** those who are part of our ecosystem **give and receive** access to tools, information and knowledge necessary to **GROW** as empowered individuals and as society at large.

We lead with courage, collaboration and desire to make a difference, values which guide and define us. This community brings together students, teachers and supporters with the common goal of putting children at the center and designing and acting with them in mind now and in the future.

Vision, Mission & Values



Vision

Every child has the capacity to become a change architect in his/her community when he/she discovers through practical experiences their own capacity to create change and acquire 21st century skills.

Mission

Build a self-sustaining collaborative ecosystem formed by teachers, students and supporters, using the design thinking method and a social entrepreneurial approach, to generate social change by listening to children's voice and preparing them for the future.

Values

Courage

We are courageous and we are not afraid to do things differently and challenge the status quo.

Collaboration

"If you want to get quickly, go alone, if you want to get far, go together!" - an African proverb which guides us and the work we do in our community. Collaboration is at the heart of our work.

Making a difference

We are action-oriented and risk takers. Making a difference is a difficult task but through action and failing rapidly and learning in multiple iterations, we can create long term change.

Activities Overview



Strategic Initiatives

In 2021 we continued some of the initiatives started in the previous years and we started new projects and initiative. Our work includes three types of initiatives:

1. **Funded:** Projects which are funded through grants and have a fix scope, time and cost.
2. **Partially funded:** In house long term sustainable initiatives, which are partially funded with donations and in-kind support and contribute to the sustainability of the organization.
3. **Sweat-funded incubator:** Rapid prototypes - initiatives which are in an early stage/incubated, which are designed and tested with our community of innovative teachers, based on their results we will scale them or use the concept for future proposals.



Funded projects:

In 2021 we had three funded projects. Two projects Design Futures and Change Shaping Schools receives funding from the European Commission.



Co-funded by the Europe for Citizens Programme of the European Union



Schools can be Core for Community Social Innovation made possible with the financial support of Active Citizens Fund Romania, a program funded by Iceland, Liechtenstein and Norway through the 2014-2021 EEA Grants.



Active citizens fund



2. Partially Funded

In 2021 we continued our flagship initiative, Change Architects, we continued to engage with the Innovative teachers and Camp Virtual as well as we continued to enhanced our collaboration with corporate supporters through our MERCI initiatives.



All this work was made possible with the support of individuals and organizations such as Aspen Institute Romania, Autonom Foundation, Discovery Channel Romania, Hewlett Packard Enterprise, Oracle Romania.



3. Sweat-funded incubator

In 2021 we also experimented and we tested new initiatives with the support of our community of volunteers and supporters. These initiatives include Teachers Forum, Role Models, Educators and Changemakers. We are using this concept to agilely respond to the needs we identify in our community and to test concepts and initiatives which could be later scaled into funded and partially funded initiatives.

Activities Highlights



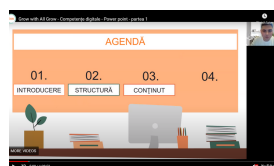
January

The theme for this month was **Empathy** and the highlight of the month was the launch of ȘCOALA NUCELU SOCIAL project financed by Active Citizens Fund România. The project is working in rural and underserved communities from Bacău, Brăila, Buzău, Galați și Vrancea. To learn more you can visit: <https://www.scoalanucleu.org/>



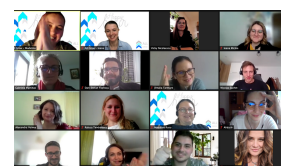
February

Creativity was the theme for February and it is when the implementation process Design Futures project started in 5 in Romania in parallel the project is also implemented in Greece, Italy and Netherlands. Design Futures combines Design Thinking and Maker Education methods to contribute to SDG 7 Clean and Accessible Energy and SDG 1 No Poverty. To learn more you can visit: <https://designfutures.eu/>



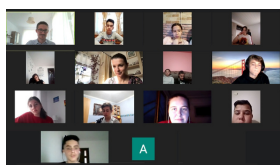
March

In March we had as a theme **Digital Competencies** and under our newly launched pilot initiative Educators (under MERCI) we had two workshops for teachers facilitated by ORACLE employees on Google suite and Power Point.



