



**Annual report 2022**

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## Introduction

Since 2014, EcoVisio has been preparing and publishing annual reports on the organization's activities on its official website. These reports are, on the one hand, the result of self-analysis and a tool for improving strategic planning, and on the other hand, a method of communication with beneficiaries, partners and donors. Next, the ninth annual report on the activities of EcoVisio in 2022 will be presented.

## Report Logic

EcoVisio uses its own customized Results tool Assessment Framework (RAF) for strategic planning and fundraising.

RAF is a strategy developed and presented in the form of a table that contains the main goals by department, specific actions, indicators and a forecast budget for the implementation of all of the above. So, in 2021, a new strategic planning for 3 years (2021-2023) was developed in the RAF format and 6 departments were finally formed: Waste Management, Ecological Agriculture (AgriFood), Enterprise Greening, Social Entrepreneurship, Informal Education, Climate. Also, in EcoVisio, there are several important topics that run like a red thread through almost all departments and projects: these are “Community Development” and “The Work of the Ecological Training Center”. In 2021, EcoVisio also created, and in 2022 it continued to develop a completely new direction - the inclusiveness of events and advocacy for people with disabilities.

Below, we will describe 2022 as a whole from an organizational point of view, present the context, achievements and challenges of the past year, and describe the results of work for each of the EcoVisio departments separately. Also, after the narrative part, you can find a list of the main findings and lessons of 2022 and, of course, the consolidated financial performance for the entire past year.

Write to us at [info@ecovisio.org](mailto:info@ecovisio.org) if you still have any questions after reading the report or have suggestions for improving it. Also, don't forget to visit our website [ecovisio.org](http://ecovisio.org) and social media pages on [Facebook](#), [Instagram](#). We also invite you to subscribe to our [Newsletter](#) if you want to be informed about the most important and major news from the work of the organization throughout the year.

## 2022 for EcoVisio

2022 started off as a completely normal year full of activities for EcoVisio. At first, we held traditional reflection sessions, individual meetings with team members, began to sum up the results and write annual reports. But February 24, 2022 was a turning point in the work of the organization this year.

Like many other non-profit organizations, we froze for a moment in horror and rejection of what was happening, and then began to actively look for ways to support people and make life easier for refugees and their host families, the number of which was growing every day. We will have a separate report on refugee crisis activities, but now we want to reflect on several particularly important phenomena related to the war of Russia against Ukraine (and its effect on EcoVisio as an organization):

- **Stress:** Working for a non-profit organization often comes with a certain level of stress. The COVID -19 pandemic has raised the bar significantly. And the war brought it to the limit. Against the backdrop of events in a neighboring country, many team members went through personal crises, through processes of reassessment of values and a new search for meaning in what we do. Over time, we adapted and learned to live in a new reality, but it will take a long time to work through and overcome the effects of war.

- **Involving the team in volunteering:** large-scale crises require a large-scale response, so many members of the EcoVisio team, in addition to their main work, began to support Ukraine and Ukrainians in every possible way through the placement of refugees in their own homes, involvement as volunteers in various centers, through civic activism, donation collection, work with children as animators, transportation and financial support for arriving people. Due to the small number of activists in Moldova, many of them were on the first line of assistance and creating solutions for refugees, in many respects even before the state came to this (creation of platforms, groups, communication channels). Also, we opened the doors of our Ecological Training Center to refugees, their children and pets (more on this below).

- **Suspension of some projects:** due to limited human resources, as well as project concepts that were written for peacetime, we requested from some donors the opportunity to suspend and extend our projects, the activities of which became irrelevant in the context of the first months of the war. We are grateful to those donors who showed understanding and allowed us to pause some of the activities.

- **Distancing in the team:** the sharply increased volume of work made communication between representatives of different departments much more difficult. The team in 2022 still consisted of more than 20 people and, of course, not all of them were somehow connected with common projects and did not experience an objective need to meet often and communicate on various topics. This affected the dynamics in the organization and we managed to partially overcome this

phenomenon only at the end of 2022 - the beginning of 2023. To do this, we began to meet offline more often in the office, more actively invite all team members to general meetings on Tuesdays, and also held a small team retreat.

- **Particularities of fundraising in 2022:** This year we have noticed a reorientation of donor funds from the environment and climate change to strong humanitarian issues, which is objectively true, but nevertheless also affected the work and results of the organization this year. Thanks to well-organized internal processes and good relations with various donors, even in such a situation, we found an opportunity to continue working on Moldova's resilience to the effects of global warming. Our strategy was to improve living conditions for refugees and host families in villages with the implementation of sustainable practices in the field of energy efficiency, renewable energy, gardening, etc. In this way, we contributed to overcoming the humanitarian crisis, while at the same time developing communities, introducing good practices from the AgriFood department and Climate. More about this will be written below, as well as in a separate report on the work of EcoVisio in the field of supporting refugees from Ukraine.

