

2018



A N N U A L R E P O R T

Content

Letter from the Executive Director	1
Philanthropy Development	2
Donors and Partners	25
Structure and team	34
Finance	35



Letter from the Executive Director

*Iliyana Nikolova,
Executive Director,
WCIF*

It is always difficult to draw up a balance, even when it is only for one calendar year. It is even more difficult if the year was contradictory. If there is anything to remain in the memory of the civic-sector activists in Bulgaria of 2018, it will certainly be the attacks launched on civil society organizations standing on the principles of democracy, believing in social justice, and protecting human rights. The offensive began with the refusal to ratify the Convention on the Prevention of Domestic Violence, which became more known as the Istanbul Convention. When we all expected the transition to be complete and democracy working in Bulgaria, it turned out that things were not exactly that way, and the blows on civil society organizations came from different sides that had in the past been unimaginable to have common interests.

The more unexpected part was that the offensive was driven by other civil society organizations. This way the

concept of the progressive nature of civil society was seriously rebutted.

Therefore, 2018 was a difficult year for the Workshop for Civic Initiatives Foundation, because of the environment in which we functioned, because of the propaganda that challenged both our activity and that of all those who work for social development.

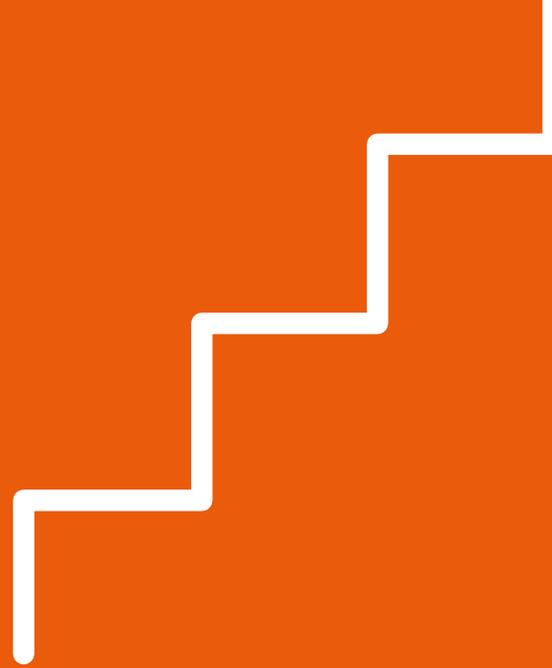
On the other hand, 2018 was optimistic as well, because of the results we achieved and because of the opportunities for development that we had and provided to other organizations and people. Thus, despite the difficulties we continue to work with strong belief in the values of democracy and social development.

When you funded nearly 150 civil society organizations, and nearly 100 individuals have improved in their professional fields (sports, journalism, teaching, IT programming, etc.), and you have posted over 250 news, without being

a medium what you are doing and what the results are, and you have reached out to more than 80,000 people, whose life has changed for the better, you have a good reason to rejoice and be satisfied with your achievements.

This, of course, could not have happened without the active work of the WCIF team, the support of the members of the Board of Trustees, the trust of our donors (individuals and companies), the creative ideas of the funded organizations and, above all, the BELIEF of all involved that the change can happen only when we want it and at the same time while we work actively for it.

Thank you, the meaning of our work is all of you who are working for a better tomorrow, despite the propaganda that is trying to turn back time and all the achievements of democracy to be reassessed.



Philanthropy Development





Fund for Institutional Development of Community Foundations

They are the driving force of the change in local communities. They are a sought-after source of support for those who would like to turn their town or village into a better place and are a trusted partner for those who want to help. They are the Community Foundations.

Community Foundations raise funds from private donors and allocate

them to civil society organizations and informal groups working in their communities. Most often they support projects in the fields of education, health and prevention of addictions, child care, support of youth and vulnerable groups, ecology, improving the living environment, preserving the cultural and historical heritage, stimulating talents, etc.

Community Foundations help donors invest in a cause by controlling donor spending and giving feedback to donors on what have been achieved. In 2018, we supported the development of four Community Foundations in Burgas, Gabrovo, Sliven, and Stara Zagora. We fund their institutional strengthening, but also provide expertise, training and

good working practices.

