

Macedonian Minority Youth Learn to Avoid Trafficking



Youth learn about Open Gate's anti-trafficking services in Skopje, Macedonia, September 2005

Overview

Severe poverty makes children of Macedonia's Roma (Gypsy) minority especially vulnerable to trafficking. This project teaches Roma youth to protect themselves – critical knowledge they will share with peers and family members. Thousands of students will learn the risks of trafficking and how to avoid them, while school staff, local officials and others will learn to reduce risks.

Expected Life Change Results

An investment of \$29,750 expands Open Gate's anti-trafficking programs to provide prevention education to minority youth, educators, officials and others. Expected Life Change:

- ▶ 2,100 students learn about trafficking and how to protect themselves
- ▶ 45 school staff members learn to recognize signs of trafficking and refer cases for follow-up
- ▶ 25 professionals, NGO representatives and government officials learn about trafficking prevention and become community advocates
- ▶ 20 students gain advanced knowledge of trafficking and communication skills as a result of peer educator training
- ▶ 2,170 people impacted – some in multiple ways – at a cost per life changed of \$13.35

What We Like About This Project

This project targets an often forgotten population: young Roma. Macedonia has one of Europe's largest Roma populations, and this community's desperate socioeconomic situation urgently needs attention. This initiative serves youth who live in an environment plagued by crime, prostitution, alcoholism and domestic violence, which drive youth to escape their communities – often into the snares of traffickers. For many Roma youth, this project provides their first opportunity to learn to protect themselves.

Project Profile

Organization:

Zenski Lobi i Akcija Protiv Nasilstvo i Trgovija do Zeni – Otvorena Porta

(Women's Lobby and Action Against Violence and Trafficking in Women – Open Gate)

Grant amount:

\$29,750

Geneva Global ID:

1-WNEE-0906

Project duration:

12 months

Expected Performance

DELTA SCORE

Measures relative grant effectiveness



GRANT PROFILE

Reflects aggregate project risk

CONSERVATIVE ——— AGGRESSIVE

Please refer to the FAQ at the end of this document for an explanation of the Delta Score and Grant Profile.

Project Location



To Fund This Project

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SECTOR
PERSPECTIVE

Slavery and human trafficking

Slavery thrives in the 21st century. At least 12.3 million adults and children (some estimate 27 million) are enslaved in exploitative labor or prostitution globally. More than 300,000 children worldwide have been abducted and conscripted as soldiers. Modern slavery treats human beings as disposable objects, exploited for profit, abused and then discarded.

Geneva Global recommends grants to local abolitionists. Finding local organizations that network in a region and clustering grants will multiply the impact on the problem. Our strategy targets forced labor, sex trafficking and forced conscription of children through:

- Prevention – Local anti-slavery action, increasing family income and education
- Rescue and restoration – shelter, counseling and healthcare, market-appropriate skills, basic education, reintegration and restitution where possible
- Legislation – equipping victims with knowledge of their legal rights and strengthening laws to protect victims and prosecute slave owners and traffickers

“Our media focuses attention on sex trafficking and high-profile law enforcement action. While these are important, thoughtful donors will back local abolitionists who are persistently attacking all aspects of slavery using every means available.”

Dot Beck
Geneva Global
Sector Manager

Need – *The Problem and Effects*

In a country with an unemployment rate of 37%, poor Roma children are particularly vulnerable, according to Sajonara Jovanovic, a Geneva Global research analyst. Jovanovic is a psychologist who has lived and worked in southeast Europe for 46 years, including work with orphanages heavily populated with Roma children.

Members of Macedonia’s Roma minority “are at the bottom of the socioeconomic ladder, and little attention is paid to rectifying their situation,” Jovanovic says. “Many Roma children are forced to leave school at a young age and work or beg on the streets. If they do not collect enough money, they get punished, beaten and very often sexually abused. There is a lot of violence in Roma families. They are not used to solving problems through conversation. Families are prone to problems with conflict, alcohol and crime. For the most part, the Roma live as a closed community. Few people of other nationalities are prepared to work with them, and in fact the Roma do not easily accept outsiders into their community.