- **EcoVisio's emergency plan:** we never suspected that such a day would come, but the situation forced us to develop an emergency plan in case Ukraine fails to contain Russian aggression and the war spills over to the territory of Moldova. This plan included the evacuation of personnel, the evacuation of refugees for whom we are responsible and the conservation of existing projects. We are very glad that this plan has not been applied in life.

- **Strategic planning:** In connection with the events in Ukraine, we have introduced a new section in strategic planning - Crisis support (Ukrainian refugees). We did not want and do not want this direction to become part of our planning, we hope for an early end to the conflict, but apparently, the last year of 2023 in this strategic period will also contain activities and indicators aimed at working with refugees.

Also, 2022 will be remembered for the following features:

- **Migration of people within the organization:** due to the specifics of 2022 described above, some people from the Department of AgriFood, Climate, Education and Greening were involved in projects with refugees, which was not their direct area of expertise, and many NGOs from Moldova faced this situation. Our approach in this case was as follows: no matter what topic a person is currently working on, he should do what he can and loves most: organize events or communicate with beneficiaries or coordinate.

- **Inflation:** Significant increases in prices for everything, especially construction materials and components for generating renewable heat and electricity, made it difficult to achieve some indicators that were budgeted in mid-2022 and directly related to the purchase of certain

technical components at a predetermined price. The growth in demand for various components of generating sets (including at the international level) also provoked a deterioration in the quality of products, as importers began to bring in more Chinese products, the quality of which is inferior to European products, which were widely represented on the market before the price surge.

- **Organizational finances:** Despite the difficult situation, this year has been relatively financially stable for EcoVisio. We were able to cover not only the costs of the project, but also the necessary administrative expenses, thanks in large part to Basic Support from IM Swedish Development Partner. More detailed information on organizational finance will be provided below in the form of a table at the end of this report.

- **EcoVisio team and organigram:** The composition of the EcoVisio team and organigram remained the same more or less. We still operated within 6 departments and a management team in 2022. In the spring, a new PR team joined EcoVisio (Iana Kusnir and Laurentiu Mutruc), and during the year, new people joined us in various projects in need of onboarding and training to work in a crisis. A large number of activities and people clearly demonstrated the lack of human resources (time and effort) in the management team. Therefore, already in the summer of 2022, we began discussing options for expanding the management team and came to the conclusion that we really need support in monitoring, evaluating, identifying the needs of coordinators and projects. Therefore, Monitoring & Evaluation will join the management team in 2023 Director - Daniela Fornea.

- **Services EcoVisio:** 2022 has been quite a successful year in terms of service delivery. We have continued to develop materials on sustainable agriculture with our AED partners. Also, despite the change in priorities, some organizations independently, without advertising, found us and requested greening services, so we continued to develop our offer and greening tools. Another successful and important outcome of 2022 is the development and implementation of a capacity building course for one of the Moldovan NGO Acțiune pentru Justiție (APJ). This course included all the basic modules for the successful operation of any non-profit organization: fundraising, financial management, communication, project management, strategic planning, etc.

Also, speaking about 2022, one cannot fail to mention the topics that are important for us, passing like a red line through all departments:

- **Community development:** This year we came to new settlements (villages): Floreni, Hirtop, Cociulia, Volintiri, Ghelauza, Chetrosu, Palanca, Tudora. In these villages, we first of all began to work with refugees, but then we moved on to the implementation of mini-projects, and also began to conduct information sessions in the field of climate. So most of the results in the areas of humanitarian assistance and climate projects fell on these settlements. After more than 6 months of work, we saw the

involvement and interest of some villages, so we plan to work with them in the future to replicate the experience of the village of Riscova, which we have been thinking about for a long time.

- **The work of the Ecological Training Center:** already in the first days of the war in February 2022, our training center in the village of Riscova turned into a refugee accommodation and at its peak accepted up to 60-70 people at the same time (being designed for 25-30 participants of the seminar, length 3-7 days). For several months, the training center team worked to the limit, and when the number of refugees began to gradually subside, we took the time to analyze the situation and make plans. As a result, in the second half of the summer of 2022, the Ecological Training Center was again reformatted into an educational space and began to organize events for refugees, a summer camp for children, but also began to host regular events prescribed in our projects even before the start of the war. In the fall of 2022, we also began to bring refugees from other villages to Riscova for two-day retreats, during which they could escape from the daily hustle and bustle and news about the war, take time for themselves and recover a little. In 2023, the training center will continue to fulfill its direct function, also organizing thematic events for refugees from Ukraine.

