



ANNUAL REPORT 2023

selfm.aid, March 2024

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FOREWORD

The year 2023 was of great importance and intensity for the entire association and its three projects. Over the last three years, selfm.aid has developed into a respected and sought-after organization of considerable size. But while the external reach grew, the internal structures could not keep pace. With the resignation of one of the two founding members, the association faced a major challenge. It was a year that did not allow for complacency, but required honest debate, a lot of work and development.

But the wonderful thing was that everyone rose to the challenge and worked together to create the necessary structures to ensure the long-term and sustainable operation of selfm.aid.

We are therefore delighted to be able to take you on this journey with us in our annual review. Everyone who reads these lines has contributed to us being where we are today. We would like to thank you from the bottom of our hearts for that.

Julia S. Minder
Managing Director selfm.aid

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selfm.aid



FLIGHT AND CLIMATE CHANGE

The world is currently facing a multitude of complex challenges. Humanitarian crises, flight, migration and climate change are just a few of them. We identify the main cause as limitless consumption, accompanied by the destruction of nature and the exploitation of workers. The world is out of balance.

Over the last few decades, the production of essential goods has been gradually outsourced - far away from our consciousness. As consumers, we no longer have the opportunity to be connected to the people who work for us and the natural resources that are used. As a result, these products and the professions behind them have increasingly lost value and recognition in our society. Much of the traditional knowledge and the means by which one can produce for oneself has been eroded or forgotten.

We believe it is time to fundamentally rethink: We have to remember the ways of life from the past in order to develop innovative solutions for the future. We have to again be able to know for ourselves, to act ourselves and to produce ourselves, without relying on large corporations.



OUR VISION

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

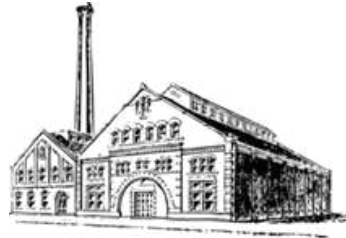
«selfm.aid» is a Swiss grassroots non-profit organization registered in Samos (Greece) and Switzerland. The organization aims to combat humanitarian crises and social injustices with a sustainable concept.

Vision

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



OUR PRINCIPLES



WE FACILITATE

With our projects, we provide attractive workspaces where interested people from the entire community can freely develop their craft skills.



WE EMPOWER

We encourage and support our participants to take responsibility for the workshops and to improve living conditions through their own efforts.



WE PRODUCE

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



WE CONNECT

The shared interest in manual work enables encounters on equal footing. People from diverse cultures and life situations work as peers to solve existing problems.



WE PROMOTE

We promote the potential of people on the move 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

Is at the heart of our work. We give great importance to fairness and sustainability.

Resource-oriented

We recognize and promote the potential of every person.

Participatory

Our programs are determined, developed and evaluated by the participants.

Local and seasonal

We use products and natural resources directly from our surroundings.

Creative and Innovative

This is the only way to break previous patterns and develop new solutions.

Collaboration

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



2023 AT A GLANCE

- Resignation of Managing Director and co-founder Simon Bader in January.
- The second ordinary general meeting takes place in March at the St. Laurentius Brewpub in Bülach.
- In June, the organizing committee for the summer festival is founded, coordinated by the board member Linda Wanklin.
- The first selfm.aid summer festival takes place in September in Bülach at the “Kantine” and is very popular and successful.
- In order to reflect on the rapidly growing work of the association and to better define and distribute tasks in the future, the entire board takes time in September for the first board retreat.
- The exhibition “Art in the Waiting Room” opens. Until the end of the year, linocut prints from the SKILLS FACTORY can be viewed and purchased in the premises of the lawyers’ collective in Zurich.
- In December, there are stand campaigns for selfm.aid at Christmas markets in two locations in Switzerland.
- With Alex and Raviv, who were both deployed in Samos over the summer, the board receives a breath of fresh air and active support.
- Towards the end of the year, the association's board of directors evaluates the last three years together with the local team and helps to develop the concept for SKILLS FACTORY 2.0.

SUMMER PARTY 2023

On September 16, 2023, the very first summer festival of the selfm.aid association took place in Bülach (CH).

The highlight of the festival were various workshops in which visitors could test, develop and share their skills. This experience reflects the work of the association, which has been working for over 2.5 years to improve the situation of people on the move and provide sustainable humanitarian aid at Europe's external borders.

The workshops not only enabled guests to develop their skills, but also gave insight into the precarious situation on site and demonstrated creative solutions. This practice normally takes place in the SKILLS FACTORY on Samos, where the association independently produces humanitarian aid with people on the move.



Together for a fairer and more sustainable world (Zürcher Unterländer).



BOARD RETREAT

Together for the future of selfm.aid

Since the founding of selfm.aid, our journey has been fast, sometimes overwhelming, but also extremely successful. What started as a simple idea has transformed into several impactful projects thanks to the commitment of our exceptional team.

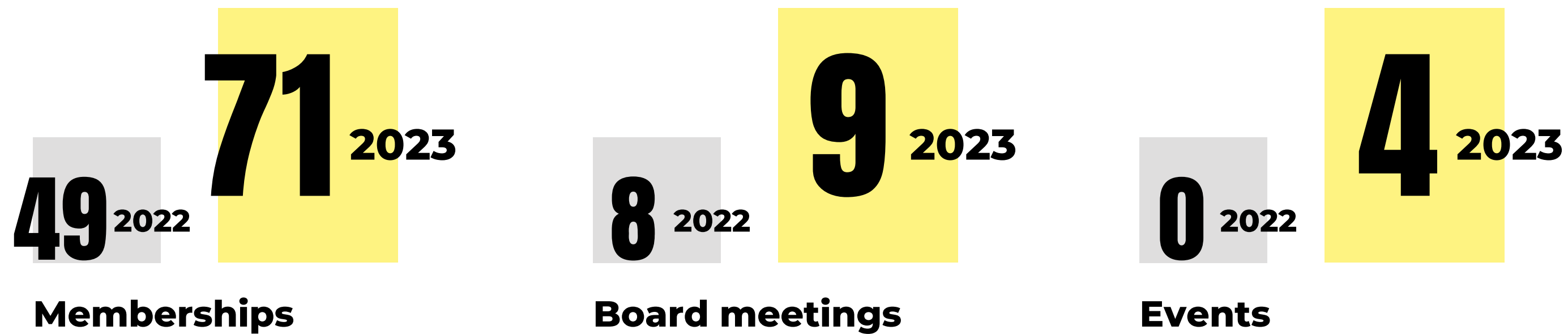
But as our initiatives continued to flourish, it became clear that a reorganization and restructuring of the association was necessary to cope with growth and increased workload. And our board, which is made up entirely of volunteers, has taken on this challenge: in September, we held our first association retreat to jointly evaluate and further develop roles, needs and communication strategies, all with the common goal of ensuring the best possible support and care for the teams on site.



At this point, I would like to say a big thank you again for the professional support provided by Barbara Stettler.



THE BOARD'S YEAR IN NUMBERS



100+

Guests at the summer festival

1278h

Voluntary work

*provided by the members of the board in Switzerland

BOARD OF SELF.M.AID

Re-election



Roger Hunziker
Co-President

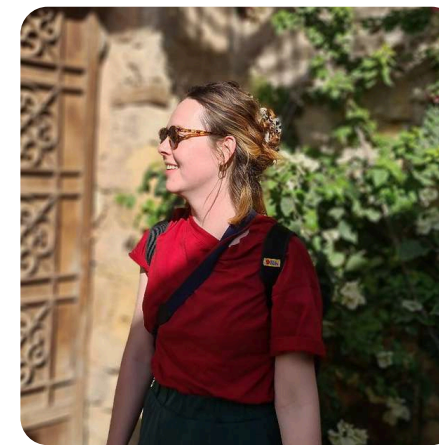


Linda Wanklin
Fundraising



Marion Isler
Administration

New election



Alexandra Stadler
Co-President



Raviv Rose
Fundraising



Pendent
Auditing Finance IT
Supervision / Coach

Resignation



Andreas Wildisen
IT



Anja Ryan
Marketing



Simon Bader
Co.-Founder



Mithat Foster
Human Resources



Matthias Fenner
Finance



THANK YOU

to Andreas, Mithat, Simon, Matthias & Anja

When selfm.aid was founded, several people immediately came forward who were willing to contribute both their professional knowledge and their heart and soul to the development of the young association. The board was born.

From the very beginning, we were very proud of our diverse and motivated team and would never have come this far without their emotional and professional support.

In the meantime, both the association and the expectations and lives of some board members have evolved, and not everyone is in the same boat. Therefore, in the course of the association's development, three board members announced their resignation in 2024, which we very much regret.

We will miss your passion, your ideas, input and suggestions. Thank you for being there from the beginning and for helping to make the association what it is today. We are very happy that some of you will stay with us in the selfm.aid Switzerland volunteer group or as members.

NEW ELECTION

Alexandra Stadler
Co-President



Alexandra has studied and worked as a nurse, and is now pursuing a degree in social work. Working with people has always enriched her life. She knows the SKILLS FACTORY through firsthand experience on Samos, volunteering in the summer of 2023. She considers working on the board an honor, and something close to her heart. She spends her free time with her friends and family and enjoys being outside, climbing mountains and relaxing with a good meal or exciting book.



Raviv Rose
Fundraising

Raviv holds a BA in Community Health and has worked in community and academic settings to support and empower disenfranchised communities through immigrant rights advocacy and research, prison education and abolition, and on-the-ground support for asylum seekers. They came to SKILLS FACTORY in 2023 and fell in love with the mission, sense of community, and energy of the project and feel privileged to continue supporting on the board. In their free time, Raviv loves cooking and baking, language learning, and taking any travel opportunity they can find.

APPROVAL AND DISCHARGE



On Tuesday 19 March 2024, the ordinary general meeting of the selfm.aid association took place in Bülach:

- A total of 16 members and numerous guests took part.
- This annual report and the balance sheet / income statement for 2023 were approved.
- The changes to the statutes were adopted
- All board members were discharged from liability and all five candidates were (re-)elected.
- The membership categories and contributions have been determined.

We congratulate Alexandra Stadler and Raviv Rose on their election to the association's board.

OUTLOOK 2024

And this is how it continues...

Training of new board members: After the general meeting and election of the new board members, we will take sufficient time to ensure the best possible onboarding and handover.

Vision Day 2024: The Board will also meet in March 2024 to define the annual goals and milestones.

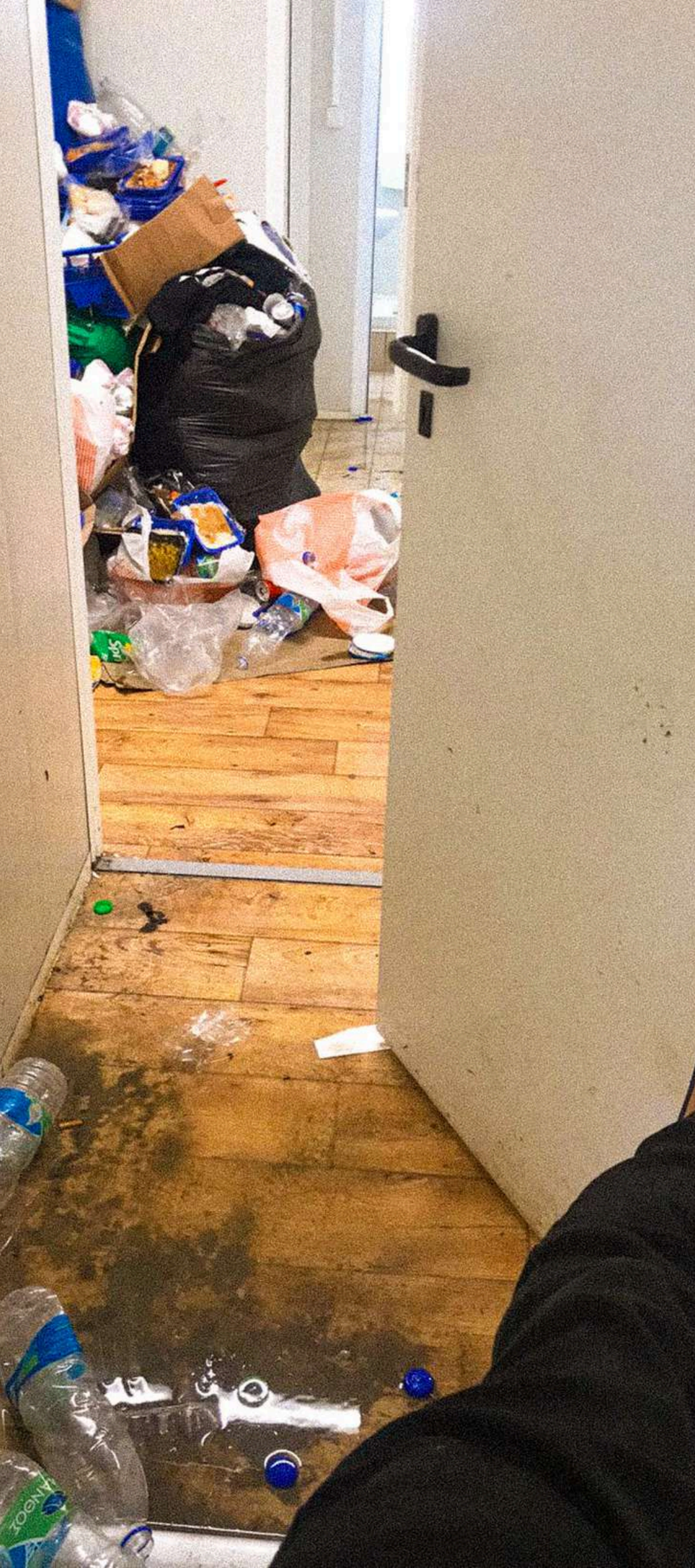
Further development of roles and responsibilities: Over the course of the year, we plan to definitively revise the roles and responsibilities and ensure that all important positions are filled.