More than 30 important projects for the local communities were implemented, that improved lives in the community through the integration of vulnerable groups, by fostering an environment for art and culture, sports and the introduction of innovative forms of education.

Social Innovations Fund

A total of 20 young people with intellectual disabilities increased their skills of communication, self-expression and integration in the community through art. This is the idea of „Women’s Liberal Network” Association, and its realization became possible thanks to the Community Foundation - Varna and the Giving Circle event in Varna.

Every year since 2012, Giving Circles meet causes seeking support from donors. They get to know personally the suggestions to make their

town a better place, thus engaging themselves not only with donations, but also through experience, ideas, contacts, and volunteering. In different cities and towns of the country, Giving Circles are hosted by the existing Community Foundation. In 2018, we supported the implementation of three Giving Circles in Sliven, Stara Zagora, and Gabrovo. Thanks to this, 22 causes for a better life met the support of over 200 donors.

I was happily in tears, because in this Giving Circle our idea raised a sum that otherwise we would certainly seek for a long time.

Desislava Yordanova, Small Theater Company, participant in the Giving Circle in Gabrovo with the project „Crazy Travel in the Art World”.

Giving – this is a sense of responsibility towards society.

Kolyo Yordjev, donor and participant in the Donor Circle in Stara Zagora.

Video:



WCIF support
(BGN)



Supported Giving
Circles



Supported
initiatives



Direct
beneficiaries



Indirect
beneficiaries

Youth Banks Fund

Kjustendil welcomes residents and guests even more colorful and more welcoming. The reason is the renovated circular junction at the entrance of the city, which a group of young people have turned into a real work of art. This is actually one of the projects funded by the Youth Bank Kjustendil in 2018.

Youth Banks are teams of young people who raise funds from donors and then fund their peers' ideas. The initiative

enables young people to be actively involved in the life of the community and shows that their voice is not only heard but also their activity can influence the surrounding environment and change it for the better.

We support Youth Banks across the country, and in addition to development funding, we provide expertise and training on how to be even more effective in improving their communities.

One of the ways to exchange experience and acquire new knowledge is the traditional camp of Youth Banks. In 2018, the camp gathered nearly 40 young people from 11 towns in the country. During the event, the young people shared good practices and participated in a series of trainings on the following topics: team building, fund raising, communications, and impact assessment.

Video:



Supported Youth Banks



Members of the Youth Banks' teams



Total funds raised by the Youth Banks (BGN)



Projects funded by the Youth Banks



Direct beneficiaries



Indirect beneficiaries



The Youth Bank gives young people a chance to change what they do not like - to learn to organize events themselves, to demonstrate initiative, to change something in the community, not just to complain. „The Circular Junction“ is the second project we funded in 2018, and I feel really happy that we can make our town even more beautiful.

Victoria Nesheva
Youth Bank Kjustendil

You and Lidl for a Better Life

More than 2,000 children and parents from Plovdiv are practicing sports thanks to the combined sports playground built in „The Little Prince“ Kindergarten. In the adventure camp „Momchil Yunak“ in the village of Momchilovtsi, near Smolyan, over 260 children have the opportunity to practice sports in nature. More than 3,000 people from Russe take part in various sports activities such as water