“Many children are sold by their parents or guardians to work out of the country. These children grow up in an environment where abuse and victimization are commonplace. They do not have the information to recognize signs of abuse or the skills to know how to help themselves,” Jovanovic says.

“Marrying off young daughters for monetary gain is not rare in this community. In most cases the parents do not know that their child is likely to be used in the commercial sex trade, though if they had known many would not have chosen this path for their child.”

Regarding trafficking, “little in-school training is available to teachers in these poor rural communities. Schoolteachers and administrators do not know the risks that are out there for the youngsters, cannot recognize the signs that a problem exists and do not know how to react when the problems are in front of them,” Jovanovic says.

“Macedonia is a country of transit, and to a lesser extent, destination for women and children trafficked for the purpose of sexual exploitation from the former Soviet Union and Eastern and Southeastern Europe,” according to a 2005 U.S. State Department report. Macedonian women are trafficked regionally throughout the former Yugoslavia, and the country has a growing problem with internal trafficking. “The government of Macedonia does not fully comply with the minimum standards for the elimination of trafficking,” the State Department reported.

Though Macedonia has amended its trafficking laws, including eight-year mandatory sentences for traffickers, enforcement has been spotty. One trafficker convicted in 2005 was sentenced to three years and eight months in prison, during which he was allowed to leave prison regularly on his own recognizance, the State Department reported.

The Macedonian government operates a shelter for rescued trafficking victims, the only country in the region to do so. However, the shelter only accepts foreign nationals who are willing and able to return to their country of origin. Their dress and activities in the shelter are dictated by the staff, their freedom of movement is entirely restricted and they are not allowed to leave the shelter during their stay. They are provided no legal support and only recently began to receive limited psychosocial support, according to a 2005 report published by the Geneva, Switzerland-based International Organization for Migration.

Local service alternatives

In 2004 the Macedonian government issued a detailed and comprehensive national plan of action concerning trafficking, but did not set deadlines for meeting the goals and identified no budget and no agencies that would carry out the program, according to a 2004 report by the United Nations Development Program.

Local Perspectives

“Education is key issue when it comes to prevention. Macedonia is defined as [a] transition country when it comes to the problem of human trafficking – still, Macedonia faces the problem of becoming an origin country. ... Most cases of trafficking ... cross through Macedonia via Kosovo and Albanian borders, making this a good region to target for educational programming. The other reason for concentrating on this region is the pervasive poverty. While poverty is not always directly related to trafficking, such an environment surely increases the vulnerability of a desperate population,” says *Zivko Siljanoski, economist for the Intermunicipal Center for Social Work, Prilep, Macedonia.*

Roma children “are at the highest risk of being trafficked, and most often are abused by their parents or guardians for [purposes of] achieving income, and their labor is being exploited,” says *Verica Stamenkova Trajkova, who has a doctorate in psychology and 30 years of teaching experience at the Institute of Social Work and Social Policy, Skopje, Macedonia*

Some steps have been taken since 2004, but the government has yet to fully address the issue and direct funds towards a serious plan to combat trafficking, Jovanovic says. The government has sponsored seminars in elementary schools in the capital city of Skopje, distributed printed materials in private medical centers throughout Macedonia, trained police to combat trafficking and taken part in international seminars. Some local NGOs have begun anti-trafficking efforts, though none as extensive as Open Gate’s. No government funding has been made available to any of these groups.

Vision — *In Their Own Words*

“Open Gate [envisions] our country [becoming] economically developed, providing good education, employment opportunity and [a] decent living standard for every person regardless [of] nationality and religious belief. This will contribute to a healthy youth that will not want to leave the country in order to find a better life somewhere else; women empowered to make wise decisions; and last but not least, eradication of trafficking in human beings in every form,” says Jasmina Dimiskovska Rajkovska, president.