- **Inclusion:** We have continued to work on making our events more inclusive. It was probably more difficult to implement this than other initiatives, since most of the team was overloaded and not ready to accept new information and new practices. Nevertheless, the very idea of inclusiveness began to take root little by little in the team, and already at the initiative of one of the colleagues from the Department of Social Entrepreneurship, we agreed to hold an online session on inclusiveness with representatives of one foreign school for special children. Also, in 2022, our Training Center underwent infrastructural changes. We have tried to facilitate access to the territory and the building of the center for people with disabilities and plan to work on this also in 2023.

The last important aspect worth mentioning when talking about 2022 is the modernization of the EcoVisio community, namely the renewal of the organization's charter, the addition of the new status of "Associate Member" and the emergence of the EcoVisio Member Self-Determination Document. Now for people and organizations who want to financially support EcoVisio, but are not ready to be involved in general meetings and decision-making processes, there is an alternative option - to become an Associate Member, make annual donations, receive all information about the activities of the organization, but not be required to attend the annual meetings of members of the organization. Some people from the community have already expressed a desire to acquire this status or change their status as an active member of the organization to the status of an associate (due to lack of free time to attend annual meetings). Also, as a result of the workshops, consultations and intensive work of the EcoVisio Board of Directors, the Member Self-Determination Document was developed, which clarifies some of the provisions of the charter, introduces clearer rules and principles of behavior in the community, clarifies the process for recruiting new members, as well as the consequences in case of violation of the principles of the community by one person or another.



As such, 2022 has been full of changes, twists and turns, new people, and urgent tasks. The EcoVisio team went through this period and passed all the tests, and also learned the lessons that will be outlined below.



## The main achievements of the organization in 2022

In this section, we briefly and as representatively as possible present the main results of EcoVisio's work in various areas this year. More detailed results will also be presented later in the document.

### AgriFood Department

In 2022, despite the crisis situation, we continued to support small and medium-sized farmers, because the issue of food security was also on the list of significant challenges this year. Thus, we conducted trainings for local farmers (and refugees who wanted to participate): **12 offline trainings** in villages, as well as **8 more online trainings**. But we can't just give information and not help implement the knowledge gained. That's why we provided **22 mini-grants** (greenhouses, water collecting systems, irrigating systems etc ) for farmers and people who want to grow food. This made it possible to reduce the dependence of local communities on the supply of goods and at least slightly reduce the impact of inflation on the financially vulnerable segments of the population. We continued to support and

### Greening Department

We redirected funds from Core Support to other areas and practically did not finance the direction of greening enterprises in 2022. Therefore, we expected that we would have almost no clients and beneficiaries of greening services this year, due to objective reasons from their side too. But to our surprise, even without a targeted promotion of services in social networks, various organizations began to contact us with requests for trainings, consultations, green audit and development of strategic documentation. Thus, we were able to conduct **trainings for 6 organizations** on a paid basis, organize **5 green audits**, write **5 green strategies** and **1 green policy**, and also agree on some collaborations in the field of greening for 2023.

### Educational Department

The field of climate education has been one of the key competencies of EcoVisio since the rebranding of the organization in 2013. We extend our expertise in facilitation and organization of educational events to all departments, but the Department of Education itself continued to perform its direct functions even in the context of a military conflict in a neighboring country. So, in 2022 we organized **3 offline seminars** (1-5 days), **4 online seminars**, **5 webinars** and **3 international** (one week) **seminars** for young people from Moldova. The participants of our seminars implemented **16 mini-projects** in their native settlements after returning from educational events. All this brought us new people to the community, volunteers to the organization and again demonstrated that environmental issues, even in times of crisis, should not be overlooked.



### Social Entrepreneurship Department

The Department of Social Entrepreneurship continued its strong growth and operation in 2022. We have received many excellent results this year, but among them we would like to highlight some activities and products that are unusual for EcoVisio: last year we developed 1 Research on Social **Entrepreneurship** on the both banks of the Dnister + **1 International research** together with EVPA **on impact investment** . Also, we developed a **Social Entrepreneurship Guide** , organized the first **Impact for Breakfast events** in Moldova, brought the **Impact Funds** methodology to Moldova, and involved **3 potential impact investors** in our events. **757 participants** took part in our events, **261 vendors** and **119 orders** were registered at the platform [iarmareco.md](http://iarmareco.md) totally in 2022. We also organized **3 international study visits** , several times participated in foreign conferences together with our partners, as well as jointly with our community we celebrated **the anniversary edition (10 years) of the IarmarEco fair** .

