



TSA 2023

A N N U A L R E P O R T

Content

Letter from the CEO **3**

Since Our Launch **4**

TSA 2023 **6**

First Foundations **8**

Early Learning and Care **12**

Educational Achievement **16**

Employment and Entrepreneurship **20**

Home Security **24**

Capacity Building **28**

Financial Review **30**

Our Grantees **34**

Our Team **35**

Our Board **36**

Our Donors and Partners **37**

Letter from the CEO

Dear Friends and Partners,

As we reflect on the past year, I am grateful for the unwavering commitment of our supporters, partners, and staff who continued to join us in our mission to tackle and reduce achievement gaps in Bulgaria. Our vision – a society where every person has the chance to reach their potential – can only come about through the collaborative and sustained efforts of all allies to the cause. Right now, systemic poverty and exclusion have created deep achievement gaps, especially in Roma communities. To break the poverty cycle, long-term, targeted efforts are required.

For the past twelve years, the Trust for Social Achievement has remained committed to improving the lives of Bulgaria's most disadvantaged families and children. Our efforts have not been alone. Since our start, we have provided financial support to more than 100 civil society organizations throughout the country. Together, we have helped more than 330,000 project beneficiaries in their path toward educational achievement, economic resilience, and civic engagement.

We know that a healthy start is essential for long-term success, and TSA and our Nurse Family Partnership team have worked tirelessly to test and find ways to help impoverished teenage parents to navigate the joys and challenges of their first child. We also provided training and joined forces with early educators, whose critical work with kindergarten children increases school readiness. This included support for the Romani Early Years Network (REYN), which engaged members through study visits, trainings, and member events. We strengthened programs that kept children in school and provided scholarships that helped Roma youth to pursue their dreams in medicine, nursing, teaching, law, and other fields. This year, partnering organizations under the Equal Chance program worked together on an analysis of ongoing barriers to secondary school, generating data and information that will be used to advocate for the removal of these barriers. And we provided support for micro-entrepreneurs while also testing how best to connect jobseekers with employment opportunities, including a new partnership with the Council of Europe Development

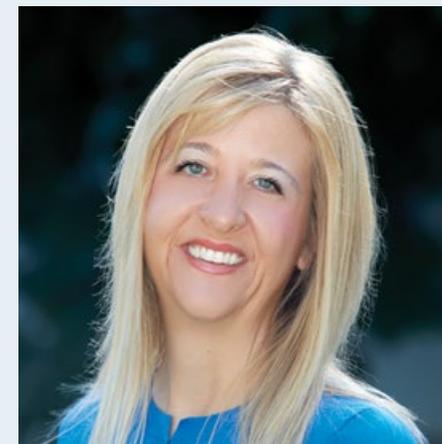
Bank. Finally, this year we were proud to collaborate with new and existing municipal partners to zone informal settlements and to help families to purchase the land under their homes.

The progress we have made has not been without challenges. The continued marginalization of Roma communities, exacerbated by the global economic situation, has required us to be more agile, innovative, and committed than ever before. We've expanded our efforts and adapted our programs to meet the evolving needs of the families we serve. This year has been a testament to the power of collaboration and the impact that joint solutions can create.

Our work is only possible because of the incredible generosity of our donors and partners. Your support allows us to reach more families and change more lives. Thank you for standing with us in this important mission. Together, we are building a brighter, more equitable and prosperous future for Bulgaria.

With gratitude and hope,

Sarah M Perrine



Sarah M. Perrine
Chief Executive Officer

TSA 2012-2023

SINCE OUR LAUNCH





5
program
areas



106
grantees



702
funded
projects



330 000
project
participants



31
donors



700
locations



**35 million
leva**
disbursed for
activities

TSA in 2023

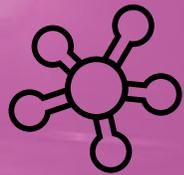




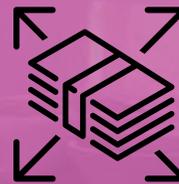
5
program
areas



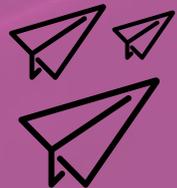
49,429
project
participants



140
active
projects



**6.8 million
leva**
total project funding



40
grantees



18
donors

First Foundations





20
active
projects



8
grantees



6,548
project
participants

The First Foundations strategic focus is to create impactful, sustainable change for vulnerable children up to the age of three through targeted initiatives in early childhood development, community advocacy, and role model promotion. We pay special attention to this period of human development because while it is crucial for the child's ability to grow, learn, and thrive, it is also marked by both potential and vulnerability. Many of Bulgaria's young children are affected by high poverty rates and inadequate support that can lead to lasting negative effects on their health and development.