April

Our theme for April was **Adaptability**. The highlight of this month was an Online Happy Hour we organized for our MERCI - Mentors, Educators, Role Models, Changemakers and Investors. During this activity we got to know each other and shared how was our experience to work with students and teachers as part of AllGrow.



May

The theme for May was **Resilience** when we also launched a new pilot called Role Models. This initiative aims to present students with different professionals who share from their professional experience in order to develop students critical thinking and innovative approach towards deciding their next moves by focusing on the competencies needed to be developed.



June

June was the month of children and our theme was **Innovation**. In this month we organized a special Virtual Camp for children. Virtual Camp is a pilot project started in 2020 with the goal of creating educational and interactive learning activities in an online environment facilitated by innovative teachers.



July

In July our theme was **Critical Thinking**. This month also marked the end of Change Architects project for 2020-2021 school year. The projects implemented by students and facilitated by teachers were evaluated by professionals from Autonom, HPE and Oracle. The participants were invited to participate to a virtual camp where we had a special guest, Delia Dobrițoiu, Production manager at Discovery who spoke about here career.



August

Communication was the theme of August. During the summer vacation Ideas fairs were organized in Bacău, Brăila and Galați as part of Școala Nucleu Social. During this activities students share their ideas with the community and local authorities. This activities encourage students civic engagement and community participation.



September

Adaptive Leadership was the theme for September. At the start of the fall we started to strengthen our team and we were joined by 8 new Changemakers volunteers. They will work on initiatives related to organizational development as well as contributing to the development of new initiatives.



October

One of our values **Collaboration** was the theme for October. In this month we organized Impact Day together with Lehliu-Gară Secondary School and Discovery Channel. This event is part of a global initiative which promotes responsible behavior towards the environment and the importance of education.



November

Courage was the theme for November which is also one of our values. On 12 and 26 of November we organized the transnational training for ChangeShaping Schools Project. The project promotes the integration of Social Innovation Education in Schools across Europe. To learn more about the project you can visit: <https://css-project.eu/>