Strategy — *How to Meet the Need*

Open Gate’s activities originate from an understanding gained from trafficking victims of their own needs, concerns and perspectives. The organization’s initiatives comprise assistance and support; information and lobbying; and prevention and education. Open Gate carried out the following interventions in 2005:

- Provided interviews, public service announcements and press releases for local print and electronic media
- Distributed 10,000 copies of new promotional materials throughout Macedonia via NGOs, embassies, public offices and cultural events
- Held 92 lectures educating more than 2,400, as well as 24 workshops for police and social workers and additional trainings for NGOs
- Received 374 calls to its telephone hotline and trained nine hotline operators
- Sheltered and provided support to nine trafficking victims

Open Gate will continue to pursue activities such as these to raise awareness about human trafficking, to assist victims and to lobby for stronger legislation and increased funding for these services.

Open Gate works throughout the country, focusing on areas most in need of anti-trafficking efforts. Nearly 41% of callers to Open Gate’s hotline are younger than 18 – indicating a need for efforts that reach young people, particularly those who are Roma. The organization has been approached by schools throughout the country to provide educational workshops for students, and is also at the forefront of the lobbying campaign to toughen legislation and gain funding to combat trafficking.

In 2004, Open Gate initiated a joint trafficking prevention campaign among 12 Macedonian NGOs. The campaign resulted in 33 lectures in 11 cities, culminating in a daylong seminar to discuss the results and the launching of a joint website to enable public promotion of the NGO network.

Open Gate is a member of La Strada, an international network for the prevention of trafficking in women, funded by the European Union and the government of the Netherlands. La Strada programs now operate in nine European member nations as part of the Netherlands-based International La Strada Association. In conjunction with La Strada, Open Gate has embarked on a three-year prevention education plan targeting professionals working with the Roma community. This project will include training for educational, social service and healthcare professionals who work in the Roma community or have a large number of Roma clients. Scheduled to begin in September 2006, this program will complement the educational program for which Open Gate is seeking funding through Geneva Global.

References

As a result of Open Gate's work, "people are getting informed about the problem, trafficking cases are solved, young girls protected and provided with all kinds of support for future life. [Open Gate] and its leadership [are] highly respected in their community," says *Tamara Vukasovic, coordinator of Anti-Sex Trafficking Action (ASTRA), based in Belgrade, Serbia. ASTRA received funding through Geneva Global in May 2003 and achieved expected goals; it received funding again in May 2005 and overachieved project goals.*

"Open Gate has conducted many actions aimed to combat trafficking. We were involved in some of these actions and we saw how Open Gate successfully informed people, especially young people, about trafficking, [which is] one of the best methods for [trafficking] prevention. ... All Open Gate members are very devoted to their work. They are good professionals with a high, strong sense of responsibility," says *Suzana Ristic Antic, president of Vranje, Serbia-based Human Rights Committee of Vranje, which received funding through Geneva Global in 2006.*

Open Gate collaborates with local organizations by sharing printed materials and holding joint workshops, lectures, trainings and press releases.

Open Gate recognizes the special needs and risks of the Roma community, and has adapted its program to meet these concerns. The organization's standard programs will be reworked to take into account cultural issues of the Roma community, such as young marriage ages and the tendency of young people to expect a life on the street.

Telephone hotline: Open Gate's hotline provides information and support to those at risk of being trafficked, informing women and their families about dangers and safety measures. It is also an important tool for advising and supporting trafficking victims. The hotline is free of charge and open 12 hours each day. Since October 2002, 940 clients have received support from hotline staff.

Shelter for trafficking victims: Open Gate's shelter offers safe accommodation, food, clothing, psychosocial support, medical treatment, legal aid and vocational training. Professionals including social workers and psychologists are available around the clock. All trafficking victims are enrolled in the shelter on a voluntary basis. The shelter is situated in a secret, secure location. All information obtained from victims and related to them is kept strictly confidential.

Training for professionals: Since 2001, Open Gate has provided training in trafficking issues to professionals in law enforcement, courts and social services. The organization developed its training manual, drawing on material from La Strada and other sources; materials will be modified to target specific issues. Open Gate measures results by means of surveys before and after training.

Proposed Action — *What This Project Will Do*

This project will inform and educate students who have never been involved in a trafficking prevention program. Students will teach family members about the risks of trafficking, and many Roma adults will be introduced to the concept of human rights. As a result, people in the Roma community may re-examine long-accepted customs. For instance, parents may reconsider making marriage arrangements in which girls are sent abroad to families they do not know. If interest is sufficient, Open Gate will hold lectures for Roma adults.