### Climate Department

Within this department, we have organized many events and activities aimed at improving the resilience of the Republic of Moldova in the face of the effects of global warming. Thus, we developed and marked **154 kilometers of cycling routes** through the Moldovan countryside, created **an online map** for navigation, and actively worked with local authorities to improve infrastructure in the city of Chisinau ( **more than 10 joint meetings** ). As for sustainable rural practices, we organized many trainings and information sessions ( **37 events** ), distributed **50 mini-grants** for thermal insulation, rainwater harvesting, reforestation, created useful videos that received over **150,000 views** . Many people in rural areas have learned more about how to save and use resources more efficiently in their household, and have also implemented small projects in their homes not only through grants, but also at their own expense.

## **Main challenges in 2022**

- The military aggression of the Russian Federation against Ukraine called into question the implementation of all projects for a certain period, and then led to a large-scale humanitarian and economic crisis, rising prices and the reorientation of the work of many non-profit organizations to work with refugees.
- Political tension and the flourishing of opposition protests affected the condition and well-being of both local residents and our beneficiaries among the refugees.
- The challenging external environment has been used as an excuse by some vendors and hired experts for failing to meet deadlines, necessitating a rethink of our approach to working with external vendors.
- The onboarding process has improved in 2022, but the stress and workload has shown that we still have room for improvement.
- Overloading team members with work responsibilities still remains a problem, although we are taking preventive measures to prevent burnout.
- Monitoring and evaluating our performance (especially qualitative results) still requires more resources and attention than we have available.

## **2022 for EcoVisio departments Department of Agriculture**

Moldova is traditionally an agricultural country. Large areas of our land are used for growing various agricultural products. At the same time, only 2% of the total area of agricultural land have an environmental certificate of conformity. The remaining land areas are used traditionally, namely, with the use of pesticides, herbicides and other toxic substances.

At the same time, the lack of a culture of moderate use of chemicals in agriculture was inherited by Moldova from the Soviet school, and is now a big problem both for the quality of products and for soil fertility. The end result of this state of affairs is a gradual deterioration in the health of people, more frequent requests for medical help, as well as the use of medicines, which ultimately affects the economy of the country. In addition, intensive and extensive agriculture has a significant negative impact on the biosphere, landscape and the rate of development of climate change. At the same time, the generally accepted, traditional agriculture in medium and large enterprises is weakly resistant to the consequences of climate change (to extreme weather events). Therefore, within the framework of EcoVisio, the Department of Ecological Agriculture was created and is functioning, promoting the principles, practices and benefits of modern technologies of organic farming, as opposed to the old extensive approach.

In 2022, the department was almost completely involved in projects to support refugees, which did not prevent us from implementing some activities and achieving good results in the main area, namely:

- Organize **7 round tables** with representatives of different sectors
- **Update the first atlas** of organic agriculture in Moldova
- Conduct **20 educational events** for various groups of beneficiaries
- Create **5 new infographics and 10 educational videos** on good organic farming practices
- Shoot **3 social media spot videos** for a general audience and also host **1 live broadcast on Facebook**
- **Support 22 farmers** through mini-grants and promote the implementation of **16 new agri-ecological practices** within these farms

This year, the Department of Organic Agriculture did not work with the demonstration plot due to its transfer to NGO Katalyst, but we plan to find a new land plot and try to organize a new demonstration plot in another region of the country in 2023.

## Department of Education

Non-formal education has been one of the main areas of EcoVisio's work since the restart of the organization in 2013. For many years now, the Association has been implementing the annual program of trainings and mini-grants activEco. In accordance with the experience of this program and the experience of other projects in education, a new strategic planning was developed in 2021. And in 2022, the activEco program celebrated 10 years since its inception. Although there were not many opportunities to organize educational events on the general topic of climate change in 2022, we still managed to successfully conduct another year of activEco and achieved the following results:

- **4 workshops** for teachers at the Ecological Training Center in the village of Ryshkova, **more than 60 participants** in total.
- holding a **big offline forum** on non-formal education for teachers " EDU +" in cooperation with the republican lyceum Aristotle in Chisinau. **More than 50 teachers** took part in the forum .
- Conduct approximately **20 sessions** using our educational game Keep Cool with the involvement of **22 multipliers** , as well as conducting **2 trainings** for multipliers and developing an **Online version** of this climate game.
- Conducting **6 seminars** on sustainable development for youth, creating **16 mini-projects** on the ground as a post-activity of the participants of our events
- Created **4 videos** about inspiring young people in our community (over 1000 views per video on average)
- Creation of **4 informational videos** (more than 44,500 total views)
- Conducting **8 webinars** with a total number of views over 6000
- Organization and holding of **2 exhibitions** of posters on various environmental topics

Also, in 2022, we participated much more in international educational projects. Groups of young people traveled abroad at least 4 times to participate in trainings under the ERASMUS+ program. Also, in collaboration with AO AJMTEM we organized the participation of 5 journalists from Moldova in an international training on environmental journalism. And, of course, it is important to mention that we organized an international hackathon under the slogan " Rethinking citizenship education in times of war " in our training center in the village of Riscova. This hackathon was attended by facilitators from Moldova, Germany, Ukraine. Then, some hackathon participants had the opportunity to travel to Germany to develop articles on the New Ethic in Crisis Facilitation, and an online forum was organized on the same topic.

