

# Annual Report



Making a difference with courage and collaboration!



2023

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# Letter from the co-founder

Looking back at 2023, I want to emphasize our ability to better organize our work and become more sustainable. This year marked our 6th anniversary, prompting us to reflect on our beginnings, our impact, and the sustainability of our efforts. If I had to choose a word that defined our activities in 2023, it would be "growth."

I am grateful to all the children, parents, teachers, schools, supporters, and partners who have been part of our journey thus far and will continue to be in the years to come. Everything we have accomplished was made possible with your support and because you chose to work with us and help us grow.

In 2023, we launched new projects with new partners, including Media Innovators, SEA Tales, and Entrepreneurs Role Models for Youth. We also continued our existing Erasmus+ projects—CSS-EU and SIE4P.Inc—and our collaboration with organizational partners such as Oracle, HPE, and the Autonom Foundation. We expanded our work in media and ocean literacy and increased our impact in the areas of entrepreneurship and career guidance.

The progress we've made this year is shaping the future of our work, opening new avenues for growth towards achieving our mission and vision, which has children at its center. I am optimistic about what the future holds for AllGrow and how we can continue to create spaces where we all have 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 to directly support children's development and indirectly benefit everyone involved. Everyone in our ecosystem—students, teachers, supporters, and beyond—gives and receives access to the tools, information, and knowledge necessary to GROW as empowered individuals and contribute to the betterment of society.

We lead with courage, collaboration and desire to make a difference. These values guide and define us. Our community unites students, teachers, and supporters with a 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.

# Projects Overview

In 2023 we continued some of the initiatives started in the previous years and we started new ones. Our work includes two types of initiatives:

- **Funded:** Projects which are funded through grants and have a fix scope, time and cost.
- **Partially funded:** In house long term sustainable initiatives, which are partially funded with donations and in-kind support. Many of these initiatives are implemented by the innovative teachers with the support of volunteers.



## Funded projects:



**Change Shaping Schools (2021-2024)** is a European Erasmus+ initiative aiming to become the promoter of "Education for Social Innovation" (EIS) in Europe, a comprehensive educational model that empowers and prepares students for the future.



**SIE4P.Inc (2022-2024)** is a European Erasmus+ initiative aiming to extend the Social Innovation Education (SIE) model to students with Aditonal Educational Needs (AEN).



**Sea Tales (2023-2025)** is an Erasmus+ project titled Ocean Literacy - Promoting Ocean Literacy and Environmental Sustainability in School Communities. It aims to promote marine education and sustainability in schools in Romania, Portugal, Greece, and Iceland.



**Media Innovators 2023** is funded through the Effective Civic program, developed by FDSC – the Foundation for the Development of Civil Society in partnership with RAF – the Romanian American Foundation and with the support of CJI – the Center for Independent Journalism. It aims to promote media literacy among young people.



**Entrepreneurs - Role Models for Youth (2023-2024)** aims to promote entrepreneurship in education, presenting it as a viable career option for young people by bringing 10 Romanian-American entrepreneurs into the school ecosystem.



## Partially Funded



**Change Architects** - This is the umbrella initiative of our association, operating in the educational field and utilizing the Design Thinking method. The project is open to teachers and students across the country.



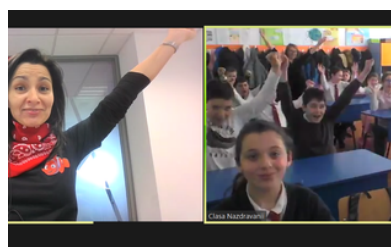
**Design Thinking Course** - This online Design Thinking course is dedicated to teachers, helping them adopt an innovative working method in an interactive and practical way. The course is led and implemented by the innovative teaches community.

# Monthly Highlights



January

We started the year strong with our participation at the **Learning Planet Festival**, where our Innovative Teachers presented our community.



February

In February, the **Role Models** project was implemented with **primary school students** at Teodor Bălan Gymnasium School in Gura Humorului. The role model was Cristina Bugu from Oracle.



March

In March, our **Design Thinking course** was in full swing, and over 35 educators graduated. As is our tradition, on March 20th we celebrated Happiness Day.