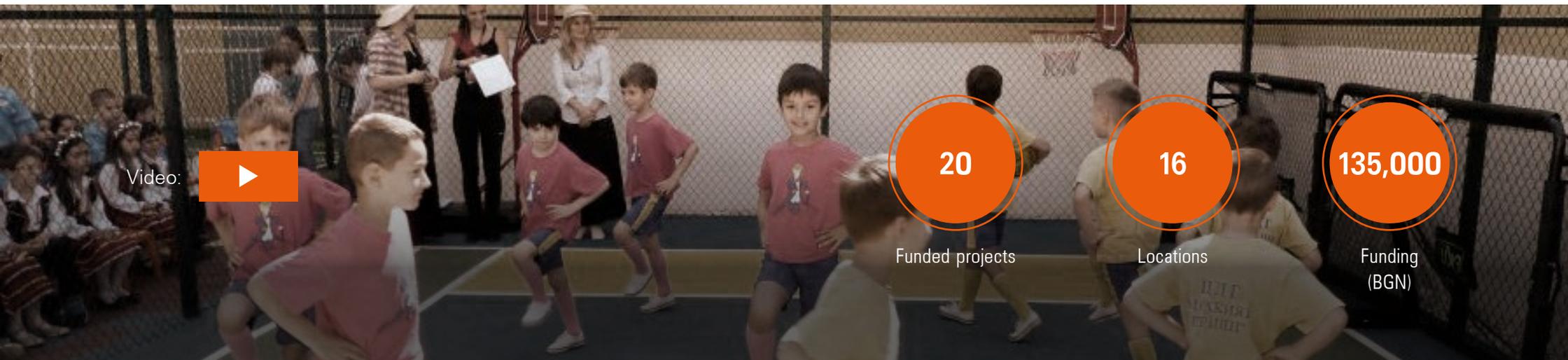
slalom competitions, cycling, cross-country jogging, and many other sports initiatives that are part of the Perimeter Health Project in Russe. Nearly 200 children and young people (7-18 years old) practice basketball every week in Dobrich. A total of 50 pupils from grades 1 to 4 from Smolyan participated in healthy-eating workshops and acquired skills on how to plant and grow fruits and vegetables

themselves. And in Lovech, another 100 (aged 3-7) children participated with their parents in interactive healthy nutrition groups.

These are just some of the results of the projects supported under the first edition of Lidl Bulgaria’s largest socially responsible initiative, You and Lidl for a Better Life, in partnership with the Workshop for Civic Initiatives Foundation and the Bulgarian Donors’ Forum.

In 2018, the 31 projects supported under the first edition of the initiative were completed.

In the same year, the initiative funded 20 new projects of civil society organizations across the country. They were selected among a total of 380 applications from 79 locations. The projects were funded with a total of BGN 135,000.



Video:



20

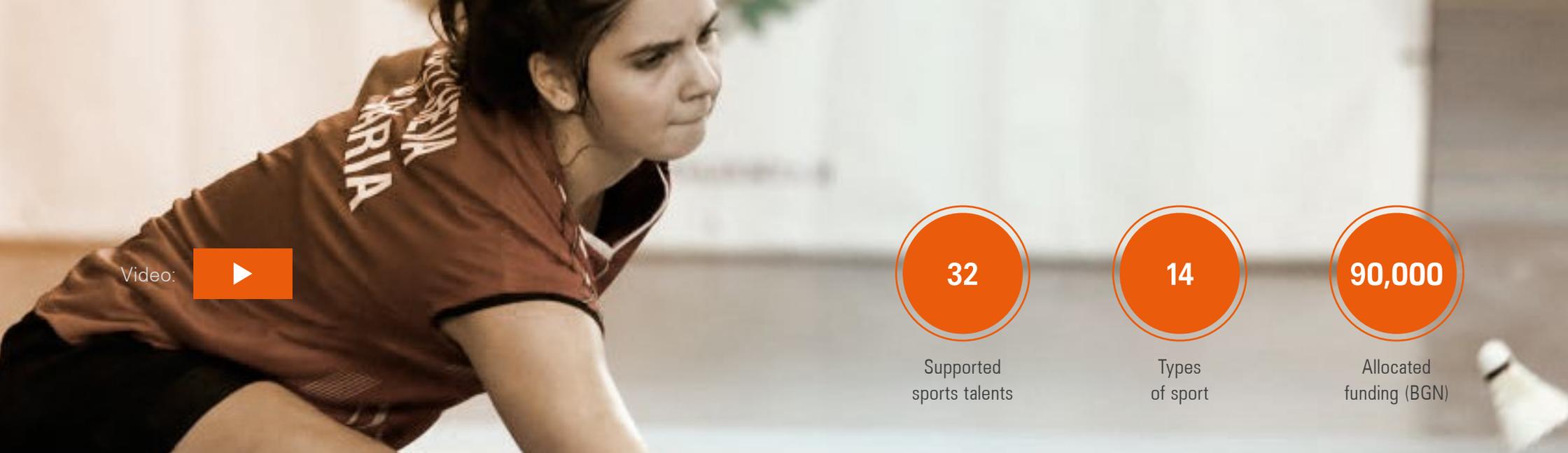
Funded projects

16

Locations

135,000

Funding
(BGN)



Video:



Supported sports talents



Types of sport



Allocated funding (BGN)

Sports Talents Program

She is one of the gold medalists of the Buenos Aires Youth Olympic Games and one of the 32 contestants who received support under the seventh edition of the Sports Talents Program.