In addition, in 2022 EcoVisio joined the international project for the development of distance climate education, the main activities of which will take place in 2023 (online courses, long reads, podcasts and online events). Education still remains one of the priority topics in the work of EcoVisio.

## Greening Department

When it comes to reducing environmental impact, it is not limited to working with the public, educational institutions or other non-profit organizations. Legal entities in the form of commercial enterprises consume a significant part of energy and physical resources, as well as produce a large amount of waste and greenhouse gas emissions into the atmosphere. To achieve a green, circular economy, it is necessary to place special emphasis on the production processes in society. For this, a service and then the Department of Enterprise Greening was created in EcoVisio.

In previous years, this department was financed mainly from the Basic Support funds, but this year the situation has changed. We redirected funds from Core Support to other areas and practically did not finance the direction of greening enterprises in 2022. Therefore, we expected that we would have almost no clients and beneficiaries of greening services this year. But to our surprise, even without a targeted promotion of services in social networks, various organizations began to contact us with requests for trainings, consultations, green audit and development of strategic documentation. Thus, we were able to create some beautiful results (as a service provider):

- conducting **trainings for 6 organizations** covering different topics eg climate change, CO2 emissions, sustainability of our lifestyle and economical activity, the ways of improvement
- organizing **5 green audits** analyzing the current situation in 5 different organizations
- writing **5 green strategies** and **1 green policy** for our clients (but also developing the concept and content of a standard green strategy/policy)

In 2022, we also continued to develop our internal tools, such as a quick calculation of the individual carbon footprint app, checklists with tips on various sustainable practices, lists of recommended manufacturers and sustainable products. This year has shown us that the demand for such services is only growing, so we plan to expand our expertise in this area and more actively promote greening services in 2023, including in the list of services of the Social Entrepreneurship Hub.

## Department of Social Entrepreneurship

Social entrepreneurship is an important factor in solving local problems, especially in a poor, developing country like Moldova. Our country needs young entrepreneurs of a new generation, who will focus not only on momentary profit, but also on the quality of services provided, on working with clients and developing local communities. Therefore, one of the activities of EcoVisio since 2017 has been the development of micro and small enterprises, initiatives with values that correspond to the values of EcoVisio.

Until 2021, the Association implemented various individual projects, the flagship of which was the annual fair IarmarEco. Over the years, many people have been involved in the development of this direction, but one stable team has not been formed. And so, in 2021, a stable team began to form, working in the Department of Social Entrepreneurship. A strategic plan for 3 years was developed, which began to be gradually implemented through fundraising.

In 2022, the Department of Social Entrepreneurship achieved outstanding results:

- Brand Book for Social Entrepreneurship (SE) HUB is elaborated, Brand Book for IarmarEco is elaborated, Visual code for SE Platform is elaborated
- A new website was created: <http://sehub.ecovisio.org/>
- Promotion of successful examples of Social Entrepreneurships
  - 2 local study visits
  - 5 International visits for the team from the community,
  - 13 video created
- Research and methodology for SE field:
  - 1 Research on Social Entrepreneurship on the both banks of the Dniester is elaborated,
  - 1 Impact Report about our activities in the field of SE in elaborated and presented,
  - 1 International research together with EVPA is elaborated.
- Strategy for the whole community of SE supporters was developed and published.
- Useful materials created:
  - 1 Guide on Social Entrepreneurship created
  - 1 Guide on Eco Behavior created & published
  - 3 brochures created
  - 1 explanatory video created, published, promoted
  - 1 online course on Social Entrepreneurship with 8 videos inside created
  - 3 infographics translated into 2 languages
- A lot of networking events organized
  - 1 Forum on Social Entrepreneurship organized,
  - 1 National Conference on SE organized,