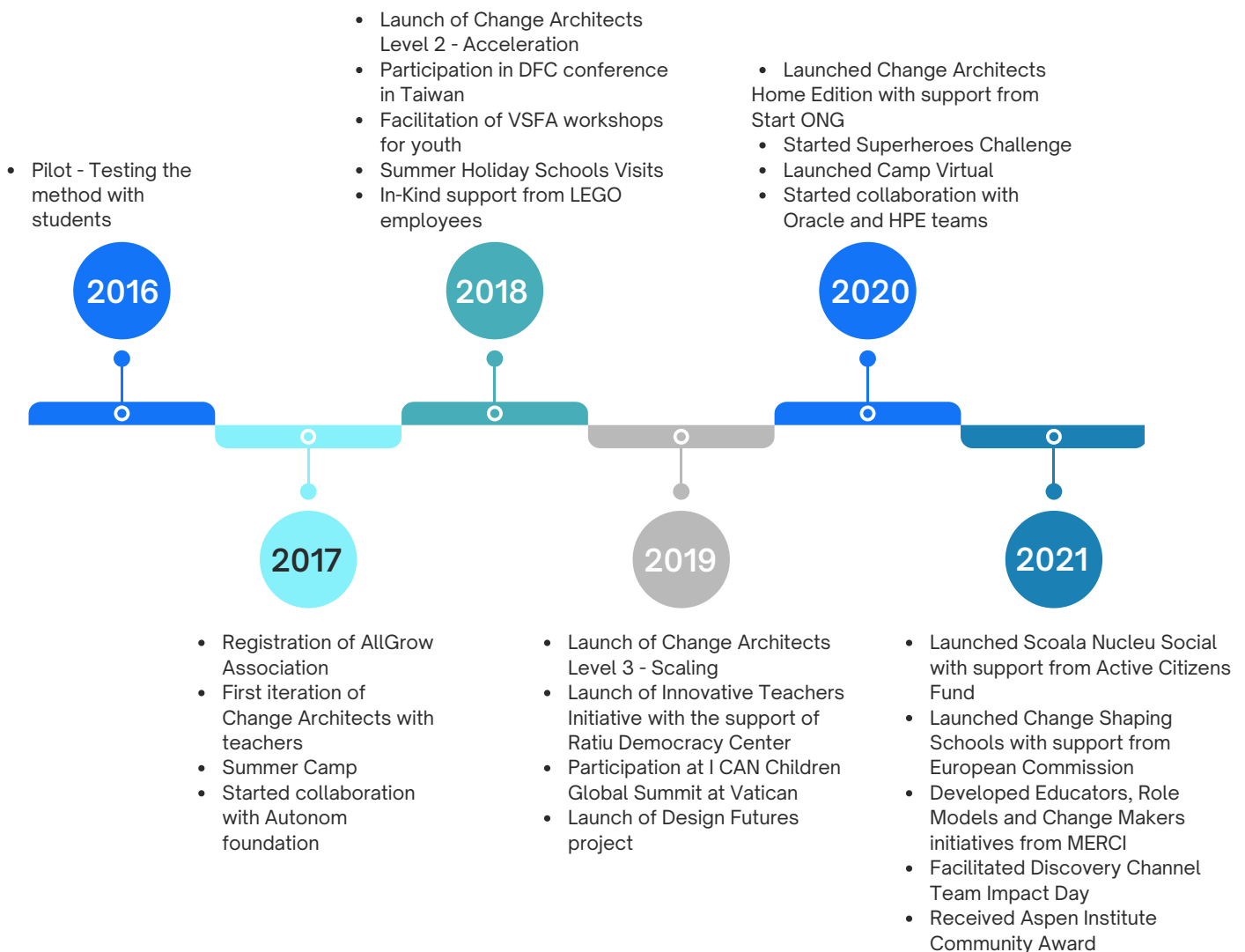


December

Making a difference was the value we chose as a theme for December. On December 8th we received the award for Social Impact from Aspen Institute Romania. We also organized a student project presentation event in partnership with ORACLE and AllGrow Gala.

Highlights & Key Initiatives

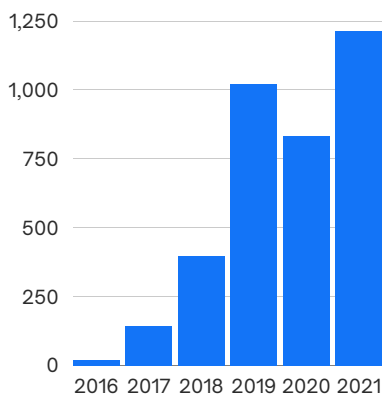
Since 2016, when we launched our first pilot, AllGrow became a reputable organization, which continues to grow and launch new projects and initiatives responsive to local needs and opportunities. We will present below few of our milestones, from start till now.



Impact Highlights

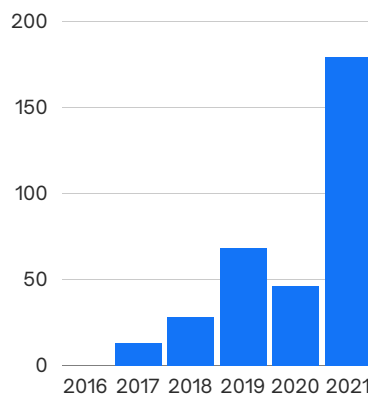
Over the years we continued to engage with students, teachers and schools across Romania and Moldova and this work resulted in Student led projects, collaboration with volunteers and community beneficiaries. Below are represented our beneficiaries and how their engagement with us evolved over the years.

