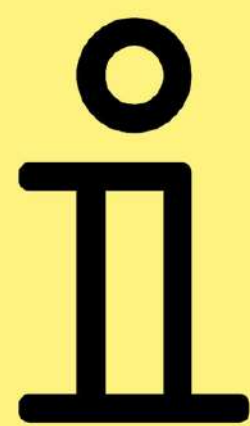




annual report 2022

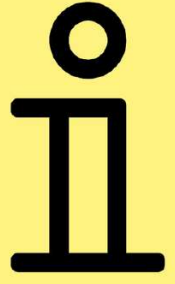
selfm.aid, march 2023

SELFHELP.AID



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1. FOREWORD

2022 has been an intense year indeed for us with many ups and downs, but above all, with an incredible evolution - we have had floods and sunshine, we have experienced the joys of working together and the enduring pain of those left behind, we have welcomed countless wonderful people and said goodbye to just as many.

In January we created and launched the ONE-for-ONE project, which has allowed us to react creatively and effectively to overcome a new hurdle, a fee imposed on the asylum procedure in Greece.

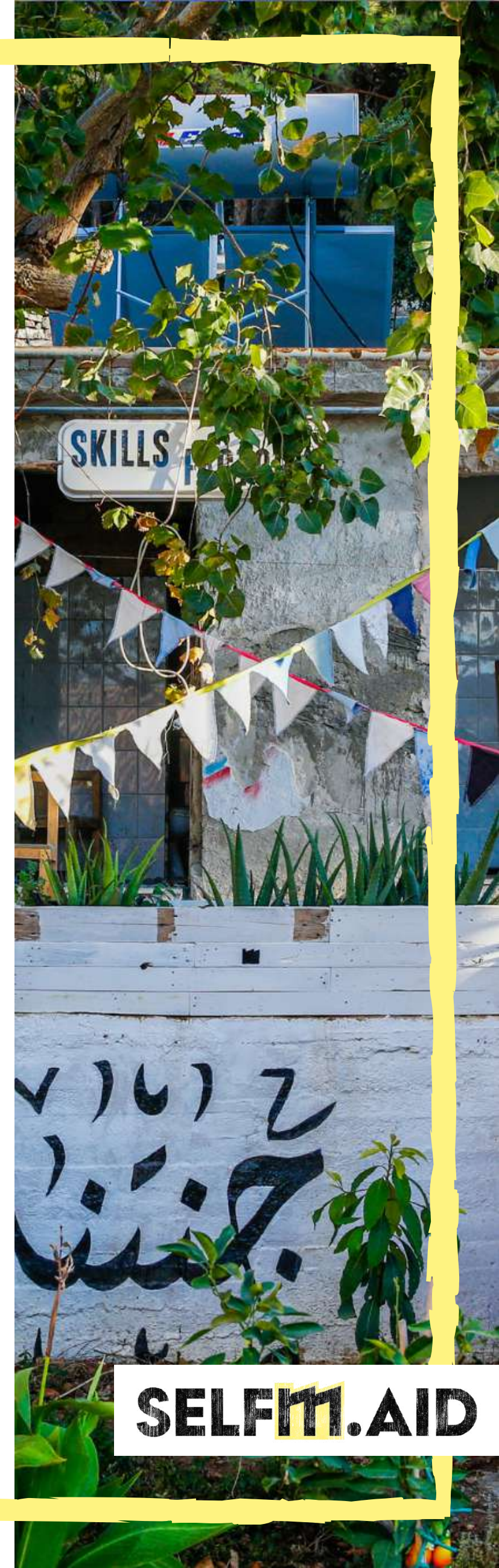
In April we celebrated the first birthday of the SKILLS FACTORY on Samos. Since then, the number of refugees in the camp has increased massively and with it the demand and need in the SKILLS FACTORY. Our team has grown a lot and each of our 14 departments has developed into its own little project. It has grown into something much bigger than we could ever have hoped for.

But there were also setbacks, farewells and many unexpected events that demanded our full attention. Some plans, such as the development of the follow-up project "SKILLS CONNECT", had to be postponed to next year.

All in all, we are very proud and also a bit overwhelmed by this development; proud of the success, but also busy facing the new challenges that growth brings with it.

It is all the more time to thank you - because without people like you and without your support, our work here on ground would never be possible!

Julia Minder & Simon Bader, management selfm.aid 2022



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2. about selfm.aid





review 2022

projects:

- the start of the ONE-for-ONE project (together with our partner organisation "i have rights")
- the conception of "SKILLS CONNECT"

donations / cooperations:

- 2 big crowdfunding campaigns were made for selfm.aid (SOL.I.NK & London)
- collective crowdfunding campaign via chuffed
- report on the radio - SRF
- partnership with Lucerne University of Applied Sciences and Art (School of Social Work)

organizational:

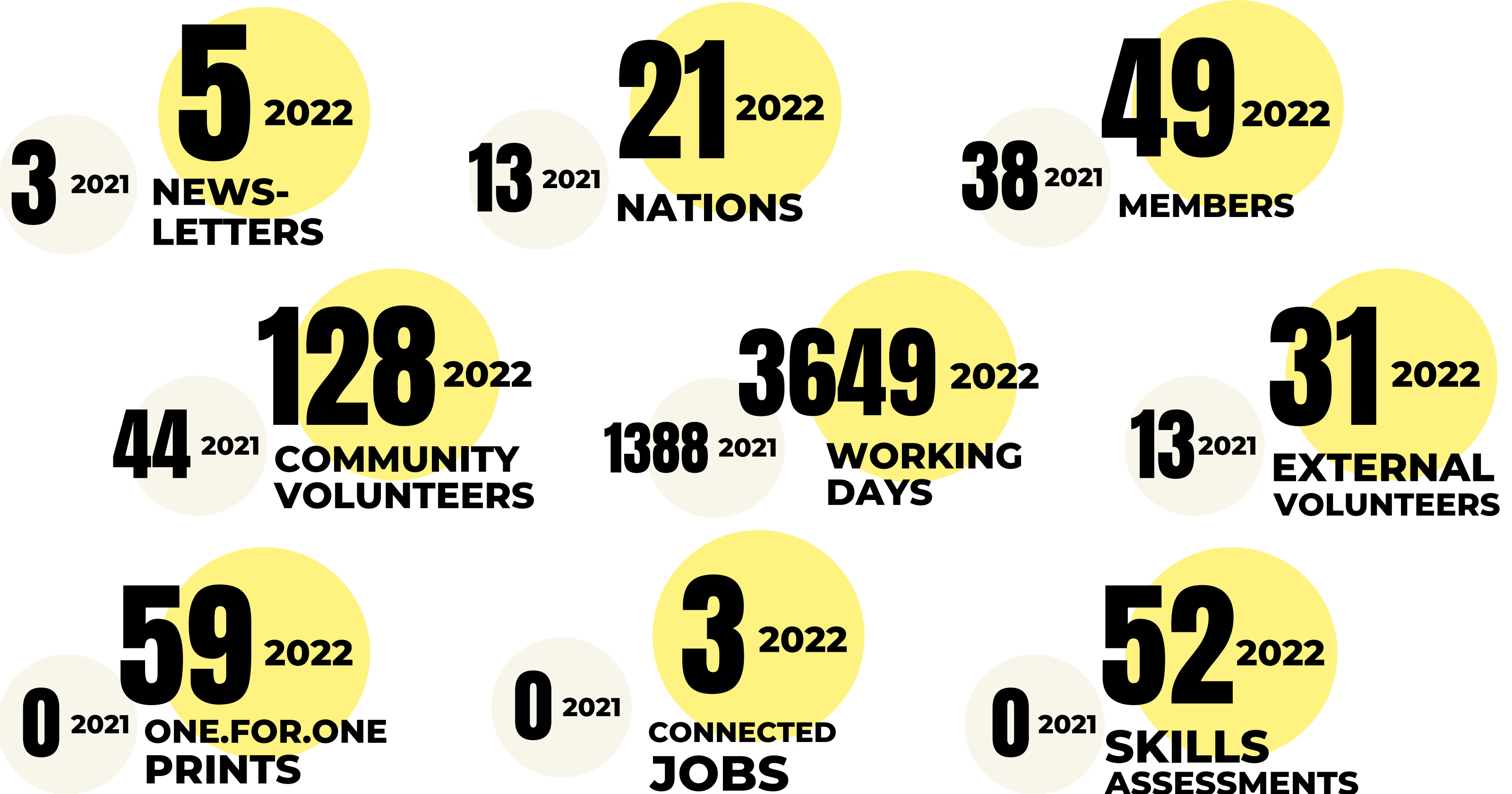
- Set up payment method Twint
- AFM (Greek registration completed)

association & board:

- Employment of management (Julia Minder and Simon Bader)
- Roger Hunziker as new president of the board
- Unexpected death of Christoph Minder, board member and head of finances
- New appointment to the head of finances: Matthias Fenner
- Resignation of Simon Bader from management and Samos by the end of 2022



facts & figures 2021 vs. 2022





humanitarian crisis and climate change

We are currently facing a multitude of complex challenges. The refugee crisis and climate change are only parts of it. We identify the limitless consumption, along with the destruction of nature and the exploitation of labour as the main cause. The world is out of balance.

During the last several decades, the production of essential goods has been gradually outsourced - far away from our consciousness. As consumers, we are no longer connected to the people that produce essential goods and the corresponding natural resources used. Consequently, these products and the professions behind them have increasingly lost their value and recognition in our society. Much of the traditional knowledge of crafts and manufacturing is gradually being forgotten.

We believe it is time to fundamentally rethink. We have to remember past practice in order to develop innovative solutions for the future. We need to know ourselves, to empower ourselves and to produce ourselves, independently of large industries.





our vision

we produce humanitarian aid ourselves:
by hand. locally. sustainably. independently.
honestly.

«selfm.aid» is a grassroots non-profit organisation, registered in Switzerland and Greece, and founded in September 2020. It aims to fight humanitarian crises and social grievances by encouraging those affected to produce relief goods independently and with local resources. Therefore, the NGO combines social work with handicraft.

vision

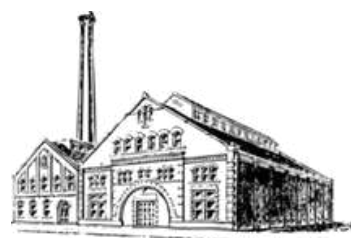
Our vision is to assist in creating a strong local community, which is able to fight humanitarian crisis and social grievances independently through the use of existing local, human and natural resources.

I have
SKILLS

SELF.M.AID



our mission



WE FACILITATE

With our projects, we provide attractive workplaces where interested parties from the entire community can freely develop their manual skills.



WE EMPOWER

We encourage and support our participants to take responsibility for the workshop and to improve their living conditions on their own.



WE PRODUCE

We produce and repair the most important products for everyday basic needs independently and with natural raw materials from the region.



WE CONNECT

The common interest in craft activities enables people to meet as equals. People with different cultural backgrounds and life situations work together to solve existing problems.



WE PROMOTE

We promote the potential of refugees as well as the future and appreciation of traditional crafts, both of which we regard as elementary pillars of our society and economy.



our values

Respect for people and the environment

Lies the heart of everything we do.

Resource-oriented

We recognise and promote the potential of every person.

Participatory

Our programs and products are defined, developed and evaluated by the participants.

Local and seasonal

We use products and natural resources directly from our surroundings.

Creative and innovative

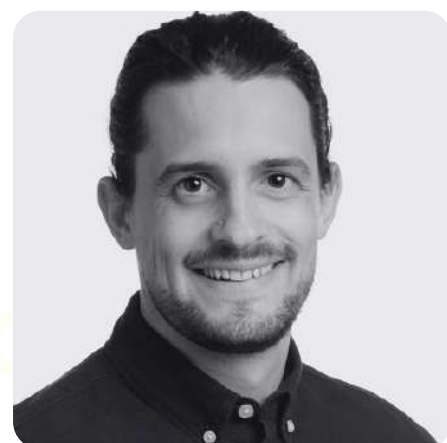
Because this is the only way to break through previous patterns and develop new solutions.

Collaboration

Together we are stronger and better. We support and learn from each other.



Vereinsvorstand selfm.aid



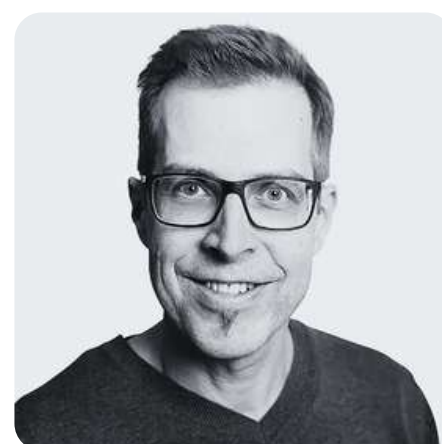
Roger Hunziker
presidency



Julia Minder
director



Simon Bader
director (2022)



Andreas Wildisen
IT



Anja Ryan
marketing



Matthias Fenner
finances



Linda Wanklin
fundraising



Marion Isler
administration



Mithat Foster
human resources



our projects



SKILLS FACTORY
Samos



ONE for ONE



SKILLS CONNECT
(under construction)

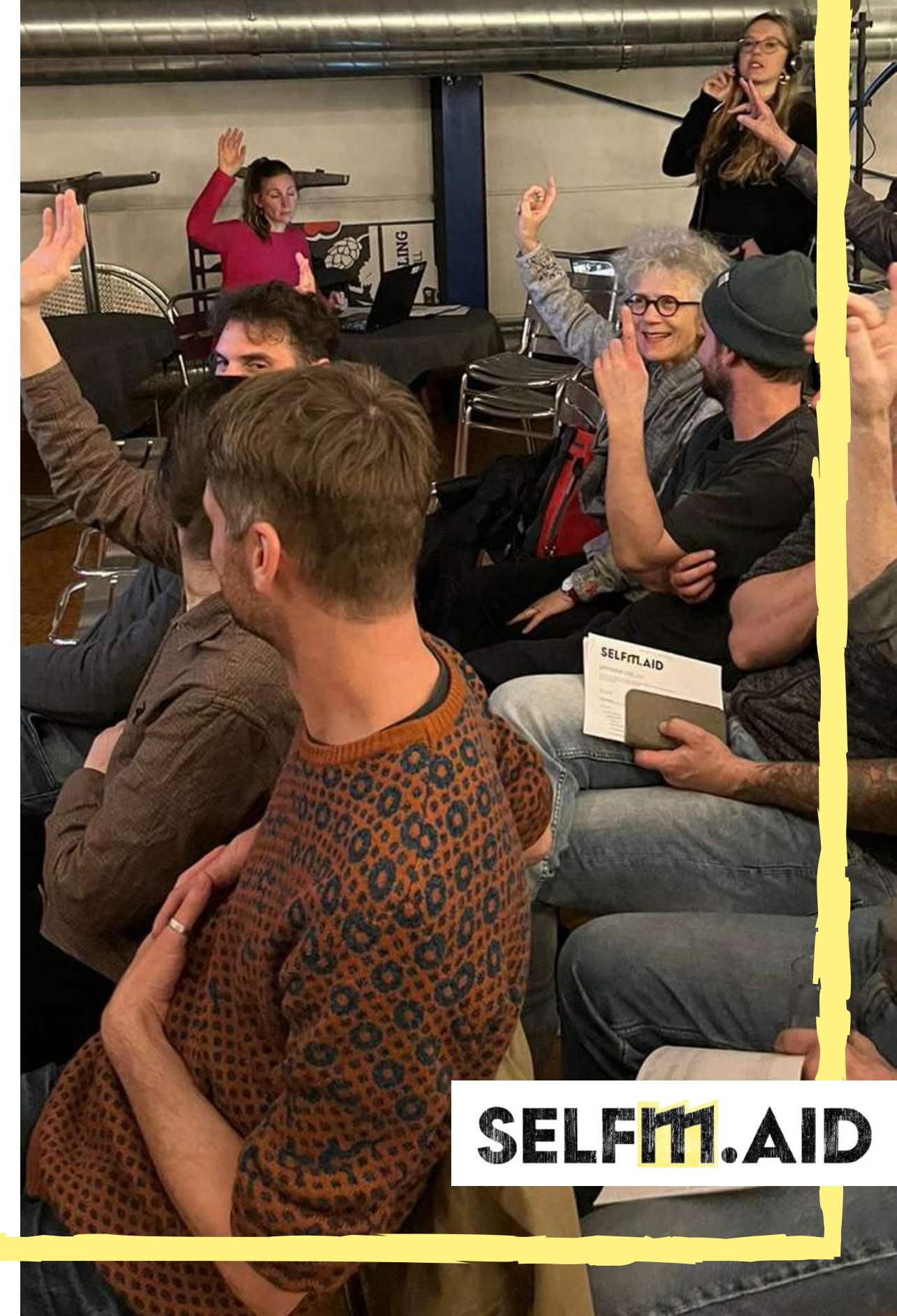


approval and discharge

The annual general assembly of selfm.aid took place on Thursday, 30th March 2023, in Bülach, Switzerland.