- 2 events in the frame of Policy Lab on SE were organized,
- 3 Impact for Breakfast (with international speakers) organized,
- 1 public debate organized,
- 1 Impact Networking evening organized,
- 1st Social Entrepreneurship and Impact Business AWARD organized
- Development and coordination of National Social Entrepreneurship Platform
  - 5 meetings with members of the PDAS,
  - 27 members of the PDAS
  - 3 position papers created,
  - white paper presented and published,
  - 1 policy analysis,
  - 1 Cartography of the all stakeholders from the field,
  - Strategy and Plan on SE Advocacy are published.
- 2 IarmarEco events organized (celebration of the 10th anniversary):
  - Iarmar Eco autumn edition,
  - IarmarEco Christmas edition.
- Constant support for IarmarEco online platform:
  - 119 orders totally registered through the platform in 2022
  - 261 vendors registered at the platform
- Sustainable educational support of the young entrepreneurs
  - 757 participants in different events organized by the SE Department,
  - 25 different events organized,
  - 26 educational sessions organized for the participants,
  - 120 participants of the educational sessions and events,
  - 10 webinars and mentoring sessions for Ukrainian and Moldovan entrepreneurs on the topic of crisis management,
  - 10 educational sessions for the Local Changemaker Program created,
  - SE school (2 months) and SE accelerator (6 months) have been launched (Incubator program will be launched at the beginning of the 2023).
  - Hackathon "SOCIAL & GREEN" was organized and had 6 pitching ideas at the end of the event.
  - Autumn School for Women and Girls in social entrepreneurship was organized.
  - A big call for trainers, mentors, coaches, trackers was launched.
  - 4 young participants (teams) have continued their development and applied for the next stage of our events.
- Impact Report of the Team results was developed and presented.
- Social Media Presence:
  - Facebook page on Social Entrepreneurship HUB created and promoted (935 subscribers),





- Facebook page on Social Entrepreneurship Platform promoted (342 new subscribers),
- Facebook page on IarmarEco promoted (457 new subscribers),
- Instagram page on Social Entrepreneurship HUB created & promoted (190 subscribers),
- Instagram page on IarmarEco promoted organic(!) (776 new subscribers),
- 1 channel on Telegram on Social Entrepreneurship HUB launched and promoted (102 subscribers)

The Department of Social Entrepreneurship will continue its activities and implementation of projects in 2023 with a slightly greater emphasis on the creation and promotion of services within the Social Entrepreneurship Hub.

## **Department of Waste Management**

Proper waste management is an important factor in conserving resources as well as maintaining a clean and safe environment for animals and people. At the same time, there are more than 3800 dumps in the Republic of Moldova, 2/3 of which are spontaneous and illegal. Such statistics are the result of poor public awareness and lack of waste sorting skills, lack of infrastructure and well-functioning waste management systems, lack of financial stability and any kind of competition in this market, as well as the result of the low popularity of the public-private partnership mechanism in the Republic of Moldova. At the same time, the topic of proper sorting, processing, processing and disposal of waste is gaining more and more popularity in Moldova. EcoVisio also has a corresponding department.

In 2022, the Waste Management Department had practically no human and financial resources for a number of reasons, but we tried to include this topic in the projects of other departments, for example, install compost bins and talk about the importance of sorting during trainings in villages. Discuss and implement waste sorting in the provision of greening services, as well as fund small projects that reduce plastic waste (installation of water filters). Thus, in 2022, the Waste Management Department can report on the following results:

- Participation in 2 events organized by public authorities (consultations on various draft laws and strategies)
- Support for 1 locality in improving the waste management system
- Creation of 2 visual materials and their promotion in social networks
- Reactivation of the site [reciclare.md](#) as well as maintaining the performance of the site [faradeseuri.md](#)
- Social media support (3457 followers in 2022)
- Conducting 10 educational events on the topic of waste management
- Organization of 5 tree planting events

In 2023, we plan to significantly increase activity in this Department, organize the promotion of existing thematic materials, update information on social networks and websites, and return to the format of live events for separate waste collection in partnership with local municipal and private enterprises.

## Climate Department

As mentioned above, the Climate Department remained a project based department, so work in this direction took place through conceptualization and attraction of new projects. We believe that this is normal at this stage of development, since the topic of climate permeates all other departments and is moving through the direction of education, through green entrepreneurship and organic agriculture. The topic of climate is central to the calculation of the environmental footprint and the development of compensatory measures in the Greening Department. Also, the topic of climate change constantly pops up at trainings on proper waste management. So most projects from other departments directly contribute to raising awareness about climate change. This impact is quite difficult to estimate, but it is there and it only increases every year.