Children and Youth



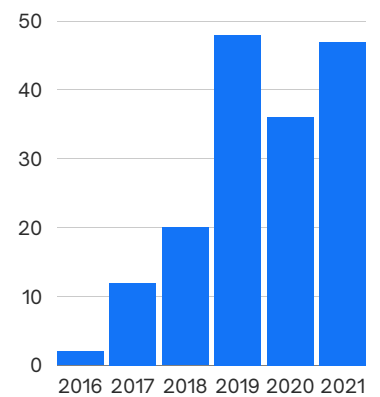
3,631

Teachers



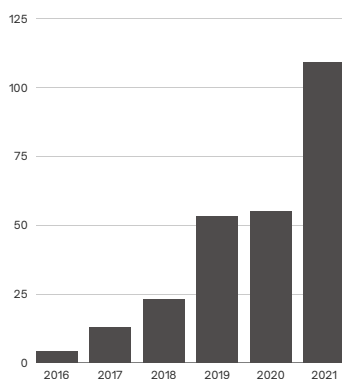
334

Schools



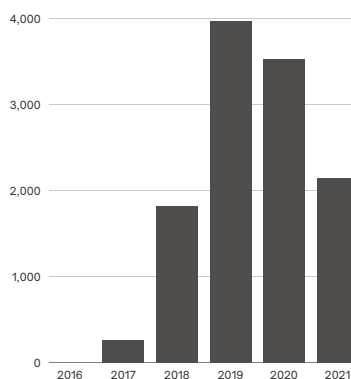
165

Student Led Projects



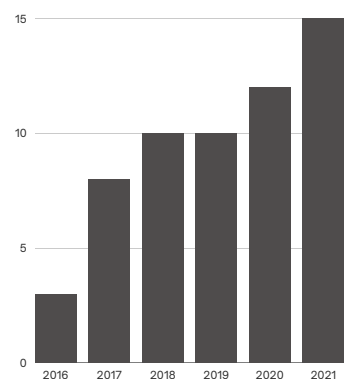
257

Beneficiaries



11,710

Volunteers



58

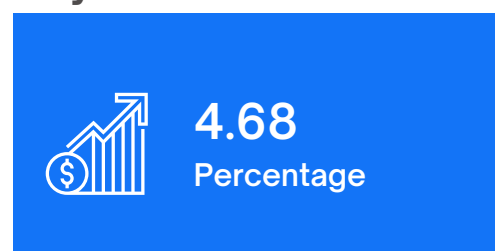
Financial Highlights

Our work has been funded with a mix of individuals donations, grants as well as in-kind donations of goods and services as well as unpaid time of the founding team and volunteers. As we are evolving we are getting closer to sustainability and achieving healthy growth over the years to come.

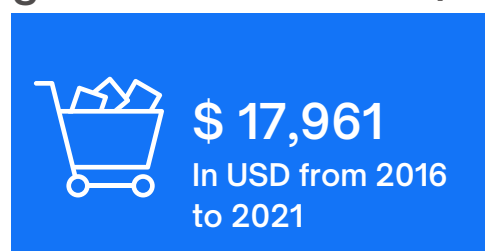
The table below presents the cash flow of the organization over the course of our activity.

FINANCIALS	2016	2017	2018	2019	2020	2021	Totals
Expenses USD	-	-	\$609.05	\$3,331.13	\$10,584.77	\$57,309.71	\$71,834.66
Revenue USD	-	-	\$210.60	\$13,008.83	\$5,601.32	\$57,581.68	\$76,402.43

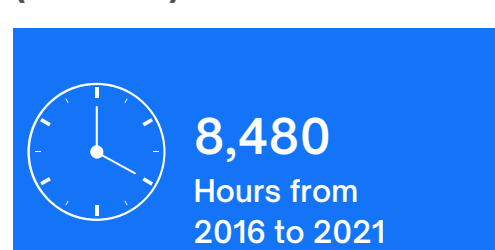
Average growth year to year



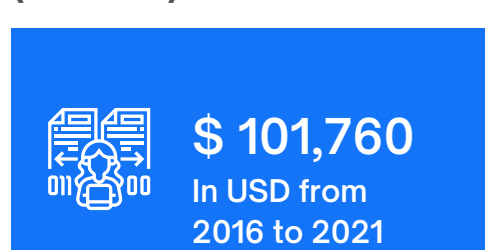
In-kind donations (of goods and services)