She is Maria Delcheva, a badminton player, 17 years old from Sofia. She says that for her sport IT is both discipline and love. When she gets on doing something, she gets it done. Because of her persistence and lack of compromises, but also at the cost of many sacrifices.

„When I was a little girl we were training in a school that was in a poor condition. But I was aware that I had to get through this period. I also realized that in other countries they are trained in much better conditions. Nevertheless, with much more effort I managed to win against them.“

The year 2018 proved to be one of the most successful in her career. She achieved a number of prizes in European and other international competitions. For her excellent results, she does not miss to mention

the contribution of this program.

„Thanks to the support of the Sports Talents Program, I was able to qualify for the Youth Olympics because it covered the most expensive tournaments.“

The Sports Talents Program 2018 stood in support of 32 young sports talents representing 14 sports. They were selected among 118 candidates. Approved athletes received funding to secure their training, purchase the necessary equipment, and back up their participation in training camps

and competitions. The total amount of funding allocated is nearly BGN 90,000.

The program contributes to the personal development of sports talents. For the second consecutive year, all supported athletes went through public speaking training, as a result of which they learned how to communicate their achievements in an influential way.

The program is implemented by Eurofootball in partnership with WCIF.

Robotics for Bulgaria Program

The robots enter the classroom to help students. This is not a scene from the future, rather it happens here and now. The same robots that help students are programmed by these same students. This happens during the robotics school activities. In addition to programming, students also learn how to work in a team, how to do a scientific research project, and how to present it to an audience.

In 2018, another 36 teachers from 18 schools in 16 different locations in the country received support to become mentors of a robotics school team. They were selected in a competition involving 72 teachers from 36 schools across the country.

Together with the students from the newly established teams, the program covers nearly 1,000 students from 36 locations in the country.

The program provides specialized on-line training, online support regarding the rules of the First Lego League competition, equipment for the work of a robotics team, and the opportunity for a team with excellent performance at the regional competitions to participate in the final robotics festival in Sofia.

The program is initiated by SAP Labs Bulgaria and is performed jointly with WCIF as of 2015.

