



**ANNUAL REPORT OF
TOGETHER ADVANCING
COMMON TRUST - TAKT**



Introduction:

As we reflect on 2024, Together Advancing Common Trust (TAKT) has made significant strides in fostering inclusive communities, empowering marginalized groups, and promoting sustainable development. Our initiatives have focused on addressing youth unemployment, gender inequality, and health and wellness, driving meaningful change through inclusive projects.

TAKT's core philosophy is centered on social justice and the recognition of individual potential. Our programs have empowered vulnerable groups, breaking barriers and creating opportunities for growth. Through initiatives like Goal2Include and Youth for Social Change, we've been able to provide a variety of resources to youth and marginalized populations, including rural communities, while promoting environmental sustainability and social cohesion.

2024 marked a year of significant expansion and innovation. We strengthened the capacity of sports organizations to include marginalized populations and focused on reconnecting older generations with their communities through the Back to a Healthy Society initiative. Additionally, we focused on empowering youth and teachers through training and mentorship in our Youth and Employment program, which aims to address the challenges of employment and skill development.

Throughout the year, TAKT also continued to build strong collaborations with local municipalities, educational institutions, and international partners. These partnerships have been integral to achieving the long-term goals of our projects, fostering an environment where young people, especially from disadvantaged backgrounds, are equipped with the necessary skills and opportunities to succeed. We've seen firsthand how these collaborations contribute to more sustainable community development, especially through projects that combine sports, education, and health initiatives for greater impact.

Through collaborative partnerships with local municipalities, educational institutions, and international organizations, TAKT has made a measurable impact. Our commitment to fostering gender equality in sports through Sport GVP and promoting democratic values through SUDECU remains a central part of our strategy, contributing to sustainable development and social justice.

We are proud of the progress we've made in 2024, but we recognize the need for continued efforts. With the support of our partners, funders, volunteers, and the communities we serve, we look forward to building on these successes and creating a more inclusive and equitable society in 2025.



Project „Goal2Include”

Date of implementation: 01.01.2024 - 31.12.2024

Project description:

The “Goal to Include” project is dedicated to promoting education and empowerment through sport, with a particular focus on improving inclusion for young girls and women from marginalized communities. Through football, we provide a platform for these individuals to develop their physical, mental, and social skills while addressing gender disparities and promoting social inclusion. Our innovative approach involves a comprehensive sport for skills development program, offering training, coaching, and access to equipment to support their journey towards empowerment and personal growth.

At the heart of our mission lies the vision of a more just and equitable society. By championing gender equality and social inclusion through the universal language of football, we aspire to create lasting impact and positive change. Through our collaborative efforts, we’re striving to break down barriers, empower individuals, and build a community where every girl and young woman has the opportunity to thrive, both on and off the field.

The focus of the project is on capacity development and education, particularly in Eastern Europe, with an emphasis on better social inclusion of girls through sport. The project aims to engage sport organisations and sport professionals to engage and recognise sport for skills development across their regions, inspiring and improving S4D programs, small and large sport events and actions that promote better social inclusion through sport of girls, contributing to their empowerment and involvement in society.

Partners in this project are: PLAY International, Champions Factory and HNK Gorica.

Support : Funded by the European Commission



Project „Youth for Social Change” – Y4SC

Date of implementation: 22.06.2022 - 22.12.2024

Project description:

The project "Youth for Social Change" aims to include students and young workers from the Municipality of Karposh who will be part of workshops and will create and implement their own projects. The participants in this project will get certificates.

Our goal is to improve the overall health and well-being of the residents of Skopje and the municipality of Karposh by promoting a healthy lifestyle with physical activity, mental wellbeing and environmental sustainability. To achieve this, we are empowering young people to take the lead in driving positive change in their communities. By providing training and resources, we aim to create a network of change agents who can inspire and mobilize others to adopt healthier and more eco-friendly lifestyles.

This includes initiatives such as promoting cycling and walking as alternatives to driving, encouraging the use of public transportation, organizing clean -up events and promoting mental wellbeing and healthy lifestyle choices for young people. Our goal is to create a more active, healthier, and eco-friendly community for all residents to enjoy.

Also we aim to include local businesses as partners in order to promote health among young people. Businesses can provide valuable resources and expertise to help the local schools create and implement health and wellness programs for students. This is why we train the young generations to be the future leaders and promote overall health in their local communities.

Support: The project is supported by Erasmus+





Project „RISE”

Date of implementation: 2022-2024

Project description:

The potential of sport and play to benefit society and to create positive outcomes on individual and social domains is widely acknowledged. Therefore, Sport for Good (S4G) has become an established instrument to achieve non-sport-related societal and policy objectives, as stipulated by the UN Sustainable Development Goals (SDG). Yet, as the number of funding programmes, projects, approaches, and implementation organisations has increased, S4G did not only grow in size, but it became more complex, less comprehensible, and unequal in quality.