Time invested (in-kind)



Value of time invested (in-kind)



SWOT

Analysis Table



S

Strengths

- Community of engaged teachers and schools
- Aligned with global trends and national priorities
- Agile approach and testing ideas before proposals to external stakeholders
- Uses human centered design
- Innovative approach
- Collaborative and life long learning

W

Weaknesses

- Dependency on grants
- Our fundraising strategy could be improved
- Our team is relatively small and we want it to grow over the years

O

Opportunities

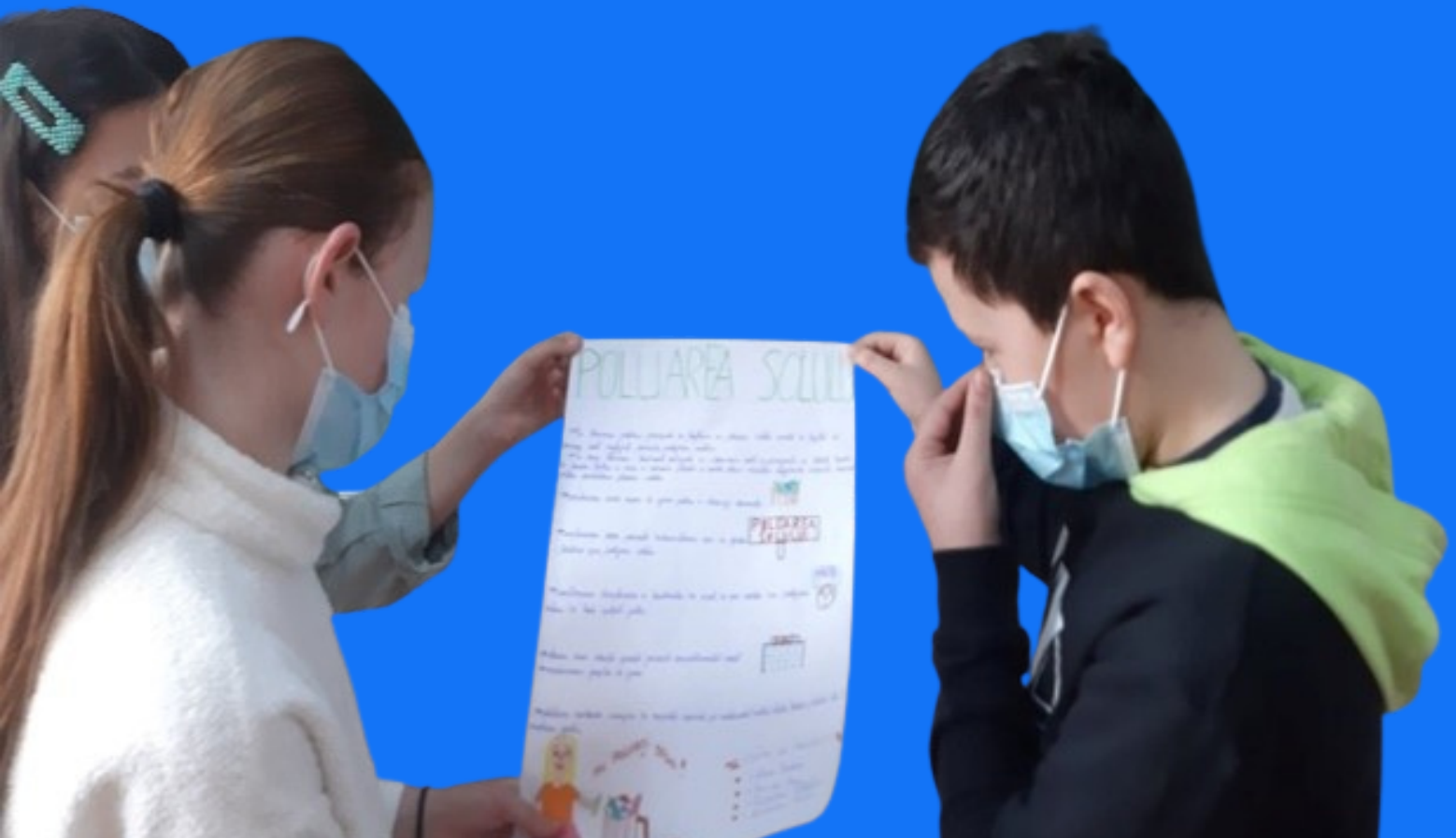
- Collaboration with Ministry of Education
- Building partnerships with private partners
- Transnational projects and contributing to solving global goals (SDG's)
- Creating a board of advisors
- Promoting children voices for solving global issues

