

January 29, 2024

ANNUAL REPORT

 NATION OF LEADERS
ONLINE HUB FOR LEARNING AND COLLABORATION

ACHIEVEMENTS IN 2023 PLANS FOR 2024

www.nationofleaders.org



IMPROVE YOUR LIFE NOW



Who we are

Foundation for civic development Nation of Leaders was created in 2021 for the purpose of supporting educational and research initiatives aimed at building the capacity of the civil society. We believe education to be one of the most essential factors for qualitative changes in Belarusian society, which can not only help the country emerge from the social and political crisis, but also serve as a driver for sustainable growth in the future



Mission, vision, objectives

Our mission

To facilitate the evolution of mature members of the Belarusian civil society.

Our vision

We are a community, which creates and develops an ecosystem of civic education for adults, where:

- Belarusians can develop, change, acquire new competencies and support
- evolving communities are established, whose participants strengthen their social ties and enhance their communication skills
- a constructive culture of communication is shaped and cultivated, which is a prerequisite for influencing the development of the situation, the region, and the country

We are a platform, which helps Belarusians and Belarusian communities sharing our values, to:

- enhance their potential
- be agents of change for their environment
- promote profound changes in civic consciousness and the development of other citizens and communities in order to bring about democratic change in Belarus

Our goal

To create an educational ecosystem for adults, which will enable active citizens to gain practical knowledge and develop skills to implement change in Belarus and involve others in the process



Who we are

We are representatives of Belarusian civil society who are concerned about the future of Belarus. Our team consists of more than forty members, and we call ourselves **NL residents**. We are authors and teachers of courses, workshop presenters, experts, public figures, as well as professionals who help create, support and promote educational projects. Residents are domiciled in Poland, Belarus, Lithuania, Germany, the US, and Georgia

We share unconditional human values

- freedom (of speech, of choice, of will, physical freedom)
- human life and dignity
- law, legitimacy, and justice



Key matters of interest for us are

- sustainability and development of the Belarusian nation
- Belarus – an independent and prosperous country that sets trends and tendencies of civilizational development



Our ecosystem development activity is governed by the following values

- safety
- environmental friendliness
- mutual support, respect, tolerance
- professionalism, brainpower, self-development
- aesthetics, harmony





Ecosystem of civic education for adults

The system is yet emerging, and we, as its owners, put forward hypotheses and test them, make small and big steps towards creating such infrastructure, such ties, which will enable harmonious development of every participant in the ecosystem of civic education for adults



Components of the emerging ecosystem

Meeting places:

- Online platform courses
- Public events - workshops, lectures, seminars
- Public meetings with NL guests
- Voice chats with psychologists
- A network of graduate chats
- Clubs and interest groups (with graduates and residents acting as owners and leaders)

Ecosystem support and development services

- Advisory support for graduates and their communities ("Expert base")
- Research and methodological centre
- Producer centre (production of educational products)
- Internal mentoring service

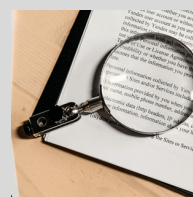


How is the ecosystem organized?



In 2021, we launched an **online platform** for anonymous and free learning. Our educational programs (courses) provide learners with an opportunity to gain knowledge, which they can use in order to successfully and efficiently address their personal issues by immediately applying knowledge and skills in practice, as well as to cooperate, coordinate, and organise groups of people and communities

The educational program of the platform is regularly updated based on current challenges faced by the civil society of Belarus, as well as on demand of the target audience (as determined through surveys on social media, feedback and questions in telegram chats of student cohorts and graduates, questionnaires of each course's graduates (more than 750))



Education is provided in groups. On average, each course consists of 6-10 modules and lasts from 3 to 8 weeks. The main format of study is video lectures (8-20 minutes each; 1,5-4 hours of video content on the whole). Besides, our online platform hosts homework (exercises, tests) and additional materials. For each cohort, a Telegram chat is created, where webinars are held (2-6 webinars during a course). The frequency of new admissions depends on the capacity of the teachers – on average, a new cohort of a course is launched every three to six months. Access to video lectures is opened on specific days; webinars are held with the participation of teachers, who hold discussions with participants, analyse completed homework assignments, and explain the upcoming assignments. Upon successful completion of the course, the participant can choose to apply for a certificate