The First Foundations program pilots different initiatives to demonstrate their effectiveness and then looks for ways to

scale successful approaches. TSA is putting an emphasis on maternal health and well-being and is investing in the adaptation and expansion of proven interventions that target vulnerable communities and ensure healthy pregnancies, positive birth outcomes, and later cognitive and socio-emotional development – all with the aim to provide a solid foundation for a child's future. The Nurse Family Partnership (NFP) Program pairs nurses and midwives with first-time mothers, with long term demonstrated impacts. As the only country in Eastern Europe licensed to implement the NFP, the First Foundations program works closely with the government to secure public funding and maintain the program's quality and sustainability.

In parallel, we are dedicated to empowering Roma women, particularly those who have been marginalized due to early motherhood and limited economic opportunities. We are preparing Roma women for university exams and supporting them throughout their studies with the aim to guide them toward careers in nursing and midwifery. This initiative addresses severe labor shortages in Bulgaria and also increases the number of employed Roma women, providing role models within their communities and meeting crucial healthcare needs in rural areas.

Every baby is priceless: a first step towards a big dream

In Bulgaria, around 6,500 premature babies are born each year.



“Every Baby is Priceless” marks the first major step for a network of civil society organizations called “We Care, From 0 to 3”. This success has inspired the network to undertake other bold initiatives to achieve systemic change in policies that care for the most vulnerable children and families. The network was initiated in Bulgaria by a team from the Trust for Social Achievement with the support of donors such as the Open Society Foundations.

The network achieved its first success in 2023, when it was announced that all uninsured pregnant women in Bulgaria will be given access to four check-ups, an expanded package of laboratory tests, and up to two hospitalizations during pregnancy. This happened with the adoption of changes to Ordinance 26, which expanded the number of examinations and tests for uninsured pregnant women.

Why it is so important to ensure effective monitoring of every woman’s pregnancy in Bulgaria? Data shows that every year about 7,000 women in Bulgaria give

birth without their pregnancy being monitored by a specialist doctor. This lack of medical care poses numerous risks for both the baby and the mother, and doctors are forced to deal with unknown risks.

In Bulgaria, around 6,500 premature babies are born each year. If only 26 of them can avoid preventable complications, it will cover the investment for monitoring all pregnancies, as shown in the report “**The Cost of Indifference.**”

One-third of severe illnesses in newborns are preventable with regular check-ups of pregnant women. Another key finding from the report is that the cost of hospital care for a newborn with severe complications is 142 times higher than the value of care for a healthy baby.

What do specialists say:

“Some disabilities are preventable, especially if a problem related to the mother’s health is identified early enough, and she receives the nutritional supplements, vitamins, and medications associated with that problem. This helps the child to be born alive and healthy at the right time”, as reported by Maria Evgenieva, a midwife and clinical leader at the Trust for Social Achievement.

“In conditions of a demographic crisis, every baby is priceless, and every pregnancy should be monitored. More check-ups for uninsured individuals or providing similar opportunities available to insured women will provide much better prevention, screening, and early diagnosis of all preventable diseases during pregnancy. This will reduce the risk of complications, premature births, and perinatal consequences,” says Dr. Tanya Andreeva, a pediatrician.

What's next?

Activities under the project also include training of mediators, a broad information campaign, meetings with representatives of institutions, and a survey among doctors to establish their attitudes.

Although the changes in Ordinance 26 are now a fact, its implementation is limited due to lack of awareness, administrative

difficulties, reluctance, and discriminatory attitudes. Therefore, the information campaign must continue to persuade society, institutions, and doctors of the need for all pregnant women to be under medical supervision and to take concrete steps to implement the regulation.

It is of utmost importance to reach all women in difficult socio-economic situations so that

they are aware of the need and opportunities for monitoring.

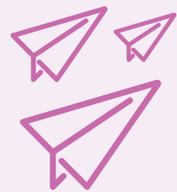
Further efforts of the “We Care, From 0-3” network are aimed at improving policies that provide access to free medicines for all children up to 3 years old and accessible options for proper nutrition for vulnerable families.



Early Learning and Care



55
active
projects



20
grantees



7,243
project
participants

The Early Learning and Care program aims to pilot new evidence-based approaches that can inform state and municipal policies to remove barriers for Roma children to participate in early education. Access to early education is a topic that TSA has championed since our launch in 2012. Through a collaboration with the World Bank and the Ministry of Education and Science, we provided critical information to support policymakers in addressing financial barriers to participation in early education. The removal of kindergarten attendance fees in 2022 has contributed towards a major boost in enrollment trends across Bulgaria, and yet, participation of Roma children still lags behind the national average and persists due to poor access to early education.

We are exploring possible solutions to the inequity in access to early learning faced by young children living in urban segregated

Roma neighborhoods. We further hope to spur a national debate on how the existing policy of non-segregation, adopted as a recommendation by the European Commission and implemented by member states, meets the recommendations of recent academic research highlighting the importance of place-based investments for the wellbeing and long-term success of every child.