18

Supported teams

18

Schools

16

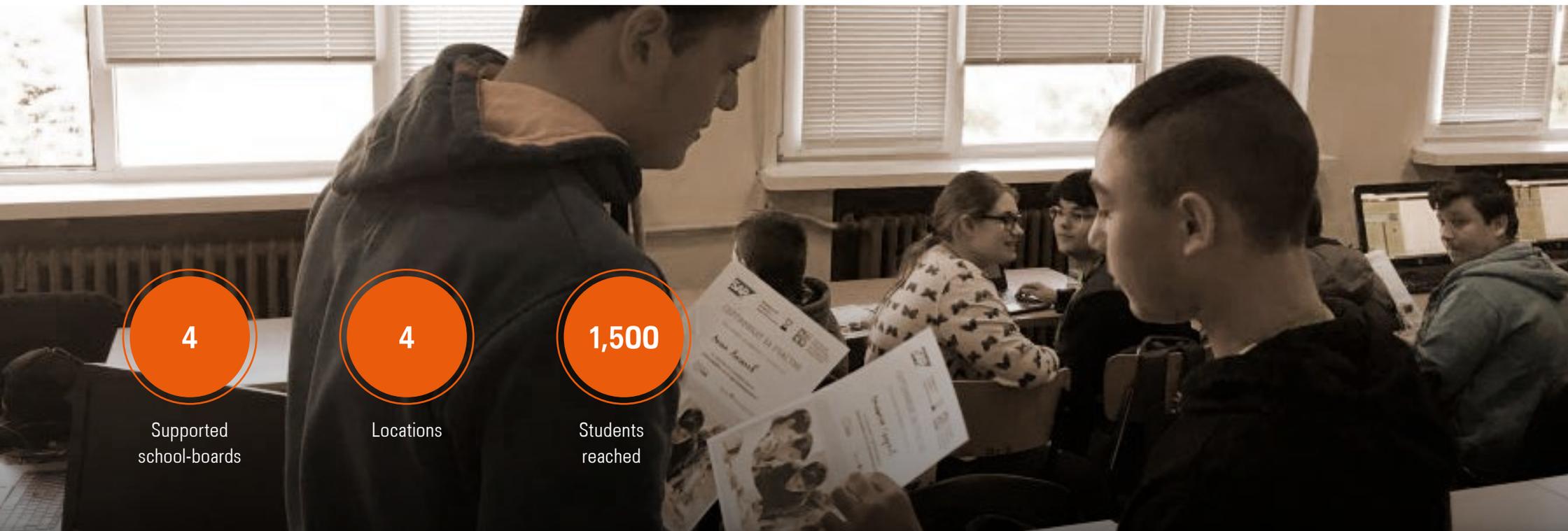
Locations

Knowledge for Success Program

How to link physics and information technology in our daily lives is just one of the questions, whose answer was disclosed to over 2,500-high school students involved in the program „Knowledge for success“. The program places a major focus on STEM (Science, Technology,

Engineering and Mathematics) approach and aims to inspire the interest of students towards science and technology. In mid-2018 the seven STEM initiatives were completed, supported under the programme in the school year 2017–2018.

At the beginning of the school year 2018–2019 four new school-boards received financial support to demonstrate to the students how STEM subjects are interlinked in practice so that they can develop their thinking as a subtle and complete process.