Selfm.aid Switzerland: Since the organization of the summer festival, a selfm.aid Switzerland volunteer group has been formed that is very passionately involved independently of the board. Together we will examine whether and which events we will plan this year.



2 Update on the situation





SITUATION ON SAMOS

What has changed in Samos in 2023?

Sudden standstill during the elections

At the beginning of 2023, the camp had already reached its then-capacity limit of 1,200 people. Conditions in the camp were devastating. With the elections in Greece and Turkey in spring 2023, the situation stagnated as no one was coming in or out. The borders were completely closed, procedures delayed and in some cases even suspended. Pushbacks and illegal returns reached a violent and cruel peak.

This standstill had a huge impact on the mental health of the asylum seekers in the camp. There was little movement in procedures and therefore little hope - time seemed to stand still.



In June, this silence came to an abrupt end
(continued on the next page)



DISASTER OF PYLOS, GREECE

It was not an accident.

The silence came to a sudden and gruesome end when a ship carrying over 700 people seeking safety sank in Greek waters in June 2023. Only 100 of them could be rescued.

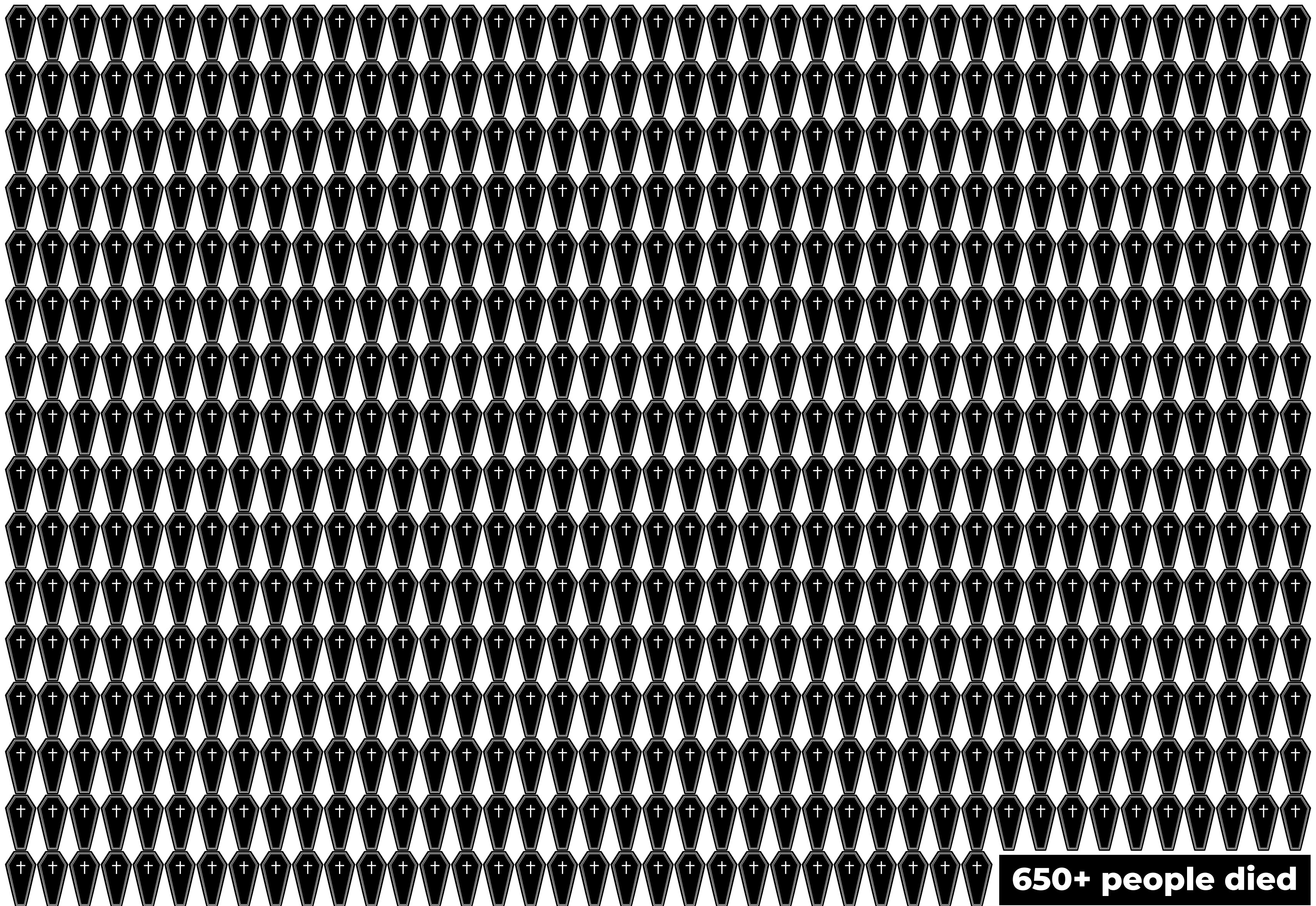
But it was not an accident, as most media have portrayed. Various investigations have shown that despite early calls for help and rapid dissemination of information, no help arrived. Ultimately, the Greek coast guard decided to illegally tow the ship out of its waters to resolve the problem.

This maneuver most likely led to the sinking and death of over 650 people.



Recommendation:

[The last moments before the downfall, arte](#)



650+ people died

CHANGE OF COURSE

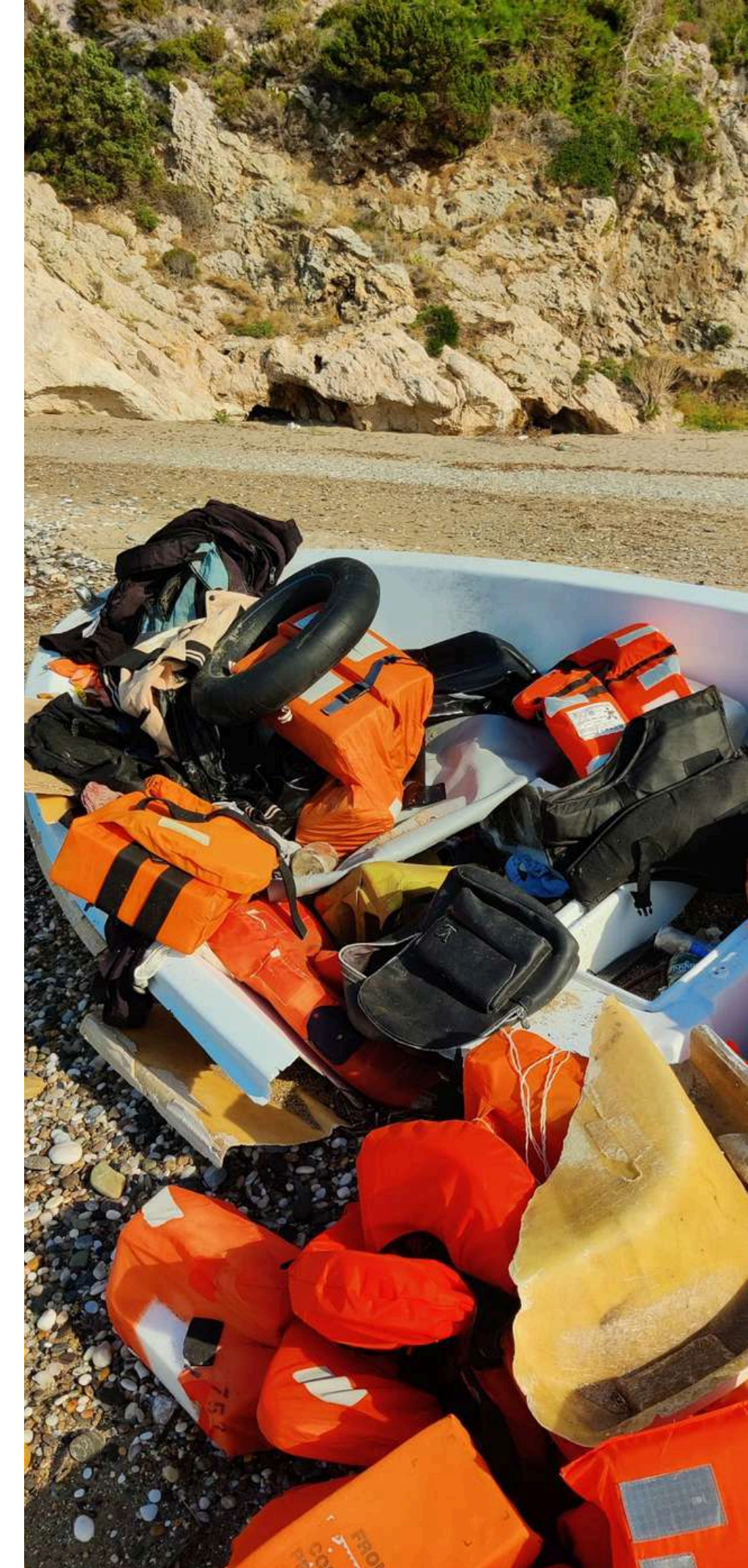
Temporary halt to pushbacks and illegal returns, explosive increase in new arrivals

After the tragic ship disaster off Pylos in June 2023, the Greek government temporarily replaced violent pushbacks with sea rescue operations. This was proudly presented in the local and national media. The coast guard could not afford another disaster at this explosive time.

This led to an overwhelming increase in new arrivals - the camp on Samos was quickly overflowing with people registered in the camp, exceeding its capacity by more than 300%.

Temporary suspension of asylum procedures on Samos

The camp reached their limits and exceeded them within a very short time. The authorities therefore decided at short notice to suspend the asylum procedures on the islands. New arrivals were only registered during this time and then taken to other camps on the mainland to go through the asylum procedure there. During this time, people were not allowed to leave the camp, despite massive overcrowding and a lack of supplies or help from outside.



HUMANITARIAN CRISIS

Trapped without enough water, food, security, hygiene, sleeping space and medical care. This is Europe 2023.

The large number of people imprisoned without adequate access to water, food and medical care (1 doctor for every 4,000 people, all of whom require a health check for registration), as well as the lack of infrastructure and beds, quickly led to a humanitarian emergency that had never been seen before in the "new" camp.

At the same time, existing organizations were barely able to reach the people because camp management refused any cooperation and denied access to the people until they were transported further.

Only towards the end of the year were asylum procedures reopened and administrative processes largely returned to normal. However, the humanitarian crisis due to undersupply has remained - once again. In December 2023, the camp had almost 4,000 residents, the highest number since 2020. Water is still rationed or even cut off for several days in a row.



STOP THE CONTINUOUS
CRIMES AGAINST
SAVE PEOPLE
REFUGEES



OUR PROJECTS



SKILLS FACTORY
Samos



ONE for ONE
1print for 1case



PWB
Phones without Borders



3 SKILLS FACTORY, Samos

SKILLS FACTORY

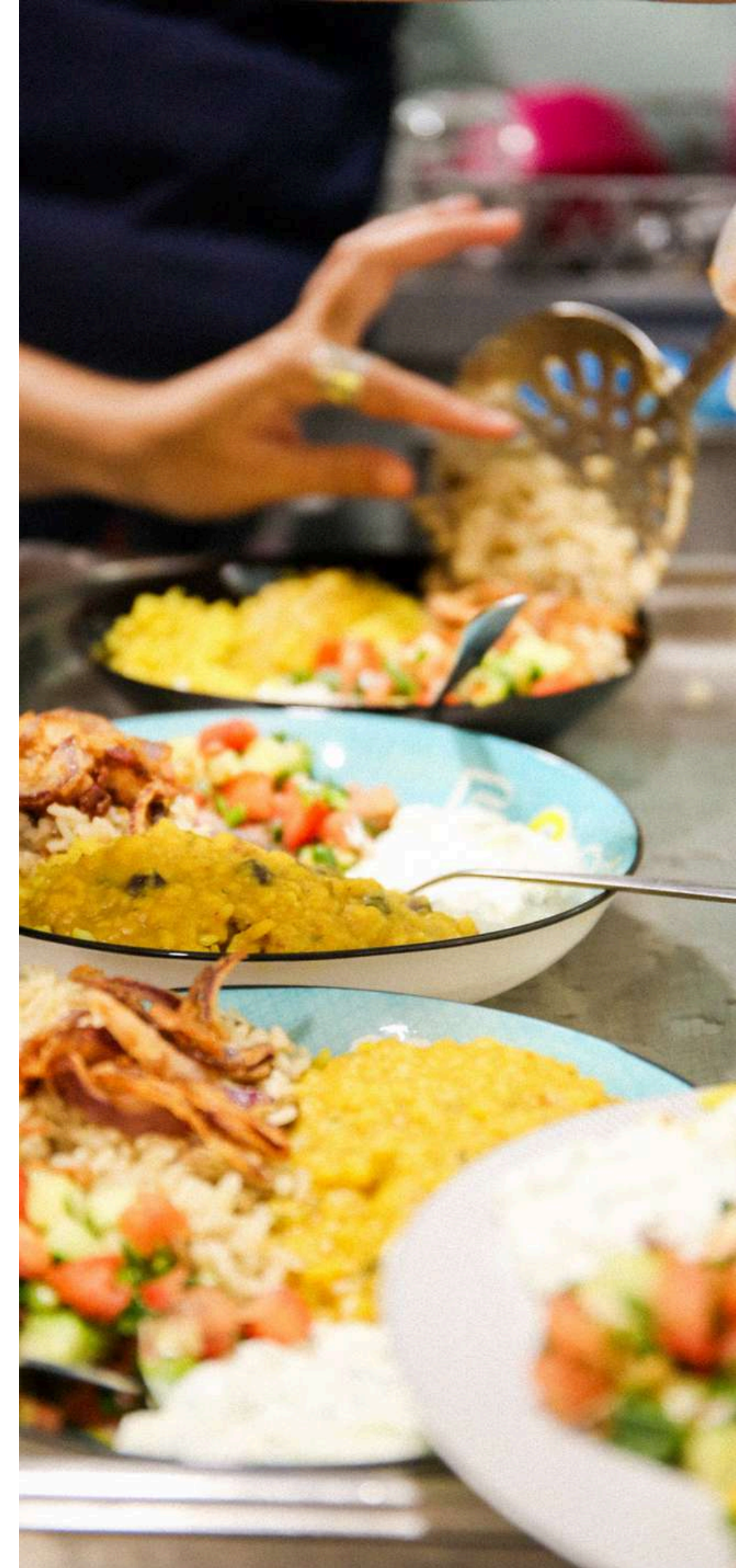
**Here we produce humanitarian aid ourselves:
by hand. locally. sustainably. independently. honestly.**

In the closed refugee camp on the Greek island of Samos, everything is lacking. But the people who live in this misery have the knowledge and skills to produce everything they need themselves. And the fertile island of Samos provides the necessary raw materials.