Once enrolled, it takes Roma children three years of kindergarten attendance to catch up with their less disadvantaged peers. The presence of Roma in paraprofessional and professional roles can facilitate a shorter adaptation period and enhance their learning. TSA has supported the establishment of professional role models in early education through different initiatives. We developed the “Young Roma Teachers” program, later changed to “Teacher in My Community”, a multi-year program for teacher

qualification and employment in local kindergartens of representatives from the local community. In addition to role model effects of enhanced optimism and reduced anxiety in both children and parents, studies show that workforce diversification also improves team performance by enhancing team members’ capacity for perspective-taking, critical argumentation, listening, and empathy.

Since 2018, TSA has embraced the “principles of quality” at the individual teacher level, and we have been building our capacity to help kindergartens adopt principles and guidelines for teachers on how to improve their practice. We have also championed the concept of professional learning communities at kindergartens serving Roma communities.

Nothing is Impossible!

“I love to say that everyone’s life is a story waiting to be told.”



When I was a child, they used to say I was half a person. At the age of five, I suffered a severe accident - I was hit by a car and had to recover for a long time afterwards. In the hospital, my broken limbs were put in casts, and my ruptured spleen, caused by the impact of the car, was removed. During lifesaving transfusions, I contracted Hepatitis C and developed anemia. The dedication and incredible efforts of my parents contributed to my return to a full life.

However, fate had other obstacles prepared for me. At my birth, my spine was broken, and I underwent five surgeries. Tumors were also discovered in my breasts. The treatment was costly, and my family’s resources were not enough. Because of this, I had to interrupt my education after completing high school.

Today, however, I am at the finish line of university study.

My name is Galya Borisova, I am thirty-four years old, and I come from the Danube town of Kozloduy. I lived there until the

age of twenty-six, where my dreams were born, surrounded by many friends. My mother and father worked abroad to support my brother and me financially and to provide for our education until we reached adulthood. At the age of sixteen, I met my husband, but for a long time, we did not have children. On our wedding day, we were given a Chinese paper lantern on which I wrote “BABY” and released it into the sky to reach God, to grant me childbirth, as I wanted it so much and cried every day. After seven years of unsuccessful attempts with my husband, we decided to adopt. On the day we went to investigate what documents we needed to complete - it coincided with my birthday, and then I found out I was pregnant.

Our joy at this miracle was indescribable.

After the birth of our son, we moved into our own home, which my husband had been tirelessly working on for years, at the nearby village of Harlets near Kozloduy. Despite his hard work, our resources were not



sufficient to support our now larger family, and the three of us moved to Italy. Three years later, my husband’s sister passed away, and we decided to return to Bulgaria to help raise her children. We enrolled our son Rumen in the kindergarten in Harlets, and soon after, its headmaster offered me a job as a teacher. She introduced me to the opportunity to enroll in “Pedagogy” at the branch of the Veliko Tarnovo University in Vratsa, with financial support from the Trust for Social Achievement. I accepted with great joy.

I started working first as an assistant teacher, and for the past three years, I have been a teacher. This is my profession!

Thanks to Spaska Mihaylova from the Association “New Road” and the Trust for Social Achievement,

who made it possible for me to enroll in the university, I am moving forward and am happy to be able to work in what I have dreamed of and to have a financial contribution to my family's well-being. Young Roma Teachers has been an initiative of the Trust for Social Achievement since 2017. It has supported sixty young people who have become students, with ten already graduated and successfully working in kindergartens across the country. Over 80% of YRT participants who have graduated are working in their field, compared to the national average of only 60% of pedagogy students who pursue employment in their field of study.

Being from the Roma community did not prevent me from developing.

No one has ever come to the kindergarten and doubted my professional qualities. There are not many Roma children in our institution - most of those who live in the village do not attend kindergarten. We have had many conversations with the parents of these children in an attempt to

include them in the educational process. Most of them are afraid of illnesses, and most often they do not have the financial means to buy the necessary clothes and shoes to send their children to us.

I understand what it is like because I have often faced difficulties myself. Despite the difficulties in our community, I still believe that most Roma children are already integrated.

These are also my observations from the training courses organized by the Trust for Social Achievement. At these meetings, everyone shares their accumulated experience in working with children and their families. Useful topics are discussed, and from these discussions, I am convinced that most Roma people want to be full members of Bulgarian society.

I love to say that everyone's life is a story waiting to be told. Rarely do we have the chance to share it with a wide audience, and I am glad to have the opportunity to do so. I wish to send my message to all those who are reading my



words now - do not let anything break you. Today, I am a whole and happy person because I believed in myself and succeeded in realizing my dream profession.



Educational Achievement

A photograph of a classroom scene, overlaid with a semi-transparent purple filter. On the left, a woman with long, dark, curly hair is leaning forward, looking at a computer monitor. In the center, a young man with dark hair and a mustache is also looking at the screen. On the right, a young girl with her hair pulled back is sitting at the desk, looking at the screen with her hand near her chin. The background shows a bulletin board with various papers and a window.