April

In April, the **Media Innovators** initiative began. It aims to bring media literacy closer to teachers and young people, building an interactive curriculum with and for young people.



May

In May, the **CSS-EU project** reached the end of the pilots, and final dissemination events took place in Constanța and Lehliu Gara.



June

In June, we worked on our materials for the **SIE4P.Inc** project, and we celebrated young students' projects during the **Change Architects Online Camp**.

# Monthly Highlights



## July

In July, our team of **Innovative Teachers** met in Turda, with the support of the Ratiu Center for Democracy, to discuss the plans we have for the new year and how we can grow our impact.



## August

In August, the **Media Innovators Camp** took place. It was a camp for media education, with and for young people who and created videos and podcasts to help other young people become better informed.



## September

In September, we went back to school and we started the school year with the **Medial Literacy Festival** when we celebrated the students' contributions to media literacy.



## October

We organized the **SIE4P.Inc training** for over 30 educators and youth volunteers from Cyprus, Greece, Ireland, France, and Romania. In October we also celebrated our 6th anniversary.



## November

We participated in the **Final International Conference of the CSS-EU Project** – ChangeShaping Schools in Nicosia, Cyprus. In November we also **launched the Entrepreneurs - Role models for Youth project.**



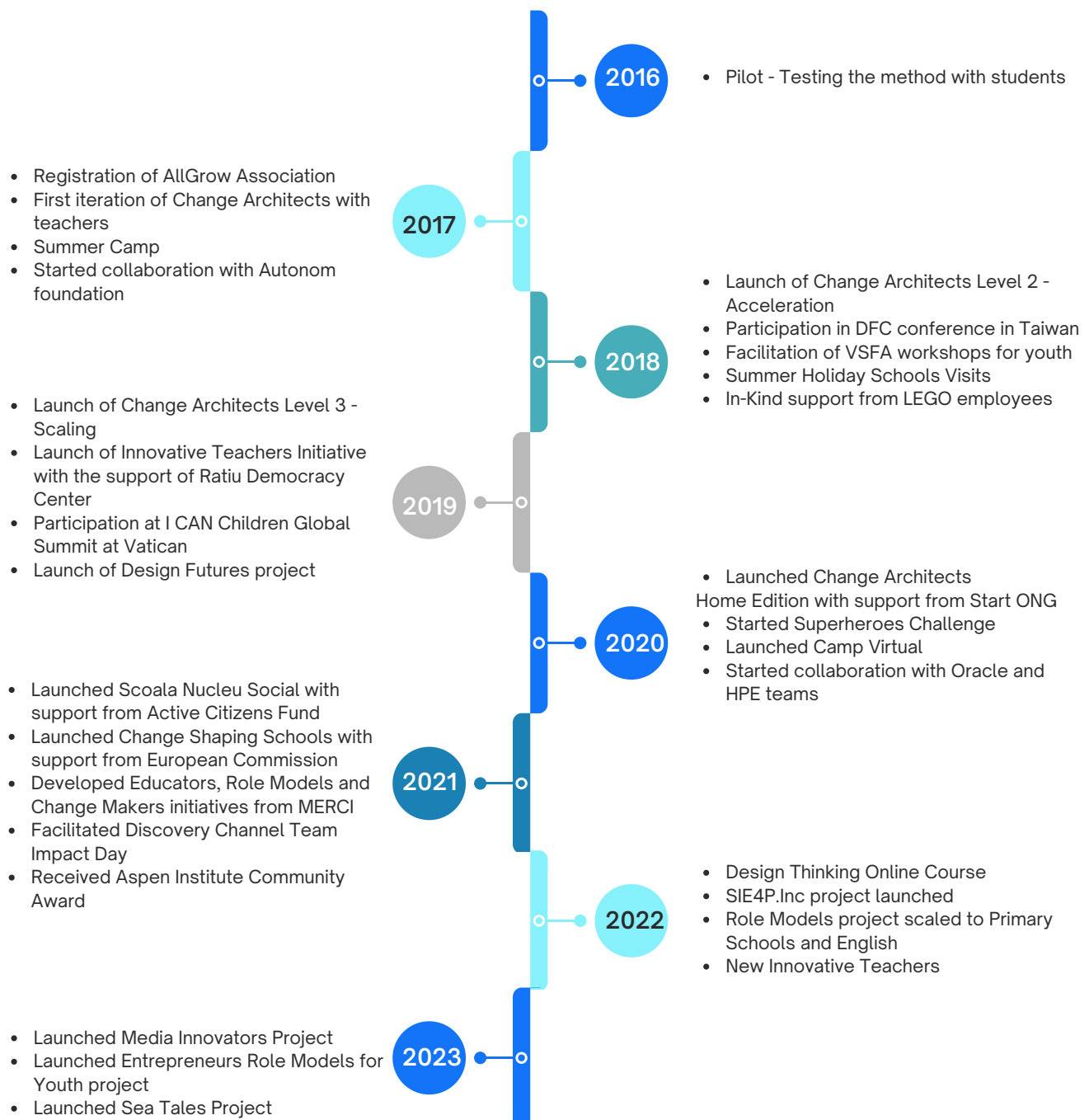
## December

In December the first round of **Change Architects** ended and over 1000 students from more than 40 educational institutions, guided by over 50 passionate teachers, became true architects of change!



# Milestones

Since 2016, when we launched our first pilot, AllGrow has become a reputable organization that continues to grow and launch new projects and initiatives responsive to local needs and opportunities. Below, we will present few of our milestones.

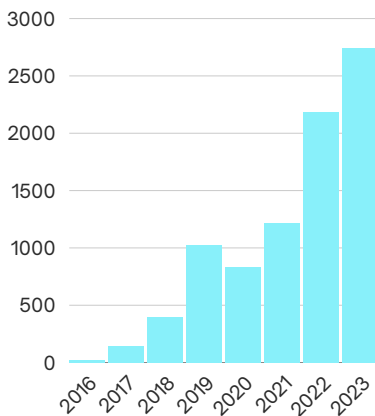


# Impact

Over the years, we have continued to engage with students, teachers, and schools across Romania. This ongoing effort has led to student-led projects, collaborations with volunteers, and community beneficiaries. Below, we present our beneficiaries and how their engagement with us has evolved over the years.