For it, we develop a S4G Quality Label that includes a toolbox with quality development and educational resources which follow context-driven quality criteria and benchmarks aligned with the UN SDG and EU policies. Our easy-to-use certification and blockchain-based accreditation process through an interactive online platform allows (a) to certify that an organisation provides the necessary conditions to offer quality S4G initiatives and (b) provides an opportunity to promote the relevance of sport and play towards implementing the SDG.

Against this background, we see a need and opportunity for an aligned quality development of the S4G sector that specifically benefits European sports organisations at grassroots level. This would lead to higher standards of good governance in the S4G sector, better standards in safeguarding vulnerable people targeted by S4G, increased credibility and ‘market’ transparency for stakeholders involved in S4G, and improved effectiveness of grassroots sport organisations involved in S4G.

Support: co-financed by the Erasmus + program of the European Union



Project "Youth and Employment - Development of employment skills among young people in the municipality of Karposh"

Date of implementation: 03.2024 - 08.2024

Project description:

The project "Youth and Employment - Development of employment skills among young people in the municipality of Karposh" started in March.

The project is aimed at secondary schools in the municipality and aims to develop their capacities in terms of adding value to the development of young people's skills through educational programs and support.

The project should improve the employability of young people and thereby indirectly contribute to reducing the percentage of youth unemployment in the country, which according to the latest data reaches more than 40%.

The project aims to increase the capacity of secondary schools by providing training for their teachers and employment counsellors, by creating programs in schools that will engage young people in creative and innovative ways of learning and improving their soft skills, by engaging young people in fun, activities that will benefit their health and their development.

The project puts a special focus on young people from marginalized groups, as well as on the development of skills of young girls.

Support: The project is supported by the Municipality of Karposh





Project „Sport GVP”

Date of implementation:01.01.2024-31.12.2025

Project description:

Sport GVP or "Prevention of Gender-Based Violence in and Through Sport", is a comprehensive program that strives to address and prevent gender-based violence in sport!

The "Sport GVP" project aims to contribute to the prevention and handling of gender-based violence in and through sports.

The project implemented in N.Macedonia, Greece, Cyprus, Denmark and Italy includes a structured set of activities that want to generate knowledge and data about the prevalence and forms of gender-based violence in sports in the countries where the project is implemented and the search for solutions on how to prevent and deal with violence.

Partners in the project are: EDEX – Educational Excellence Corporation Limited, Cyprus, ISCA – International Sport and Culture Association, Denmark, CESIE, Italy, KMOP – Education & Innovation Hub, Greece, and CARDET – Center for the Advancement of Research in Educational Technology Ltd, Cyprus.

Support: Erasmus+ Sport Cooperation Partnerships





Project „SUDECU” (Sustainable Democratic Competences)

Date of implementation: 2023-2026

Project description:

The SUDECU (Sustainable DEMocratic CULTure) project aims to anchor democracy and sustainability as an element of everyday culture, as the acronym makes clear. SUDECU is being implemented in North Macedonia because of the multi-ethnic and multilingual (several national languages) context, which is comparable to Switzerland.

With SUDECU, the aims and objectives of the reference framework on competences for a democratic culture (RFCDC - www.coe.int) promoted by the Council of Europe are used and implemented in an exemplary manner. At the same time, the project serves as a pilot project to strengthen lived elements of sustainability and democracy in international education projects and to develop recommendations for the possible further development of existing reference concepts.

The implementation approach of peer learning is innovative for the project country. The basic understanding of learning in the chosen region of the Western Balkans has changed in recent years. However, this understanding must be shifted from 'knowledge' to 'ability'. Learning processes - if they are to be lifelong - must address the question of how learners of all ages determine and approach their own learning processes. The search for answers to this question is called self-regulated learning. Self-regulation is understood as a proactive activity by which learners help themselves to learn, e.g. by applying a strategy, rather than a passive response, e.g. by absorbing knowledge from a teacher. Second, self-regulation researchers do not limit their vision of self-regulation to individualized forms of learning, such as discovery learning, self-education through reading or computer-assisted instruction. Instead, they also include social forms of learning, such as seeking help from peers. This is where SUDECU comes in its implementation approach: All learning activities are realized in concrete terms by peers who are trained for this methodically and in terms of content within the framework of the project. This applies to all target groups, i.e. young people and parents. This approach meets a need for both the basic assumption of a sustainable, participatory democratic society and an understanding of personal and social development. The aim is to strengthen a democratic culture that is tested and suitable for everyday life in the sense of the objectives intended by the Council of Europe for all member countries.