And that's exactly where the "SKILLS FACTORY" comes into play.

In our workshops, we work together, learn, share knowledge, laugh and develop innovative solutions. In doing so, we produce products that directly improve current living conditions and alleviate humanitarian suffering.

This is how we break the vicious circle of dependency.



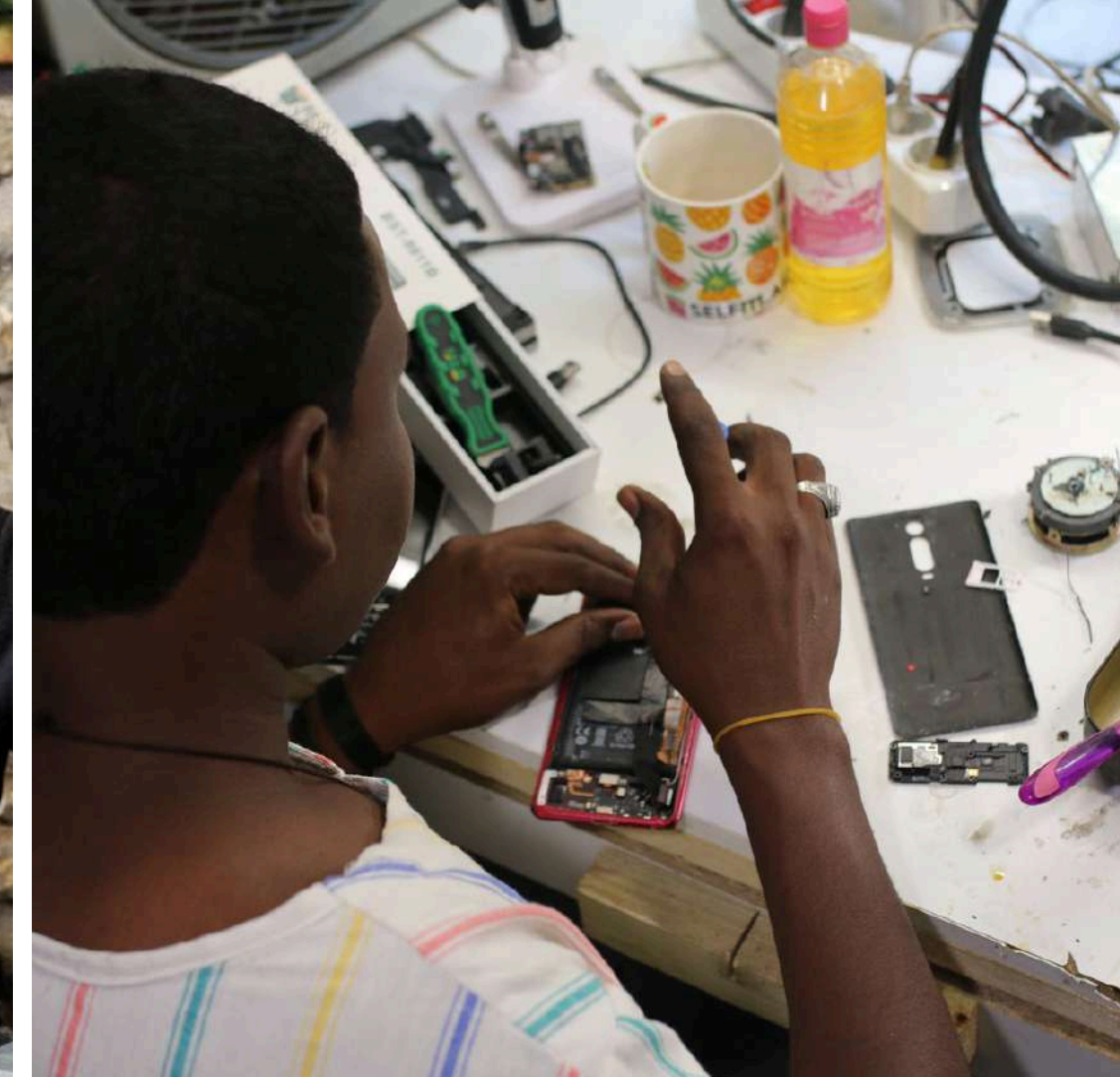
THE CONCEPT

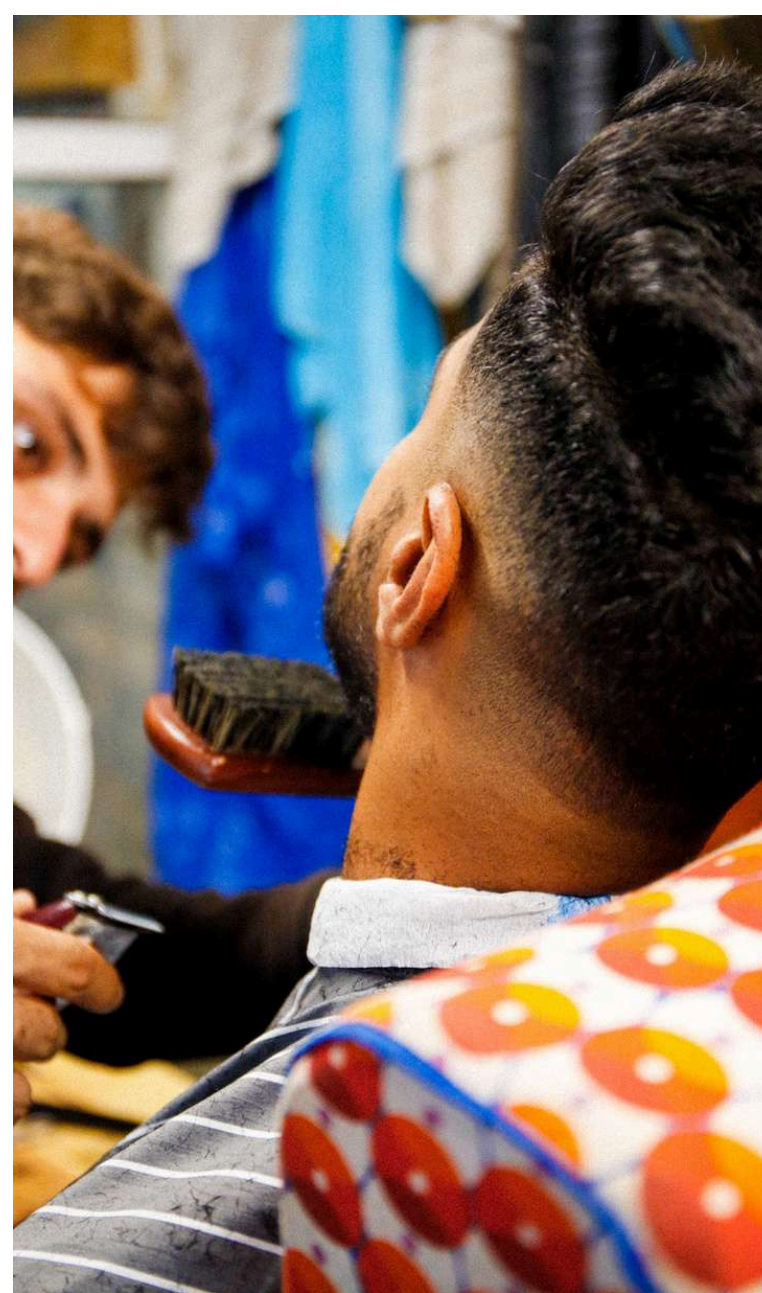
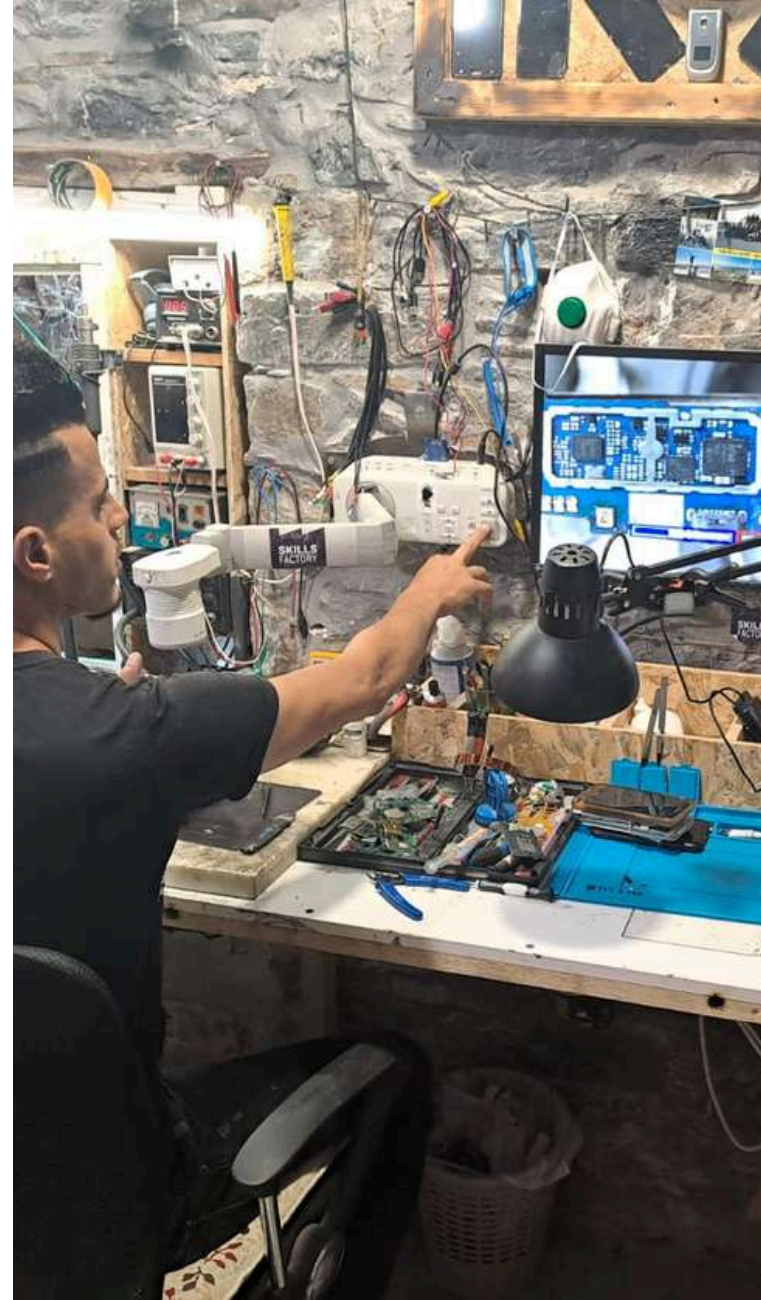
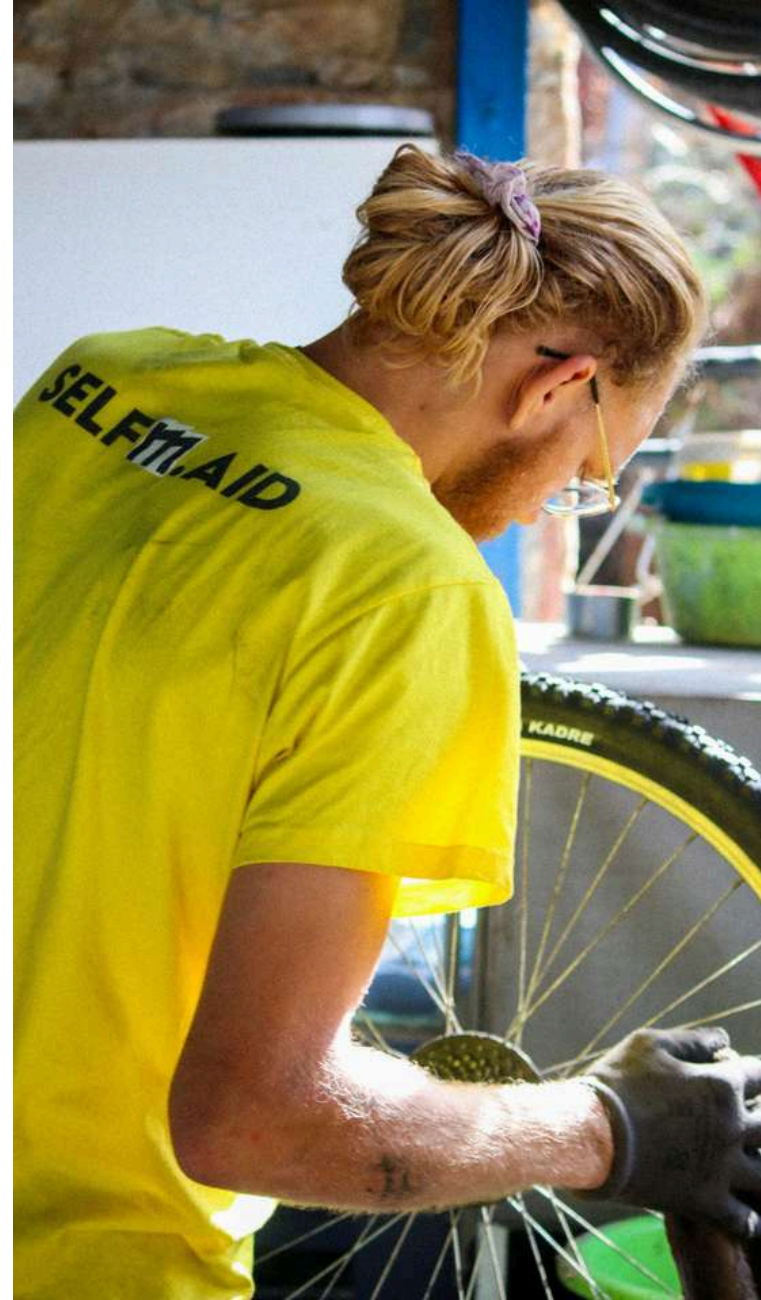
The SKILLS FACTORY is a large, safe workplace for the people of Samos to practice and pass on their skills. Products are produced with which the participants can directly improve their current living situation, reduce humanitarian suffering and break the dependency on aid organizations.