We try to turn our platform into a welcoming **space** encouraging visitors to stay longer, full of team spirit and the feeling of belonging. **Teachers** are key figures in the educational process; they create a relaxed environment for communication and provide support in dealing with participants' personal problems. They are distinguished by the understanding of a person's need to find the meaning of what is happening in one's life and the surrounding reality, the ability to ensure that participants have the freedom to apply what they are learning to their own situation. They perceive themselves to be "accompanying" teachers, who join the course participants in the search for answers to emerging (topical) issues, are sensitive to their needs and available. At NL, the study process is driven by students, while the teachers have an opportunity to improvise and provide participants with the freedom to choose their own materials and forms of training





Ecosystem of civic education for adults



Course participants communicate with each other and with the project team through an **extensive network of chats**, sharing experiences and supporting each other. After completing a course, a participant has an opportunity to join his/her course **graduates' chat**, as well as the **general chat** of the Nation of Leaders in order to get advice from teachers and other participants, or suggest a topic for discussion, workshop, course, article

For the purpose of supporting and developing the community and promptly responding to current requests from the audience, NL organizes **voice meetings with guests** (public figures, specialists in various fields), with our **psychologists**, as well as **lectures, seminars and workshops** with invited experts and our teachers. The topics of such meetings are suggested by course participants, graduates and team members



Advisory support of the Nation of Leaders community participants, aimed at enhancing civic competencies, was launched in the autumn of 2023. Graduates of our courses can apply for our support. Communities or individual participants are provided with expert advice (a series of advisory sessions) in the fields of conflict resolution, management, psychology, public policy, ecology, communication, community development, time management, which enables full or partial resolution of problems confronted by communities or individual participants. The knowledge gained from working with an expert helps to address the challenges faced by graduates, to become more involved in community activities, to increase the impact on the immediate circle through knowledge multiplication and engaging others in active efforts

Clubs and interest groups are a part of our ecosystem through which graduates and residents can join into a group in order to develop their skills and competencies together, or just enjoy spending time together, feel being part of a team, reveal their leadership qualities and personalities



NL's **scientific and methodological centre** carries out expert examination of educational proposals and programmes being developed, facilitates the improvement of regular work process quality, and takes an active part in ecosystem development. The **production centre** is responsible for developing and updating educational products. An **internal mentoring service** operates within the resident team. More experienced colleagues (mentors) regularly help less experienced ones (mentees) to progress and cope with challenges



Our achievements in 2023

4 new educational programs (courses) on the platform

32 rounds of old and new educational programs (each course is launched on the platform in cycles, 2-4 cohorts per year)

5045 course participants (2023 saw an increase by 2026 participants)

3 communities enhanced their organizational capacity through participation in “Together” program

47 public educational online events:

9 meetings with NL guests (public figures and experts in various fields)

38 workshops, including 24 voice chats with psychologists and 2 workshops from NIL graduates

Also in 2023

- Launch and operation of 3 **clubs**: “Achievements Workshop” (18 participants), psychological club “Sofa Club” (24 participants), and NL’s internal club
- Establishment of work groups responsible for organizing a **Belarusian language club** and a **brain capacity “gym”**
- Creation and expansion of the **“Expert base”**, which provides advisory support to graduates in the field of conflict resolution and mediation, team management, sustainable development, psychology, communication, ecology, community development, and time management
- The NL team has grown by 11 members, whose competencies, experience and skills have significantly increased the organisation’s capacity
- The team members have taken part in at least 48 events (conferences, forums, seminars, discussions, etc.) aimed at the development of non-formal education, culture, social and political activities, which allowed us to increase our professionalism and establish cooperation with other organisations, experts, and partners
- Our organization passed an audit of the educational process safety and quality. Recommendations were prepared, and regular work processes related to improving the quality of educational activities and increasing the level of safety for training participants and residents were elaborated. Most of the recommendations were implemented immediately, while the rest of them are planned to be implemented gradually



Our public educational programs (courses)