T

Threats

- Global events such as Covid-19 pandemic and Ukraine war
- Talent attraction and retention
- Changes at the national/Ministry level
- Competition for teachers and students time from curricular and extra curricular activities

Strategic Direction



- **Sustainability**

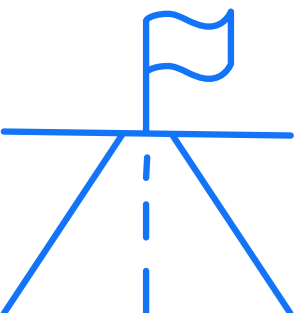
Carry and build our activities with sustainability in mind so that we have the tools, abilities and inspiration necessary to serve our communities and achieve our mission over the long term.

- **Collaboration**

Change is disruptive and in order for it to be achievable and sustainable it needs to be built on collaboration across institutions, beneficiaries, organizations and individuals.

- **Empowerment**

An empowered team, empowers community members and the same goes for teachers and students, therefore we aim to lead with empowerment in mind and have a strong and empowered team.



Strategic goals for 2022

On October 25th, we will celebrate our fifth anniversary, since we officially registered in Romania. This is an important milestone and marks the start of a new phase for AllGrow. It represents an evolution in our work which will be reflected both internally as well as externally.

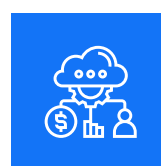
Guided by this important number 5, we aim to increase our organizational capacity from 2 full time team members to 5, and increase the number of students reached from 3631 children and youth to 5000, at the end of 2021. To achieve these objectives we envision partnerships with 5 new organizations, 5 grants and secured funding of up to \$250K. These are ambitious goals, but we believe we can achieve them by working collaboratively, putting sustainability at the center of our actions and ensuring our team and beneficiaries are empowered.