30
active
projects



13
grantees



29,193
project
participants

Many factors contribute to low educational outcomes in the Roma community, including low literacy levels, cost barriers, teacher attitudes, social norms, and a lack of professional role models. The Educational Achievement program seeks to raise awareness and understanding of these educational barriers and the inequalities that, while often not visible nor recognized as obstacles due to their social, economic, and cultural nature, often seriously affect children and students from ethnic minorities, as well as young people from poor families, communities, and socio-economically underdeveloped settlements.

TSA supports drop-out prevention programs and aims to increase high school and university graduation rates. Within the framework of the program, we treat access to school and higher education as basic human rights that define the

lives of students, their families, and the communities they inhabit. We are working to identify gaps and potential opportunities to further develop and modernize the definition of access to school and university education in Bulgaria.

Our primary focus is to help more Roma and disadvantaged children and students to gain access to quality school education at the primary level, to stay in the educational system and to then successfully complete each subsequent stage of school education by removing cost barriers to attending high school. We also create conditions and a supportive environment for more Roma youth to dare to take a step towards university education, in order to become competitive contributors to the labor market, as well as drivers of positive change for their community and the larger society.

We support youth leadership opportunities and trainings that not only unlock the potential for children and students from underprivileged families to achieve academic success, but also build sensitivity, empathy, and a sense of personal responsibility among highly educated Roma youth, encouraging them to serve as role models in their community and for the broader society.

Improve a child's performance using just a textbook and card

Can a child improve their performance significantly with a small but essential measure that costs just a few dozen leva?



Yes, it is possible and proven through the Equal Chance program, initiated by the Trust for Social Achievement and implemented by 10 NGO partners across the country. One such partner, the Amalipe Center, supported seventy-six youth, whose average success increased by twenty points - from 4.48 to 4.63. And by the end of the year, that success had increased to 4.76. Of the students, eleven achieved straight-As. Fifteen made it through the year without a single unexcused absence.

The program began in 2011. Participating students come from poor families, live in villages and small towns, and attend secondary and vocational schools in major cities. In addition to providing bus cards and textbooks, the Amalipe Center also engages students in youth volunteer activities, creating additional interest in school life.

Students are required to attend school regularly, maintain a minimum GPA of 4, and participate in extracurricular activities.

The first cohort to become seniors (21) have now completed their secondary education. Some have applied and been accepted to university. Successful examples include Aksenia Rankova, who will continue her education in "Preschool Pedagogy" at Shumen University Episcopal Konstantin Preslavski and Sinan Kadir, who is studying Special Education. Virginia Atanasova has also been accepted and will continue her education at the Medical University of Varna, as well as Slavka Andreeva, who will receive her higher education at Medical University - Sofia. All four young people have been studying in Shumen.

Kiril Milushev from the village of Karadjovo, who has always excelled academically, continues to develop. He will acquire new knowledge in the field of Business Information Technologies at the University of Plovdiv. Also in Plovdiv, but in a completely different direction, Zymbyula Lambova from Dalgo Pole will continue her education. In recent years, she has been one of the most active students and

volunteers in the youth network of the Amalipe Center. Zymbyula has always wanted to be helpful and assist others, and it is no coincidence that she embarked on the challenging path of medicine.

As in previous years, students participating in the Program are very active in both school and extracurricular activities.

Students from vocational high schools participate in various competitions and consistently win awards.

Some participants in the Program are chairpersons or members of the student councils in their schools and organize numerous campaigns to motivate their fellow students to be active and improve their environment. Many of them are also part of youth groups for civic participation and tolerance within the "Intercultural Academy for Civic Participation and Tolerance" project. In the spring of 2023, they organized and conducted numerous civic campaigns, peer training sessions, and pre-election debates. Sinan Kadirov even hosted last year's



However, at Amalipe, they know that without the efforts made by the children, these achievements would not have been possible. Therefore, we are wishing them new successes!

children’s festival “Open Heart.”

The successes of the program encouraged the Amalipe team, and for this reason, they conducted twelve school visits to present the program nationwide

The youth also visited vocational schools in the same municipality or nearby towns, where they learned about the professions

they could pursue, even having the opportunity to try some of the professional equipment in the respective schools where they would be trained in the future.

The assistance the children receive is highly appreciated. Most of them share that without textbooks or transportation cards, they would not have been able to complete their education.

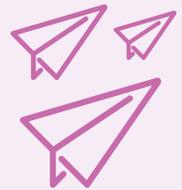


Employment and Entrepreneurship

A photograph of an elderly man with white hair and a beard, wearing a light-colored shirt, kissing a white horse on the cheek. The image is overlaid with a semi-transparent purple filter. The text "Employment and Entrepreneurship" is written in large, white, bold, sans-serif font across the upper portion of the image.



18
active
projects



11
grantees



1,361
project
participants

The Employment and Entrepreneurship program contributes toward the economic resilience of disadvantaged groups in Bulgaria. We work to improve their employability and provide them with support for employment opportunities or entrepreneurial activities. Participants improve their ability to effectively communicate with the business world, and businesses are encouraged to develop the skills necessary to work in and for a diverse context.