Educators who had been unaware of trafficking will become better able to see its signs among students and to act on them. Officials will have information to more aggressively combat trafficking, and professionals in the field will provide better support to clients at risk.

Prevention education for youth: This program will be carried out in 15 elementary and secondary schools across Macedonia over 12 months. These schools are in areas with large concentrations of Roma, but are not exclusively Roma schools. None of the schools have previously taken part in anti-trafficking programs. At each school, Open Gate staff will meet with the director, the school psychologist and one teacher to discuss Open Gate's plans, go through the material to be presented to students and inform school staff about trafficking. Open Gate and school staff will decide which grades will attend lectures and when they will be held.

Open Gate staff will survey students before each lecture. In some cases, surveys will be far enough in advance to help Open Gate customize its presentation to students' knowledge level.

Topics to be covered are:

- What human trafficking is, including slave labor, begging and forced marriages
- How traffickers recruit victims
- How youth can protect themselves

A Changed Life

Sanela was 14 when her parents sold her into an arranged marriage. She was taken from Macedonia to Slovenia with her husband, reports Open Gate social worker Maja Vroslija. “It was OK the first few months, but then he started bringing strange men into our house and he forced me to provide sexual favors for them. When I didn’t listen to him, he beat me,” Sanela says. After two years, she was rescued by police. A Slovenian NGO put her in touch with Open Gate, which helped her through the repatriation process. Open Gate’s shelter coordinator met Sanela at the airport and provided her a packet of necessities – clothing, underwear, hygiene products, shoes – and some pocket money. An Open Gate social worker and psychologist helped Sanela decide to stay with her uncle and finish primary school. Sanela expressed hopes of continuing her education with vocational training to become a hairstylist. At her uncle’s house, Sanela endured unsanitary conditions living in one room with six people, without clean water, using a backyard outhouse. Her uncle had a modest job, but it was not enough to support his family. Open Gate encouraged her to finish school, but her uncle pressured her to find work. Soon, Sanela began to feel like a burden and returned to the Open Gate shelter, where she received regular counseling and joined group meetings with others who had undergone similar experiences. She left the shelter after two months to stay with her grandmother, and now lives with her boyfriend and his family. Many trafficking victims are so traumatized by their experiences that they are unable to resume life as they once knew it, but Open Gate staff reports that Sanela is very happy in her present life. Her last name is being withheld.

- How and where youth can get help
- Problem-solving and decision-making skills
- Children’s rights

A second survey will be administered after training, and survey results will be evaluated to determine the training’s effectiveness. Open Gate plans to hold four lectures to groups of 15 to 30 students in each of the 15 schools, for a total of 900 to 1,800 students who will share this information with even more of their peers. As needed, Open Gate will return to schools to conduct follow-up seminars or other interventions. School staff will learn to recognize signs of abuse and identify potential trafficking victims and situations, and to educate future students on trafficking issues. Additionally, Open Gate will identify participants for its planned three-year prevention program targeting professionals working with the Roma community.

Peer educators: Through the prevention program conducted in schools, Open Gate will identify 20 young people with strong communication abilities to take part in a seminar building their skills in peer education. The two-day seminar will include further information about trafficking, and teach these young people skills and techniques to effectively transmit the information to others. Each trainee will conduct four prevention workshops with peers over the course of a year. This may be done in their schools, or through municipalities, youth organizations or other NGOs. Each workshop will include 15 to 30 participants, reaching an additional 1,200 young people with information about trafficking. The organization will monitor peer educators and guide them in their work.

Roundtable for government officials and professionals: Open Gate will hold a roundtable for professionals who work with Roma, NGO representatives and government officials in positions to combat trafficking or protect potential victims. The conference will educate a total of 25 attendees on the pervasiveness of trafficking and what they can do to help eliminate it. Open Gate hopes to gain community partners in its trafficking prevention efforts, and to motivate others to take further action on their own.