- **Rights of a Belarusian citizen**
Study and protection of civil rights in order to improve one's life here and now
- **Steps. Coping with burnout. Restoration of resources**
Resilience-building program: becoming aware of your emotions and finding your way out of apathy and frustration
- **Anti-propaganda. Learning to work with facts and debunk myths**
Development of critical thinking and the ability to counter propaganda, as well as communicate with those susceptible to propaganda
- **Self-organization: understanding yourself and changing your life**
- **Emergency psychological assistance**
Knowledge necessary for people of caring professions and volunteers in order to provide emergency non-professional assistance in stress situations
- **Objective. Plan. Result.**
Defining, planning and effectively achieving objectives
- **Public policy for beginners**
Understanding your role in the development of the state, learning to efficiently influence this process
- **Family tree. Reconstructing the history of one's family and country**
- **Communication. Business interaction skills**
Communication as a collaborative tool for decision making and implementation
- **Speech Sower. Efficient public address (and advanced level - "King's speech")**
Learning the basics of public speaking, developing public speaking skills
- **Internal strength. How to overcome learned helplessness**
A program for finding inner strengths and building self-confidence
- **Together. Building comfortable relationships within our community**
Facilitating the creation of a trusting and constructive atmosphere within the community through overcoming individual psychological problems and mastering effective interaction methods
- **Conflict resolution. Skills for life**
Developing constructive conflict resolution skills for the benefit of the relationship



Our clubs and interest groups

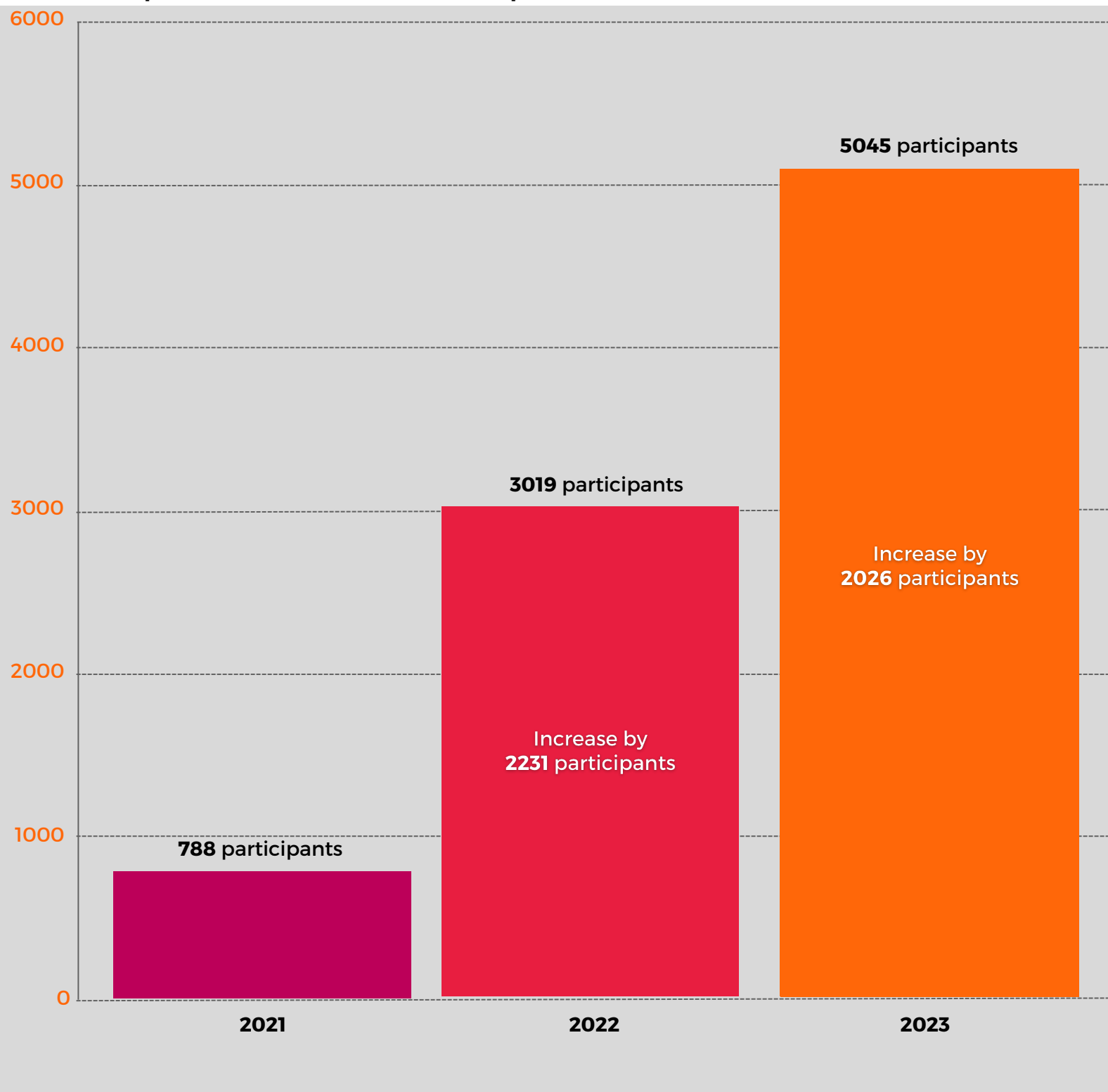
- **Achievements workshop**
mutual exchange of experience and knowledge between the participants on the way to their personal development, learning the methods and ways of efficient distribution of one's own energy and time, motivation and support for each other
- **Sofa Club**
development of psychological culture, mastering methods and techniques of emotional self-regulation and psychological self-help, mutual support
- **NL's internal club**
creation of a resident community in order to promote shared values and objectives, discuss the situation in various spheres of activity and life in Belarus, search for solutions and NL's role in their implementation
- **Belarusian language club**
at organization and self-determination stage
- **Brain capacity "gym" from a NL graduate**
at program development stage