In our workshops we work together, produce, cook and sometimes debate, but always laugh a lot. Together we develop innovative solutions and build bridges between people, cultures and languages.

In this way we break the vicious circle of dependency and hopelessness.

“In the Camp I am just a number. In the SKILLS FACTORY I can be free”
M.A. chef and community volunteer





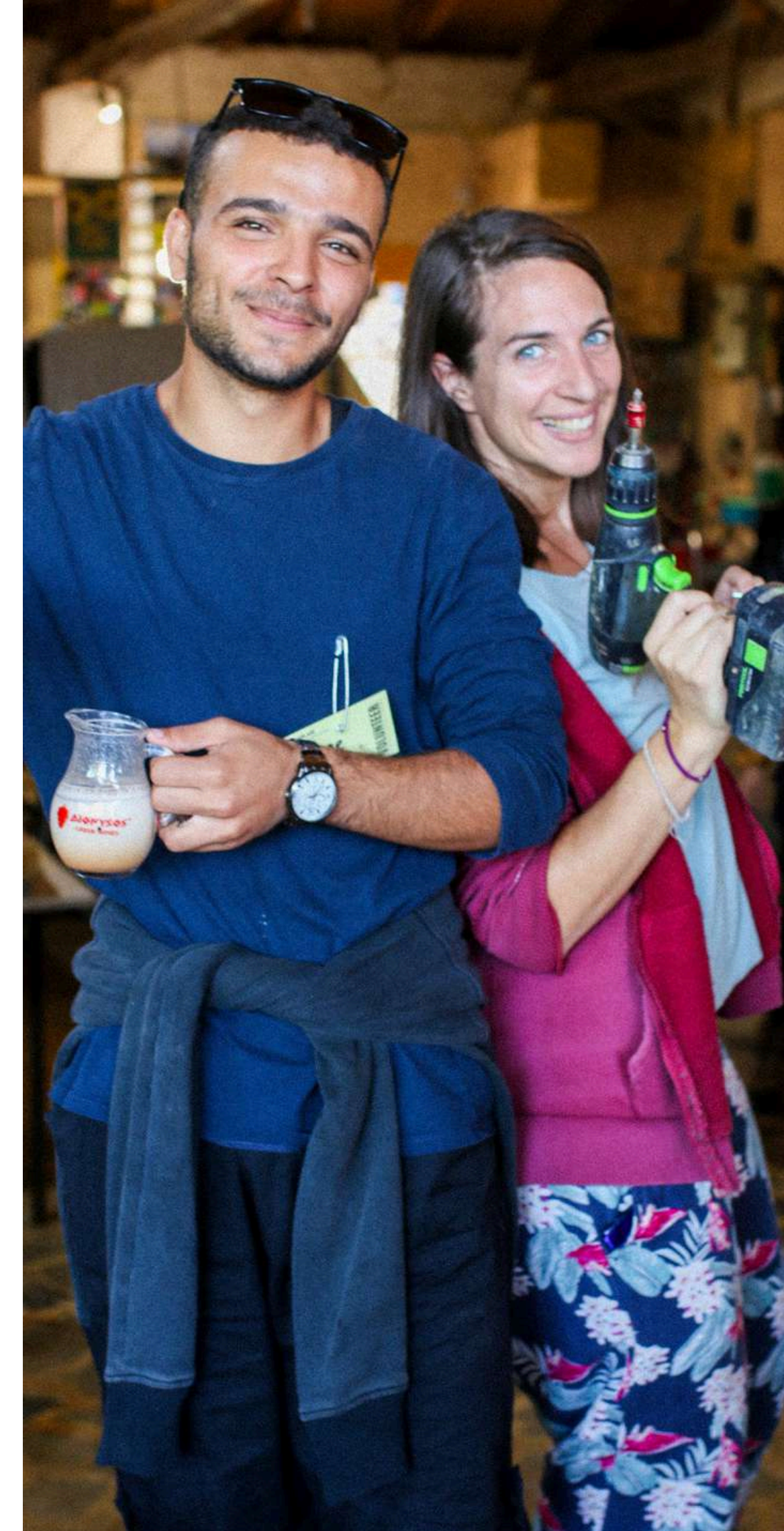
OUR DEPARTMENTS

The community's skilled trades form the backbone of the various departments. The management of these areas is in the hands of our participants.

Some examples of professional fields in which refugees already have experience, but which are also partly traditionally rooted on the island, include:

- **Woodwork and carpentry**
- **Metalworking**
- **Bicycle mechanics**
- **Repair of smartphones and small electronic devices**
- **Gastronomy (kitchen and bakery)**
- **Agriculture and horticulture**
- **Art and print**
- **Barber and hairdressing**
- **Film & photography**
- **Textile production and repair**

These diverse skills contribute significantly to the success of our community while reflecting the wide range of talents and skills that exist within our community.



MEET ADHAM

“

“Hello, I am Adham. I came to Samos and I worked at SKILLS FACTORY.

*I worked at my profession, which is **barbering**, and I spent the most beautiful times there. We got to know very wonderful friends and those responsible for us were very wonderful together.*

It was the most beautiful time I spent at SKILLS FACTORY. Thank you and I wish you good luck and success.

”



THE CONCEPT II

Production and distribution: Together we set targets for production based on people's needs, product urgency and local material availability. The products manufactured are distributed where they are most needed.

Training and further education: We develop training plans for young talents and offer informal language courses to support work integration.

Target groups: Our offer is aimed at adults (18+), regardless of gender, with manual skills or the desire to learn them.

Remuneration: Work in the SKILLS FACTORY is voluntary and unpaid. In return, we provide material benefits such as meals, hygiene products, bus tickets and clothing.

Teamwork: The departments are led by the community. We provide support and space and encourage the joint development of work plans, regulations and products.



MEET HAMZA

*Hello, I am Hamza. I was in Greece and decided to join the SKILLS FACTORY, but when I joined, I saw that there was a beautiful family, not a SKILLS FACTORY. **I participated and learned a lot of things,** and they provided me with everything I needed to find myself in a good place, and we got to know the people there. **There were many nationalities and cultures, and this was a wonderful thing.** We had a great connection and a beautiful spirit that we enjoyed inside and outside the SKILLS FACTORY, and we have become friends until today.*

*The SKILLS FACTORY tries hard to provide the person with all the necessary and available things so that the person can find himself in a good place. **He is trying to improve himself and with the help of the SKILLS FACTORY to the best.** I want to thank the SKILLS FACTORY managers, workers, volunteers and donors for all this beautiful effort. I had a wonderful experience with you that I cannot forget. Thank you again.*



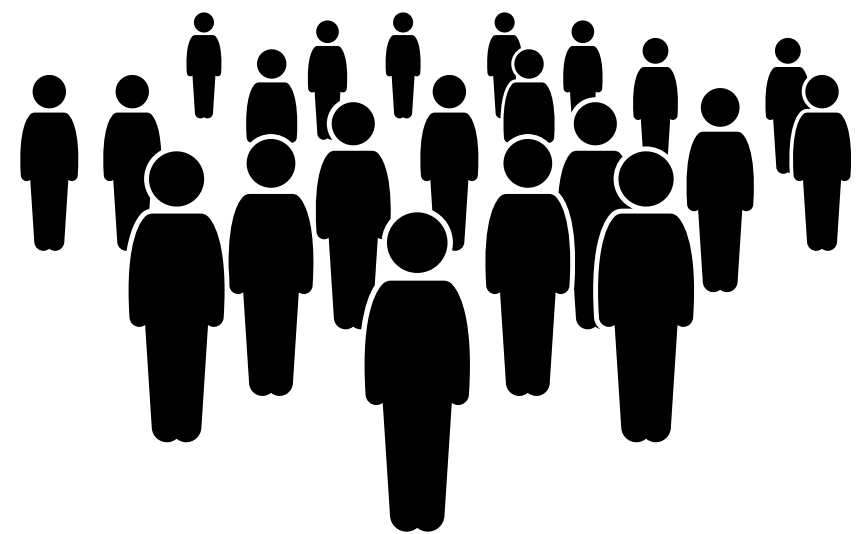


A LOOK BACK AT 2023

- JAN:** New start in the new year with rolling test day system and new registration software for a better overview
- FEB:** New Coordination Team after Simon's resignation
- APR:** The SKILLS FACTORY celebrates its second birthday
- MAY:** New barber workshop, expansion of all departments, especially Barber & Sewing
- JUN:** Invitation of our phone repair specialist Mohammed to Ethiopia.
- JUL:** Massive deterioration in the mental health of the community in the camp
- AUG:** Team retreat, what does EMPOWERMENT even mean? Start of the development of new training concepts. Change in the coordination team, we welcome Maria, Andrea and Lina
- SEP:** Standstill in the SKILLS FACTORY (SEPT)
- OCT:** Life comes back to the SKILLS FACTORY, opening of the new WASH department
- NOV:** Full, full, full! War on Gaza.
- DEC:** Closure and relocation, restructuring of the SKILLS FACTORY

SKILLS FACTORY '23 IN NUMBERS

Extracts from our Impact Report 2023

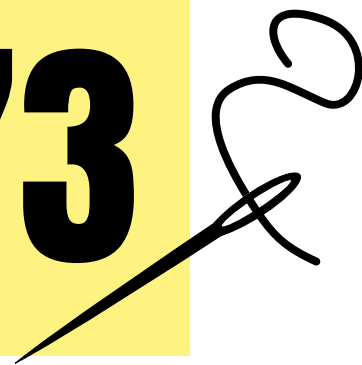


5385+
people reached

199
Community
Volunteers



1173
Tailor
Customers



Repaired Phones
430

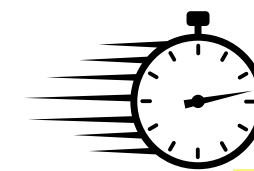
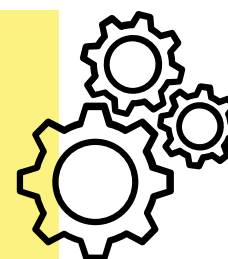


475
Barber
Appointments



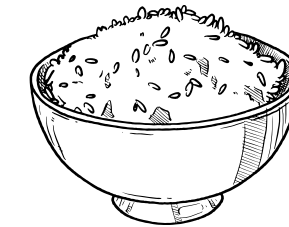
The coordinators

8



voluntary work

36'440 h



8650
Meals

.. and that is just a small selection.
Despite an exemplary registration
system, many of our encounters and
assistance remain spontaneous, direct,
honest and sometimes without an
appointment.

“

*Like any great team, **you encouraged me, assisted me, and made me better at what we do.***

***Thank you for giving me a home during my difficult stay at the camp,** you became more of a family than a group of coworkers. I'll always cherish our friendships and thank you from the bottom of my heart for all you've given me.*

I wish you all the best and bid you all farewell. 💎❤️🏆🏆

”

goodbye message from a community volunteer
and professional video producer..