Budget: \$33,270

Total budget for this project is \$33,270, of which this grant will cover \$29,750. The remaining \$3,520, to cover the cost of pens and notebooks, has not been secured. If the funding is not secured, the results of the project will not be adversely affected.

| Item | Grant request | Other sources | Total (\$) |
|--|---------------|---------------|---------------|
| Personnel (coordinator, assistant, experts’ fees) | 14,400 | | 14,400 |
| Production of education manual | 4,400 | | 4,400 |
| Workshop lectures (equipment and venue rental, refreshments) | 3,600 | | 3,600 |
| Promotional materials (pens, notebooks) | | 3,520 | 3,520 |
| Peer education (travel, lodging, food, venue and equipment rental) | 3,500 | | 3,500 |
| Roundtable (travel, food, venue and equipment rental) | 1,250 | | 1,250 |
| Office and administration costs | 1,200 | | 1,200 |
| Bank and accountants’ fees | 800 | | 800 |
| Transportation (fuel, taxi, bus) | 600 | | 600 |
| Total | 29,750 | 3,520 | 33,270 |

A Changed Life

Open Gate's telephone hotline received a call from a mother who did not know where her 15-year old daughter was, hotline coordinator Biljana Jovanovska reports. The daughter had left home after a fight with her alcoholic father almost three weeks earlier. She had called her mother the previous week, but did not specify her location and did not want to come home. According to the mother, the girl was staying in a hotel in Macedonia's capital of Skopje with a 20-year old boy. The mother feared the boy was forcing the daughter to take drugs and prostitute herself.

The hotline operator arranged a meeting between the mother and an Open Gate psychologist and social worker, who convinced her to seek police help. Police helped find and return the girl, who confirmed that she had been prostituting herself and received psychological counseling, advice and support. The girl said she had left home after three years of abuse by her father. Her mother confirmed the problems with the father, but stated that the girl had behavior problems as well. The girl chose to stay at Open Gate's shelter, with her mother's approval. In addition to counseling the girl, Open Gate staff helped the mother and the girl improve communications with the father. Names have been withheld by Open Gate.

Evaluation Metrics

Geneva Global's forecast of results is located on the first page of this report. At the conclusion of the project, Geneva Global will issue a report comparing actual results to:

- 900 students learning about trafficking and how to protect themselves, as indicated by an Open Gate report summarizing attendance records and results of surveys before and after training
- 20 students gaining advanced knowledge of trafficking and communication skills as a result of peer educator training, as indicated by an Open Gate report summarizing attendance records, results of surveys before and after training and reports that each peer educator successfully led three prevention workshops
- 1,200 students learning from peer educators about trafficking and how to protect themselves, as indicated by an Open Gate report summarizing attendance records and results of surveys before and after training
- 45 school staff members learning to recognize signs of trafficking and refer cases for follow-up, as indicated by an Open Gate report summarizing attendance records, surveys before and after training and feedback from trainees
- 25 professionals, NGO representatives and government officials gaining understanding of the importance of trafficking prevention and becoming community advocates, indicated by an Open Gate report summarizing surveys before and after training and actions taken by officials after training

Geneva Global Services

Project discovery. In consultation with field experts, Geneva Global finds superior programs that correct situations of the greatest human need.

Field investigation. References are checked with independent sources who know the organization.

Site visit. Before recommending a project, a Geneva Global staff person or Geneva Global Network member visits the site to verify the information we gather.

Desk research. Best practices and other reference information are used as yardsticks to measure the project.

Peer review. During research, information gathered and the description prepared must pass three quality control checks.

Expert review. A Geneva Global sector manager checks findings and recommendations.

Deal structure. A Geneva Global researcher confers with the implementer to reach agreement on expected results, timetable and criteria for evaluation, use of funds and budget.

When you fund this project, Geneva Global will:

Document the agreement. Before money is sent to the project, a Memorandum of Understanding is signed that details expected results, timelines and acceptable uses of funds.

Assist with international funds transfers. As you require, Geneva Global will simply provide wire transfer instructions or will handle the entire process on your behalf.

Obtain receipt of funds. Geneva Global confirms when grant funds arrive with the implementer.

Check progress. Early in the project, usually about 90 days, Geneva Global confirms that the program is proceeding according to plan. The lead analyst is available to the implementer for advice and consultation throughout the project.