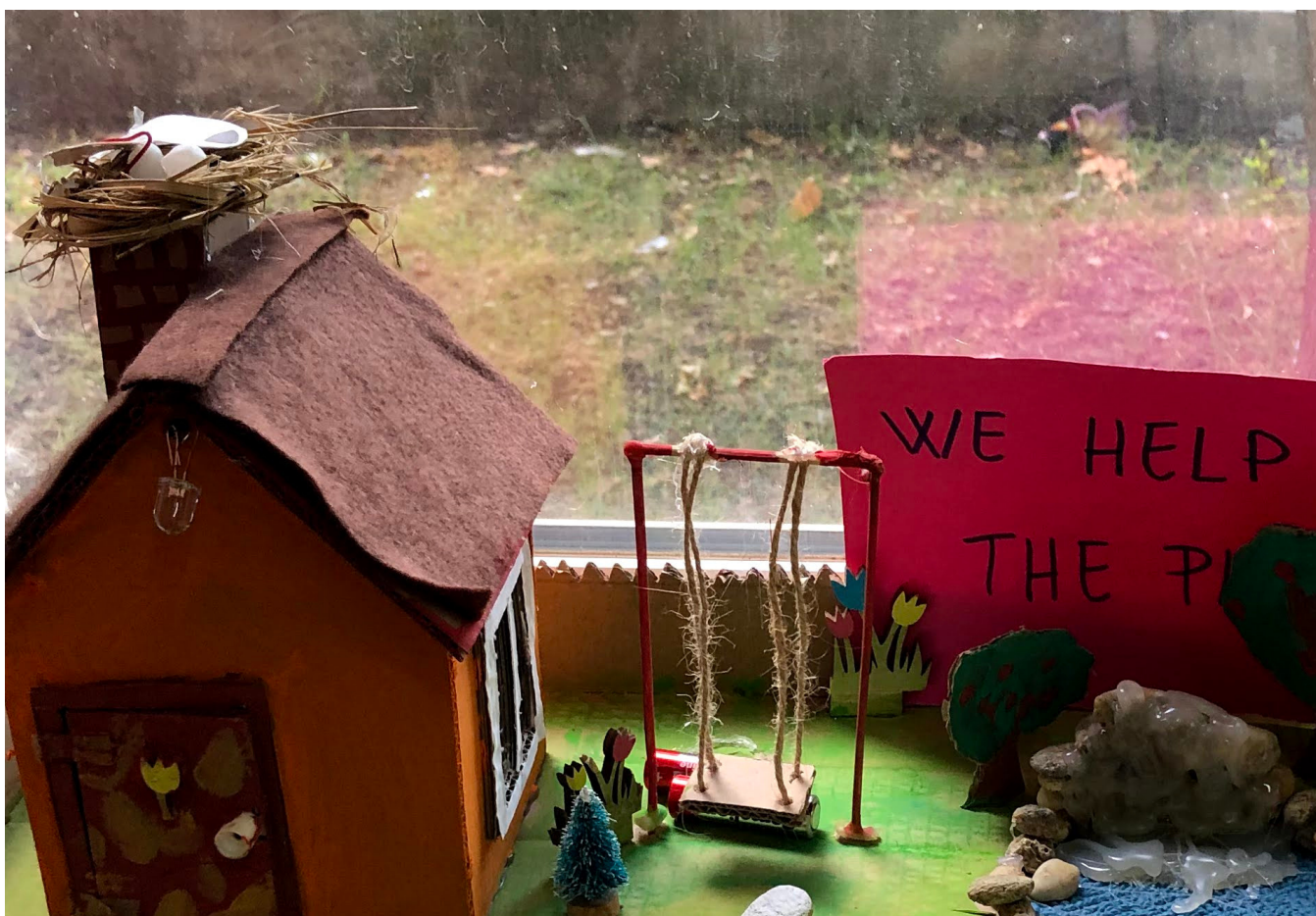
5
team members who are working to implement minimum 5 new projects in partnership with 5 new organizations and partners



5000
Students reached by the end of 2022



\$250.000
Funding available at the end of 2022 from grants, donations and services



Support our work

There are many ways in which you can support us and contribute to our mission. Here are some ideas and I am sure there will be some more:

- **Time** - Get in touch with our team to see how you can become a Mentor, Educator, Role Model or Changemaker to work with our team and students
- **Funds** - Become a supporter of our work by donating to our organization or redirecting you income tax (3.5%)
- **Connection** - You may know someone or an organization who might be interested in learning about us, please don't hesitate to put us in touch.
- **Promotion** - You like what we do and you want to promote it, we would be happy if you decide to do so on social media or speaking with your friends and colleagues.

2021 AllGrow Annual Report

We All Grow!

Thank
You!



ALL
GROW

Asociația All Grow

 Address

278 Calea Odobesti, Campineanca,
Vrancea, 627055, Romania

 Email

info@allgrowconsulting.com

 Telephone

+40 726 158 632

 Website

www.allgrowromania.org