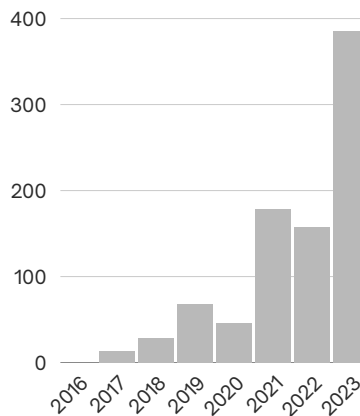
## Children & Youth



**8,565**



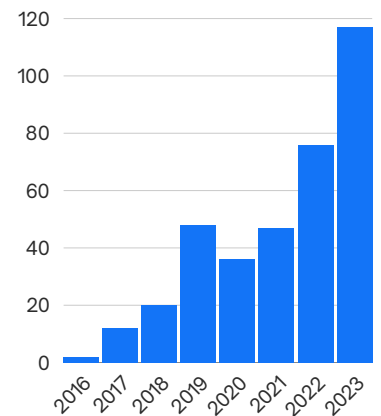
## Teachers



**877**



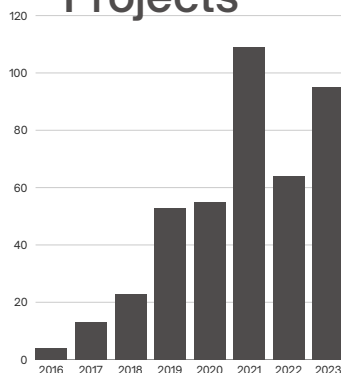
## Schools



**358**



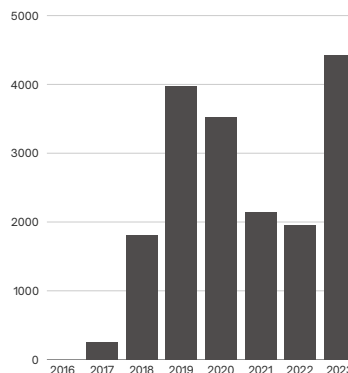
## Student Led Projects



**416**



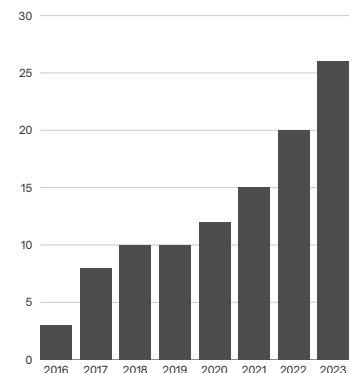
## Beneficiaries



**18,084**



## Volunteers



**86**

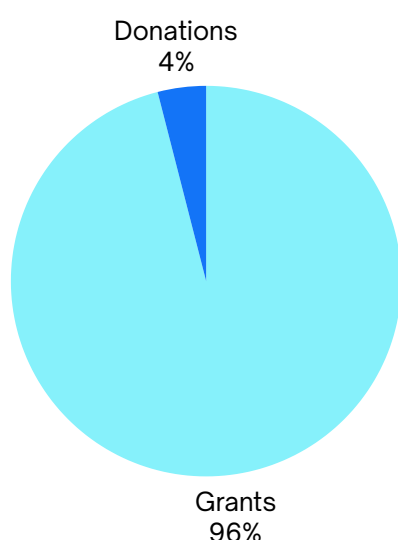
# Financial Data

Our work has been funded through a mix of individual donations, grants, in-kind donations of goods and services, and the unpaid time of the founding team and volunteers. As we evolve, we are moving closer to sustainability and achieving healthy growth in the years to come.

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

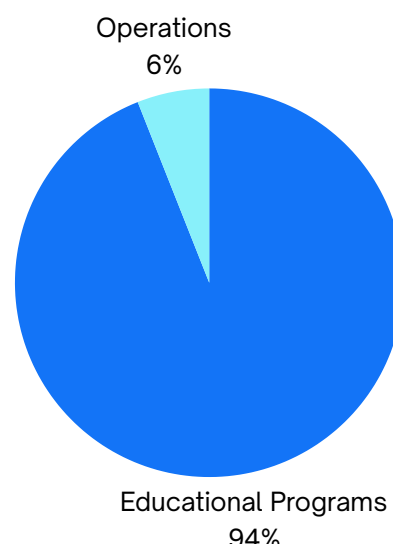
FINANCIALS	2016	2017	2018	2019	2020	2021	2022	2023	Totals
Revenue USD	-	-	\$210.60	\$13,008.83	\$5,601.32	\$57,581.7	\$42,523.18	\$51,835.72	\$170,550.75

## Revenue structure



# 2023

## Expenses structure



## Supporters



Co-funded by  
the European Union



ASPEN  
INSTITUTE  
ROMANIA



Ratiu Democracy Centre

Iceland  
Liechtenstein  
Norway



Active  
citizens fund

Discovery  
CHANNEL

ORACLE

Hewlett Packard  
Enterprise



Fundația pentru  
Dezvoltarea  
Societății  
Civile



CENTRUL PENTRU  
JURNALISM  
INDEPENDENT



# SWOT

## Analysis AllGrow



### 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

### Weaknesses

- Dependency on grants
- Our fundraising strategy could be improved
- Our team is relatively small and we want it to grow over the years
- Social media presence could be improved among young people, supporters and companies

### 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

### Threats

- Global events such as the war in Ukraine
- Talent attraction and retention
- Changes at the national/Ministry level
- Competition for teachers and students time from curricular and extra curricular activities
- Changing funding priorities

# Strategic Direction

## Sustainability

Carry out and build our activities with sustainability in mind, ensuring 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 build a strong, empowered team.

## Innovation

We are disruptors, and our strategy for changemaking is to continue innovating as an organization while promoting innovation in our communities of educators, students, and supporters.

## Global reach

Our initiatives have proven successful within Romania, but we realize that our work is relevant in other contexts as well. Therefore, we are beginning to look beyond Romania and innovate across borders.



## 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.



# Thank You!



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