TSA's activities in the area of employment are designed to support disadvantaged groups in securing meaningful employment and achieving economic independence. Targeting individuals facing barriers such as economic hardship, lack of education, or social marginalization, our program offers services tailored to meet diverse needs. Job readiness is enhanced by focusing on career counseling, resume building, interview techniques, and

workplace etiquette. To bridge skill gaps, we also provide access to relevant hard-skill trainings. Through ongoing mentorship and post-employment support, we help individuals not only to secure jobs but also advance in their careers, promoting long-term stability and growth. Our program partners with local businesses and industries to create opportunities for sustainability and success.

Entrepreneurship and self-employment provide excellent opportunities for individuals to enter the labor market. Entrepreneurship is particularly worth supporting in rural areas and small towns, where job opportunities are scarce. Over the years, TSA has invested in building the capacity of Roma-led, community-based organizations, who are implementing a lease-to-own program designed by the Land Source of Income Foundation. The impact of the program extends beyond individual participants. Through our activities, marginalized individuals gain the

skills, resources, and confidence to transform their entrepreneurial dreams into thriving businesses, contributing to broader socio-economic development and empowerment.

Discrimination is a topic that features prominently on the employment agenda in vulnerable communities. A fundamental part of our work with businesses is that we aim to bring about a change in their work environment via relevant trainings so that we increase their understanding of concepts such as culture and social differences, create mechanisms for dealing with diversity and concepts of social justice, and increase the level of sensitivity to the problems of discriminatory workplace practices. Our long-term goal is to improve corporate cultures, reduce biases and ultimately develop a diverse workforce with more opportunities to develop and thrive.

Free legal consultations

“The Legal Incubator taught me to believe in myself more, to be more proactive, and to intentionally seek a good environment ”...



“I find inspiration in my work, because the people I help look up to me”, shares Kamelia Mihailova from the village of Mihailovo in the Vratsa region. She currently works as a senior specialist in the municipality of Khayredin and helps people find seasonal work or employment.

Still, she is worried that many are becoming increasingly disillusioned and disengaged. Fate is not always fair to the people she works with, and in truth it has not been kind to her either. Kamelia lost her parents shortly before enrolling in the Legal Incubator. They had supported her to continue her studies and were proud of her achievements.

Kamelia learned about the Legal Incubator from a friend. At first, she was skeptical and hesitant to

apply. However, encouraged by her friends, she decided to try. She is now educating herself about all sorts of legal topics and is grateful both for the knowledge as well as the new social connections.

“The Legal Incubator taught me to believe in myself more, to be more proactive, and to intentionally seek a good environment where I can develop”, Kamelia explains. “Over time the Incubator has become a big family, because over the years all of the participants have gotten closer”.

A total of 42 people have participated in the Legal Incubator since its launch in 2020. Participants are law students who have built on their knowledge



while receiving valuable advice and guidance from respected lawyers and judges. In exchange, the Incubator aims to engage participants in the provision of free advice to vulnerable people and those from poor communities who do not have access to legal aid.

“This is how we can help each other”, says Kamelia as she recalls one of her most recent cases. “A quarrel broke out between two young people living in a home for abandoned children, which resulted in a filed complaint. Thanks to advice that we were able to provide with my mentor at the Incubator, we managed to avoid a lawsuit”, she shares as she highlights again one of the many positive impacts of the Incubator.



Home Security





9
active
projects



4
grantees



4,140
project
participants

Poverty has many dimensions, one of which is an insecure home. Providing a stable and secure home for poor communities in Bulgaria is a priority for the Home Security program at the Trust. TSA, together with a team of lawyers and architects, developed a model to help poor communities to ensure the security of their homes and improve their living conditions. The model was successfully applied in the municipalities of Peshtera, Dupnitsa, Kyustendil and Blagoevgrad, where this working solution met the support of local disadvantaged communities, municipal administration, and civil organizations.

A growing body of research indicates that owning a home can significantly increase children's chances of success in school, as reducing chronic, toxic stress is

instrumental in improving a child's well-being and development. Home ownership can also lead to the building of more stable and engaged communities, as property owners often have a stronger interest in the well-being and maintenance of their neighborhoods. The regulation and legalization of informal assets through opportunities provided by Bulgaria's legislation contribute to the formalization of property rights. Property ownership allows families to accumulate capital to use as collateral for loans and credit and to pass on to subsequent generations.

Building capital is a step towards overcoming poverty for many poor communities in the country. In addition, equality and the stability of the family home are a prerequisite for a better future and prospects for the successful

development of children in these communities. A stable home not only provides physical protection, but also serves as a foundation for psychological security, which is essential for an individual's development.

TSA continues to work hard to find sustainable solutions and to raise public awareness of the importance of providing a safe home for all. In collaboration with various stakeholders, including local authorities and NGOs, we aim to expand the reach of the program and help even more communities in need. The goal is to create conditions in which every family has the opportunity to live in a safe and legally recognized environment that supports their social and economic development.

Lukovitsa no longer weeps, but smiles!