In 2022, several projects were implemented within the Climate Department:

1. Moldova on Bikes is an innovative project for EcoVisio to develop infrastructure for alternative transport in Chisinau and beyond, as well as to raise awareness and strengthen the cycling community in Chisinau. Through this project, EcoVisio directly supported the activities of the Chisinau Bicycle Alliance initiative group and achieved the following results:
  - Marking 154 kilometers of cycling trails in rural areas and organizing several group rides to test these routes
  - GPS navigation
  - Organization of 31 events for the cycling community in Chisinau
  - Participation in 10 meetings with representatives of local authorities to advance the sustainable alternative transport agenda
  - Organization of two international study tours for representatives of local authorities
  - More than 10,000 people affected by the information campaign about the benefits of alternative transport and the need to develop appropriate infrastructure

We plan to continue to support the Chisinau cycling community in order to achieve significant results within the city and beyond.

2. Empowerment for climate action in rural Moldova is a project aimed at developing sustainable practices in rural areas, as well as expanding EcoVisio's work on local community development (transition from concentrated work in the village of Riscova to investments and development of more villages). In 2022, the work in this project brought the following results:
  - 37 information sessions on sustainable practices and climate change
  - 50 mini-grants to increase the resilience of local communities to the effects of global warming

- Organization of 1 national survey (survey) on climate change and sustainable practices
- Organization of 3 round tables on climate, energy, transport.
- Production and distribution of 4 informative videos:
  - 95906 views in Facebook with paid promotion
  - 63219 reach in Facebook with paid promotion
  - 1024 views on Youtube
  - 2486 organic views on Facebook for project video
  - TV distribution for 4 video

As a result of this project, we have not only changed the living conditions of many families for the better, but also tested some of our assumptions about effective ways to interact with rural communities, applied several approaches and formed a new vision for working in the same direction in 2023.

We also managed to participate in the creation and collection of information about Moldovan non-profit environmental organizations for the platform <https://www.greenngosofmoldova.org/> which is intended not only for beneficiaries, but even more for donors who are interested in local civil society representatives who are able to carry out quality projects .

Also, at the end of 2022, we began to cooperate with the German foundation Konrad Adenauer Stiftung, which aims to organize a local climate platform involving stakeholders from all areas, and EcoVisio will gladly support KAS in this process! We have already held 2 round tables, we are planning to shoot a video and develop materials. But all the main results are yet to come, in 2023.

Climate has been, is and remains one of the most important cross-cutting topics in EcoVisio's work.

## Direction of development of inclusiveness of EcoVisio events

We continued to work in this direction in 2022 as part of a project sponsored by Civil Society fund . Due to objective factors, we even had to request no - cost extension and extend the project from August 2022 until the end of the year. Thus, we can talk about the following results of the work:

**January - August 2022.** This period began very optimistically in the context of plans and various ideas, but then on February 24, the armed aggression of the Russian Federation against Ukraine began, and many EcoVisio projects were frozen for several months, after which they were launched again and implemented under conditions of quite a lot of stress, which complicated the process of working with coordinators. During this period, the following activities were organized:

- Online training for the EcoVisio team from an expert in inclusion.
- Training for personal assistants:
- We continued work to improve the inclusiveness of the EcoVisio infrastructure: various materials and regulations were studied, the first audit of inclusiveness was organized at the EcoVisio Training Center in the village of Riscova, a number of recommendations for improvement was formulated.
- Discussions on ways to introduce the aspect of inclusiveness into our Greening services: together with the person responsible for Greening, it was decided to include the aspect of inclusiveness as a separate package, as well as to introduce information on the importance of inclusiveness in our Greening trainings. This is still a new area for us, and we are looking for the correct and effective form of presenting this information to potential clients.
- New socialization opportunities were created for beneficiaries through going to concerts, participating in board game evenings, going to the park, participation in tree planting campaigns, etc. Also, the beneficiaries began to try themselves as employees in various jobs that do not require much physical effort.
- New interactions with partner organizations, as well as a visit to the EcoVisio office by an external expert (Asociația Nevăzătorilor in Moldova). During this visit, we received some tips and ideas on how to improve the inclusiveness of our space in Chisinau office.
- Continued work with beneficiaries' parents through Parents Club was both a relax opportunity for parents and an invitation to discuss various issues, useful topics, exchange knowledge and ask questions to an expert.