Course and participant statistics

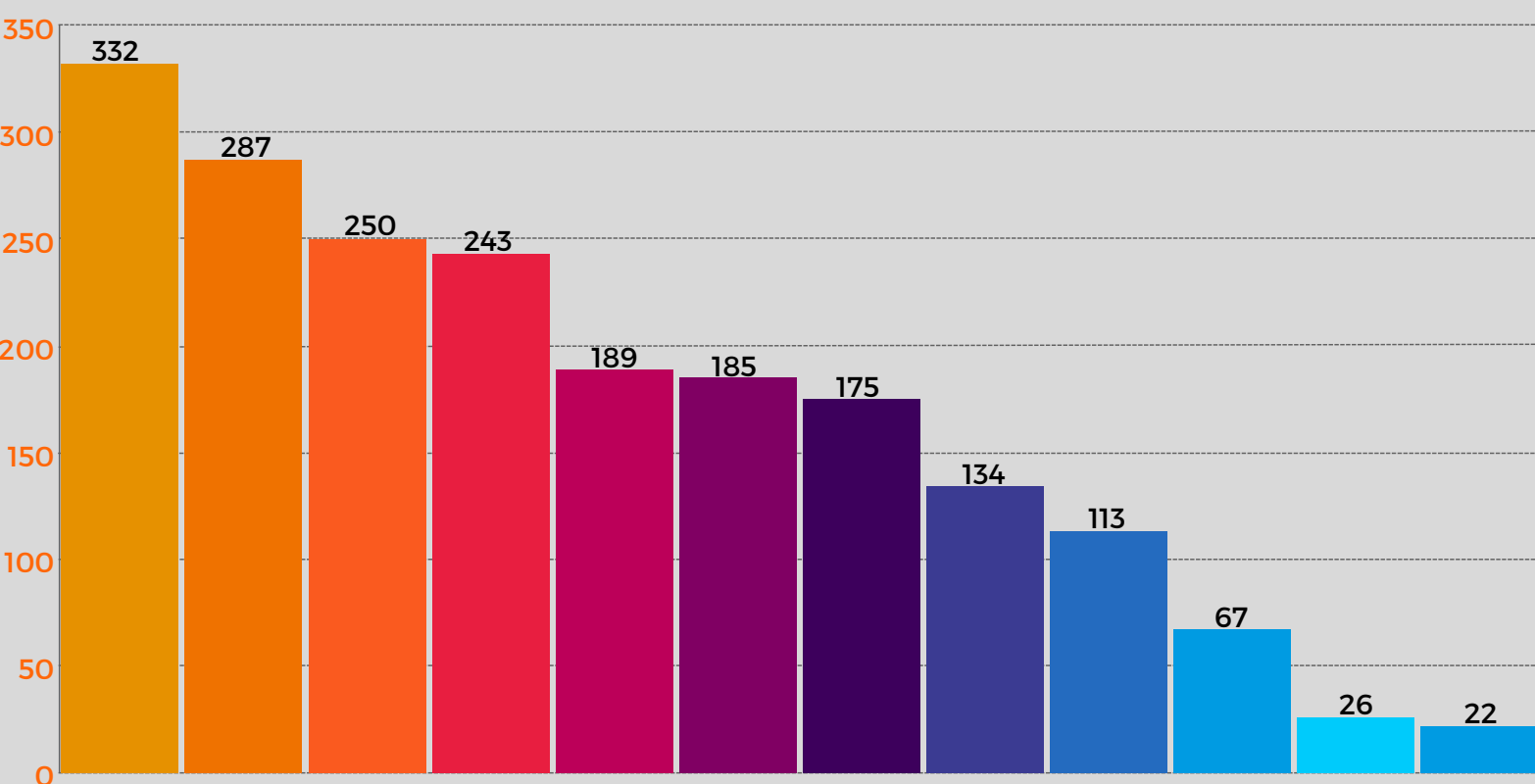
Participants of courses at the educational platform:





Course and participant statistics

Number of course participants in 2023:



Internal strength. How to overcome learned helplessness. 4 cohorts

Objective. Plan. Result. 3 cohorts

Communication. Business interaction skills 2 cohorts

Steps. Coping with burnout. Restoration of resources 4 cohorts

Emergency psychological assistance 2 cohorts

Conflict resolution. Skills for life 1 cohort

Family tree. Reconstructing the history of one's family and country. 3 cohorts

Public policy for beginners 3 cohorts

Anti-propaganda. Learning to work with facts and debunk myths. 1 cohorts

Speech Sower. Efficient public address 3 cohorts

Rights of a Belarusian citizen 4 cohorts

Together. Building comfortable relationships within our community 3 communities.

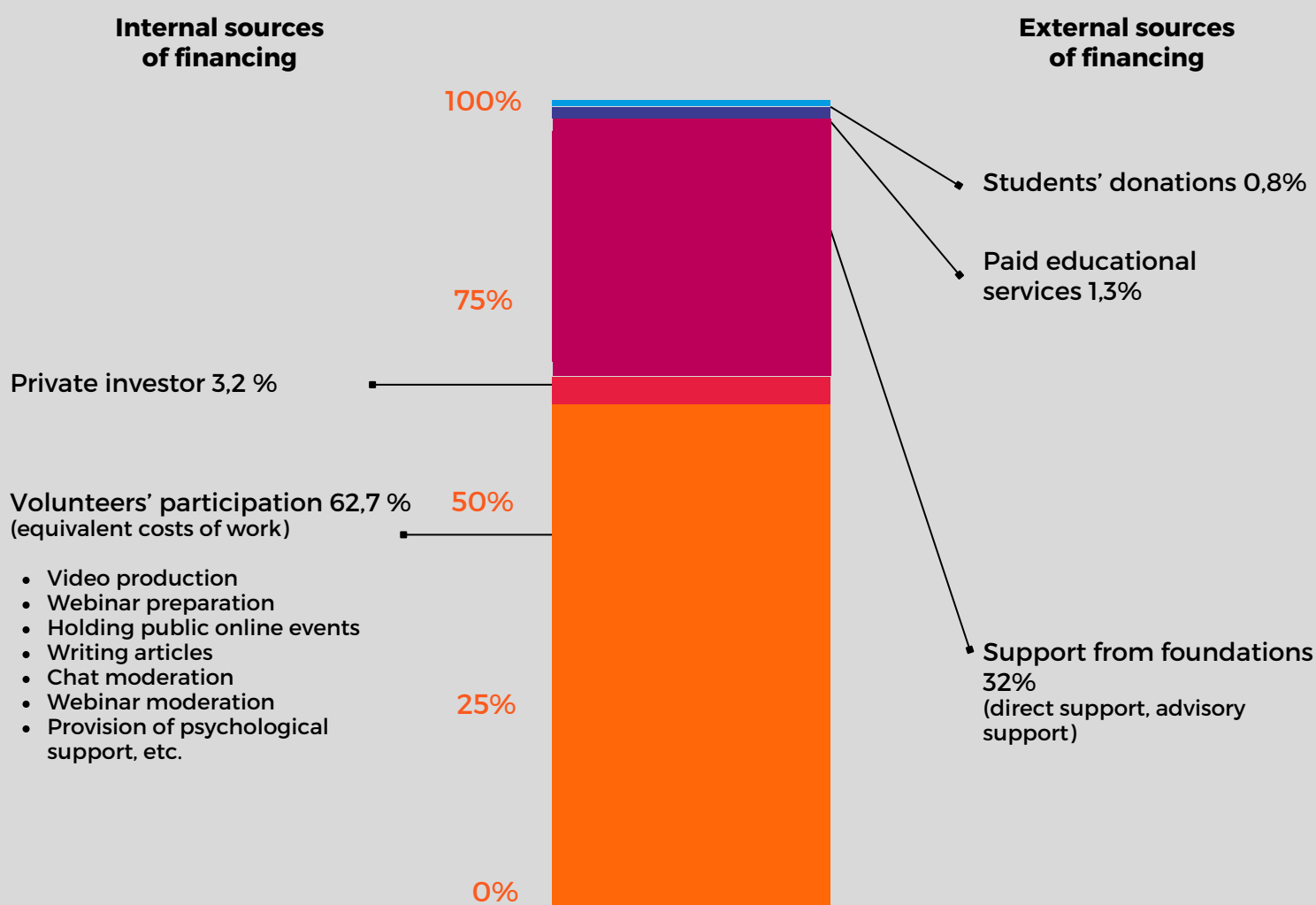


Financial sustainability in 2023