Measure results. Shortly after conclusion of the project, Geneva Global collects data from the implementer and compiles a concise analysis of project outcomes and lessons learned. For every project you fund, you will receive a Geneva Global Results Report.

Depth Analysis

Urgency: Without this project, many Roma youth and others may not learn of the dangers of trafficking and how to protect themselves. Score: medium.

Need: Teaching youth how to avoid trafficking is an effective way to protect them from its devastating psychological effects. Score: medium high.

Extent: This broad-based intervention will provide thousands of Macedonian youth and family members with life-changing awareness and skills. Score: medium.

Permanence: Prevention education is a critical first step that still must be reinforced with follow-up actions. Score: medium.

Intensity: Open Gate will work directly with students, but trained peer educators and others will carry out much of this project's benefits. Score: medium low.

Risk Analysis

Concept: This methodology has been proven in other countries, and Open Gate has experience with this approach as well. This project meets a significant need in Macedonia, particularly for underserved and vulnerable Roma youth. Risk: low.

Design: This project is consistent with past design and manageable in scope. While this project focuses primarily on prevention programs for youth, Open Gate's range of programs address human trafficking among the community as a whole, reaching both parents and community groups. Risk: low.

Capability: Project leaders are experienced and qualified to manage this project. Risk: low.

Control: Open Gate has stable management and secure fund transfer measures, but lacks independent governance and externally audited financial statements. Risk: high.

Sustainability: Open Gate will need external support for further work, but the organization is well-established in its community; its strategic partnerships with schools and governmental groups will let programs continue and grow. Part of this project seeks to build more such partnerships. Risk: medium.

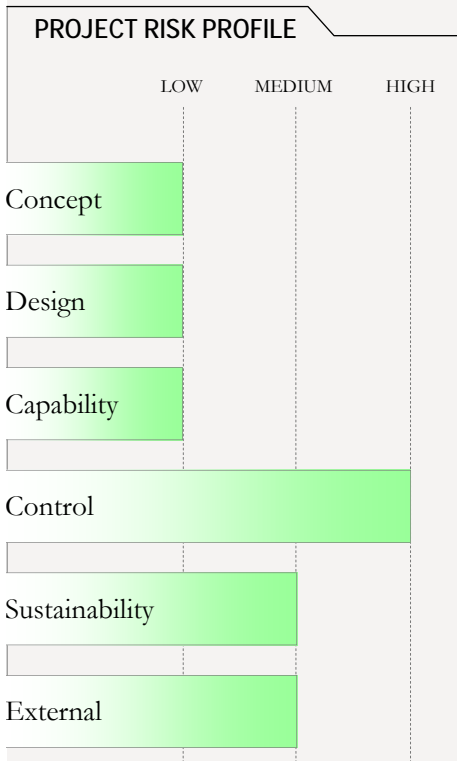
External risk: Macedonia is subject to political and economic instability, but Open Gate's well-established activities face little if any immediate threat. Risk: medium.

Pro

- Reaches a vulnerable, underserved group
- Through students, education reaches whole families
- Prevention education is a proven effective approach

Con

- Prevention education must overcome effects of extreme poverty, which fuel trafficking





Macedonia

Population: 2.0 million
 Population younger than 15: 20%
 Average annual population growth rate: 0.4% (compared to 1.2% in the U.S.)
 Urban population: 60%
 Languages: Macedonian 68%, Albanian 25%, Turkish 3%, Serbo-Croatian 2%, other 2% (CIA World Factbook)
 Life expectancy: female 76, male 71
 Maternal mortality (deaths per 100,000 live births): 23 (compared with 17 in the U.S.)
 Infant mortality (deaths per 1,000 live births): 13 (compared with 7 in the U.S.)
 Under-5 mortality (deaths per 1,000 live births): 14 (compared with 8 in the U.S.)
 HIV prevalence (ages 15-49): <0.1% in 2005 (same in 2001)
 People with HIV: <500 in 2005 (<200 in 2001)
 HIV-related deaths (annual): <100 in 2005 (same in 2001)
 Literacy (15 and older): female 94%, male 98%
 Gross national income per capita: \$2,420
 Population living on less than \$1 daily: <2%
 Population living on less than \$2 daily: <2%
 Mothers ages 15-19 (births per 1,000 females): 23 (compared with 50 in the U.S.)
 Unemployment rate: 37% (compared with 5% in the U.S.)
 Religions: Christian 64%, Muslim 28%, nonreligious 6%, atheist 1%, other 1% (World Christian Database)
 2005 U.N. Human Development Index rank: 59 of 177 countries

HIV and AIDS data are from UNAIDS. All other data are from the World Bank unless otherwise noted.