The legend of the Lukovitsa neighborhood tells the story of a thief who stole a poor man's bag. When he opened it, he cried because inside there were only onions and dry bread.



Centuries after the birth of this legend, the local people have more reasons to smile, because now people will be able to live in their own, regulated houses.

It all started in 2015 when the Trust for Social Achievement bought a plot of agricultural land with an area of 31,000 square meters from the Municipality of Peshtera. The goal was to support the community so that they could build new and legal homes for their families.

After the adoption of the detailed development plan, which provides

for sixty-five individual plots for about 325 residents, thirty-two families have already purchased plots for the construction of legal housing, seven have received design visas, three have construction permits, and two families have laid the foundations of their future legal homes.

More than half of the Roma population in Bulgaria live in informal settlements. People want to live in legal housing, but the lack of a development plan for their neighborhoods and low awareness of this process prevents them from obtaining the necessary documents.

The Trust for Social Achievement provides an opportunity for vulnerable groups from the Roma community, who do not own property and are homeless, or have large families living in illegal structures and poor living conditions: to apply for the purchase of plots in the Lukovitsa quarter.

Over the years, the municipality of Peshtera and the Trust for Social Achievement have made efforts to develop the infrastructure of the new part of the Lukovitsa neighborhood. In 2022, with





with the regulatory framework of the Spatial Development Act. Local residents are becoming landowners and are building legal homes. Thus, they will have security for their homes, with the necessary infrastructure - electricity, water, sewage, streets, and street lighting. They will contribute to the municipal budget by paying taxes, local fees, and utilities. They will have an address registration, which will allow them to obtain an ID card, which is necessary for health, education, and social services.

funds from the national budget, the municipality completely renovated the road leading to the quarter.

At the end of September 2023, the Trust for Social Achievement started the construction of a water supply and sewage system, which is expected to be completed by February 2024.

According to the development plan, a site for a transformer substation has been designated, and the local electricity distribution company has undertaken to build it this year. The budget of the municipality of Peshtera for 2024 includes funds for the construction of neighborhood streets, sidewalks, and street lighting. In this way, legal construction is carried out in the new part of the Lukovitsa neighborhood in accordance

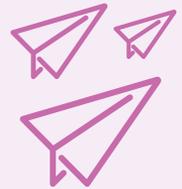


Capacity Building





8
active
projects



2
grantees



944
project
participants

TSA aims to foster a transparent, accountable, efficient, and sustainable NGO community by investing in activities that help build capacity to sustain operations and build confidence in results. These activities include direct work with grantees; organization of thematic conferences, training events, and external speakers; creation and development of networks; and support to grantees and

individuals to participate in external training, coaching, and mentoring opportunities, and scholarships for those who participate in leadership programs. All these efforts are aiming to increase partner and grantee access to the knowledge and tools they need to achieve our common goals.

Effective leadership and enhanced capacity are needed

to help nonprofit organizations sustain their institutional stability. Scale and sustainability can only be achieved when institutions, individuals, and organizations work together to deepen our knowledge and expertise and build on best practices to achieve real change in the lives of the communities we serve.

Financial Review

TRUST FOR SOCIAL ACHIEVEMENT PROFIT AND LOSS STATEMENT

for the year ended 31 December 2023

2023
BGN '000

2022
BGN '000

	2023 BGN '000	2022 BGN '000
I. Expenses		
<i>A. Expenses for regulated activity</i>		
1. Financing expenses	2 216	2 437
2. Programs and projects expenses	2 125	2 028
Total A:	4 341	4 465
<i>B. Administrative expenses</i>	1729	1629
Total I:	6 070	6 094
II. Finance costs		
1. Foreign currency exchange losses	54	110
Total II:	54	110
III. Total expenses	6 124	6 204
IV. Result from non-profit activities for the year (total revenues - total expenses)	51	-
Total (III + IV)	6 175	6 204

2023
BGN '000

2022
BGN '000

	2023 BGN '000	2022 BGN '000
I. Revenues		
<i>A. Revenues from regulated activity</i>		
1. Net revenue from conditional financing	6 070	6 094
2. Other revenue	3	-
Total I:	6 073	6 094
II. Finance income		
2. Interest income	4	1
3. Foreign currency exchange gains	98	79
Total II:	102	80
III. Total revenues	6 175	6 174
IV. Result form non-profit activities for the year (total revenues - total expenses)	-	30
Total (III + IV)	6 175	6 204