- A total of 17 members attended.
- The presentation of the annual report, the balance sheet and income statement for 2022 were unanimously approved.
- The changes of the associations statutes were approved.
- All board members were (re)elected.
- The assembly defined the member categories and -fees.

We congratulate Roger Hunziker, Simon Bader and Matthias Fenner on their election to the board of selfm.aid.



SELF.AID



3. SKILLS FACTORY



situation on Samos

Significant increase in new arrivals, hardly any support!

After the opening of the new refugee camp, the so-called Closed Controlled Access Center on Samos in autumn 2021, many organizations have left the island of Samos. However, over the course of the last year, the numbers in the camp, which has not yet been completed, have increased massively and the infrastructure of the camp has long since reached its limits:

Water has run out and has been limited to one hour a day, sewers are overflowing, the planned and advertised markets are still empty, there is not enough food, there are no medical staff in the camp and due to the long waiting time for registrations newcomers are often detained for more than a month.

All these circumstances lead to long waiting times, tension, violence and riots on a daily basis. According to a recent survey, over 41% of the refugees in the camp have suicidal thoughts.

At the same time, the number of organizations supporting people in the camp has decreased significantly and the SKILLS FACTORY has become one of the most important (and popular) offerings.





in a nutshell

We produce humanitarian aid ourselves:
by hand. locally. sustainably. independently. honestly.

In the closed refugee camp on the Greek island of Samos there is a lack of everything. But the people who live in this misery, bring the knowledge and the experience to produce everything they need by themselves. And the fertile island of Samos supplies the necessary raw materials.

And this is where the SKILLS FACTORY comes in

In our workshops we work, learn and laugh together, pass on skills and knowledge, and develop innovative solutions. The products we manufacture directly improve the current living situation and alleviate humanitarian suffering.

This is how we break the vicious circle of dependency.





what we do

In our workshops, we share creative skills and collaborate, learn, cook, eat and also laugh a lot. Innovative solutions are developed together and bridges are built across people, cultures and languages. We create products that significantly improve the current living situation and alleviate humanitarian suffering.

This is how we break the vicious cycle of dependency and hopelessness.

Craftsmanship reconnects people with each other and their immediate surroundings. Because only as a strong, local community will we be able to master the major global challenges of the present and especially the future.



SELF1.AID



our departments



construction



wood work



metal work



painting



bike workshop



phone repair



kitchen



electricity



gardening



art & printing



barber



film & photography



bakery



sewing



department: construction

WHAT DO WE DO?

The construction department is one of the most important and popular departments of the SKILLS FACTORY. In various workshops we convey and share essential basics for working on European construction sites.

OUR WORK IN THE CONSTRUCTION DEPARTMENT

- Project planning, measurement, material calculation and preparation
- Masonry and concreting work, plastering walls, applying mortar
- Laying tiles, slabs and mosaics
- Various basics of plumbing work
- Repair work

DEVELOPMENTS 2022

Since the major work in the SKILLS FACTORY building was completed in 2021, we were able to focus on upgrading individual areas and external jobs in 2022. A major unexpected project was securing the SKILLS FACTORY from flooding in winter, which demanded a lot from us but was also a learning experience for international cooperation and teamwork.

Simon
construction
JAN-DEC 2022





department: construction

HIGHLIGHTS

In spring, thanks to a generous donation of building materials from ELPIDA E.V., we were able to completely renovate the kitchen and adapt it to our new needs. We planned and carried out all the steps together, everyone contributed their expertise and ideas and the result is impressive. But above all, it enables the kitchen team to produce on a new level, which is urgently needed.

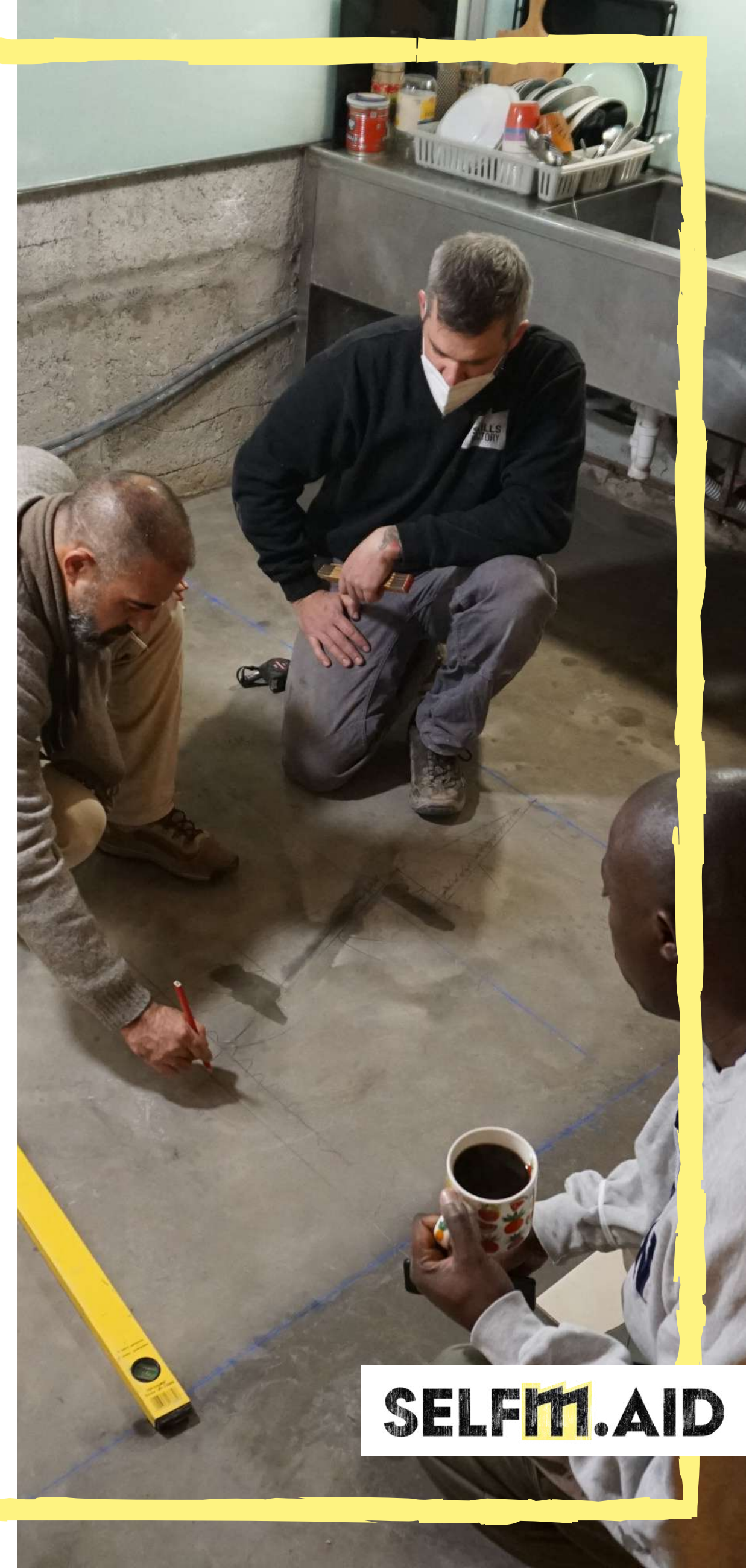
It's always the best feeling when you can create something together that ultimately benefits everyone.

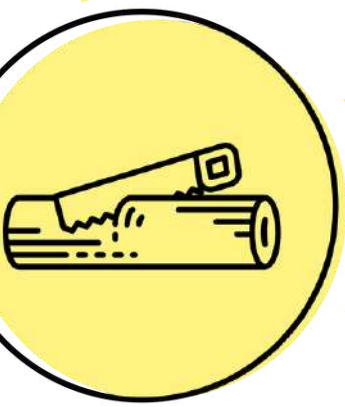
BIGGEST IMPACT

Many refugees bring valuable work experience in the construction industry with them. So this year I worked with a construction foreman from Uganda, a welder from Mali and a paver from Syria. But often they are not even aware of how much this work is needed in Europe and how valuable it will be for our society.

Working in the construction department has a direct and physical result - a boost in self-confidence. And the best thing, is when at the end of the day the faces of your colleagues show pride and confidence instead of depression.

Simon
construction
JAN-DEC 2022





department: wood work

WHAT DID WE DO?

In the wood workshop the focus in 2022 was mainly on building and repairing furniture for the community as well as for other NGOs. For the Skills Factory itself we mainly made windows and doors. During the year we added shelves, signs and decorations.

DEVELOPMENTS 2022

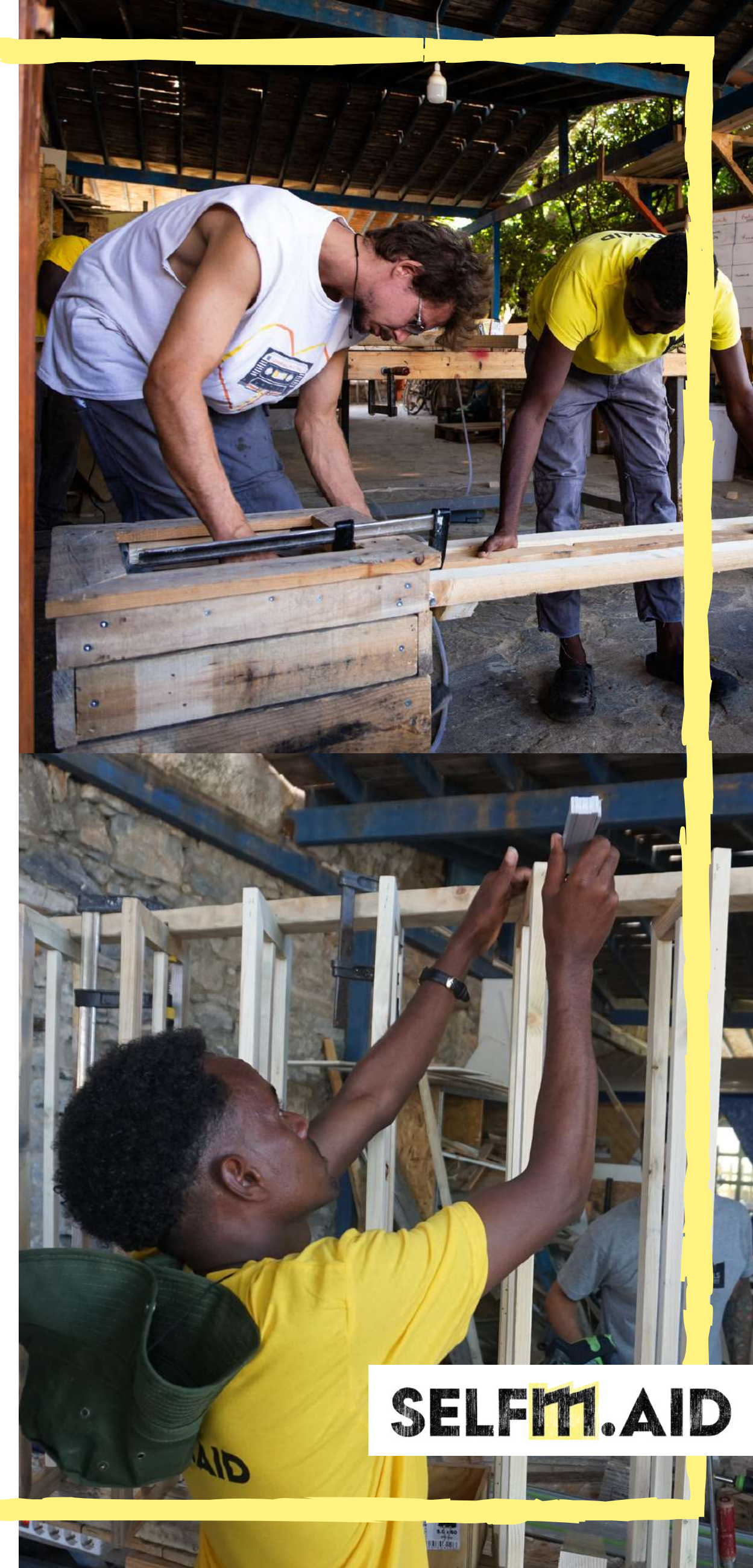
We were able to continuously improve many of our products and thus produce them in larger quantities, especially for the camp. For this we recycle almost 100% used wood. An exciting and helpful new piece of equipment that enhanced our achievements last year was our new table saw!

HIGHLIGHTS

We were particularly pleased that some of our products have become really popular. For example, a shoe rack that was produced for a school and subsequently requested by other NGOs and the community. In addition, together with 'Movement on the Ground' we have implemented projects to upgrade the camp. Among them, 30 planter benches and various vegetable boxes that enable the growing of vegetables in the camp.

BIGGEST IMPACT

Many volunteers already bring their first experience in the context of wood but have had little opportunity to work with professional machinery. This changes in the Skills Factory which enables them to do work much more precisely and quickly. These skills complement their previous knowledge optimally for their entry into the European labor market.



Jasper
wood workshop

JAN- APR & OCT - DEC 2022



department: metal work

WHAT DID WE DO?

The metal workshop mainly makes products and parts for other workshops, e.g. fittings for the kitchen cabinets, a barber chair or repaired frames for the bicycle workshop. It is thus primarily an important supplier for the rest of the Skills Factory.

DEVELOPMENTS 2022

The metal workshop is one of the younger departments, as it only came into being at the beginning of last year with a few small welding jobs. It now has a permanent place in the Factory with appropriate tools and safety precautions. Compared to other workshop it is still small but growing steadily!

HIGHLIGHTS

The metal workshop is also a place where some of the volunteers really found their place in the Skills Factory for the first time. Because that's actually how it came into being in the first place - with some professional welders from the community who initially didn't quite know where to contribute their skills, but at the same time saw the great need for metalwork. A win-win situation, as it is so often at the Skills Factory!

BIGGEST IMPACT

Above all, the metal workshop helps us grow by allowing us to make our own equipment and upgrade our space. E.g. by self-welded gutters in the garden, which protect the Factory from flooding during heavy rain. On the other hand, it complements perfectly with the wood and construction workshop, allowing for more comprehensive external projects.



Jasper
metal workshop

JAN- APR & OCT - DEC 2022





department: electricity

WHAT DO WE DO?