Organization

Zenski Lobi i Akcija Protiv Nasilstvo i Trgovija do Zeni – Otvorena Porta

(Women’s Lobby and Action Against Violence and Trafficking in Women – Open Gate)

Skopje, Macedonia

Founded

September 2000

Mission statement

“Open Gate’s mission is to fight for [women’s] rights, and to prevent, protect and support women that are victims of violence and trafficking. The primary goal is to improve the position of women and to promote their universal rights, including the right to choose to emigrate and to work abroad, and to protect them from violence and abuse.”

Affiliations

- International La Strada Association, Amsterdam, Netherlands
- Animus Association, Sofia, Bulgaria
- Anti-Corruption Anti-Trafficking Action (ACTA), Zagreb, Croatia
- Anti-Sex Trafficking Action (ASTRA), Belgrade, Serbia
- Human Rights Committee of Vranje, Vranje, Serbia

| Description | Inception | People helped, 2005 | Staff |
|--|-----------|---------------------|--|
| Prevention from trafficking in person | 2000 | 2,000 | 11 full-time, paid 12 part-time, paid 2 full-time volunteers 4 part-time volunteers |
| Direct support program for women | 2000 | 12 | 11 full-time, paid |
| Training of professionals (police, social workers, teachers, NGOs) | 2001 | 100 | 11 full-time, paid 12 part-time, paid 2 full-time volunteers 4 part-time volunteers |
| Telephone hotline | 2002 | 374 | 11 full-time, paid 12 part-time, paid 4 part-time volunteers |

Overall organization revenue sources (income) and spending (expenditure) in U.S. dollars*

| Income | 2003 | % | 2004 | % | 2005 | % |
|---|----------------|------------|----------------|------------|----------------|------------|
| Norwegian church development organization | 0 | 0 | 0 | 0 | 115,631 | 36 |
| International NGO | 0 | 0 | 29,124 | 14 | 75,360 | 23 |
| Other donations | 116,521 | 100 | 176,211 | 86 | 131,649 | 41 |
| Other income | 454 | 0 | 224 | 0 | 512 | 0 |
| Total | 116,975 | 100 | 205,559 | 100 | 323,152 | 100 |
| | | | | | | |
| Expenditures | 2003 | % | 2004 | % | 2005 | % |
| Programs | 32,664 | 27 | 71,637 | 34 | 121,979 | 37 |
| Salaries | 67,157 | 56 | 104,089 | 50 | 158,574 | 47 |
| Administration | 20,777 | 17 | 34,129 | 16 | 52,557 | 16 |
| Total | 120,598 | 100 | 209,855 | 100 | 333,110 | 100 |
| Surplus/(deficit) | (3,623) | | (4,296) | | (9,958) | |

*Exchange rates were 54.322 Macedonian denari (MKD) to \$1 in 2003, 49.41 MKD to \$1 in 2004 and 48.92 MKD to \$1 in 2005.

Financial statements

Prepared: Annually, year ending Dec. 31
 Reviewed by: Executive Board
 Externally audited: No

Complete bank wire transfer on file at Geneva Global: Yes

Profiles

Jasmina Dimiskovska Rajkovska is a social worker with previous experience as a project coordinator for a national NGO, as well as team leader and manager for the Minneapolis, Minn.-based American Refugee Committee. She has been president of Open Gate since 2000.

Marija Todorovska is an economist who worked as a volunteer with several NGOs before joining Open Gate in 2000. She is responsible for implementation of prevention and education programs, preparation of financial and narrative reports, coordination of prevention activities and conducting trainings for professionals.

Maja Vroslija is an experienced social worker. She is responsible for coordination and implementation of social assistance, providing psychosocial counseling to victims of trafficking, cooperating with government agencies and NGOs and training volunteers and professionals.