OUR IMPACT

- ✓ Any gaps in the support system are covered by the community itself.
- ✓ Positive influence on the living conditions and supply situation of people in the camp as well as local people in need of help.
- ✓ Improved mental health through daily structure, tasks and responsibility.
- ✓ Self-empowerment and strengthening of identity through recognizing and appreciating professional past and expertise.
- ✓ Improved chances of labour market integration in Greece or the EU.
- ✓ Interest in craftsmanship builds bridges between people and cultures.
- ✓ Using local products promotes local agriculture.
- ✓ Reduction of imports and waste volumes.



FIRST LEAF
1987
RICK

SKILLS FACTORY 2.0

Or “skills too”, as our community calls it.

Relocation: In December 2023, the project team decided not to extend the lease for another three years in 2024, but to relocate.

The SKILLS FACTORY has evolved, and the most important and popular departments did not have enough space and light to develop in the old building. In addition, we had been struggling with various problems in the building for some time, which increasingly posed safety risks.

Evaluation and restructuring: We have not only moved the project to a new home, but also carried out a rigorous evaluation of the last three years: what was successful and where there were difficulties. From this we have drawn the most important conclusions for the new SKILLS FACTORY and the team to ensure a sustainable future for the project.



SKILLS FACTORY 2.0

the essentials in brief

- The SKILLS FACTORY concept has proven itself - it remains unchanged.
- However, there is a reduction in the range of offerings (diversity of departments).
- Focus on quality instead of quantity.
- The wood, metal, bike and garden departments will be closed (to be made use of for internal purposes only).
- Focus on textiles (together with screen printing), kitchen, barber workshop, phone repair, WASH; new: media instead of photography.
- Main focus: training, production, networking.
- Redefinition and distribution of responsibilities within the coordination team.



MEET NOUR

Hello, I'm Nour, 30 years old, from Gaza. I'm a professional painter. My job is painting, plastering and decorating. Before coming to Samos, I had my own painting company and I studied business administration at the same time.

In the SKILLS FACTORY I work in the wood and construction department and help to build the new skills, for example I painted all the walls in the new SKILLS FACTORY. The best thing about the SKILLS FACTORY for me is not being in the camp. Life in the camp is so bad, I didn't do anything there, just slept and ate, and the food in the camp is really bad. I was so happy to be accepted in the SKILLS FACTORY, to be able to practice my profession again, to have a place and a life, to find joy and a family, to communicate with people, to improve my English and to help - that's what I want to do.

My dream for the future is to improve my English and create a good and new future for myself. I want to build a new business of my own and start a family in the future. For now, I want to stay here and find out where I want to go and where I belong. It's a completely new life that I have now.



OUTLOOK 2024

And so it continues...

Start-Up Phase (January - February)

- Renovation, relocation and construction of the new SKILLS FACTORY
- Role definitions in the coordination team
- Joint meeting with the board

Opening phase (February - March)

- Training the new volunteer team
- Obtaining licenses (restaurant)
- Defining department visions

Implementation phase (March - June)

- Implementation of the agreed innovations
- Finding our way back into new routine and everyday business
- Establishing and expanding the local network for job integration

Evaluation and expansion phase (July-December)

- Possible changes and growth based on experiences and calculations of the first months
- Evaluation and adjustment together with the board.



SELF11.AID



THE TEAM ON THE GROUND



Julia S. Less

Co. - Founder & Managing Director since 2020



Mohammed Alfurani

Project manager PWB & phone repair department. since 2022



Maria GIANIKOU

Project coordinator for volunteer recruitment, local relations, emergency concepts and art & printing. Since 2023



Diletta GEKAS

Project coordinator for certificates, kitchen and management assistant. Since 2023



Rafiq ALBAYYAA

Project coordinator for textile workshop, barber workshop and community outreach. Since 2023



Katharina SCHOLLE

Project coordinator for office, WASH project and media department. Since 2023



More about the team on the ground:

In the following section, the individual team members are introduced personally. Many thanks to Diletta Gekas for the initiative and portraits.



JULIA

Is our founder and director, a tireless idealist, passionate advocate and unwaveringly dedicated individual. Her contributions and knowledge range far and reflect an almost limitless commitment to social good and justice.

Her Bachelor of Science in Social Work, further training in Civil Peacebuilding and NGO Management, as well as various training courses in human rights and humanitarian aid, illustrate Julia's academic achievements and her pursuit of excellence and professional competence. She gained extensive experience in various areas of social work before dedicating her life to working with people on the move in Greece and ultimately to selfm.aid.

From developing strategies and managing the coordination team, to overseeing fundraising activities, construction work and accounting, her versatile language skills, coupled with her unrivalled knowledge of international law, global politics, asylum procedures and economics, her diverse skill set underpins her commitment to making a real, long-term change in the world. Her tireless efforts are the driving force behind the SKILLS FACTORY's existence, survival and success.



MOHAMMED

Master of Craftsmen or Dr. Repair, Mohammed, originally from Gaza, Palestine, embodies versatility and professionalism. He has been repairing telephones for over 17 years. He even used to run his own shop and train apprentices. But he has also gained valuable experience in other professional fields, such as as an electrician, painter and motorcycle mechanic. Mohammed has always enjoyed working, learning new things and broadening his horizons.

Mohammed has demonstrated this skill time and time again on Samos. He proved to be indispensable during the transition to Skills 2.0, and his involvement in the construction work speaks volumes about his skills and dedication.

In the SKILLS FACTORY 2.0, he will continue to coordinate the Phone Repair Department and set up his project "Phones without Borders" to realize his dream: to share his extensive knowledge with people on the run.

His dignified demeanor, humor, wisdom, kindness and unwavering respect for everyone around him make him an invaluable resource to the SKILLS FACTORY as well as a source of inspiration to all who have the pleasure of working with him.



MARIA

Maria's roots lie directly on Samos. She lived in Athens and abroad for many years before deciding to return to the island and settle here. Since the beginning of the humanitarian crisis in Greece, she has been committed to helping refugees and never looks away.

In Patras, Greece, she completed her first Bachelor in Renovation and Restoration of Buildings before moving to the Netherlands to complete another Bachelor in Architecture, Urbanism and Building Science at TU Delft University.

Her strong passion for art, her charismatic personality and her desire to help refugees in the CCAC of Samos motivated her to join the great work of the SKILLS FACTORY.

Our Maria never stops: in addition to her role as a passionate full-time mother and manager of her own company, she coordinates the recruitment of volunteers, local public relations and the art and printing departments at the SKILLS FACTORY.



DILETTA

Diletta is our half-Greek, half-Italian power woman. Despite her impressive academic background, she has worked hard all her life and never shies away from a challenge. She holds a Bachelor's degree in Political Science, a Master's in Agricultural Economics and is currently finishing her second Master's in Data Science for Social Sciences via distance learning.

Diletta brings extensive professional experience in project management and data analysis, both in the private and public sectors, including an internship at the German Society for International Cooperation (GIZ). Additionally, she has extensive experience in hospitality and bartending, making her a highly multitasking and flexible individual.

She joined SKILLS FACTORY because she finally found a place where she can combine her analytical skills, passion for field work and creativity. She is convinced that she can only make a positive impact by working towards minimizing negative environmental impacts and empowering refugees.



RAFIQ

Growing up in Gaza, Palestine, Rafiq was involved in his father's textile factory from an early age and discovered his passion for fashion and sewing.

After completing a bachelor's degree in business administration, he studied fashion design and founded his own fashion label "Gazran" in 2021.

Rafiq and the SKILLS FACTORY are the perfect match: coordinating the sewing department allows him to live out, share and develop his passion for sewing and fashion design. To make the look perfect, Rafiq also takes on responsibility for the barber department.

Rafiq is known for his sociability, social skills and love for fashion (and this extends far beyond the SKILLS FACTORY).

As the person responsible for community outreach, Rafiq is a pillar for the entire team of community volunteers. He shows exceptional empathy, care, patience and the necessary sense of humor. There is no concern, no question, no worry that he does not take on and does not know how to solve.



KATHARINA

Our youngest member of the coordination team comes from Germany and already speaks Arabic almost fluently (or at least will soon, considering her unbeatable comprehension skills).

She holds a Bachelor's degree in International Relations and Social Sciences and has gained diverse experience in the field of humanitarian aid in Greece and Serbia since 2023. She has also been actively involved as a board member and in the management of fundraising projects.

She joined SKILLS FACTORY as she strongly believes in the benefits of cultural exchange and skills sharing between people from different countries, and in the value of continual learning.

Her structured way of working, flexibility, and patience coupled with a great sense of humor, great commitment to the work on site and firm belief that refugees deserve a safe space to rebuild their lives make her an indispensable part of our team and the perfect fit for administration as well as the WASH and media departments.



CONCLUSION

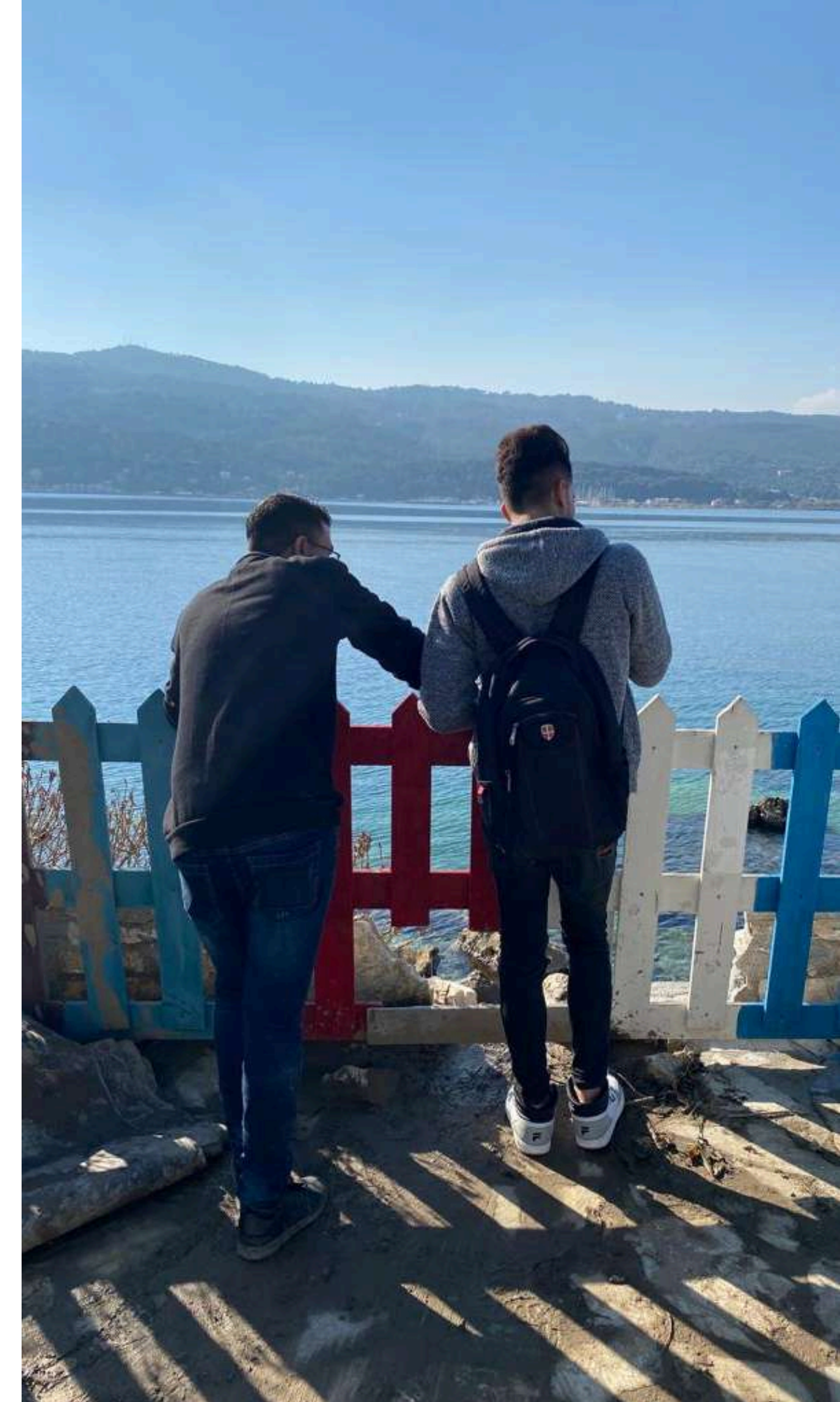
Because every end is also a beginning.

The year 2023 was moving, challenging and of great importance for the further development of the SKILLS FACTORY.

While the concept itself is extremely successful, the project has been repeatedly influenced by external and internal factors: changes in the coordination team, changing conditions for people on the move on Samos - everything can be completely different from one day to the next and yet ultimately remain the same.

In order to be able to respond more sustainably to crises and short-term changes and to offer people the structure they are looking for and deserve, the project will therefore be reduced in various areas in the future, and clear responsibilities will be defined in order to ultimately ensure more stability and quality.

And we are all very much looking forward to it.





4 One.For.One

CONCEPT

Overcoming obstacles in the asylum process with art.

Background: In 2022, the legislation on the asylum process in Greece changed. Anyone who wants to reapply after a rejection must now pay a fee of €100. For the vast majority of those who are already in a hopeless situation, this is impossible. At the time, a large part of our team was also part of this group.