TRUST FOR SOCIAL ACHIEVEMENT BALANCE SHEET

as at 31 December 2023

	31.12.2023	31.12.2022
	BGN '000	BGN '000
ASSETS		
A. Non-current (long-term) assets		
I. Intangible assets		
1. Concessions, patents, licences, trademarks, software and other similar rights and assets	-	-
2. Advances granted and intangible assets in progress	-	-
Group I total:	-	-
II. Tangible fixed assets		
1. Land and buildings, including:	324	346
- land	7	7
- buildings	317	339
2. Equipment and other	139	31
Group II total:	463	377
Section A total:	463	377
B. Current (short-term) assets		
I. Debtors		
1. Advances to suppliers	505	51
2. Other receivables	8	7
Group I total:	513	58
II. Other current assets		
	6	6
III. Cash and cash equivalents, including:	5 000	3 194
- cash in current bank accounts (deposits)	5 000	3 194
Group III total:	5 000	3 194
Section B total:	5 519	3 258
C. Deferred expenses		
	180	46
TOTAL ASSETS (A + B + C)	6 162	3 681

	31.12.2023	31.12.2022
	BGN '000	BGN '000
NET ASSETS OF THE FOUNDATION AND LIABILITIES		
A. Net assets of the Foundation		
I. Reserves		
1. Other reserves, including:	512	461
- from prior years	461	491
- for the current year	51	(30)
Group I total:	512	461
II. Accumulated profit (losses) from business activities in prior yearsq incl.		
- retained earnings	233	181
Group II total:	233	181
III. Current profit/(loss) from business activities	67	52
Section A total:	812	694
LIABILITIES		
B. Creditors		
1. Trade creditors, including:	13	17
up to 1 year	13	17
2. Other liabilities, including:	40	28
payables to personnel, including:	28	19
up to 1 year	28	19
up to 1 year	5	3
up to 1 year	5	3
tax payables, including:	7	6
up to 1 year	7	6
Section B total, including:	53	45
up to 1 year	53	45
C. Grants and deferred income, including:	5 252 97	2 942
- grants	5 297	2 942
TOTAL NET ASSETS OF THE FOUNDATION AND LIABILITIES (A + B + C)	6 162	3 681

TRUST FOR SOCIAL ACHIEVEMENT CASH FLOW STATEMENT

for the year ended 31 December 2023

	31.12.2023 BGN '000	31.12.2022 BGN '000
I. Cash and cash equivalents at 1 January	3 194	8 217
II. Cash flows from non-profit activities		
A. Cash proceeds from non-profit activities		
1. Proceeds from conditional financing	8 425	1 012
2. Proceeds from bank and currency transactions	99	79
3. Other proceeds	5	-
Total cash proceeds from non-profit activities	8 529	1 091
B. Cash paid for non-profit activities		
1. Financing granted	2 216	2 437
2. Cash paid for programs and projects	2 596	1 955
3. Cash paid to employees and for social security	1 126	1 023
4. Cash paid to suppliers	573	441
5. Other taxes paid	224	187
6. Payments for bank and currency transactions	56	133
Total cash paid for non-profit activities	6 791	6 176
C. Net cash flows from non-profit activities	1 738	(5 085)
III. Cash flows from business activities		
A. Cash proceeds from business activities		
1. Proceeds from clients	95	62
Total cash proceeds from business activities	95	62
A. Cash paid from business activities		
1. Cash paid to suppliers	27	-
Total cash proceeds from business activities	27	-
C. Net cash flows from business activities	68	62
III. Cash and cash equivalents at 31 December	5 000	3 194
IV. Change in the cash flows for the year	1 806	(5 023)

TRUST FOR SOCIAL ACHIEVEMENT SUMMARY OF THE SIGNIFICANT ACCOUNTING POLICIES

Basis for the preparation of the financial statements

The financial statements of Trust for Social Achievement Foundation have been prepared in accordance with the (new) Accountancy Act effective as of 1 January 2016 (SG 95/08.12.2015) and National Accounting Standards (NAS), approved by the Council of Ministers by CMD No 46/2005 (SG 30/07.04.2005) and amended and supplemented by CMD No 251/2007 (SG 86/26.10.2007) and by CMD 394/2015 (SG 3/12.01.2016) and CMD 27/2019 (SG 15/19.02.2019), by observing the specific requirements of NAS 9 "Presentation of Financial Statements of Non-profit Entities".

The Foundation keeps its accounting books in Bulgarian Levs (BGN) and prepares its official financial statements in accordance with Bulgarian accounting legislation.

The data in the annual financial statements and the notes thereto is presented in thousand Bulgarian Levs (BGN'000).

The financial statements for 2023 have been prepared by AFA Consultants OOD and audited by PricewaterhouseCoopers Audit OOD. The complete audited annual financial statements since inception in 2012 are published on TSA's website:

<http://socialachievement.org/en/about-us.html>

Income

The income of the Trust for Social Achievement is from received financing – either contingent or unconditional.

The income from contingent financing requires the execution of certain obligations. It is recognized on a systematic basis in the periods in which the Foundation recognizes as expense the respective costs that the gratuitous funds are intended to compensate so that the preliminary set condition is satisfied.

Income from unconditional financing is recognized when originated.



Expenses

Expenses are recognized as they are incurred, following the accrual and matching concepts.

The Trust for Social Achievement spends its financial resources in line with a budget, approved by the Board of Directors, which covers all operating expenses and the overall plan for financing of the authorized number and amount of grants in each of the project areas related with the fulfilment of its mission as a non-profit organization for performing activities in public benefit.