- Training and practice opportunities on electrical circuits and installations
- Installation, troubleshooting and repair of large electronic devices
- Laying cables, connecting to fuses, switches, lamps, etc.
- Exchange of work experience and professional knowledge from all over the world

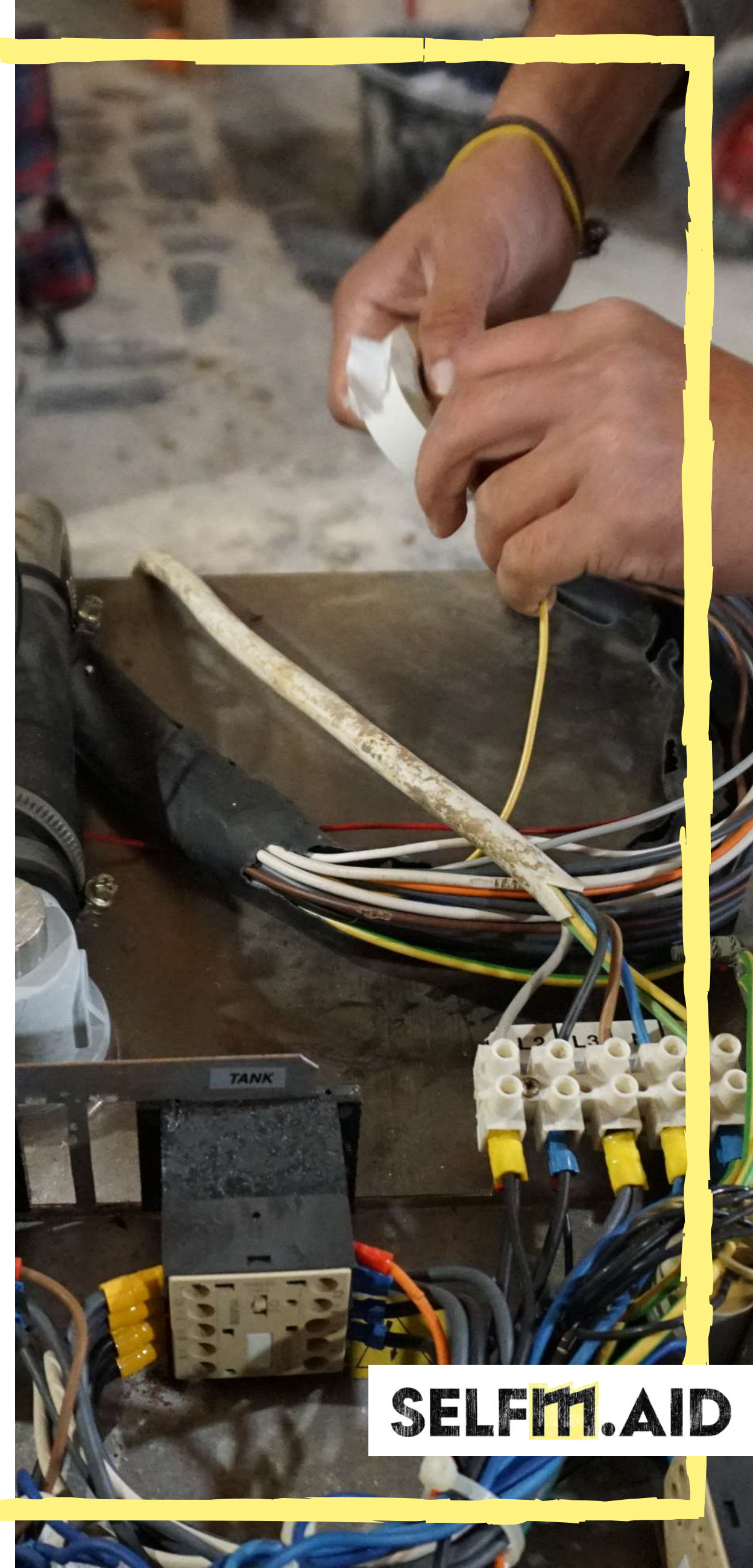
DEVELOPMENTS 2022

With the growth of the SKILLS FACTORY, the need for electricity, sockets and light has also increased. The previous circuit was designed for a lower usage, which resulted in frequent power trips. But together and with a lot of calculations, discussions, trial and error, we were able to find the mistakes, solve all the problems and optimally set up the new workstations.

HIGHLIGHT

One of the best moments of 2022 for me was when we had two new community volunteers on the team from Sudan. They really wanted to know more about electricity, but didn't dare to do the work. Then they built a mini version of the SKILLS FACTORY with the electrician from Syria - with light switches, lamps and various switching points.

For me, this moment was the epitome of our guiding principle to learn with and from one another.





department: kitchen & bakery

WHAT DID WE DO?

Over 2022 the Skills Factory kitchen team grew from a few community volunteers cooking lunch for 10-15 people in a make-shift kitchen in the corner of the warehouse to a large and professional team, working constantly in the new built and well organised kitchen. Now, the team is built up from volunteers from different departments and provides delicious and varied food for more than 30-45 people every day and as well as for external jobs.

DEVELOPMENTS 2022

In Spring, the kitchen team started off as a few people who were keen on cooking dishes from their country, (such as the big favourite of 'Ugandan Rolex') and experimenting with baking. As the team grew we developed a more structured weekly system in which certain community volunteers were able to take ownership and responsibility for different days, divide roles and share culinary skills. Throughout the year we were able to collaborate with the growing garden team and enjoy meals full of what we grew on site. Another important element of the kitchen team's projects was the use of locally sourced and sustainable products as well as building a relationship with farmers from the farmers market. At the end of 2022 the team cooked for more than 50 people when we had our open-Saturdays every week.





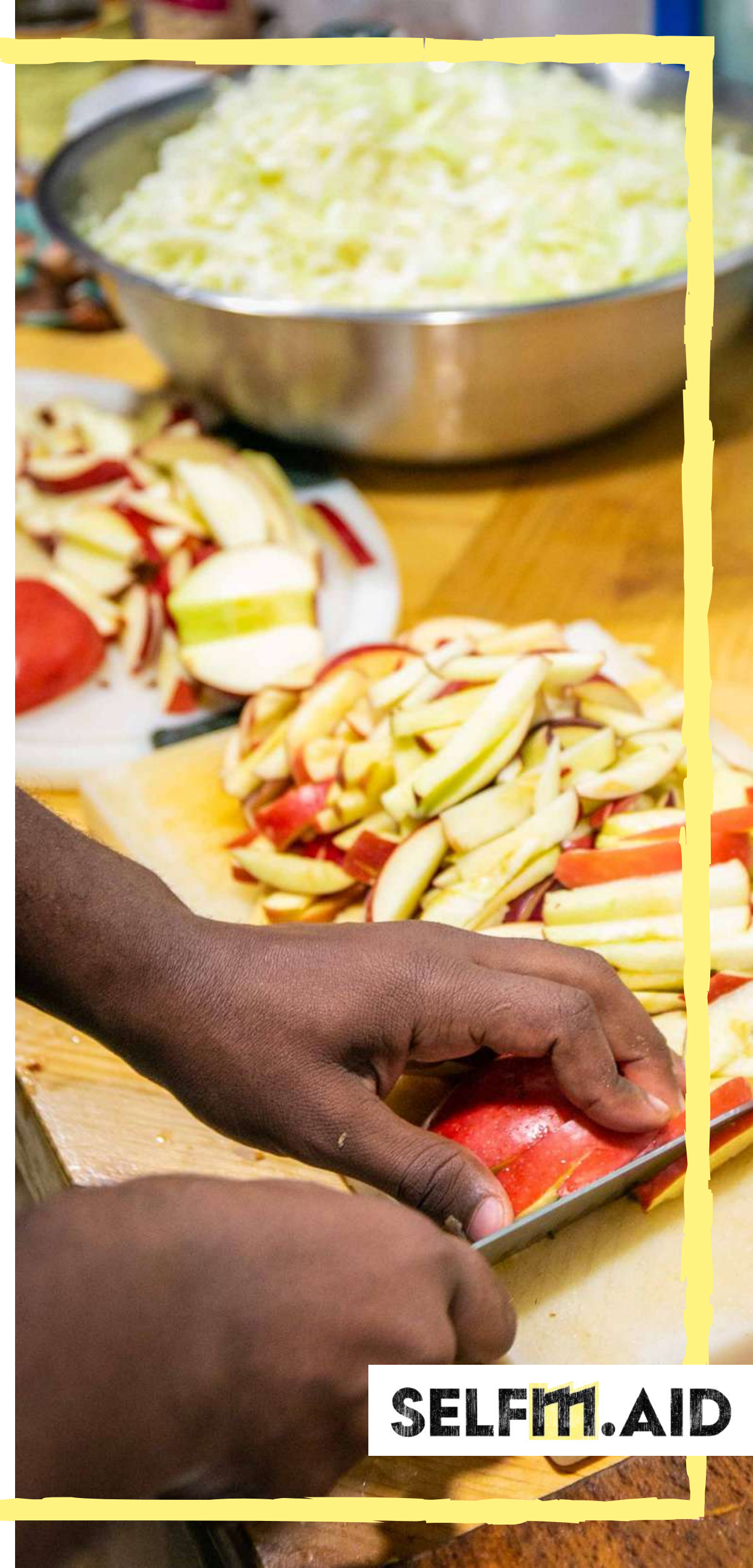
department: kitchen & bakery

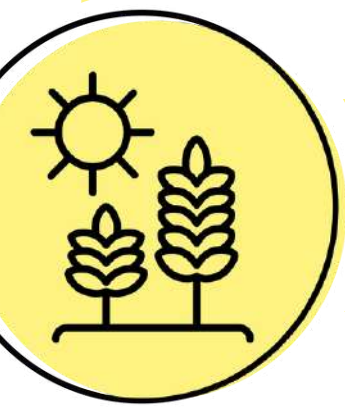
HIGHLIGHTS

One of the highlights of 2022 was that after enjoying some of the products from the Skills Factory Kitchen team, the external coordinators of Samos Volunteers asked if it would be possible for the Skills Factory to provide their team with weekly baked goods. This external job was met with great excitement and the team were keen to share and show off their baking skills to even more people on the island. In addition to that, we built a proper kitchen from scratch, so that cooking on a stove in a small corner somewhere in the factory is now finally a thing of the past. Over the course of this development, we also received a donation of a professional gas oven which is a great enrichment for the kitchen team!

BIGGEST IMPACT

A big impact is of course the diversity and deliciousness of the meals and desserts from the kitchen team, which also make an important contribution to counteracting the prevailing malnutrition in the camp. In addition to that cooking, sharing skills and traditional foods with the team empowers the community volunteers. This also led to three of the community volunteers from the kitchen team being placed in a local 5-star hotel last year. So, considering that the hospitality industry is one of the biggest labor shortage markets in Europe, the kitchen department can be an important stepping stone for many volunteers from the kitchen team.





department: gardening

WHAT DO WE DO?

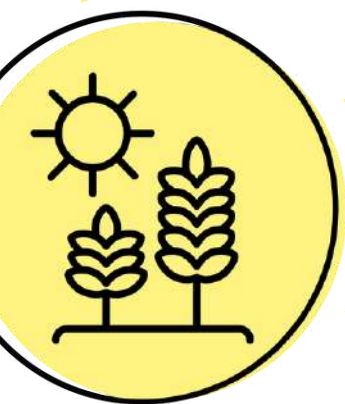
Hidden behind the Skills Factory, the garden is a productive area where plants, trees and crops grow, people pray and good moments are shared. Plants grow alongside one another to provide to our kitchen fresh self m.aid foods produced by our volunteers. Here, everything is 100% organic and grown with love and teamwork.

DEVELOPMENTS 2022

Constantly evolving since our creation, our garden has particularly blossomed in 2022. Indeed, last summer the upper area of the garden was dramatically transformed to host a vegetable garden. Tomatoes, cucumbers, lettuces, peppers and many more were planted and allowed us to cook even more delicious meals.

The department also took over the tower so our volunteers can rest and plan in a shaded cool area, as well as store tools and seeds nearby. Three big wooden boxes were also built in cooperation with the wood department to have more space to plant.





department: gardening

HIGHLIGHTS

The involvement in the garden has gradually risen. Indeed, community volunteers learnt a lot from one another and experimented by planting new crops.

BIGGEST IMPACT

In addition to the production of healthy food, the garden also generally plays an important role in the SKILLS FACTORY. It is a quiet place of power where you can pause, withdraw, listen to the rustling of the leaves in the wind and watch the growing plants.

Gardening has a tremendously positive effect on the mental health of the people trapped behind barbed wire in the refugee camp every day. But working together not only gives people inner peace, but also allows plants to bloom and thus gives something back to the community.





department: film & photography

The photography department is an important and indispensable part of the SKILLS FACTORY and a lot has happened here in 2022.

WHAT DO WE DO?

The most important point is certainly the photographic documentation of everyday life at SKILLS FACTORY, this creates content that can be used for the website. These images create a connection to the project and keep supporters up to date, even if you don't have the opportunity to lend a hand on site. As part of the annual collection of donations and in order to be able to give even better insights into the work on site, a small film was even made last year!

DEVELOPMENTS 2022

There is now professional photo equipment - a camera with different lenses and an extra photo laptop. They are the heart of the department. However, a separate, fixed area turns out to be difficult to organise, since the diverse project ideas make different demands on the workplace. Instead, the whole SKILLS FACTORY becomes one big photo studio!



watch
our
video



department: film & photography

BIGGEST IMPACT

The images are also used practically on site. Each team member can be found with a portrait on the team board and we compile the documentation of the daily work and its results into a portfolio with which the refugees can present and apply after their stay on Samos when looking for a job in Europe.

In addition to all these important points, one thing must not be forgotten - the fun!

Despite different languages, we learn from each other, assist each other with the photo shoot and work on new ideas. Being creative together and being seen (through the camera) not only strengthens the team but also self-esteem!





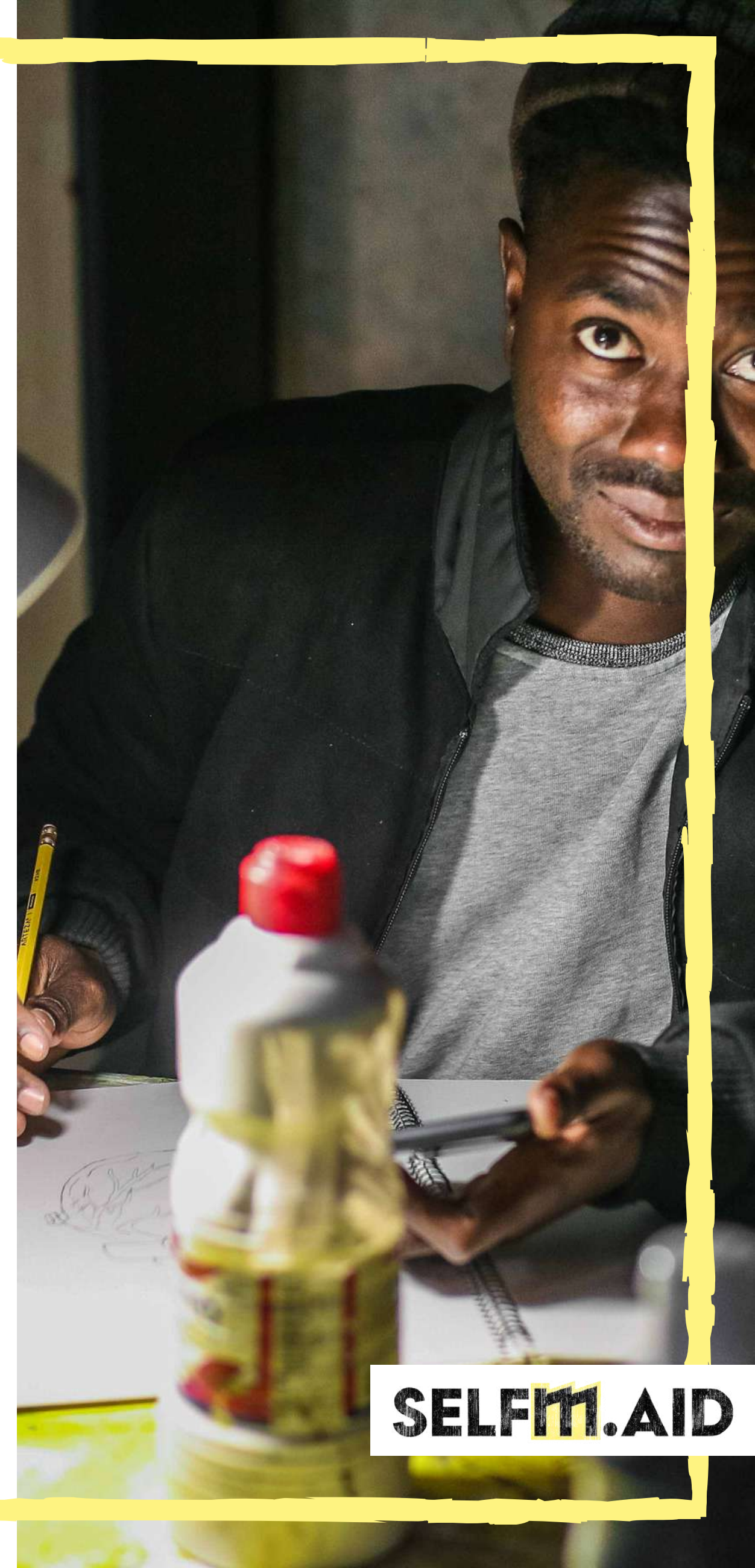
department: art & printing

WHAT DO WE DO?