The SUDECU project has a content-related and a process-related component. In terms of content, SUDECU deals with the implementation of sustainability and democracy and the shaping of a culture of sustainability and democracy, as it has been propagated in particular with regard to democratic culture by the corresponding concept of the Council of Europe for several years by developing the so-called Reference Framework for a Culture of Democracy.

The starting point for the development of the Council of Europe’s Reference Framework on Competences for a Democratic Culture was the conviction that education systems, schools and universities should understand civic education as one of their most important missions. Learners should know and understand the challenges they face and the consequences of their choices, what they can do and what they should refrain from doing. This concern is equally central to Education for Sustainable Development. For this, they need not only knowledge but also the necessary competences - and the aim of the Framework is to define what these competences are.

A democracy, according to the experience of the past decades and the realization of real current developments must be filled with life every day anew. It needs people who live, cultivate and shape democratic culture. Democracy, freedom and the rule of law - these are the values on which a good and solidary coexistence of people of different origins, cultures and convictions is based. This heterogeneity is a reality of the social composition of both, the project countries of SUDECU North Macedonia and Switzerland.

Peaceful and inclusive societies are core elements for promoting sustainable development. Within the framework of SUDECU, the described challenges are met by shaping sustainability and democracy at the local level. SUDECU therefore aims to initiate and support innovative projects and long-term engagement.

A large number of parents and young people from Skopje, Kumanovo and Kriva Palanka will be trained in this program. Three interesting years of development, learning and friendship await us!

Support: Zurich University of Teacher Education and funded by the Charity Fonds of the Canton of Zurich, Switzerland, PHZH International Projects in Education.



Project „Back to a Healthy Society” – BASE

Date of implementation: 01.02.2023 and 31.07.2025

Project description:

COVID-19 had major influence on social inclusion and healthy lifestyle, with immense negative consequences related to older people’s physical and mental health. Now, many older people find it difficult to become active again, and to participate in social life on their own. Against this background, the EU-funded Back to a Healthy Society project develops innovative mitigation approaches to (re)connect older people to society so that they improve and enjoy a healthier lifestyle.

To reach this goal, we exploit a two-step activation process: We implement a peer-to-peer change agent approach that engages active older people in the development of their local communities. They are trained as local change agents for healthy lifestyle so that they can empower their peers, who have difficulties to (re)connect. We train them in a holistic concept of healthy lifestyle adapted to older people, together with methods to trigger behavioural change and activation. Plus, we provide our change agents with experienced change mentors who we equip with the knowledge and skills needed to sustainably support them.

The project partners are: Hanse University of Applied Sciences from the Netherlands, the University of Malaga and the Provincial Government of Malaga in Spain, the Public Health Bureau from Kaunas, Lithuania, Lagom Health Innovations from Portugal and SPIN Sport Innovation from Germany.

Support: co-funded by the European Union.





Project „Sport 4 Resilience”

Date of implementation: 2023-2026

Project description:

Through the joint efforts of the project partners PLAY International Kosovo, TAKT and REGSPO, the three-year initiative should have a lasting impact in Kosovo, North Macedonia and Montenegro.

This program aims to strengthen the resilience and psychosocial skills of children and youth through active, innovative and inclusive methods and the promotion of common values and social cohesion.

Sport 4 Resilience is a project whose first 36-month phase is being implemented in Kosovo, Northern Macedonia and Montenegro. Led by PLAY International, with the support of TAKT and REGSPO, the project uses sport play as a lever for education and awareness raising to empower youth in the Western Balkans to create more inclusive and resilient societies in the face of the societal risks that affect them.

Based on a diverse ecosystem and innovative and adapted pedagogical approaches, the project has two main axes. A first strand, in formal education, focuses on building children's (8-12 year olds) life skills and resilience to discrimination based on gender and minority status; while supporting national educational priorities. A second strand, in non-formal education, focuses more on civil society and young people (15-24 years) to build their resilience to the risks of radicalisation and discrimination.

Support: funded by AFD - Agence Française de Développement





Project „Goal4Equality”

Date of implementation: 01.06.2024 - 30.04.2025

Project description:

Goal for Equality focuses on promoting empowerment through football for girls and women coming from marginalised communities, and is built on a unique partnership that aims to use sport as a means of education and empowerment. After a careful analysis of existing programs for empowerment and social inclusion through sport of girls and women in their countries, the partnership worked together to identify and promote an innovative approach that leverages the power of football to educate and develop the skills of young girls and women. Each partner's expertise and experience will contribute to the success of the project and set a positive example for other organisations.

The project is rooted in the communities it serves, with local activities taking place in sports clubs, schools, NGOs, and other organisations that work with young women from marginalised communities.