Financing expenses

For the purpose of attaining its objectives, the Trust for Social Achievement is entitled to co-finance and support with resources activities, initiatives and projects by awarding financing (grants). Only physical persons or legal representatives of juridical persons, which are non-profit associations, public institutions registered as juridical persons or trade entities performing non-profit activities, have the right to apply for and obtain project funding from the Foundation.



Our Grantees

GRANTEE NAME	PROGRAMS					
	FF	ELC	EDU	EE	HS	CB
"National Network of Health Mediators" Association	X					
"Amala-Priateli" Association				X		
"Arete Youth Foundation - Bulgaria" Foundation			X			
"Art Workshop Rote" Foundation						X
"Asthma from Trouble" Foundation		X		X		
"Caritas-Sofia" Association				X		
"Center for Interethnic Dialogue and Tolerance - 'Amalipe'" Association		X	X			
"Club of Non-governmental Organizations" Association	X	X	X			
"Open Society Club - Stara Zagora" Association		X				
"Community Investment Fund - Peshtera" Foundation					X	
"Concordia Bulgaria" Foundation				X		
"Data for Good Association		X				
"Dialog" Association		X				
"Equal Opportunities Initiative" Association				X	X	
"Ethnic Minorities Health Problems" Foundation			X			
"Ethnotolerance" Association		X				
"Fund IGA" Foundation			X			
"Future" Foundation	X	X	X	X		
"Health and Social Development" Foundation	X	X			X	
"Institute for Progressive Education" Association			X			
"Integro Association" Association		X	X			
"Knowledge" Association		X	X			
"Land Source of Income" Foundation			X	X		

GRANTEE NAME	PROGRAMS					
	FF	ELC	EDU	EE	HS	CB
"Liberal Alternative for Roma Civic Unification / LARGO/" Association				X		
"Meeting Points" Foundation		X				
"Sdrujenie NEW ROAD" Association		X	X	X		
"Roma Academy for Culture and Education" Association		X	X			
University multiprofile hospital for active treatment "Sveti Georgi"	X					
"Sauchastie" Association		X				
"STARS" Association		X				
"Student Society for the Development of Interethnic Dialogue" Foundation	X	X	X			
"World without Borders" Association		X		X		
"Bulgarian Trans-Border Mediation Institute" Association		X				
"Bulgarian Helsinki Committee" Association					X	
"Bulgarian School of Politics Dimitry Panitza non-profit organization" Association						X
National Alliance for Volunteer Action	X					
"Regional Agency for Entrepreneurship and Innovations-Varna (RAPIV)" Association				X		
"Second Specialized Obstetric and Gynecological Hospital for Active Treatment-Sheinovo"	X					
"Worldwide Foundation for Vulnerable Children" Foundation		X				

FF First Foundations

ELC Early Learning and Care

EDU Educational Achievement

EE Employment and Entrepreneurship

HS Housing Security

CB Educational Achievement

Our Team



Our Board



Veneta Ilieva

Executive in finance and banking for over 20 years. She was a key player in the launching of the Pension Insurance Company Rodina and TSA.



Iliana Sarafian

Positions at various internationally focused organisations including the United Nations Development Programme, Open Society Foundation London and the non-government sector in and outside Bulgaria.



Viktoriya Blazheva

First Vice President in UniCredit Bulbank. She is Director of Identity and Communications, and the Diversity Manager of the bank. She is Head of the Workgroup for Communication Strategy of the Council of Women in Business in Bulgaria.



Gena O'Keefe

Baltimore, Maryland – based independent consultant, with experience in maternal and child health. She has a medical degree from the Johns Hopkins University School of Medicine.

Our Donors and Partners

Our work would not be possible without the generous support of the America for Bulgaria Foundation.



The America for Bulgaria Foundation (ABF) is an independent, non-partisan and non-political American philanthropic foundation. Founded in 2008, ABF is a successor to the Bulgarian-American Enterprise Fund, an investment fund created under the SEED Act of 1989 through the U.S. Agency for International Development.

ABF assists in strengthening a vibrant market economy and the institutions of democratic society in Bulgaria, helping the country to realize its full potential as a

successful, modern European nation. The philanthropic aid provided by ABF builds on the legacy of goodwill and friendship that exists between the American and Bulgarian people. For more information, please visit: www.us4bg.org.

Support for TSA is provided by the America for Bulgaria Foundation. The statements and opinions expressed herein are solely those of TSA and do not necessarily reflect the views of the America for Bulgaria Foundation or its affiliates.

Our special thanks as well to the following:



Donate

You too can help give marginalized children, youth, and adults the chance they need to succeed. The Trust for Social Achievement relies on the strong support of its donors, as well as on the generosity of interested individuals. To support our work, donations may be made directly to the Trust for Social Achievement or to our partner organization registered as a 501c3 in the United States.

<https://socialachievement.org/en/get-involved/donate/>



Together, we can



make a difference!



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