The art & printing department at the SKILLS FACTORY is a space of color, creativity and collaboration. Community volunteers are provided with the materials and welcoming space to create art in numerous forms, whether that be a drawing, painting, sculpture, lino or screen print. It is a space for learning new skills, developing established ones, and experimenting to your heart's content.

DEVELOPMENTS 2022

In my time facilitating the art department, I wanted to ensure the department welcomed those who might not naturally consider themselves 'artists'. Through the amazing involvement and enthusiasm of our community volunteers and their mutual encouragement and collaboration, I believe this was achieved, and the art department became a bustling hub of activity. This was particularly clear on our Open Saturdays in which locals, NGO workers and people interested in registering as community volunteers could attend workshops at the Skills Factory, with members of the art team leading Christmas card workshops.





department: art & printing

HIGHLIGHTS

One of my highlights for the art department was witnessing how much one community volunteer's confidence grew in their artistic skills, creativity, and leadership abilities, after just a few days of experimenting in the department. Soon they were being asked by members of other departments to collaborate on projects, like creating a labelled bicycle sign for the bike repair department, or making linguistically-inclusive signs for the garden team.

BIGGEST IMPACT

I believe the art department's impact is slightly more invisible than the other departments. Though we don't create physical aid through repairing phones, building beds, or sewing curtains, for example, we have created a space that is warm, welcoming and inviting, and provides community volunteers with the opportunity to escape into their creativity and push boundaries – something I believe is so vital, especially in this context.





department: phone repair

WHAT DO WE DO?

In the Department for Phone Repair, defective smartphones are tested, repaired or, if necessary, exchanged for used cell phones. The work requires a very high level of specialist knowledge, patience and a sense of responsibility.

- Intake and error analysis
- Repair, ordering and assembly of spare parts
- Exchange of irreparable devices for donated 2nd-hand mobile phones

THE HIGHLIGHT - THE DEVELOPMENT IN 2022

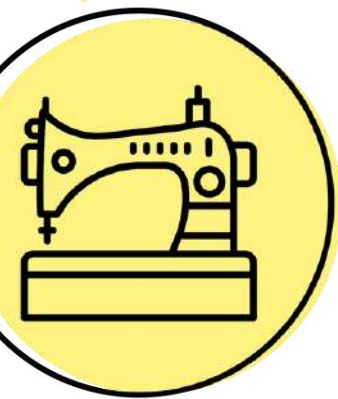
While we only repaired a handful of devices at the beginning of the year, from autumn 2022 the department has developed into one of the largest and most important of the SKILLS FACTORY. At the end of the year we were receiving up to 100 customers per month, replacing more than 45 screens and handing in over 50 replacement devices.

For the first time we were able to offer a service for the entire community!

WHY MOBILE PHONES ARE SO IMPORTANT:

- The authorities and legal advice centers communicate exclusively online during the asylum procedure
- They are the only means to keep in touch with family and friends
- They are particularly important to counteract the social isolation and alleviate the boredom from long waiting times





department: sewing

WHAT DO WE DO?

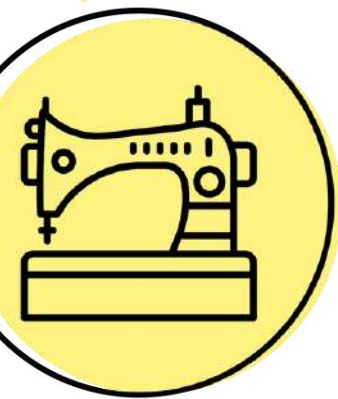
In the meantime, the sewing machines rattled non-stop in the tailoring shop. Our main work consists of:

- Planning, design and manufacture of clothing for children, women and men of the refugee camp
- Repairs and adjustments of defective garments
- Mass production of fabric carrier bags for the free clothing shop of our partner organization
- Recycling of fabric scraps and defective clothing donations

DEVELOPMENT 2022

The department has grown enormously over the course of the year and has housed various teams: what started out as two professional seamstresses from the Congo grew into a large group in the summer, whose motivation at times pushed us to the limits of our capacity. But after we received new equipment and were able to expand the department, there was even more space for tailors with a wide variety of levels of knowledge, who could practice the craft together and learn from each other.





department: sewing

HIGHLIGHT

Thanks to a generous donation from Rostock Helps, we were able to purchase two new industrial sewing machines and an overlock machine. Various donations of fabric, especially from Volunteers for Humanity, provided the right raw materials and thus brought color to the SKILLS FACTORY and the entire island.

For the summer distribution of Samos Volunteers, thanks to the equipment, we were able to sew a reusable and robust shopping bag for everyone in the refugee camp.

IMPACT

Clothing is and absolutely remains a scarce commodity on Samos! Many refugees who have just arrived often have nothing with them other than what they are wearing. The production of suitable and seasonal clothing is all the more important, as is the adaptation and repair of clothing donations that otherwise end up in the garbage far too often.

In addition, the craft is pure empowerment! Even beginners are able to achieve results and implement their own ideas in a very short time.

“I just want to thank you for your assistance in teaching many people how to sew! 😊 We have a lot of people who got transferred from Samos to Kavala and whoever was coming to SKILLS FACTORY are doing amazing in our community center in northern Greece! - Bravo!»

Michèle
sewing workshop
summer 2022





department: bike workshop

WHAT DO WE DO?

The bike department provides bicycles for the entire SKILLS FACTORY team. The main goal is to ensure and improve the mobility of all employees. By the end of 2022, we had approximately 18 bicycles that the team maintains and repairs in their workshop. In addition to the bikes of the SKILLS FACTORY, we also repair bicycles for other people on the island.

DEVELOPMENT 2022

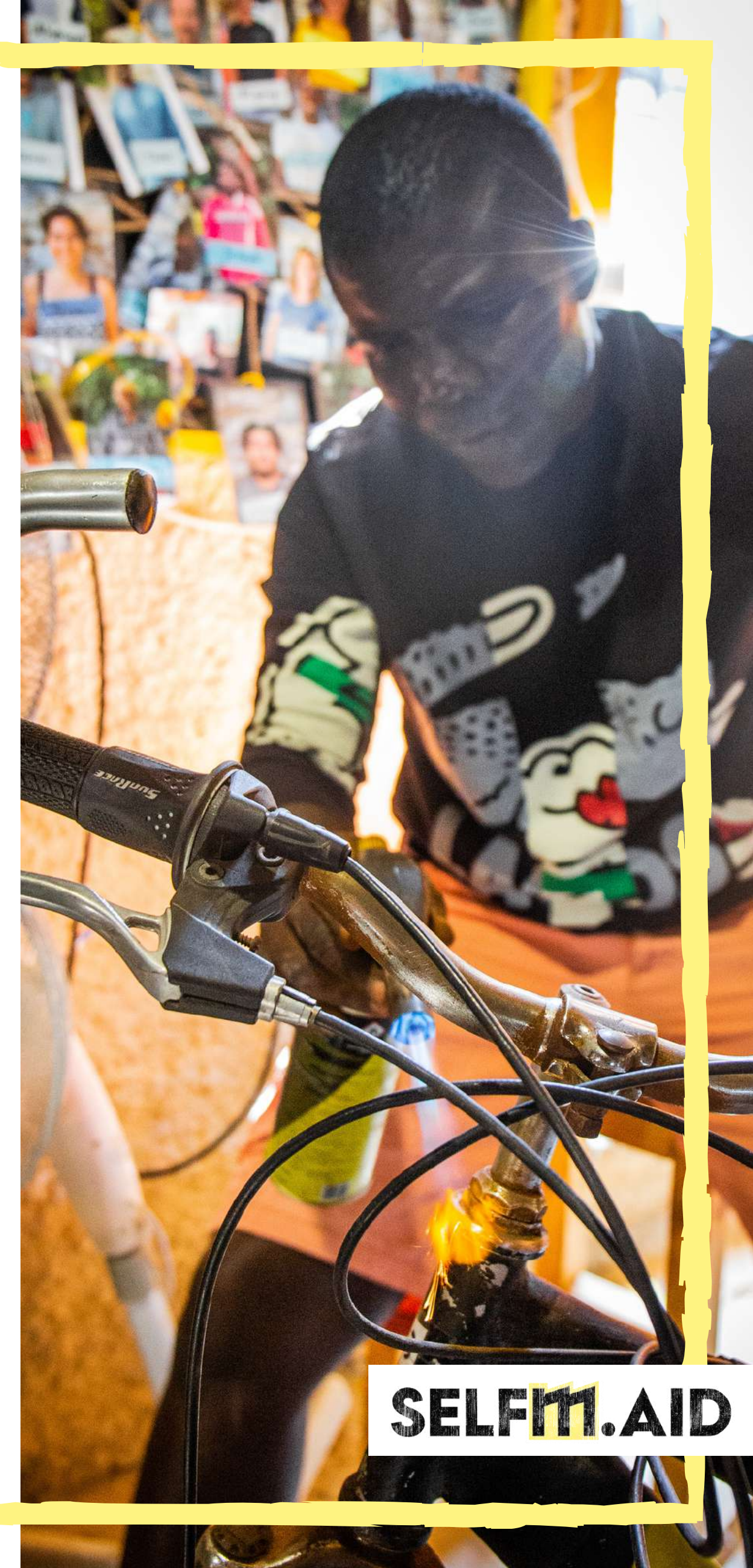
A lot has happened in the workshop in the past year. Several workbenches have been built, lights have been installed, knowledge has been shared and gained, friendships have been developed, and our extensive assortment of tools opened up an incredible number of opportunities to repair things independently.

HIGHLIGHTS

The bicycle department has acquired an almost official character after the further development of the rental system for bicycles. The team is incredibly self-reliant and, due to the importance of the workshop, it always involves volunteers from other departments in order to develop even further.

IMPACT

Thanks to our fleet of bicycles and their maintenance, the refugees trapped on the island can move around and keep their appointments or classes. In the bike workshop, people come together, communicate, define problems, develop solutions, exchange ideas and network beyond the individual departments.





department: barber workshop

WHAT DO WE DO?

The Barber Workshop is an open-air hair salon. With a view of the sea and the beautiful garden of the SKILLS FACTORY, all people from the camp can have their hair cut here or be a hairdresser. The SKILLS FACTORY provides the necessary tools for this. It is mainly used by men who have their beards or hair trimmed by colleagues.

DEVELOPMENT & OUTLOOK

Last year an awning was sewn and hung to shade the salon. The idea is to further expand the barber workshop so that two people can have their hair done at the same time.

HIGHLIGHTS & IMPACT

The salon allows the refugees to have their hair cut free of charge, which gives them back a little human dignity during this difficult time. At the same time, the experienced barbers teach other friends how to cut their hair. We can proudly say that countless people have already left the barber shop with a smile on their face and great joy in their new reflection.





department sponsoring

WE ARE URGENTLY LOOKING FOR SPONSORS

In order to continue and to develop our valuable activities in the individual workshops in the future, we depend on the financial support of partners. We are looking for B2B partners from various professional fields who want to work with us for the future of their trade and society and to support and promote our vision.

SPONSORSHIP PACKAGES

We are guided by the capacity and financial possibilities of our partners and strive for a long-term win-win situation..

DO YOU HAVE CONNECTIONS?

We look forward to hearing from you and networking if you have contacts to suitable companies from the following sectors:

- gastronomy
- food industry
- agriculture
- paint and varnish industry
- electronics / IT
- bike / transportation
- textile processing
- timber construction
- metal construction
- construction
- printing industry
- film & photography
- hair and beard care
- art



We are looking for partners



SELF.M.AID



organisation SKILLS FACTORY

our principle - the departments are:

- managed by the refugee community
- 10 • facilitated by external volunteers
- connected to the island through locals

our local team



Julia
project management
social work



Simone
project coordination



Jasper
department
coordination



Salam
department
coordination



Mohammed
department
coordination





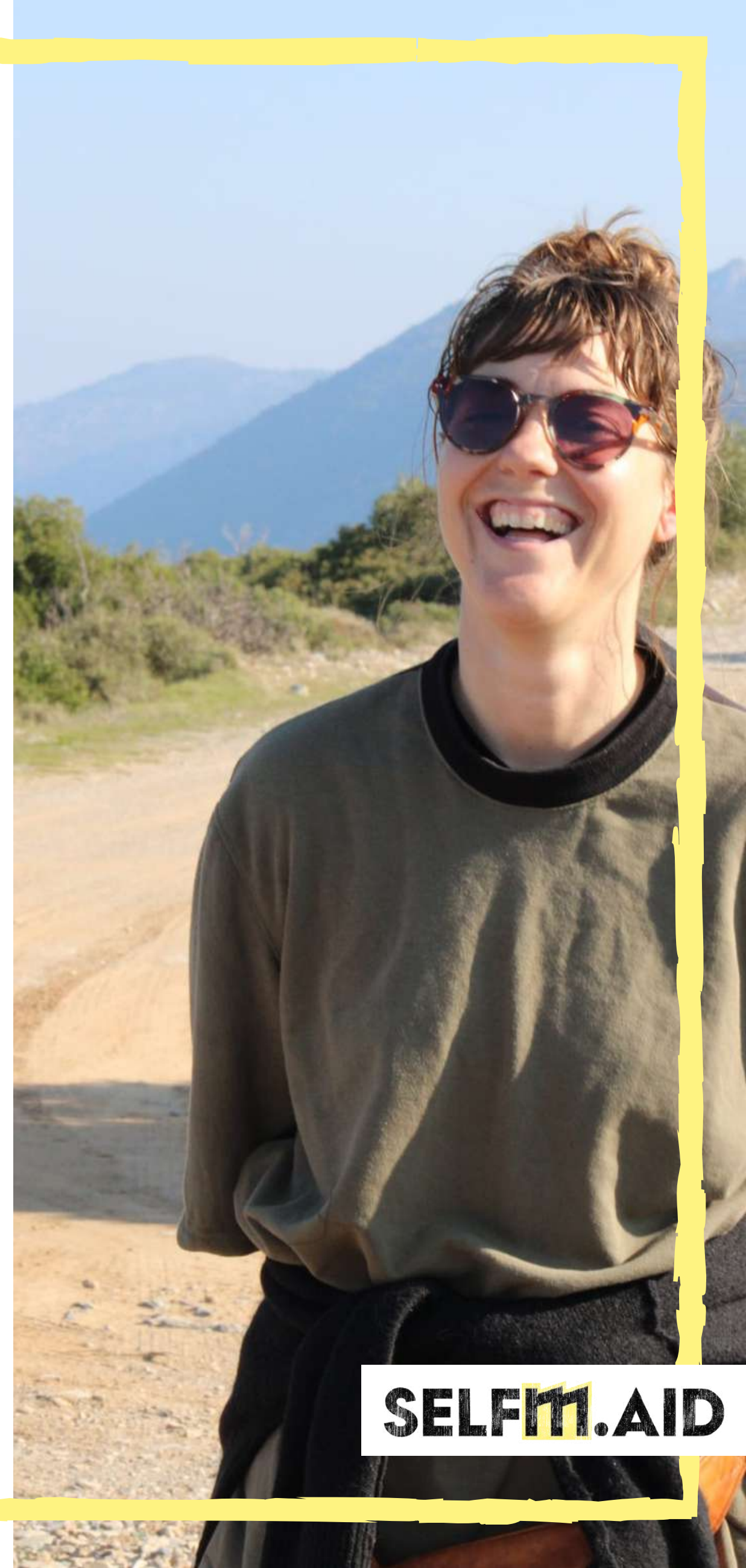
Simone

project coordination

I started working at the SKILLS FACTORY in September 2021 as project coordinator. You will always find me in the office, which is the entrance of the SKILLS FACTORY, so I see everyone arriving; our team, but also our customers, who would like to get a haircut, or have their phone repaired. I am the main nexus of the SKILLS FACTORY, and I try to be available for whoever has a question or need. In addition to that I am also responsible for the volunteer recruitment, for both external and community volunteers.

What I love about the SKILLS FACTORY is working in such a diverse team, with so many backgrounds, ways of doing and thinking, creative ideas and different views. Here we focus on growing skills and with that confidence. It is such a vivid and positive place amidst of so many sad pasts, unknown futures and people living in difficult circumstances. This is what makes the job very dynamic and meaningful for me.

For the future of the SKILLS FACTORY, I wish all creative ideas will become reality. And that all people who were and will be involved in the future feel empowered and ensured that their skills and -who they are- matters.