The Nation of Leaders' team mostly consists of volunteers, who join the organization due to the engagement of course graduates into our activity. They actively participate in the development of educational programs, in organising clubs and holding workshops

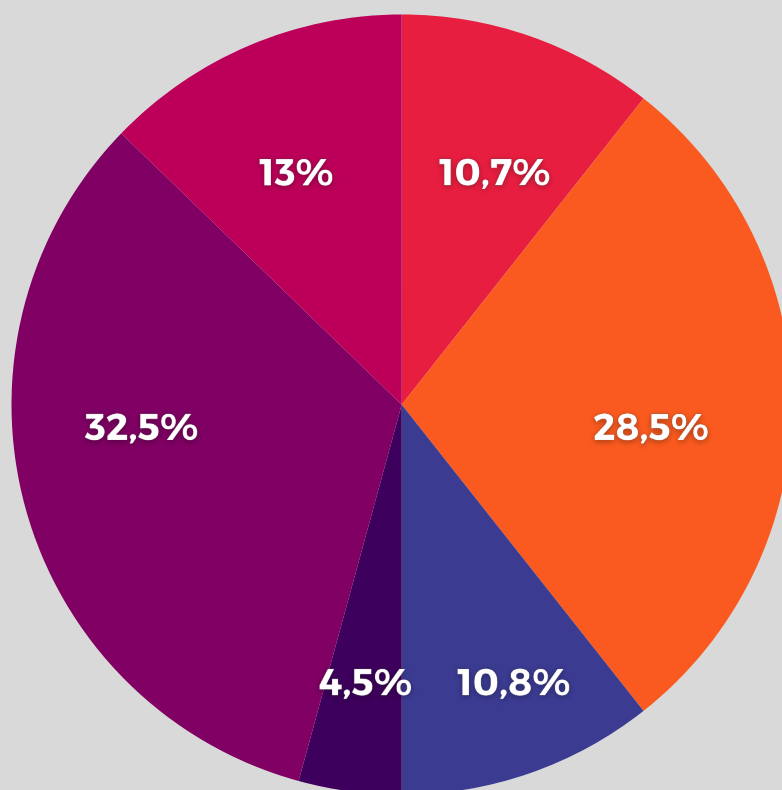
The efforts undertaken by the Nation of Leaders, and its educational potential were favourably evaluated by four foundations supporting the development of civil society in Belarus. Their aid not only facilitated the creation of a more sustainable organizational structure and the enhancement of safety measures with regard to our activity, but also provided the opportunity to run 16 course cohorts, 1 "Together" program for communities, develop one new educational program, and promote learning through advertising