Our solution: The SKILLS FACTORY team has found a creative solution to free themselves and their community from this situation. We produce individual selfm.aid linocuts, which we send out for a donation of €100. This allows us to finance the fees incurred on a case-by-case basis.

This is how it works: We are contacted by NGOs that offer legal advice when they are involved in a case where a new application is worthwhile. As soon as we have sold the print, we can settle the bill directly. One Print for One Case.

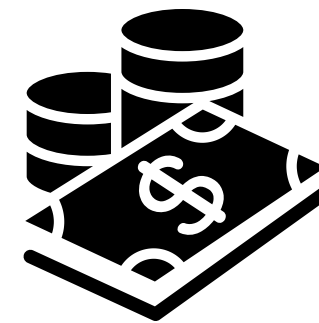
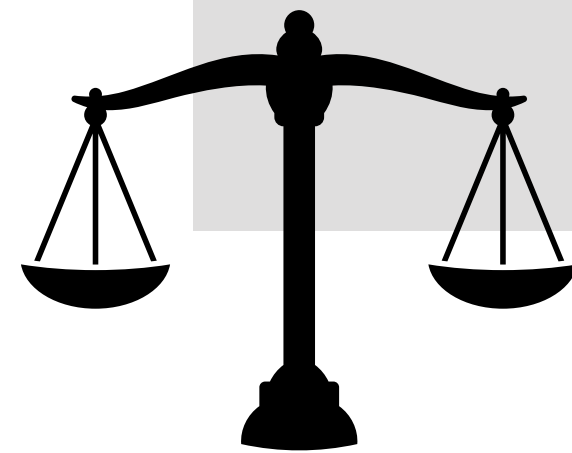




OUR IMPACT 2023

6

funded cases



1'400 €

Revenue from sold prints

90%

**Decrease
compared
to previous
year**



WHAT HAPPENED?

Stagnation of the project due to lack of capacity

In 2023, the One for One Project experienced a significant decline in activity on both the revenue and expenditure sides.

The main reasons for this were:

- Capacity bottlenecks in the support and further development of the project.
- The demographic situation in the camp and regular transfers from Samos led to fewer requests for reconsideration.
- Due to high fluctuations among partner NGOs, not all relevant stakeholders were informed about the project.





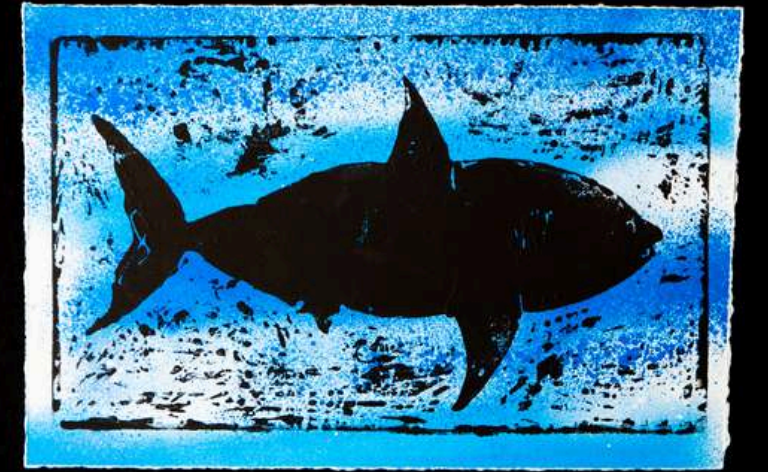
CONCLUSION

For the year 2024, we draw the following conclusions and consequences:

We remain convinced of the effectiveness and necessity of the One for One project, but recognize the need to increase capacity. We would like to open up the possibility of expanding One Print for One Case not only to the asylum procedure, but also to other emergency situations and target groups (locally).

For this purpose we are planning the following changes:

- **Revision of the concept:** opening up to other emergency situations and locations without losing the original idea.
- **Building a new team:** A project coordinator on Samos and two remote volunteer coordinators for networking and organizing exhibitions.
- **Intensify public relations work:** informing all NGOs that can benefit from the project, including mapping and maintaining contacts.
- **Increase fundraising activities:** increased use of exhibitions as a powerful way to spread community messages.





5 Phones without Borders

CONCEPT

Smartphones that are no longer needed in Europe can save lives while fleeing.

Shipwreck, police violence, accidents or thefts...

...there are numerous reasons why people on the move cross the border with a working telephone in less than 50% of cases.

The smartphone is indispensable when on the run:

It is considered the main means of communication in exchanges with the asylum authorities, helps to find one's way in an unfamiliar environment, to get help in emergencies and to stay in touch with family and friends.

Our solution:

We collect used smartphones in Europe, prepare them on site (repairs and data deletion) and then distribute them directly and easily to people in need.





BACKGROUND

Community Led - How the new project came about.

Background: Since 2022, the Phone Repair Department at SKILLS FACTORY has become one of the most important and largest departments. However, there are many cases where repair is not possible, either because spare parts are not available or too expensive, or the device has been completely destroyed by seawater. In such cases, we issue donated replacement devices whenever possible.

First collection campaign: in autumn 2022 we carried out the first collection campaign in Switzerland and were overwhelmed by the response.

The idea was born: we combine the skills of the community on Samos with our commitment to a more sustainable world and distribute no longer needed equipment in emergency situations at Europe's external borders.

PWB - 2023 IN NUMBERS

The project was still in the pilot phase in 2023...

88

distributed
devices

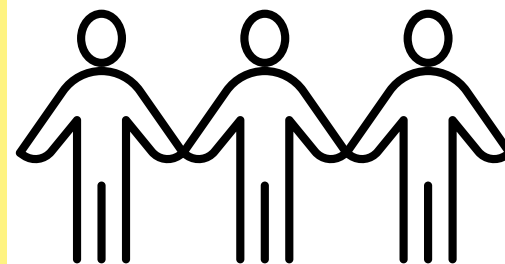


152

donated smartphones

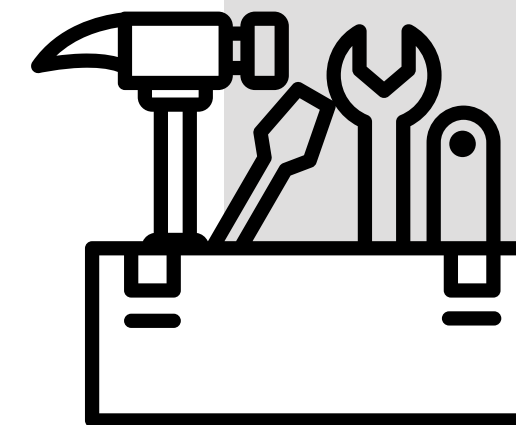
3

NGOs



45

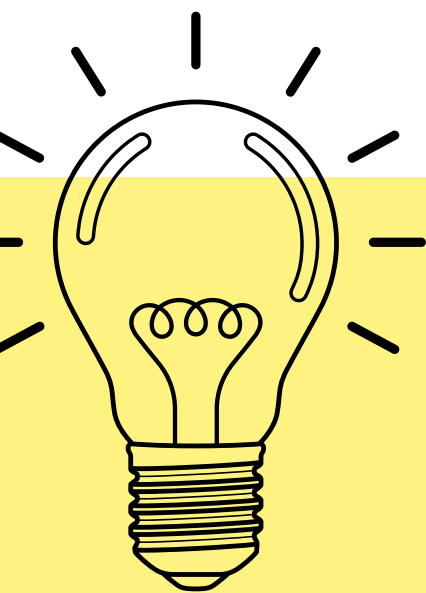
Equipment for
spare parts
storage



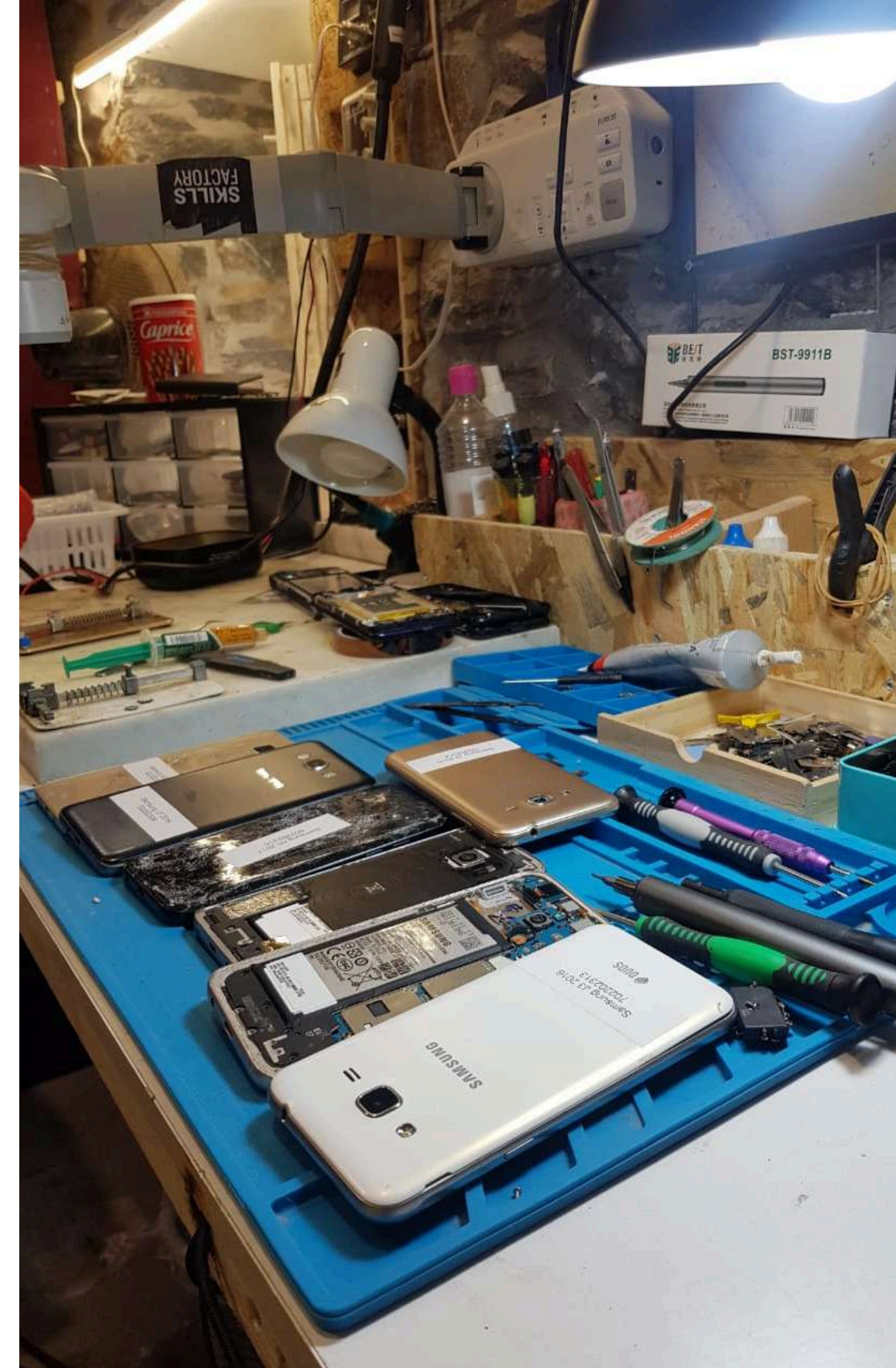
DEVELOPMENT 23

The beginning of a success story.

- **Concept:** Develop a sound concept to expand influence beyond Samos.
- **Public relations:** Presentation of the project to our existing and new partners and supporters.
- **Processes:** Testing and refining registration and processing processes for donated phones.



In December 2023:
Winner of the UNHCR Refugee-Led Innovation Fund!!