Jasper

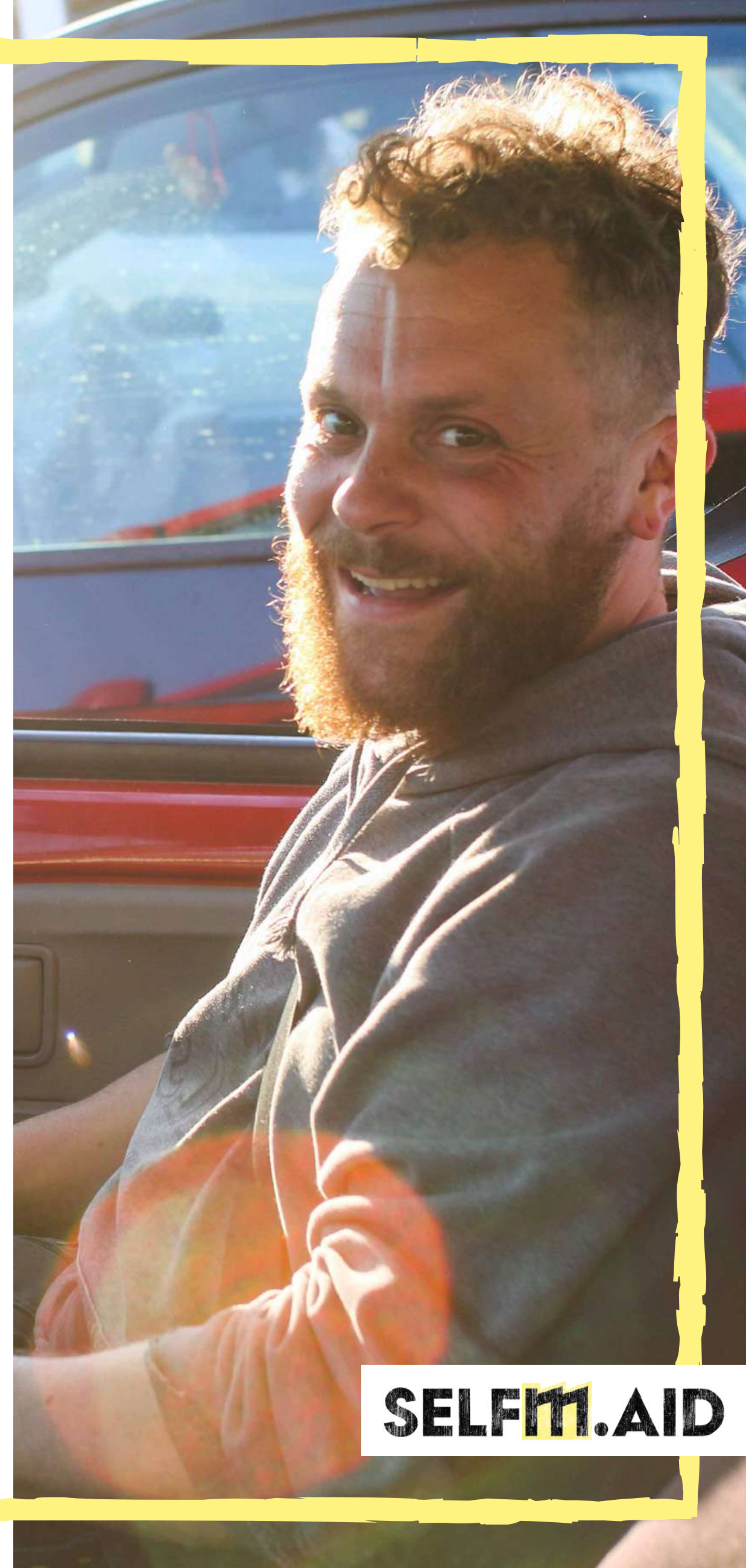
department coordinator

(responsible for the wood-, metal-, construction-, bicycle- and garden workshop)

I started at the SKILLS FACTORY in October 2021 - as an external volunteer for six months. I was very excited about the project and decided that I wanted to be involved on a long-term basis. That's why I've been a coordinator since October 2022. I now share this position with Salam and Mohammed and am responsible for the wood, metal, bicycle, and construction workshops.

The cooperation between the individual workshops, which interlock like gear wheels, is what I particularly like here. The different volunteers inspire each other again and again to create new projects. They develop further with each new idea and raise themselves and their skills to a new level by working together. That's amazing to see.

My main wish for the Skills Factory in the coming year is that it will continue to grow and become even more of a shared space that is oriented toward the needs of the community - a space in which useful items are produced by the community for the community.



SELFHELP.AID



Salam

department coordinator

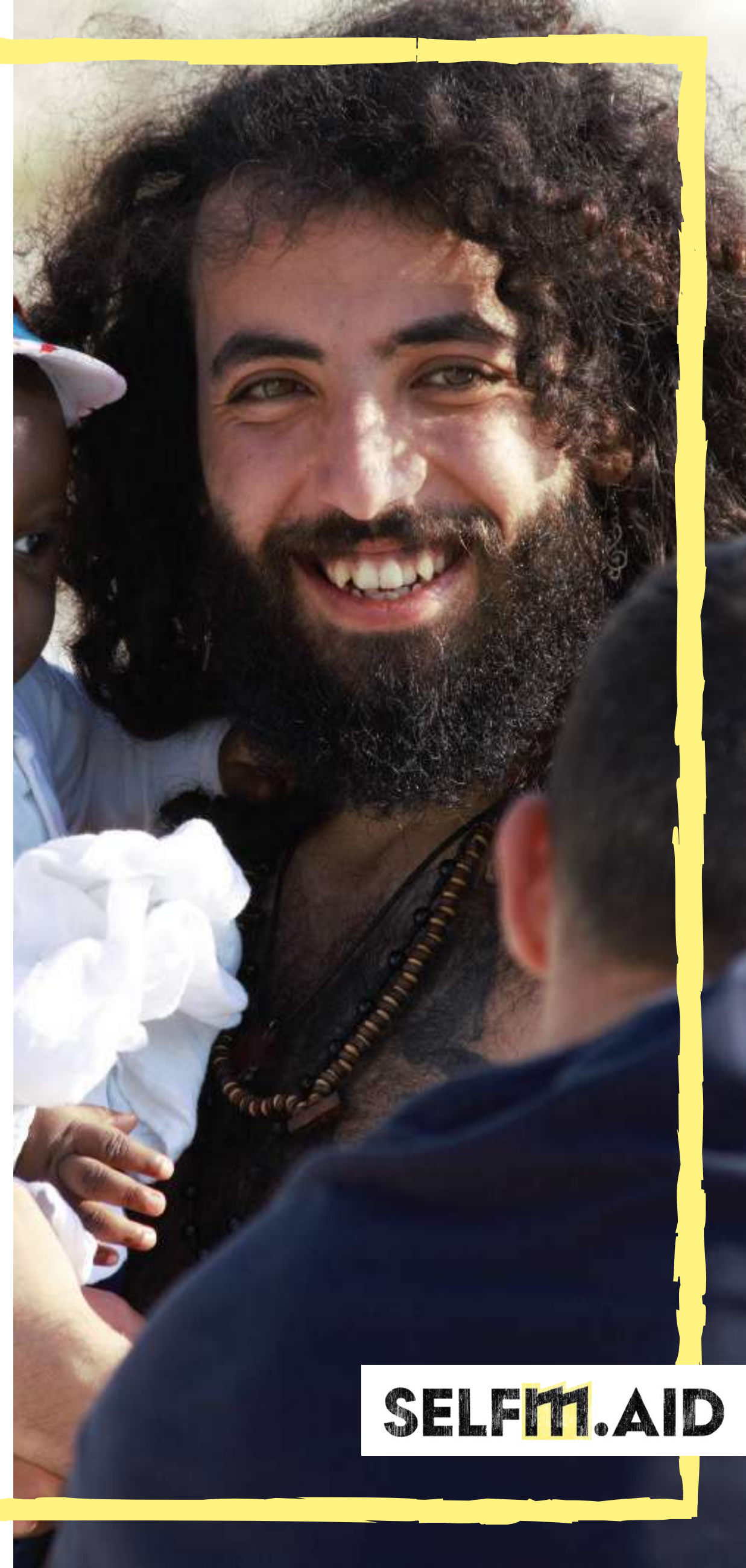
(responsible for the sewing-, art-, kitchen-, photography and barber workshop)

I have been part of the SKILLS FACTORY since January 2023. However, I became aware of the project when the Skills Factory was just founded. At that time, I was on Samos with another NGO and met Julia, who told me about it. The plans sounded great and now, one and a half years later, I am happy to be involved as a coordinator.

Together with Mohammed I am responsible for the sewing-, art-, photography-, and electricity departments, as well as the kitchen, phone repair and our barber shop. I also spend a large part of my time in the sewing department, where I mainly take care of the day-to-day organization. In addition, I am the contact person especially for our Arabic-speaking volunteers for all kinds of questions, problems and requests.

The team with all the different volunteers is what especially excites me about the work here. You meet a wide variety of people with very diverse ways of working and creative ideas, that inspires me a lot.

My wish for the Skills Factory in the coming year is that it continues to grow and give even more people the opportunity to express and develop themselves. Because that is what we all need.





Mohammed

department coordinator

(responsible for the phone repair-, electricity-, painting-, kitchen and art workshop)

I came to the SKILLS FACTORY in November 2022, shortly after I arrived on Samos myself. I also visited other NGOs but here I found my place. The volunteer who repaired phones before me had just left so I jumped in. In addition, I also started to be around to fix every electronic device that was broken and solved some electricity problems. I like to take responsibility, which was also noticed by the rest of the team. That's why they asked me to become a coordinator after a short while - and here I am!

Now I share the position of the Coordinator with Salam and Jasper. Together with Salam I'm responsible for the sewing-, art-, photography-, and electricity departments, as well as the kitchen, phone repair and our barber shop. In addition to that I'm still the main person in charge for repairing phones and the electricity department.

Back home in Palestine I had my own shop to repair phones for around 10 years, which was unfortunately bombed in the end. What really excites me about the work here, is that I got the chance to run the Phone Department and thus be able to do the work I love again. In addition, I really appreciate the people, the team spirit and the positive atmosphere that unites everyone in their joint work.

For the next year my wish is, that the SKILLS FACTORY keeps growing and evolving. Because it is an extremely important and valuable place for the people who arrive here on Samos. I think many people don't even understand how important it is.





Julia

director selfm.aid & project management Samos

I came to Samos for the first time in the summer of 2020 to establish a new project on behalf of another NGO. When we saw how much unused potential accumulated on Samos - the knowledge and skills of the refugees on the one hand and the natural resources of the island on the other - the idea of the SKILLS FACTORY was born. But the organization to which we presented our project idea was too daring. Since we were so convinced of our idea approach, we founded selfm.aid and started to implement the project.

I am now the managing director of the association and responsible for project management on site. The work is intensive, especially because we are constantly orienting ourselves to the needs of the refugees and the team and the living situation here are constantly changing. But that is exactly what makes our work so incredibly meaningful, effective and personal from my point of view. To this day I still love every single day at the SKILLS FACTORY. It is all these small moments of empowerment, joy and success that are so important to me and from which I always draw new strength and inspiration.

I wish that we can reach even more people with the services of the SKILLS FACTORY, but at the same time we can solidify and strengthen the structures that have grown so quickly, so that they remain in place in the long term. Because on a solid basis there is also space and capacity to let potential new ideas grow...



SELFm.AID



our impact

- Gaps in the support system are covered by the community itself.
- Positive influence on the living conditions of the refugees in the camp as well as the locals in need.
- Improved mental health situation through daily structure, meaningful tasks and responsibility.
- Self-empowerment and strengthening of identity by acknowledging and appreciating everyone's professional past and expertise.
- Improved opportunities for labor market integration in Greece and the EU.
- The interest in handicraft builds bridges between people and cultures.
- Use of local products promotes local agriculture.
- Reduction of waste pollution and imports and, consequently, of the outflow of money from the island.



“

"In the beginning I was too depressed to come to the SKILLS FACTORY. But then they needed a tailor, and I took over the sewing department."

Today, I help other people who arrive depressed. I tell them to join us, I share my knowledge and we can relax all together while working, sewing and cooking."

PASCALINE

Volunteer
SKILLS FACTORY

SELF11.AID



“

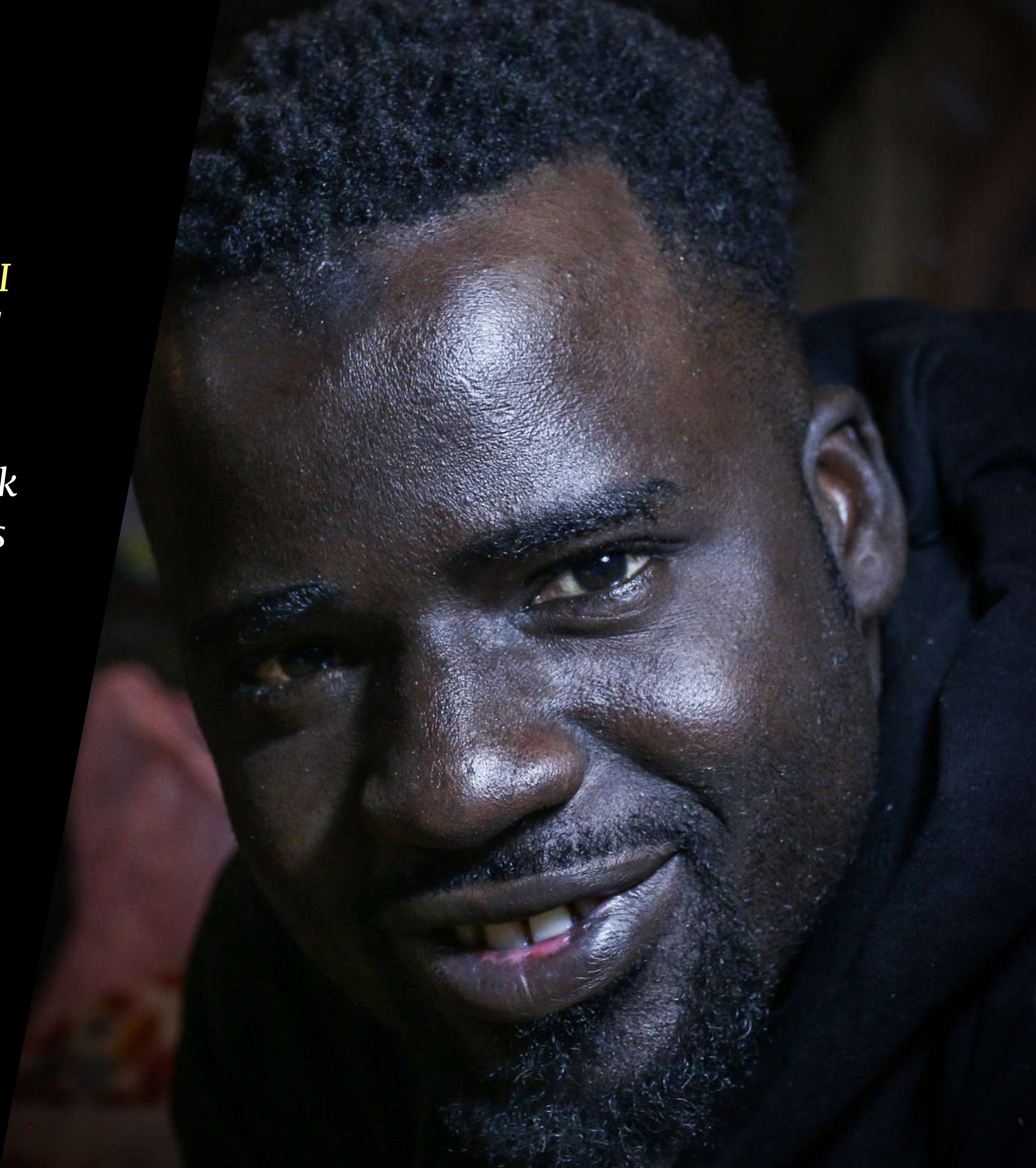
"In the SKILLS FACTORY, it's like I found again the family I had lost"

For the future, I would like to work with wood, have a diploma in this field and continue on this path.