This approach ensures that the project is responsive to the needs and interests of the target group and increases its chances of success. Integrating sport for skills development program and education through sport, the project combines skills development through football providing a fun and engaging experience for the young women, but also helps to increase their knowledge and understanding of the sport.

Partners in the project are Healthy Life Association - Kinezis and ZFK Mashinac.

Support: FIFA, GIZ and led by LaGuilde.



Memorandums and Partnerships

Memorandum of Cooperation with the University of Tetovo

The purpose of this Memorandum was to support and collaborate through participation in educational activities, training sessions, and seminars based on sports, as well as the further training of professors and the exchange of positive experiences.

This Memorandum was of great significance in the second phase of the "Sport4Resilience" project, where university professors were involved and made a significant contribution to achieving the project's objectives.



Memorandum of Cooperation for the purpose of the project Sport4Resilience

A Memorandum of Cooperation was sign with the total of 24 schools from Skopje, Tetovo, Kumanovo and Shtip for the purpose of the project Sport4Resilience.



Initiatives

The #BEACTIVEDAY Initiative 2024

The #BEACTIVEDAY initiative for 2024 delivered outstanding results, reinforcing its impact across Macedonia. This year, we successfully organized over 100 events in more than 50 schools and municipalities, engaging over 6,000 participants. Through these activities, we fostered a culture of physical activity and well-being, inspiring communities to embrace an active and healthy lifestyle.





Gender Equality in Sports - Regranting scheme for organization and sports clubs in North Macedonia with focus on girls and women

Regranting and support to 5 women's sports clubs and sports clubs and organizations led by women within the framework of the Erasmus+ program.





Products

- **Article for the project “Sport GVP”**

The article, “Overcoming Obstacles – Challenges and Solutions in Sport GVP” examines the growing issue of gender-based violence (GBV) in sports across Europe, highlighting the challenges faced by countries like Cyprus, Denmark, Greece, Italy, and North Macedonia. Through the Sport GVP project, the article reveals critical gaps in knowledge, leadership, and policy, and discusses the unique barriers each nation encounters in addressing GBV. It emphasizes the need for systemic change, stronger frameworks, and culturally sensitive solutions to create safer and more inclusive environments for athletes, with a focus on prioritizing their safety and dignity.

Link for the article:

<https://www.takt.org.mk/wp-content/uploads/2025/02/Overcoming-Obstacles-Challenges-and-Solutions-in-Sport-GVP.pdf>

- **Toolkit for the project “Goal2Include”**

The toolkit, “Social Inclusion of Girls Through Football”, provides a comprehensive guide to promoting equal involvement of women and men in football. It outlines key steps for achieving gender inclusivity, from planning and implementation to long-term retention of female players. Practical strategies focus on inspiring young girls to stay active, addressing discrimination, and creating an inclusive sporting environment. Additionally, it features country profiles, real-world case studies, and recommendations to support clubs, coaches, and organizations in fostering a more diverse and equitable football community. Developed in collaboration with PLAY International, Champions Factory (CHF), HNK Gorica, and our team, this resource serves as a roadmap for sustainable change in the sport.

Link for the Toolkit :

<https://www.takt.org.mk/wp-content/uploads/2025/02/G2I-Toolkit.pdf>



- **Toolkit for the project “Goal4Equality”**

The toolkit, “Empowering Women Through Football”, is designed to enhance women's participation and leadership in football through a structured approach to development and inclusion. It provides insights from diagnostic studies, strategies to improve women's engagement in football, and an introduction to sport for development. A key focus is on building leadership skills, both on and off the field, using interactive games and skill-building exercises tailored for women's football. Additionally, the toolkit

highlights the physical, mental, and social benefits of playing football, reinforcing the sport's role in empowerment. Developed in collaboration with ŽFK Mašinac PZP, Zdrav Život – Kinezis, and our team, this resource serves as a guide for fostering gender equality and leadership in football.

Link for the Toolkit:

<https://www.takt.org.mk/wp-content/uploads/2025/02/Goal-4-Equality-Toolkit.pdf>

- **Manual for the project “Youth and Employment”**

The manual, “Development of Skills for Employment of Youth from the Municipality of Karposh”, is designed to support the development of youth employment skills in the municipality of Karposh, providing young individuals with the tools needed for career success. It covers key topics such as self-assessment of personal skills, understanding the job market, and what employers seek. The guide offers practical exercises for improving job skills, tips for creating a strong resume and cover letter, and strategies for effective job searching and interviewing. It also addresses workplace behavior, ethics, and provides guidance on problem-solving and business planning. This resource aims to equip youth with the necessary skills to thrive in the workforce.

Link for the manual:

<https://www.takt.org.mk/wp-content/uploads/2024/06/Прирачник-Карпош.pdf>