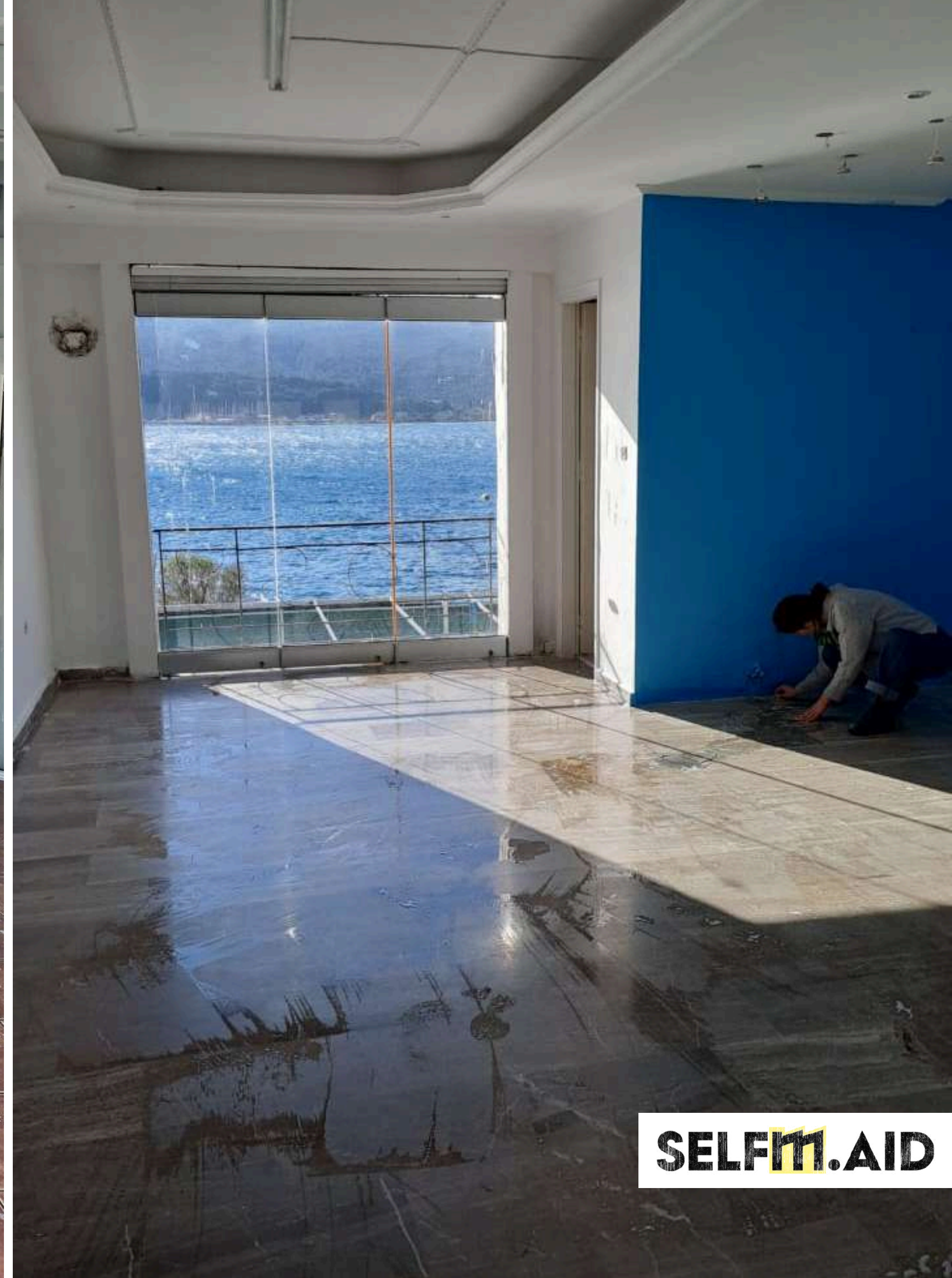
by SELFm.AID



OUTLOOK 2024

Establishment and expansion of Phones Without Borders

- **Workshop:** Setting up a new workshop with more space and light.
- **Team structure:** Putting together a team to coordinate collection operations and transports.
- **Collection campaigns:** Conducting collection campaigns to generate incoming cell phones.
- **Local networks:** Establishing and expanding a network of partner organizations on the five Greek islands.
- **Operation:** Processing and distribution of donated devices "on demand" from July 2024.
- **Vocational Training:** Development of a three-stage training concept for learners.



SELFH1.AID



6 Marketing & Communication

NEWS

From selfm.aid

Even though things have been a little quieter in the print media for selfm.aid this year, we have still organized a number of events and achieved significant goals. We are particularly proud of the publication of our first cookbook!

Kochbuch: FOOD IS READY!

A collection of recipes from near and far, from the journey between the homeland left behind and the new future.

[Order now.](#)

Happy Birthday SKILLS FACTORY

A rap with a matching music clip, written and produced by our community volunteers as a surprise gift for the 2nd birthday of the SKILLS FACTORY. [Click here to watch the video.](#)



UNHCR: Good Practices:

In connection with the Global Compact on Refugees Conference 2023 in Geneva, the UNHCR looked for good practice projects and selected the SKILLS FACTORY. [more](#)

Joint Statement

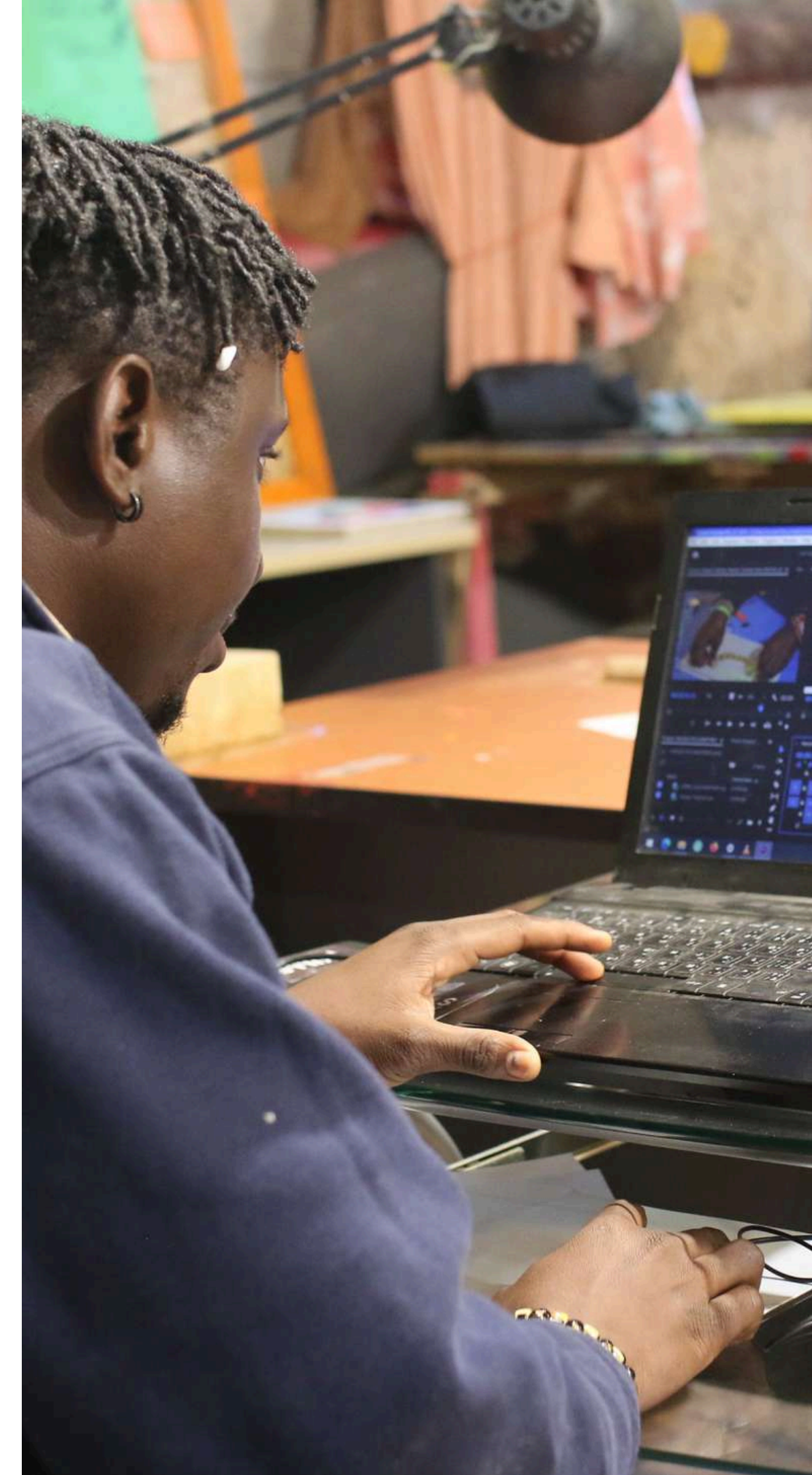
Together with over 22 other NGOs, we drafted and published the Joint Statement against the unlawful detention of asylum seekers and the catastrophic conditions in the Closed Controlled Access Center CCAC on Samos in September 2023. [more](#)

Outlook 2024

In order to make our reporting even better, more honest and more direct, the new media department in the SKILLS FACTORY will take over a large part of our marketing activities in the future.

Follow us:

selfm.aid  [@selfm.aid.ch](https://www.instagram.com/selfm.aid.ch)  www.selfm-aid.ch 



7

Financial Report

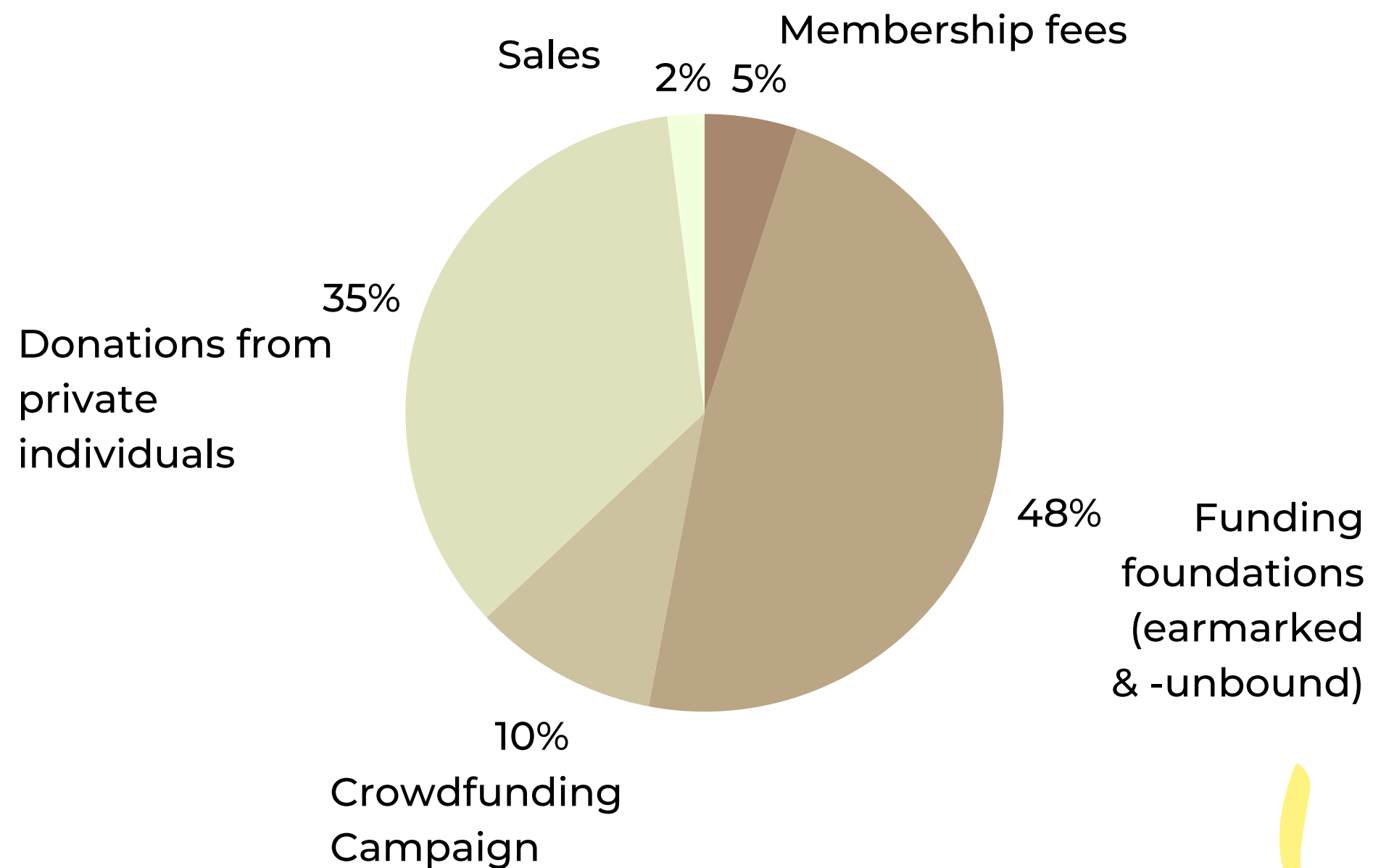


INCOME STATEMENT 2023

Bezeichnung	2022	2023	±%
Ertrag			
MITGLIEDSCHAFTEN	5'325.69	6'887.32	+29%
SPENDEN / BEITRÄGE	98'082.61	126'190.91	+29%
BETRIEBSERTRAG	729.97	3'389.67	+364%
ERTRAGSMINDERUNG	-586.03	-1'196.73	-104%
Total Ertrag	103'552.24	135'271.17	+31%
Aufwand			
AUFWAND LIEFERUNGEN, LEISTUNGEN	56'562.94	26'681.25	-53%
PERSONALAUFWAND	18'978.79	64'577.54	+240%
ÜBRIGER BETRIEBSAUFWAND	39'268.92	37'294.35	-5%
ABSCHREIBUNGEN	520.55	2'502.21	+381%
FINANZERFOLG	2'504.00	2'018.52	-19%
BETRIEBSFREMDER ERFOLG	0.00	606.83	+∞%
Total Aufwand	117'835.20	133'680.70	+13%
<i>Gewinn / Verlust</i>	<i>-14'282.96</i>	<i>1'590.47</i>	<i>+111%</i>

REVENUE 2023

Revenue 2023 by category



Funding Mix

Compared to the previous year, revenues increased in all categories.

New revenues from sales have been added, resulting from fundraising events and the sale of merchandise (cookbook, Christmas market, summer festival).

Selfm.aid attaches great importance to a diverse funding mix in order to minimize dependencies and bolster income streams, ensuring a robust financial foundation.