BABIRY

Volunteer
SKILLS FACTORY

SELF11.AID





4. One-for-One





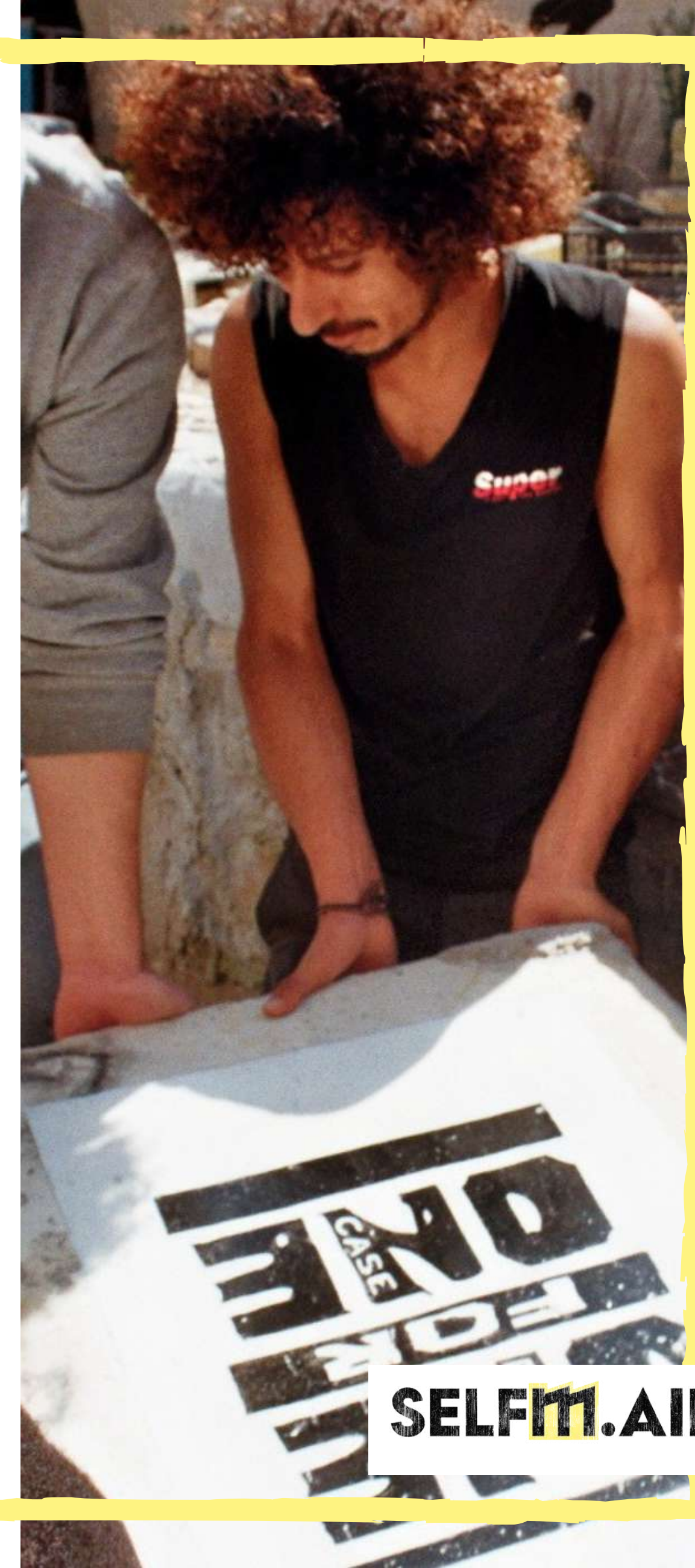
what is One-for-One?

New obstacles slow down the asylum procedure

The Greek government is increasingly charging fees of 100€ for the individual steps of the asylum procedure. If asylum seekers want to have their case reassessed or, if the decision is positive and they want to receive their documents, they are asked to pay 100€. For the vast majority, this is an impossibility!

Our solution: One print for one case

The SKILLS FACTORY team has therefore joined forces to find a creative solution to help themselves and their community. The solution: We produce individual linocuts, which we can sell and ship to you for a donation of 100€. This allows us to directly finance such fees on a case-by-case basis.





our impact 2022

incomes
from PRINTS

5' 623 EUR

financed
cases

59

referred from **5** partner
organisations

5

including:

- ASF (Avocats Sans Frontières)
- I HAVE RIGHTS
- Praksis
- Equal Legal Aid
- MSF (Médecins Sans Frontières)



SELF11.AID



SELF.M.AID



5. SKILLS CONNECT





the idea

Context

On the one hand, there is an acute shortage of workers in many sectors in Europe. On the other hand, refugees find it difficult to find access to the labor market, despite great motivation, excellent skills and, in some cases, many years of professional experience. As a result, many of the existing resources remain unused.

project vision "A EUROPE-WIDE NETWORK"

SKILLS CONNECT organizes the networking of our community beyond the time in the SKILLS FACTORY. We accompany and support people on their way into the European job market.

We analyze the needs of employers and the skills and desires of employees (skills assessment) in order to create the best possible connections. A broad network of on-site mentors support both parties in overcoming possible administrative hurdles.

SKILLS CONNECT takes place on three levels

- Skills Assessment in the SKILLS FACTORY
- SKILLS CONNECT central office: Triage and central management of dossiers
- SKILLS CONNECT Hubs: Local support and networking on site





the idea

developments 2022 & outlook 2023

The first jobs were found on Samos last year (hotel industry). The project idea envisages offering this type of networking on the labor market beyond the island border. We want to use our constantly growing network of external volunteers and community volunteers as a resource for this.

next steps

- rebuilding project team
- final draft of the strategy paper
- reactivate existing community (community and external volunteers as well as extended network)
- planning headquarters and hubs





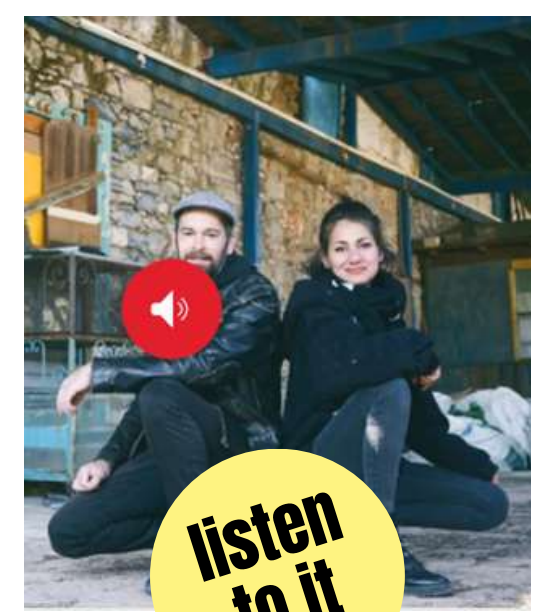
6. marketing & communication



press reports & digital marketing

marketing measures in the print and digital sectors

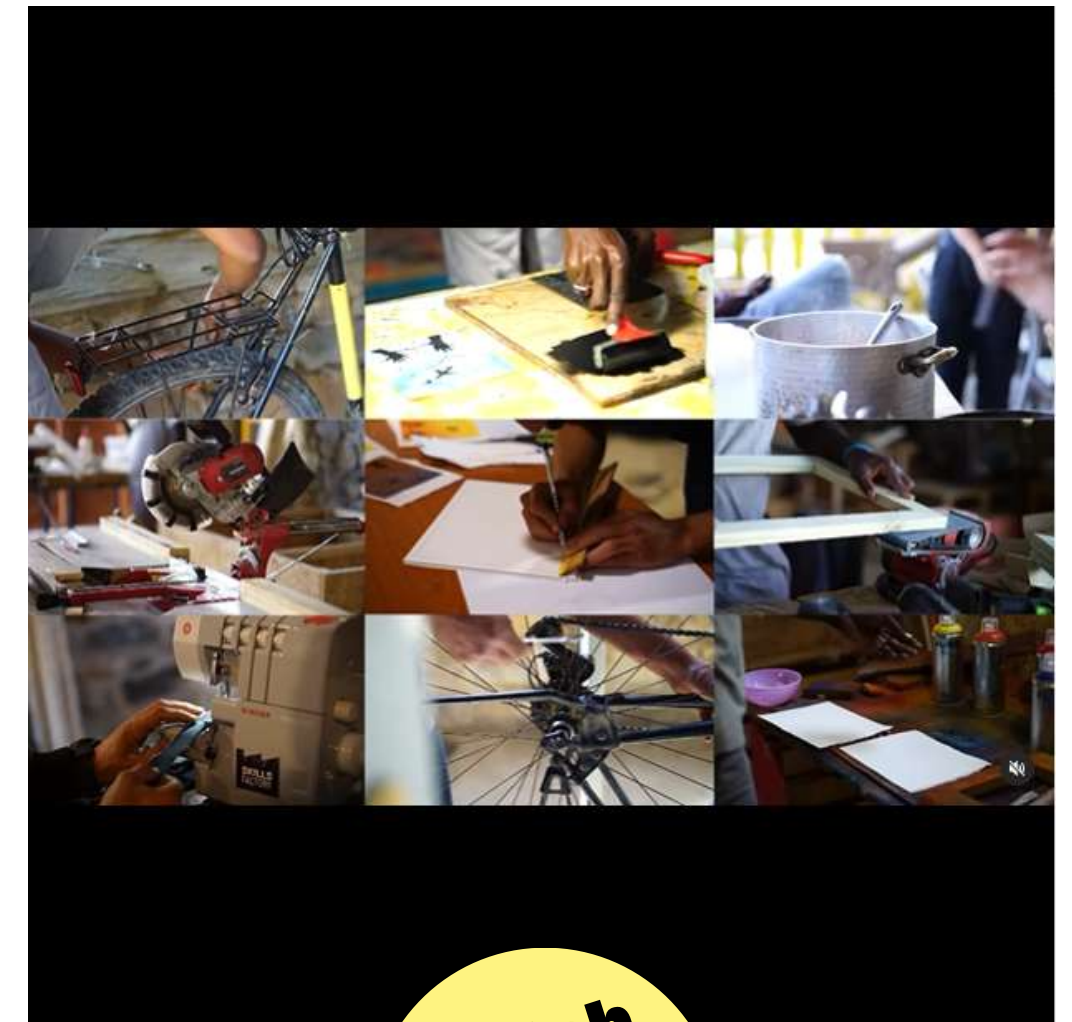
We communicated our mission through various channels, both in print and online. Our focus is on digital marketing. In particular, we use Instagram, Facebook and our regular newsletter to inform our followers about news, events, projects, success stories, political situations and events.





Video Material

pictures say more than a thousand words...





7. finances





income statement 2022

Bezeichnung	2021	2022	±	±%
Ertrag				
BETRIEBSERTRAG				
3600 Ertrag Mitglieder	3'412.42	4'825.69	+1'413.27	+41%
3602 Ertrag Skills Member	298.80	0.00	-298.80	-100%
3604 Ertrag Benefactor Members	1'000.00	500.00	-500.00	-50%
3606 Ertrag Private Donations	64'711.52	44'870.52	-19'841.00	-31%
3608 Ertrag Restricted Fund	42'900.44	38'896.76	-4'003.68	-9%
3610 Ertrag unrestricted Fund	27'225.82	14'315.33	-12'910.49	-47%
3650 Ertrag Phone Repairs	0.00	719.16	+719.16	+∞%
3651 Ertrag Bike Repairs	0.00	10.81	+10.81	+∞%
Total Betriebsertrag	139'549.00	104'138.27	-35'410.73	-25%
ERTRAGSMINDERUNG				
3801 Fees Paypal	-299.18	-222.09	+77.09	+26%
3802 Fees Stripe	-192.75	-302.49	-109.74	-57%
3803 Fees Reisenow	0.00	-61.45	-61.45	-∞%
Total Ertragsminderung	-491.93	-586.03	-94.10	-19%
Total Ertrag	139'057.07	103'552.24	-35'504.83	-26%

Aufwand

Bezeichnung	2021	2022	±	±%
AUFWAND LIEFERUNGEN, LEISTUNGEN				
DIRECT COSTS				
4000 Costs Construction	5'974.51	3'024.24	-2'950.27	-49%
4001 Costs Gardening	172.94	298.34	+125.40	+73%
4002 Costs Electrical Repairs	1'236.22	5'830.15	+4'593.93	+372%
4003 Costs Tailor Workshop	858.81	1'089.63	+230.82	+27%
4004 Costs Woodworkshop	1'363.03	2'450.44	+1'087.41	+80%
4005 Costs Recycling	218.20	0.00	-218.20	-100%
4006 Costs Bakery	3'889.94	599.12	-3'290.82	-85%
4007 Costs Bike Repair Shop	1'237.19	967.67	-269.52	-22%
4008 Costs Printing	86.20	1'168.24	+1'082.04	+1255%
4009 Costs Painting	253.50	810.40	+556.90	+220%
4010 Costs Iron Works	55.53	708.19	+652.66	+1175%
4011 Costs Kitchen	0.00	12'072.50	+12'072.50	+∞%
4012 Costs Electricity	1'045.25	1'066.39	+21.14	+2%
Total Direct Costs	16'391.32	30'085.31	+13'693.99	+84%
TOOLS AND MACHINES				
4050 Tools and Machines Construction	1'375.08	26.49	-1'348.59	-98%
4051 Tools and Machines Gardening	69.48	0.00	-69.48	-100%
4052 Tools and Machines Electrical Repairs	461.85	341.12	-120.73	-26%
4053 Tools and Machines Tailor Workshop	428.65	223.16	-205.49	-48%
4054 Tools and Machines Woodworkshop	609.81	194.14	-415.67	-68%
4055 Tools and Machines Recycling	587.54	0.00	-587.54	-100%
4056 Tools and Machines Bakery	1'063.72	113.28	-950.44	-89%
4057 Tools and Machines Bike Repair Shop	83.67	83.78	+0.11	+0%

Bezeichnung	2021	2022	±	±%
4058 Tools and Machines Printing	29.12	8.81	-20.31	-70%
4059 Tools and Machines Painting	0.00	3.62	+3.62	+∞%
4060 Tools and Machines Iron Works	115.77	0.00	-115.77	-100%
4061 Tools and Machines Kitchen	0.00	419.28	+419.28	+∞%
4063 Tools and Machines Barber	0.00	102.52	+102.52	+∞%
4064 Tools and Machines Film/Fotography	0.00	25.65	+25.65	+∞%
Total Tools and Machines	4'824.69	1'541.85	-3'282.84	-68%
ORGANISATION				
4401 Benefits Community-Team	2'865.47	4'424.24	+1'558.77	+54%
4402 Stipend Local Intern	329.23	363.92	+34.69	+11%
4403 Stipend Coordination	2'116.96	12'555.36	+10'438.40	+493%
4404 Stipend Project Management	9'764.05	9'160.14	-603.91	-6%
4430 Expertenkosten	1'567.88	-1'567.88	-3'135.76	-200%
Total Organisation	16'643.59	24'935.78	+8'292.19	+50%
Total Aufwand Lieferungen, Leistungen	37'859.60	56'562.94	+18'703.34	+49%
PERSONALAUFWAND				
5000 Salary Project Management	0.00	17'137.90	+17'137.90	+∞%
5700 AHV, IV, EO, ALV	0.00	1'307.21	+1'307.21	+∞%
5730 Unfallversicherung	0.00	84.10	+84.10	+∞%
5810 Aus- und Weiterbildung	0.00	449.58	+449.58	+∞%
Total Personalaufwand	0.00	18'978.79	+18'978.79	+∞%
ÜBRIGER BETRIEBSAUFWAND				
RAUMAUFWAND				
6000 Skills Factory Rent	2'756.34	4'645.10	+1'888.76	+69%
6001 Skills Factory WiFi Electricity Water	1'168.23	2'848.09	+1'679.86	+144%
6002 Project Management Rent	3'691.86	2'327.98	-1'363.88	-37%
6003 Project Management Wifi Electricity Water	332.23	1'786.07	+1'453.84	+438%
6004 Rent Volunteer	2'793.18	4'842.21	+2'049.03	+73%
6005 Electricity Wifi Water Volunteer	515.48	2'901.13	+2'385.65	+463%
6010 Reinigungsmaterial	320.94	12.14	-308.80	-96%
Total Raumaufwand	11'578.26	19'362.72	+7'784.46	+67%
UNTERHALT, REPARATUREN, ERSATZ				
6100 Unterhalt, Reparatur, Ersatz	1'599.87	247.55	-1'352.32	-85%
Total Unterhalt, Reparaturen, Ersatz	1'599.87	247.55	-1'352.32	-85%
FAHRZEUGAUFWAND				
6200 Fahrzeug- und Transportaufwand	0.00	810.71	+810.71	+∞%
6201 Übriger Transportaufwand	1'852.43	12'440.11	+10'587.68	+572%
6210 Gazoline	1'170.34	1'729.26	+558.92	+48%
6260 Fahrzeugleasing und -miete	2'982.72	611.25	-2'371.47	-80%
Total Fahrzeugaufwand	6'005.49	15'591.33	+9'585.84	+160%
VERSICHERUNGEN, ABGABEN, GEBÜHREN				
6300 Sachversicherungen, Gebühren, Bewilligungen	0.00	212.17	+212.17	+∞%
Total Versicherungen, Abgaben, Gebühren	0.00	212.17	+212.17	+∞%
ENERGIE- UND ENTSORGUNGSAUFWAND				
6400 Energie- und Entsorgungsaufwand	0.00	209.78	+209.78	+∞%
Total Energie- und Entsorgungsaufwand	0.00	209.78	+209.78	+∞%
VERWALTUNG- UND INFORMATIKAUFWAND				
6500 Verwaltungsaufwand	0.00	116.45	+116.45	+∞%
6501 Büromaterial	486.72	1'072.68	+585.96	+120%