Leadership

Governance

An Executive Board meets twice a year and as needed to provide general oversight and review financial statements. Members are:

- Jasmina Dimiskovska Rajkovska, president (Open Gate president)
- Slavjanka Dimiskovska, treasurer (economist)
- Biljana Jovanovska, secretary (construction engineer)
- Marija Todorovska (Open Gate program director)
- Kristina Roso (Open Gate office administrator)

Policies

Related parties in management or governance: Yes*

Staff and/or Board reflect the spectrum of ethnic groups or tribes: Yes

Women in supervision or management: Yes

*Slavjanka Dimiskovska is the mother of Jasmina Dimiskovska Rajkovska.

Leaders

| Responsibility | Name | Title | Years of related experience | Years with organization | Years in current role |
|--|-------------------------------|----------------------|-----------------------------|-------------------------|-----------------------|
| National management, lobbying | Jasmina Dimiskovska Rajkovska | President | 10 | 6 | 6 |
| Program management, training, counseling | Marija Todorovska | Program manager | 7 | 6 | 6 |
| Program management, training, counseling | Maja Vroslija | Program manager | 8 | 6 | 5 |
| Financial management, accounting | Slavjanka Dimiskovska | Financial manager | 26 | 6 | 6 |
| Administration | Kristina Roso | Office administrator | 22 | 6 | 6 |

Who is Geneva Global?

Geneva Global works for donors. We are not fund-raisers for charities. We do not promote our own projects. Rather, we are a service for thoughtful donors who want measurable results from the money they give. Geneva Global provides independent research, insightful analysis and grant management so our clients can invest where their giving changes the most lives. In short, we help you accomplish more with the money you give.

What is a *Delta Score* and how is it calculated?

The Delta Score is a universal measurement that makes it possible to compare projects, regardless of type or location. The Delta Score calculates the depth and breadth of Life Change from a project and compares it to the most common form of international giving, child sponsorship. The scoring system is calibrated so a Delta Score of 1 equals successful sponsorship of one child. This means a project with a Delta Score of 7 is expected to produce seven times more Life Change than if an equivalent amount of money were spent on child sponsorships.

What do you mean by *Life Change*?

One of the most serious flaws in traditional philanthropy is the lack of ways to measure success. How do you know whether your contribution did any good? Geneva Global uses Life Change to measure success in giving. We define Life Change as a direct, material and measurable difference in the quality of a person's life. A life is changed when an AIDS orphan is integrated into a loving family, when a mother achieves economic security by starting a small business, when an infant's life is saved by a vaccine, when a girl completes her education or when a slave becomes free from bondage.

What is the *Risk Adjusted Range*?

The comparable term in investing is "volatility." Every project involves risk. We assess up to seven categories of risk. The Risk Adjusted Range shows the range of likely Delta Scores for the project based on the combined risk. A project with low total risk will have a very narrow Risk Adjusted Range (for example, 7 to 9 with a Delta Score of 8), while a project with high total risk will have a broader Risk Adjusted Range (for example, 4 to 12 with a Delta Score of 8).

What is the *Grant Profile* and how is it determined?

We only recommend projects that, based on Geneva Global's extensive experience, have acceptable levels of risk. However, tolerance for risk varies among donors. The Grant Profile is a simple way of summarizing the total risk associated with a project. What is your personal giving style? Do you have an appetite for courageous projects that operate in difficult and even dangerous situations? Or do you value stability? Geneva Global finds, researches and recommends projects that range from daring to stalwart. The Grant Profile is an at-a-glance indicator of which giving style best matches the amount of risk for a particular project.

Who pays for Geneva Global's research?

Investigating projects in foreign countries is difficult and costly. The benefits, however, are tremendous. Geneva Global clients discover they are able to obtain 10 and sometimes as much as 30 times the results compared to traditional methods of giving. The increased results far outweigh the modest professional fees Geneva Global charges. Contact your Geneva Global advisor for fee details and information about all the services you receive.

Whom do I contact to fund this project or ask questions?

Contact your Geneva Global advisor.
If you don't have an advisor, please contact
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