BALANCE SHEET 2023

Bezeichnung	31.12.2022	31.12.2023
Aktiven		
UMLAUFVERMÖGEN		
FLÜSSIGE MITTEL	65'023.33	62'729.98
FORDERUNGEN LIEFERUNGEN, LEISTUNGEN	61.17	17'407.85
ÜBRIGE KURZFRISTIGE FORDERUNGEN	2'637.70	51.29
ABGRENZUNGEN	607.57	14'708.75
Total Umlaufvermögen	68'329.77	94'897.87
ANLAGEVERMÖGEN		
FINANZANLAGEN	836.20	836.20
MOBILE SACHANLAGEN	4'283.17	4'561.82
IMMOBILE SACHANLAGEN	0.00	996.20
Total Anlagevermögen	5'119.37	6'394.22
Total Aktiven	73'449.14	101'292.09
Passiven		
KURZFRISTIGES FREMDKAPITAL		
VERBINDLICHKEITEN LIEFERUNGEN, LEISTUNGEN	7'963.74	18'317.57
ÜBRIGE VERBINDLICHKEITEN	2'746.55	344.80
ABGRENZUNGEN, RÜCKSTELLUNGEN	0.00	18'300.39
Total Kurzfristiges Fremdkapital	10'710.29	36'962.76
EIGENKAPITAL		
GRUNDKAPITAL	77'021.74	62'738.85
Total Eigenkapital	77'021.74	62'738.85
Zwischentotal Passiven	87'732.03	99'701.61
<i>Unverbuchter Gewinn- / Verlustvortrag</i>	<i>0.07</i>	<i>0.01</i>
<i>Unverbuchter Gewinn / Verlust</i>	<i>-14'282.96</i>	<i>1'590.47</i>
Total Passiven	73'449.14	101'292.09

EXPLANATIONS

Generally

- Profit of around 1,500 EUR
- Reserves are solid
- Bookkeeping is orderly and coherent
- Increase in expenditure and income compared to previous year (increased activities)

Increase in spending

- Increase in personnel expenses due to team growth and change in accounting.
- Decrease in investments as SKILLS FACTORY is now solidly equipped.
- Less than budgeted spending due to absence of community volunteers in September and December 2023.

Increase in revenue

- Private donations have increased again after a slump in 2022 (increased fundraising activity)
- New partners were gained (institutions)
- For the first time, revenue from sales (cookbook, summer festival, Christmas market)

AUDIT REPORT

The voluntary audit was carried out in March 2024 by Mr. Simon Meyer, Managing Director, lawyer and trustee at Aquilaw AG and co-president of the green party of the Canton of Zurich.

Feedback Revision:

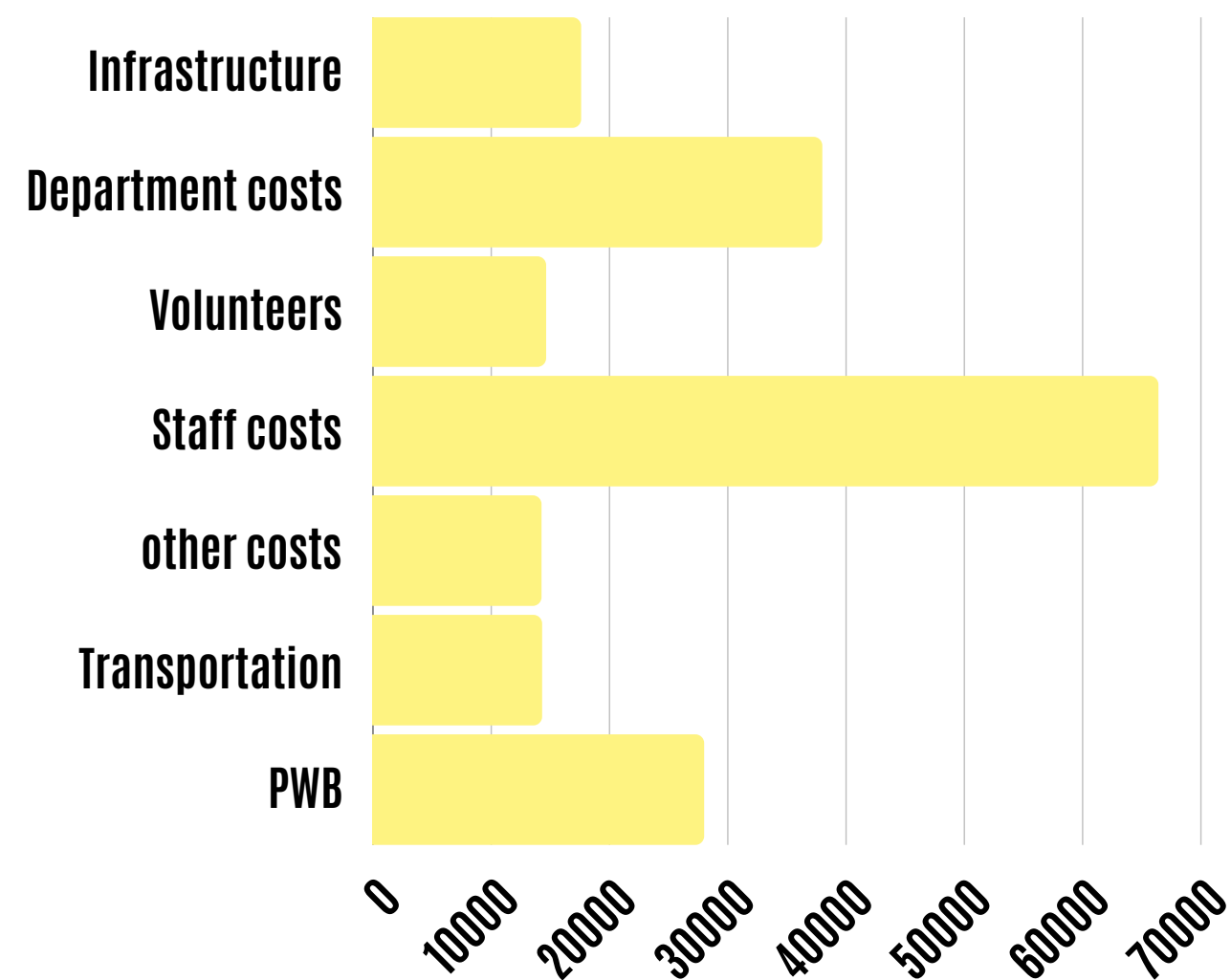
- According to the review, there is nothing that violates the accounting principles or has not been recorded correctly.
- In the future, it is recommended to work with an auditor who knows the accountant and is familiar with the association's work.
- It is recommended that the general meeting accept the accounts.



BUDGET 2024

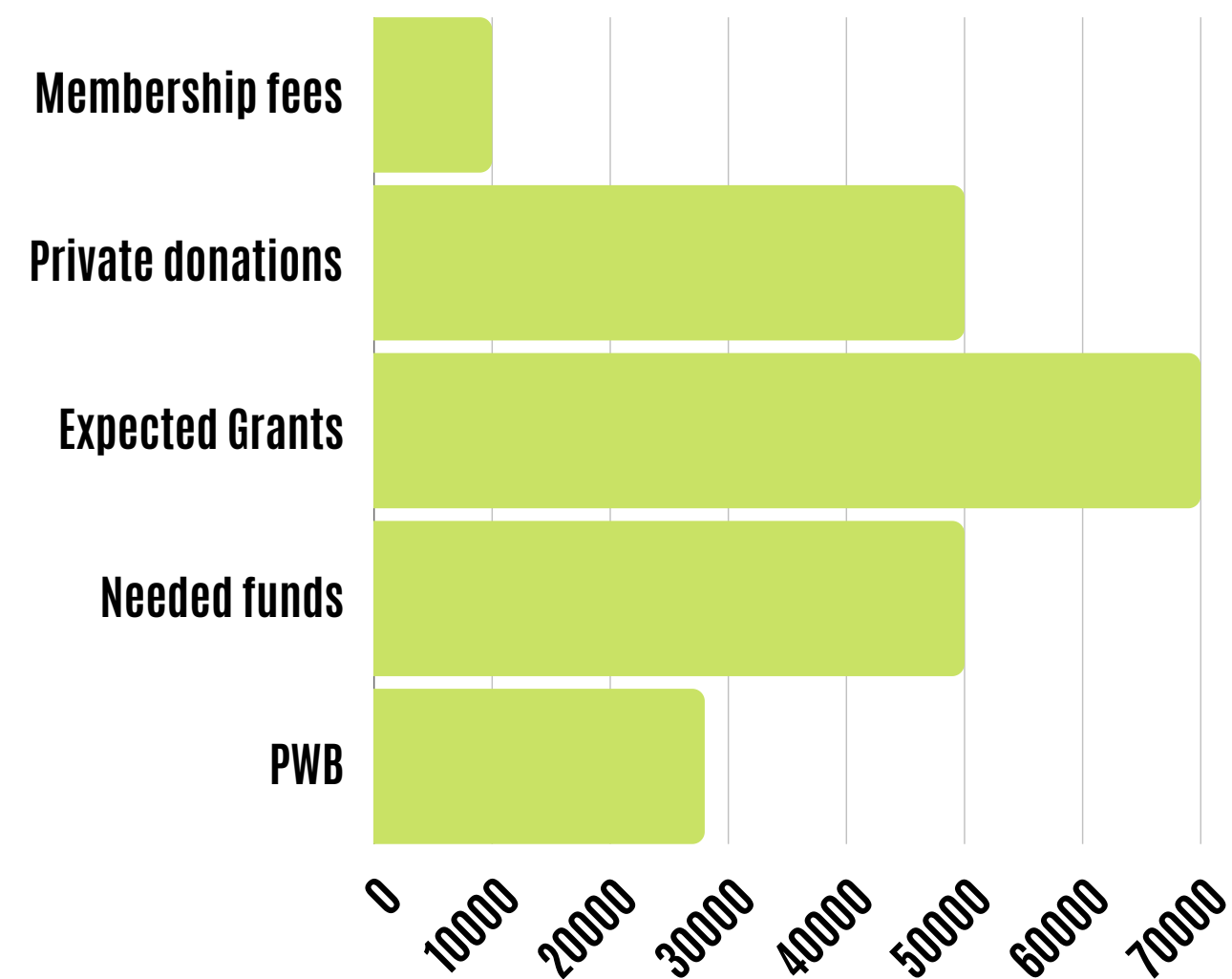
EUR 193'969

Tota Costs 2024



EUR 198'000

Total Revenues 2024



EXPLANATIONS

Increase in spending

- Despite the reduction in departments, budgeted expenditure on material costs remains stable. This is because the individual departments are increasing their production (increased capacity).
- Staff costs will increase by around EUR 15,000 compared to 2023 due to social security contributions to be paid in Greece. This is a consequence of the decision to increasingly employ people with Greek residence permits (both locals and recognised refugees) instead of European coordinators.

Increase in revenues

- As in the last year, we plan to steadily increase the number of association members through targeted campaigns.
- In order to reduce donation fatigue and to involve external volunteers on Samos more, we are planning various targeted, smaller crowdfunding campaigns throughout the year (instead of one big one at the end of the year).
- The new PWB project has a budget of EUR 28,000. The project will be financed by the profits of the UNHCR Refugee-Led Innovation Fund for the next two years.
- In order to fully finance the SKILLS FACTORY, EUR 50,000 still needs to be covered. We plan to raise this through five independent and, if possible, long-term grants (1-3 years).



MEET ABO BAKER

The SKILLS FACTORY ❤️ is my home, where I learned many things. I wish I would never leave it forever, but it is the year of life, but I will come back to you again, as long as time passes, it is a beautiful thing that cannot be described with any word at all.



All days were beautiful, but the most beautiful was when we went out to work outside the factory. When we help people, I feel very proud. Jasper and I were a very beautiful couple.

I hope these days will come back again 😍😍😍😍😍🌹



8 outlook



OUTLOOK 2024

And so it continues...

Association level:

- Further development of professionalization: revision of roles and responsibilities, ensuring staffing, training of new members and handovers.
- Joint vision development: Future-oriented planning of the association using the power of the selfm.aid Switzerland volunteer group to organize regular events and build bridges in Switzerland.

SKILLS FACTORY:

- Implementation of Skills 2.0: Completion of the new building, reopening and implementation of new structures.
- Revitalization of existing structures and ongoing evaluation. Possible expansion of training, production and placement in the second half of the year.





One for One:

- Revising the concept: Working with a small but reliable working group to achieve a sustainable impact in cases where no other solution exists.

Phones without Borders:

- Implementation of the project in cooperation with UNHCR.
- Collection of used smartphones (this action can also be used for awareness-raising and public relations work to promote a fairer and more sustainable world).

Fundraising:

- Targeted partner search: find long-term sponsors per department. Maintaining the community of private donors as one of the most important sources of funding for our projects.



We look forward to another year full of creativity, commitment, enriching encounters, joy, hope and mutual trust.



9 Thanks

THANKS

thank you

For your loyal support, trust and shared belief in a fairer and more sustainable world.

Over the last three years, selfm.aid has managed to build a very loyal and active patronage. Without this generous and encouraging support, as well as the active participation of so many volunteers on Samos, in Switzerland and even from further afield, our daily work would not be possible.

We would like to take this opportunity to thank you from the bottom of our hearts.

Together we build bridges instead of barbed wire. Together we fill the everyday lives of refugees with dignity, hope and self-determination thanks to working on equal footing.

Together we can make the world a place where everyone has the opportunity to develop their potential.

A BIG THANK YOU TO OUR PARTNERS

**CHOOSE
LOVE**



Lucerne University of Applied Sciences and Arts

**HOCHSCHULE
LUZERN**

Soziale Arbeit
FH Zentralschweiz



selfm.aid

// ANNUAL REPORT 2023

SELFMADE

SELFMAID

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