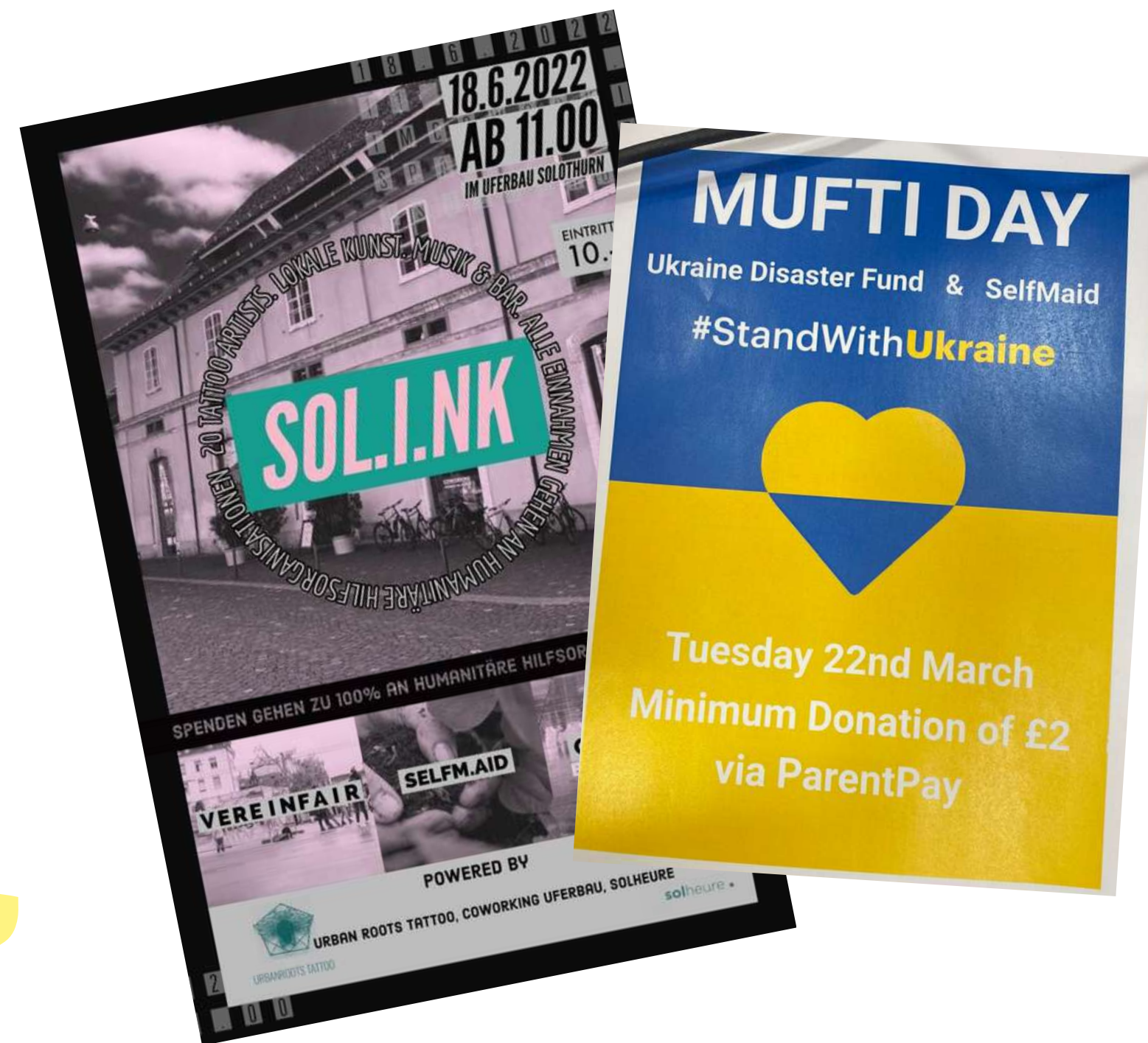
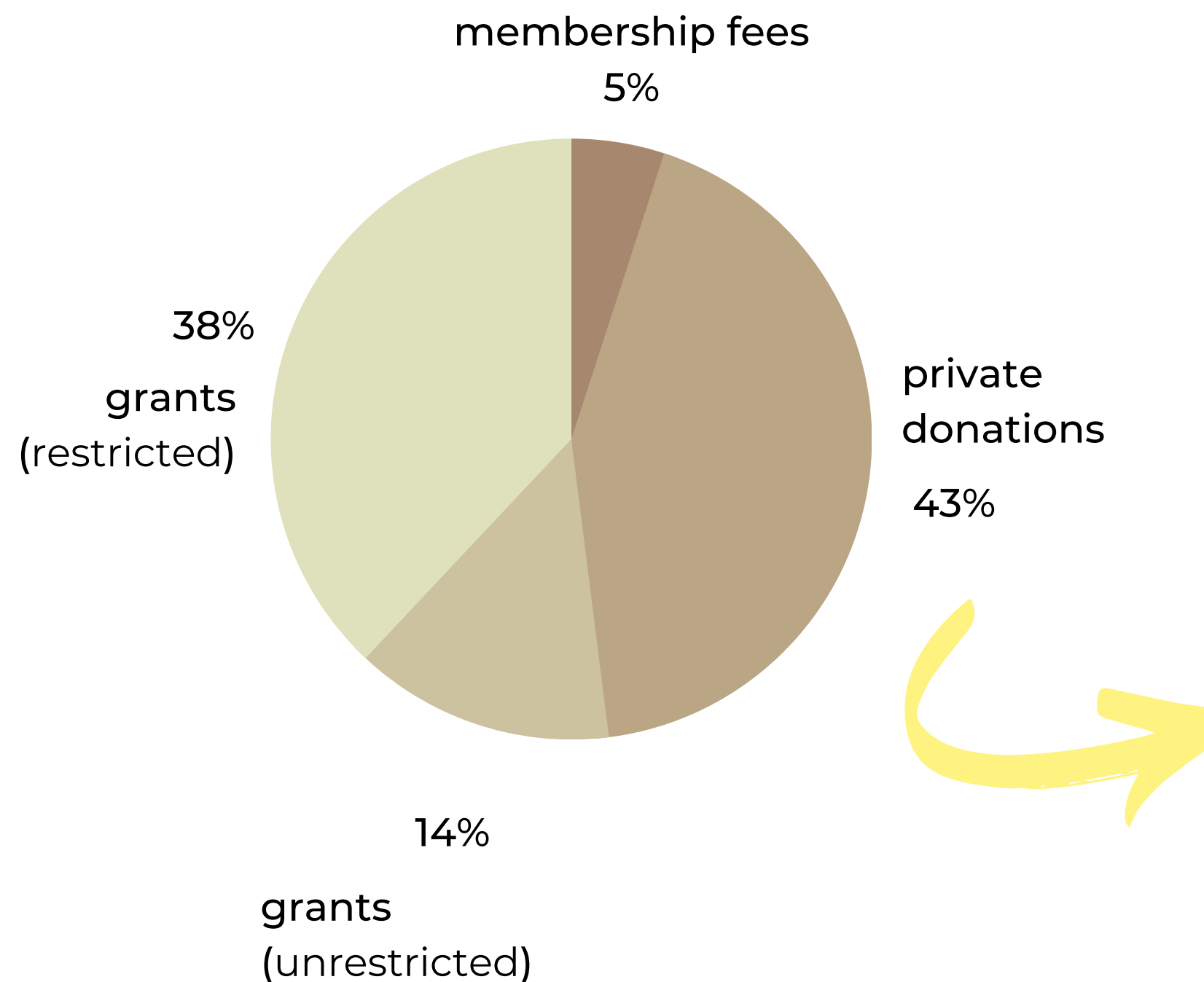
Bezeichnung	2021	2022	±	±%
6513 Porti	0.00	190.61	+190.61	+∞%
6570 Informatikaufwand	1'272.38	1'175.98	-96.40	-8%
Total Verwaltung- und Informatikaufwand	1'759.10	2'555.72	+796.62	+45%
WERBEAUFWAND				
6600 Werbeaufwand	298.92	136.05	-162.87	-54%
Total Werbeaufwand	298.92	136.05	-162.87	-54%
SONSTIGER BETRIEBSAUFWAND				
6700 Übriger Betriebsaufwand	1'943.73	607.53	-1'336.20	-69%
6701 Working Clothes / Safety Equipment	0.00	346.07	+346.07	+∞%
6705 Initialisierungsaufwand und Kleinanschaffungen	154.84	0.00	-154.84	-100%
Total Sonstiger Betriebsaufwand	2'098.57	953.60	-1'144.97	-55%
Total Übriger Betriebsaufwand	23'340.21	39'268.92	+15'928.71	+68%
ABSCHREIBUNGEN				
6800 Abschreibungen Construction	0.00	108.89	+108.89	+∞%
6803 Abschreibungen Tailor-Shop	0.00	223.94	+223.94	+∞%
6820 Abschreibungen auf dem mobilen Sachanlagen	0.00	187.72	+187.72	+∞%
Total Abschreibungen	0.00	520.55	+520.55	+∞%
FINANZERFOLG				
6900 Finanzaufwand	212.65	641.42	+428.77	+202%
6950 Finanzertrag	0.00	-143.82	-143.82	-∞%
6960 Kursdifferenzen	622.87	2'003.42	+1'380.55	+222%
6961 Rundungsdifferenzen	0.00	2.98	+2.98	+∞%
Total Finanzerfolg	835.52	2'504.00	+1'668.48	+200%
Zwischentotal Aufwand	62'035.33	117'835.20	+55'799.87	+90%
Gewinn / Verlust	77'021.74	-14'282.96	-91'304.70	-119%
Total Aufwand	139'057.07	103'552.24	-35'504.83	-26%

Erfolgsrechnung gestaffelt

Bezeichnung	2021	2022	±	±%
Stufe 1				
+ Betrieblicher Ertrag aus Lieferungen und Leistungen	139'057.07	103'552.24	-35'504.83	-26%
- Aufwand für Material, Waren und Dritteleistungen	37'859.60	56'562.94	+18'703.34	+49%
= Bruttoergebnis 1	101'197.47	46'989.30	-54'208.17	-54%
Stufe 2				
- Personalaufwand	0.00	18'978.79	+18'978.79	+∞%
= Bruttoergebnis 2	101'197.47	28'010.51	-73'186.96	-72%
Stufe 3				
- Übriger Betriebsaufwand	23'340.21	39'268.92	+15'928.71	+68%
= Betriebsergebnis 1: EBITDA	77'857.26	-11'258.41	-89'115.67	-114%
Stufe 4				
- Abschreibungen auf Anlagevermögen	0.00	520.55	+520.55	+∞%
= Betriebsergebnis 2: EBIT	77'857.26	-11'778.96	-89'636.22	-115%
Stufe 5				
- Finanzaufwand	835.52	2'504.00	+1'668.48	+200%
= Betriebsergebnis 3: EBT	77'021.74	-14'282.96	-91'304.70	-119%
Stufe 6				
= Jahreserfolg vor Steuern	77'021.74	-14'282.96	-91'304.70	-119%
Stufe 7				
= Jahreserfolg	77'021.74	-14'282.96	-91'304.70	-119%



income 2022



including two large fundraisers by private individuals (SOL.I.INK) and TIFFIN SCHOOL London



Bilanz 2022

Bezeichnung	31.12.2021	31.12.2022	31.12.2022 (II)
Aktiven			
UMLAUFVERMÖGEN			
FLÜSSIGE MITTEL			
1000 Kasse	213.13	625.55	625.55
1010 Postfinance CHF	28'000.70	47'523.93	47'523.93
1012 Postfinance EUR	30'320.30 EUR 29'007.69	9'505.72 EUR 9'585.07	9'505.72 EUR 9'585.07
1014 Postfinance Creditcard	5'962.55	3'686.38	3'686.38
1016 Stripe EUR	0.00 EUR 0.00	95.90 EUR 96.70	95.90 EUR 96.70
1017 Stripe CHF	5'749.65	0.00	0.00
1018 RaiseNow	0.00	146.25	146.25
1019 PayPal CHF	6'272.53	186.86	186.86
1020 PayPal EUR	0.00 EUR 0.00	3'252.74 EUR 3'279.89	3'252.74 EUR 3'279.89
Total Flüssige Mittel	76'518.86	65'023.33	65'023.33
FORDERUNGEN LIEFERUNGEN, LEISTUNGEN			
1100 Debitoren	0.00	61.17	61.17
Total Forderungen Lieferungen, Leistungen	0.00	61.17	61.17
ÜBRIGE KURZFRISTIGE FORDERUNGEN			
1140 Vorschüsse und Darlehen	2'613.13	2'613.13	2'613.13
1141 Hosting EUR	0.00 EUR 0.00	24.57 EUR 24.78	24.57 EUR 24.78
1142 Hosting CHF	25.32	0.00	0.00
Total Übrige kurzfristige Forderungen	2'638.45	2'637.70	2'637.70
ABGRENZUNGEN			
1300 Bezahlter Aufwand des Folgejahres	0.00	607.57	607.57
Total Abgrenzungen	0.00	607.57	607.57
Total Umlaufvermögen	79'157.31	68'329.77	68'329.77
ANLAGEVERMÖGEN			
FINANZANLAGEN			
1440 Rent Deposits	836.20	836.20	836.20
Total Finanzanlagen	836.20	836.20	836.20
MOBILE SACHANLAGEN			
1503 Machines and Tools Tailor Workshop	0.00	1'360.49	1'360.49
1510 Mobiliar und Einrichtungen	0.00	2'089.79	2'089.79
1512 Building Volunteers House Furniture	0.00	162.24	162.24
1516 Machines and Tools Kitchen	0.00	670.65	670.65
Total Mobile Sachanlagen	0.00	4'283.17	4'283.17
Total Anlagevermögen	836.20	5'119.37	5'119.37
Total Aktiven	79'993.51	73'449.14	73'449.14

Passiven

KURZFRISTIGES FREMDKAPITAL			
VERBINDLICHKEITEN LIEFERUNGEN, LEISTUNGEN			
2000 Kreditoren	0.00	1'499.97	1'499.97
2002 Kreditor Julia & Simon	257.56	4'336.09	4'336.09
2099 One for One Project	0.00	2'127.68	2'127.68
Total Verbindlichkeiten Lieferungen, Leistungen	257.56	7'963.74	7'963.74
ÜBRIGE VERBINDLICHKEITEN			
2210 Sonstige kurzfristige Verbindlichkeiten	101.08	0.00	0.00
2270 Sozialversicherungen	0.00	2'746.55	2'746.55
Total Übrige Verbindlichkeiten	101.08	2'746.55	2'746.55
ABGRENZUNGEN, RÜCKSTELLUNGEN			
2300 Noch nicht bezahlter Aufwand	2'613.13	0.00	0.00
Total Abgrenzungen, Rückstellungen	2'613.13	0.00	0.00
Total Kurzfristiges Fremdkapital	2'971.77	10'710.29	10'710.29
EIGENKAPITAL			
GRUNDKAPITAL			
2800 Vereinskapiatal	0.00	77'021.74	62'738.85
Total Grundkapital	0.00	77'021.74	62'738.85
Total Eigenkapital	0.00	77'021.74	62'738.85
Zwischentotal Passiven	2'971.77	87'732.03	73'449.14
Unverbuchter Gewinn / Verlustvortrag	0.00	0.07	0.00
Unverbuchter Gewinn / Verlust	77'021.74	-14'282.96	0.00
Total Passiven	79'993.51	73'449.14	73'449.14



explanations

Generally

- Loss of around EUR 14,000
- Reserves are solid
- Bookkeeping is orderly and conclusive
- Increase in expenses while revenue decreases (upward trend)
- High currency differences due to the euro exchange rate (when expenses increase)

increase in expenses

- Growth of the SKILLS FACTORY and the team
- Inflation in Greece (up to 9% - especially food affected)
- Increased electricity and petrol prices due to the Ukraine war

Slight drop in revenue

- Willingness to donate flattened out after initial phase
- Many donations went to help the Ukraine crisis in 2022
- Fewer resources of the team for fundraising due to high workload on site



audit report 2022

According to the law, selfm.aid is not obliged to have an audit.