**August-December 2022.** During this period, we again made an attempt to more actively involve beneficiaries in EcoVisio events, continued to work on infrastructure inclusiveness, on independent living skills, and also continued to explore opportunities to improve our internal processes. As a result, we got the following activities:

- Participation of beneficiaries in new EcoVisio events: Summer camp for children and adolescents from Ukraine and Moldova at the Ecological Training Center; annual fair IarmarEco 2022; Personal brand development training for teenagers; joint visit to the village of Riscova (1 working day outside the city); testing off-road bike routes between villages, etc.
- Participation of beneficiaries in other events together with EcoVisio employees: Chisinau International Marathon, Secrets of making pastels from Katalyst Kitchens, Rose Valley park cleaning action before IarmarEco 2022 (separate waste collection).
- Development of independent living and self-advocacy skills: training and practice in orientation in the city of Chisinau, in the use of public transport; training in office work, computer work; employment in official jobs (thanks to the efforts of the coordinator and representative of the World In Love NGO 4 beneficiaries found a permanent job).
- New study visits to partners from the IM network: SOS Autism NGO, ANOFM NGO.
- Finding and translating useful materials to improve the inclusiveness of EcoVisio documents, videos and other materials. In the future, we want to analyze the possibility of introducing new standards as a whole at the organization level on how the materials we produce should look like not only in terms of quality, but also the level of inclusiveness.

Despite the end of the pilot project, we are serious about gradually further developing the inclusiveness of our events and spaces, as well as providing support to other organizations in this matter.

## Management and finance

The organization's management structure has changed in 2022. The management team consisted of 2 employees: Executive Director and Financial Director. Also, the composition of the PR department and the composition of the Board of Directors have been updated this year. The joint efforts of all people involved in the work of the organization have led to an improvement in the quality of processes, setting up effective teamwork and a successful transition to greater financial independence, including through the services provided.

As for financial indicators, in 2022 we registered the following financial results:

Processes and their elements	Indicators	Total planned for 2022 according to RAF (Strategic Organizational Planning)	Total Fundraised 2022	Spending from Other sources	Spending from IM Core Support	Balance
<b>Agrifood Department</b>						
Department process: 15% of the cultivated land destined for agriculture is ecologically certified. The number of certified organic farmers is growing by 10% annually		€92,580.00	€108,437.13	€78,481.91	€4,300.62	€25,654.61
Commercial activity			€20,220.59	€12,264.17		€7,956.43
<b>Education department</b>						
Department process 1: Educators use and students benefit from authentic and effective tools, methods and ecological practices in their pedagogical practice		€35,000.00	€79,729.74	€63,062.93	€4,122.25	€12,544.56
Commercial activity			€25,263.85	€18,536.69		€6,727.16
<b>Greening department</b>						
Department process: Moldovan organizations monitor their environmental footprint, take remedial action (improvement plans) and offset it.		€26,075.00	€2,871.16	€1,373.55	€0.00	€1,497.61
Commercial activity			€2,871.16	€1,373.55		€1,497.61
<b>Social Entrepreneurship (SE) Department</b>						
Department process: 2% of registered micro and small enterprises are social, solve real problems in localities, are stable and sustain themselves.		€207,714.00	€219,028.16	€80,716.52	€22,023.82	€116,287.82
Commercial activity			€1,902.36			€1,902.36
<b>Waste Management Department</b>						
Department process: 10% of Moldova's population sorts waste.		€142,440.00	€3,114.83	€3,084.33	€0.00	€30.50
<b>Climate Department</b>						
(Project-based)		€81,600.00	€89,036.78	€87,734.97	€0.00	€1,301.81
Piloting projects		€60,700.00	€12,186.77	€11,925.20	€0.00	€261.57
Crisis support (Ukrainian refugees)		€311,724.00	€295,054.54	€205,978.37	€0.00	€89,076.17
Administrative		€95,100.00	€101,526.96	€52,895.69	€30,675.25	€17,956.02
<b>TOTAL PER ORGANIZATION</b>		<b>€1,052,933.00</b>	<b>€910,986.09</b>	<b>€585,253.46</b>	<b>€61,121.94</b>	<b>€264,610.68</b>

## EcoVisio team in 2022

### **Board Members**

Julian Groger  
Botezatu Valentin  
Khalaim Alexandra  
Parlicov Victor  
Curca Rusanda  
Vasilov Ludmila  
Deshay Martin

### **Censors**

Margareta Cartira  
Matuşenco Anton

### **Integrity Officer**

Botezatu Valentin

### **Management Team**

Vladimir Ternavschi  
Ioncu Lucia

### **Core team 2022**

Isac Gabriela  
Tarus Ekaterina  
Tacu Elena  
Liliana Botnaru  
Tatiana Cebotari  
Iulia Covaliova  
Laurentiu Mutruc  
Iana Cusnir  
Evghenia Iacunina

Aina Idrisova  
Daniela Fornea  
Lilia Micu  
Daniela Gurschi  
Ana Maria Popa  
Laurentiu Racu  
Vica Diavor  
Olga Emelianova  
Marina Cebanu  
Adriana Velicinski  
Corina Ovcearenco  
Carolina Juraveli  
Victoria Novac  
Dumitru Juraveli  
Valeriu Istrati  
Anna Maslova