Sources of financing (external and internal ones) in 2023:





Structure of expenditures in 2023:




 Promotion of courses, platform, events

 Holding courses, public online events

 Administrative costs

 Creation of new educational programs

 Strategic development of the organization

 Taxes and insurance premiums

In 2023, we focused strongly on developing our team and making strategic changes to our organization. We held several strategy sessions and benefitted from the assistance of professional consultants. We elaborated our mission, values and objectives, described the ecosystem, reorganised the organisation by dividing it into 6 departments, and strengthened middle management by setting out procedures and protocols. This complex and painstaking design and implementation work has helped us increase the resilience of the organization, enabling it to effectively support the ecosystem despite external challenges



Plans for 2024

The organization's goals for 2024:

- **To develop the framework of activity and increase the resilience of the adult education ecosystem by:**
 - enhancing the quality of educational programs and educational support for the development of civil society actors
 - developing the graduate community
 - facilitating the progress of educational program participants through active engagement in the creation of educational projects, advisory support, opportunities to launch their own projects in partnership with NL
 - extending cooperation with other initiatives and organisations with similar missions active in the field of adult education and related fields related to capacity-building of Belarusian civil society
 - improving intersectoral interaction of Belarusian society (in particular, of non-commercial sector with the commercial one)

- **To make the organization more resilient by:**
 - improving the decision-making system and the structure of the organisation's management and control bodies (management board, foundation council)
 - registering in the Polish Register of Public Enterprises to be able to benefit from 1.5% income tax from private individuals, as well as to ensure tax preferences for corporate donors
 - strengthening the security system, taking into account the increased risks to domestic participants due to the inclusion of NL's Telegram channel in the list of extremist materials
 - providing advanced training to teachers and team members



Plans for 2024

Educational tasks for 2024:

- Create and launch 2 to 8 new educational programs (depending on the availability of resources)
- Run at least 30 cohorts of existing and new courses
- Attract at least 2000 participants to our courses
- Hold at least 45 public educational events (meetings with guests, workshops, chats with psychologists)
- Develop the activity of 6 clubs/interest groups, supporting the initiative, interest and leadership of our trainees
- Develop the advisory service to provide comprehensive support for active Belarusians, ensuring access to services accompanying education





Our contacts

Education Hub

<https://nationofleaders.org/>

Telegram Channel

https://t.me/nationofleaders_channel

Facebook

<https://www.facebook.com/nationofleaders.org>

Youtube

<https://www.youtube.com/channel/UCjK4cecltrRTAorGbx8y1-w>

Instagram

https://www.instagram.com/nationofleaders_insta

Podcasts

<https://soundcloud.com/nationofleaders>

How to support NL and Belarusians with the help of the PIT (Personal Income Tax)

Everyone who works in Poland submits an annual Income Declaration and can support projects aimed at education and development of Belarusian civil society created within the framework of cooperation between **Foundation for civic development Nation of Leaders** and **the Dialogue Foundation** by transferring 1.5 percent of income tax to a separate settlement account.

1. If you are employed on the basis of an employment contract or service contract (**umowa o pracę/umowa zlecenie**), when filling out the annual **PIT-37** return, you must enter:

In column 147: **0000007228**

In column 148: 1.5%

In column 149 (important!): **EDUKACJA BIAŁORUŚ**

2. If you are an individual entrepreneur, the instructions will differ depending on the form of taxation you have chosen

PIT-28

In column 251: 0000007228

In column 253: **EDUKACJA BIAŁORUŚ**

PIT-36

In column 500: 0000007228

In column 502: **EDUKACJA BIAŁORUŚ**

PIT-36 L

In column 171: 0000007228

In column 173: **EDUKACJA BIAŁORUŚ**

Annual tax returns are filed in Poland from February 15 to April 30



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