Nevertheless, for the purpose of quality assurance, a review took place on a voluntary basis.

Conducted by M. Hochuli in February - March 2023.

Recommends the income statement and balance sheet to be approved.

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Bachelor of Science BFH in Betriebsökonomie

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Wisacherweg 4
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März 2023

Bericht des Rechnungsrevisors über die Vereinsrechnung an die ordentliche Generalversammlung des Vereins selfm.aid

An die Mitgliederversammlung des Vereins selfm.aid

Als Rechnungsrevisor habe ich die Buchführung und die Vereinsrechnung, bestehend aus Bilanz und Erfolgsrechnung des Vereins selfm.aid, mit Sitz in Hochfelden, für das am 31. Dezember 2022 abgeschlossene Vereinsjahr geprüft.

Für die Vereinsrechnung ist der Vorstand verantwortlich, während meine Aufgabe darin besteht, diese zu prüfen und zu beurteilen.

Die ausgewiesenen Saldi der Bilanz stimmen mit den vorliegenden Belegen überein. Für die mit Stichproben geprüften Buchungen liegen die Belege ordnungsgemäss vor. Die Buchhaltung ist sehr sauber und korrekt geführt.

Gemäss meiner Beurteilung entsprechen die Buchführung und die Vereinsrechnung dem schweizerischen Gesetz und den Statuten.

Ich empfehle, die vorliegende Vereinsrechnung 2022 mit einem Verlust von CHF 14'282.96 und einer Bilanzsumme von CHF 73'449.14 zu genehmigen.

Der Rechnungsrevisor

Mauro Hochuli
Bachelor of Science BFH in Betriebsökonomie
mit Vertiefung Accounting



budget 2023 - expenses

Budget Line	Name and Description of position / item	estimated cost	amount	total estimated costs
SAMOS	Buildings and Infrastructure			
6000	Skills Factory Rent	€ 621.60	12	7'459.20 €
6001	Skills Factory WiFi Electricity Water	€ 250.00	12	3'000.00 €
6004	Volunteer Accomodation	€ 400.00	12	4'800.00 €
6005	Water, Electricity and Wifi Volunteer Accommodation	€ 150.00	12	1'800.00 €
6005	Heating Oil Volunteer House	€ 1'000.00	1	1'000.00 €
6010	Cleaning Material	€ 95.00	12	1'140.00 €
6100	Maintenance, Furniture, Repairs	€ 1'000.00	1	1'000.00 €
Total				20'199.20 €
	Transportation			
6210	Car Gasoline	€ 150.00	12	1'800.00 €
6200	Expenses Car (Insurance, Repairs, Service, Taxes)	€ 500.00	1	500.00 €
6260	Rental Car (for emergencies)	€ 300.00	1	300.00 €
	Bustickets (please add seperate account)	€ 1'000.00	12	12'000.00 €
6201	other	€ 250.00	1	250.00 €
Total				14'850.00 €
	Staff and Volunteers (Personalaufwand)			
5000	Salery director (Julia) netto	€ 1'346.16	13	17'500.08 €
5000	SVA (social insurances and taxes on salery)	€ 1'500.00	1	1'500.00 €
5000	Suva (insurance)	€ 84.00	1	84.00 €
5830	Stipend Project Coordination	€ 1'014.00	13	13'182.00 €
5830	Stipend Department Coordinator 1	€ 914.00	12	10'968.00 €
5830	Stipend Department Coordinator 2	€ 914.00	11	10'054.00 €
5830	Stipend Department Coordinator 3	€ 914.00	6	5'484.00 €
5840	Benefits Community-Team (25x10€)	€ 250.00	12	3'000.00 €
4430	Expert Costs (Accountant / Lawyer / Ingenieur)	€ 100.00	12	1'200.00 €
5800	other staff costs	€ 1'500.00	1	1'500.00 €
5810	training and education (internal)	€ 1'000.00	1	1'000.00 €
Total				65'472.08 €
	Departments Operative Costs (Raw Materials and Supplies)			
4000	Costs Construction	€ 300.00	12	3'600.00 €
4001	Costs Gardening	€ 50.00	12	600.00 €
4002	Costs Electronical_Repairs	€ 700.00	12	8'400.00 €
4003	Costs Tailor_Workshop	€ 200.00	12	2'400.00 €
4004	Costs Woodworkshop	€ 300.00	12	3'600.00 €
4007	Costs Bike_Repair_Shop	€ 100.00	12	1'200.00 €
4008	Costs Art	€ 100.00	12	1'200.00 €
4009	Costs Construction Painting	€ 100.00	12	1'200.00 €
4010	Costs Metalworks	€ 100.00	12	1'200.00 €
4011	Costs Kitchen and Bakery	€ 1'000.00	12	12'000.00 €
4012	Costs Electricity	€ 100.00	12	1'200.00 €
4014	Costs Photography	€ 20.00	12	240.00 €
4013	Costs Barber Workshop	€ 50.00	12	600.00 €
Total				37'440.00 €

Tools and Machines (new equipment) - also very good to ask for specific donations				
4050	Tools and Machines Construction	€ 500.00	1	500.00 €
4051	Tools and Machines Gardening	€ 250.00	1	250.00 €
4052	Tools and Machines Electronical Repairs	€ 500.00	1	500.00 €
4053	Tools and Machines Tailor Workshop	€ 500.00	1	500.00 €
4054	Tools and Machines Woodworkshop	€ 500.00	1	500.00 €
4057	Tools and Machines Bike Repair Shop	€ 250.00	1	250.00 €
4058	Tools and Machines Printing	€ 250.00	1	250.00 €
4059	Tools and Machines Painting	€ 250.00	1	250.00 €
4060	Tools and Machines Metalworks	€ 250.00	1	250.00 €
4061	Tools and Machines Kitchen	€ 500.00	1	500.00 €
4062	Tools and Machines Electricity	€ 100.00	1	100.00 €
4064	Tools and Machines Photography	€ 200.00	1	200.00 €
4063	Tools and Machines Barber	€ 200.00	1	200.00 €
4065	Tools and Machines Office	€ 300.00	1	300.00 €
Total				4'550.00 €

other costs				
6400	Recycling and Energy fees	€ 250.00	1	250.00 €
6600	Marketing, Branding, Outreach Activities	€ 250.00	1	250.00 €
6570	Software and IT (1 year)	€ 1'000.00	1	1'000.00 €
6213	Porto	€ 250.00	1	250.00 €
6300	Insurance, Fees, Permissions	€ 250.00	1	250.00 €
6700	other costs	€ 1'000.00	1	1'000.00 €
6010	Cleaning Material	€ 100.00	12	1'200.00 €
6501	Costs Office (Stationery)	€ 100.00	12	1'200.00 €
6701	Working Clothes / Saftey Equipment	€ 500.00	1	500.00 €
6500	Verwaltungsaufwand	€ 200.00	1	200.00 €
Total				6'100.00 €

Abschreibungen				
6800	Abschreibungen Construction	€ 150.00	1	150.00 €
6803	Abschreibungen Tailor-Shop	€ 250.00	1	250.00 €
6820	Abschreibungen auf dem mobilen Sachanlagen	€ 200.00	1	200.00 €
Total				600.00 €

Financial costs				
6900	Finanzaufwand (was ist das genau?)	€ 650.00	1	650.00 €
6950	Finanzertrag	€ -100.00	1	-100.00 €
6960	differences currency	€ 1'500.00	1	1'500.00 €
6961	differences rundungen?	€ 10.00	1	10.00 €
Total				2'060.00 €

Total Costs 2022		12'605.94 € per month	151'271.28 €
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budget 2023 - income

Revenues				
3600 Ertrag Mitglieder	€	100.00	75	7'500.00 €
3604 Ertrag Benefactor Members	€	500.00	1	500.00 €
3606 Ertrag Private Donations				50'000.00 €
<i>Ertrag Spendenevent Herbst</i>	€	10'000.00	1	10'000.00 €
3608 Ertrag Restricted Fund				
Choose Love	€	20'000.00	2	40'000.00 €
Find new partner 1	€	10'000.00	1	10'000.00 €
Find new partner 2	€	10'000.00	1	10'000.00 €
3608 Find new partner 3	€	10'000.00	1	10'000.00 €
3610 Ertrag unrestricted Fund (collectons and co.)	€	5'000.00	3	15'000.00 €
3650 Ertrag Phone Repair	€	4'400.00	1	4'400.00 €
Ertragsminderung (Gebühren)	€	-1'302.36	1	-1'302.36 €
Total Revenues 2022				156'097.64 €

nessecery steps to take:

- Acquire 25-30 new members
- Organize a fundraiser event in the fall (to increase visibility and network)
- Gain 3 new foundations and / or department sponsoring of approx. € 10,000 each (long-term)



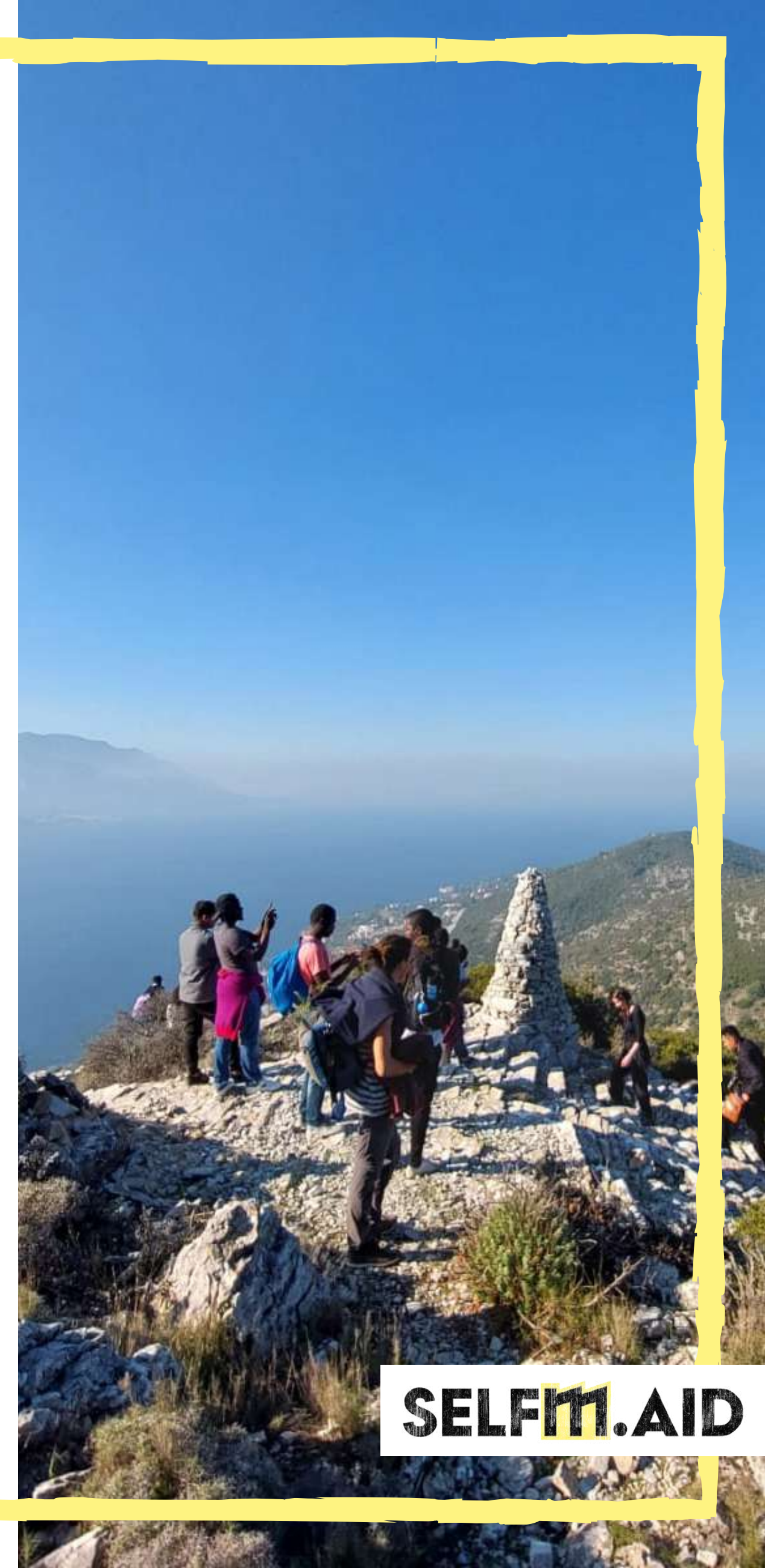
8. outlook



outlook 2023


And this is how it continues:

- strengthening structures
- department Sponsorships
- 2nd anniversary of the SKILLS FACTORY
- in kind donation collection campaign in Bern
- exhibition One for One in Zurich
- check ZEWO application
- SKILLS CONNECT
- summer / autumn festival (new members)





9. thank you

Thank you ... 

We thank you from the bottom of our hearts for your trust and the great support! Together we can build bridges instead of barbed wire fences, can positively influence the everyday life of refugees thanks to manual work with hope, self-determination, joy and laughter and ultimately contribute to realizing our vision and making the world a fairer place.

*A big thank you also goes to Clara L., Kevin O., all former department facilitators, the coordinators and all board members who contributed to the annual report.



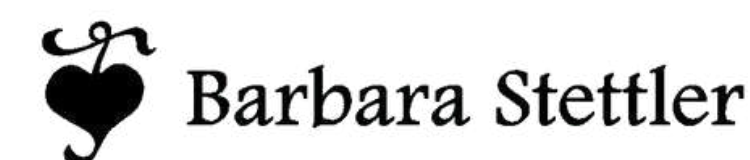
a big thank you goes to our sponsors and partners

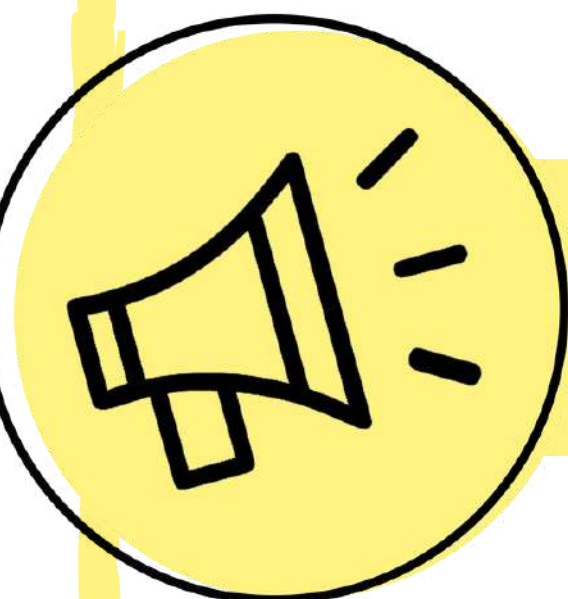


Lucerne University of Applied Sciences and Arts

**HOCHSCHULE
LUZERN**

Soziale Arbeit
FH Zentralschweiz





contact us

Do you have any questions,
concerns or specific ideas?

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