4

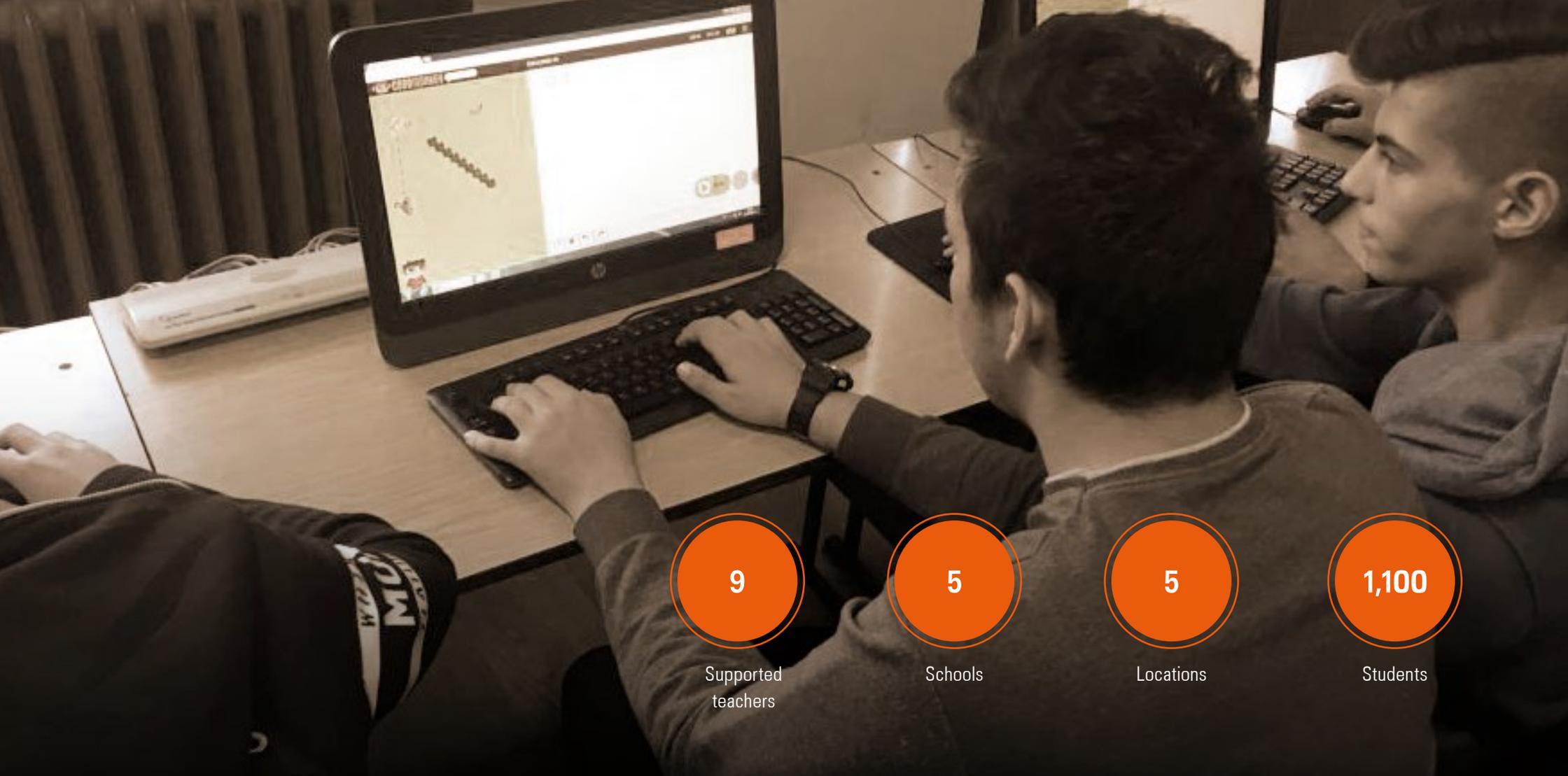
Supported school-boards

4

Locations

1,500

Students reached



9

Supported teachers

5

Schools

5

Locations

1,100

Students

In response to the challenges of today's digital world and the ever-growing needs of early career guidance and development, through 2018, SAP Labs Bulgaria and WCIF launched a special edition

of the programme „Knowledge for success“. It aims to develop the digital skills of the students in the initial stage of learning to inspire their interest in science and technology. 9 class teachers of students from

first to fourth grade received support to develop the digital skills of their students. The teachers are from five different schools from five towns in Bulgaria and are selected after a competition.

The teachers have received specialized training, online and free one-year access to the learning platform – Platform MindHub to be used during the classes as a source of additional tools and resources.

„Meet and Code“

„You can code while playing the game. It is very easy and fun. I wish to continue at home.“ With those words the second grader Ivelina left one of the total of 83 coding events that took place in the framework of the second edition of the „Meet and Code“ initiative.

The „Meet and Code“ initiative took place during the European Coding Week (06-21 October) and was aimed at improving the digital skills of children and young people aged from 8 to 24 years in order to prepare

them for the future digital world.

A total of 54 civic organizations from 28 locations throughout the country organized different coding events, ranging from hackathons and festivals to clubs and workshops, from amusing coding games to complex mathematical algorithms so that the events could be enjoyed by both beginners and advanced coders.

The total duration of all events was 450 hours. As a result, over 4,500 children and young people got

inspired and their interest in coding was sparked.

The initiative took place in 22 countries in Europe and the events competed in several categories for the Meet and Code 2018 Awards.

The initiative is funded by the technological company SAP, in partnership with the German Foundation Haus des Stiftens gGmbH and is implemented in Bulgaria by WCIF as the sole TechSoup partner for Bulgaria.

Video:



Coding events



Funded organizations



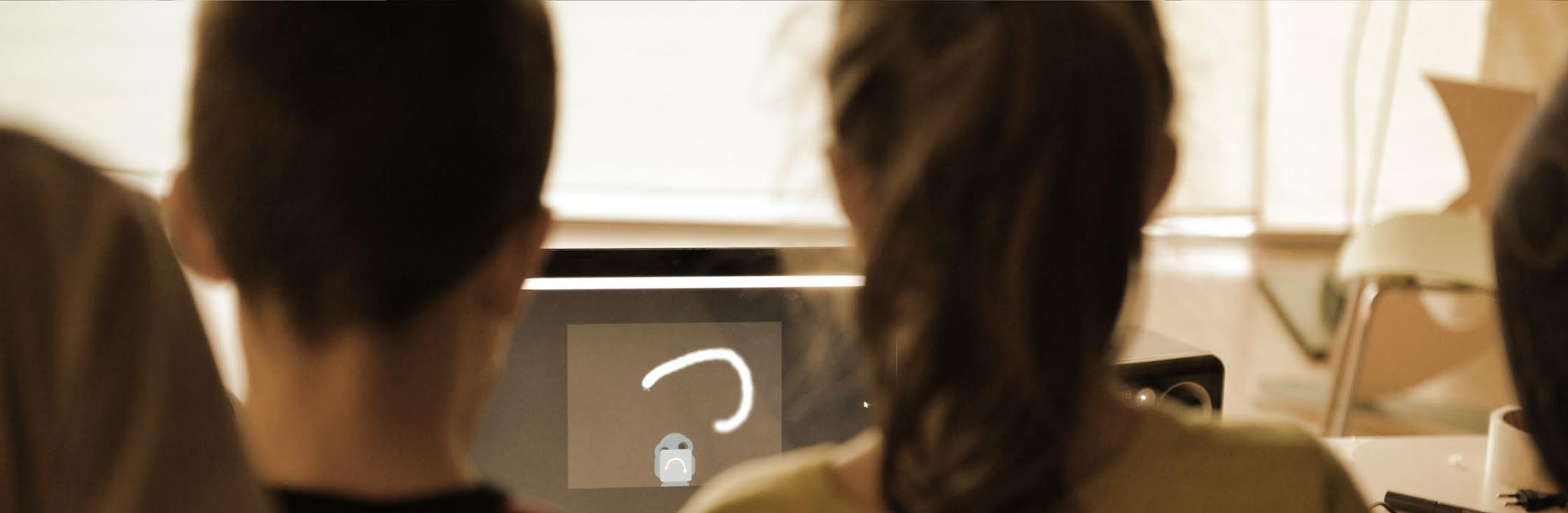
Locations



Total duration in hours



Children and young people reached



Scholarship program “Study iT First”

Attend lectures at the university or work at the labor market is a dilemma which confronts every student. Often the choice is for the benefit of getting a job and abandoning academic exercises. The scholarship program Study iT First solves this dilemma, with a special focus on training at the

University, without this to be at the expense of accumulation of practical professional experience. In 2018 the program supported 10 more students from freshman year studying IT, provided them with a monthly scholarship for one academic year and the opportunity to acquire working practices in an enterprise

environment with the assistance of a personal mentor and on top of that the opportunity for a summer internship at SAP Development Center in Sofia, Bulgaria.

The ten scholarships were given to the best of 94 applicants from all over the country after a special contest.



„The most valuable of the program for me is the mentor and the opportunity to be part of a community of people with whom we share similar interests. All of us help each other and learn from each other.“, says one of the scholarship winners.

Category	Winner
Young journalist	Vladislava Trichkova
Filming journalist	Ivan Filchev
Online media	Polina Paunova
Radio	Eleonora Tachova
Television	Desislava Rizova
Grand award	Genka Shikerova



Annual media awards „Valya Krushkina — Journalism for the People“

At the times when objective journalism with a human face needs encouragement more than ever, we handed the seventh consecutive „Valya Krushkina – Journalism for the

People“ awards. Six journalists got the awards in the various categories. Their names were announced at an official ceremony on the 4th of December in Sofia. As usual the top

three in each category also received award. The winners were selected by 10-member jury among 61 nominated journalists who presented 132 various journalistic materials.



“Journalists at school” Initiative

To get into the world of journalism from the school desk. To learn how to make a report and what it means to be a journalist in Bulgaria. To be able to critically appreciate the media messages. These are some of the

answers to the question of why each year the interest to „Journalists in school“ is growing. The most massive edition of the initiative took place in 2018. 2,470 students from 38 schools in 34 locations throughout

the country took part in it. A total of 21 prominent journalists related to the “Valya Krushkina – Journalism for the People” awards entered the classrooms in order to show to the young people how to identify fake

news, why is it important to be active citizens and what is it like to be a journalist in Bulgaria.

After the meeting with Blagoj Cicelkov I got clarity what is fake news. My opinion is that they mislead people who don't care enough to find out which news are true and which are not.

Ani, a student at „Nikola Vaptzarov“ Secondary School, town of Hadgidimovo

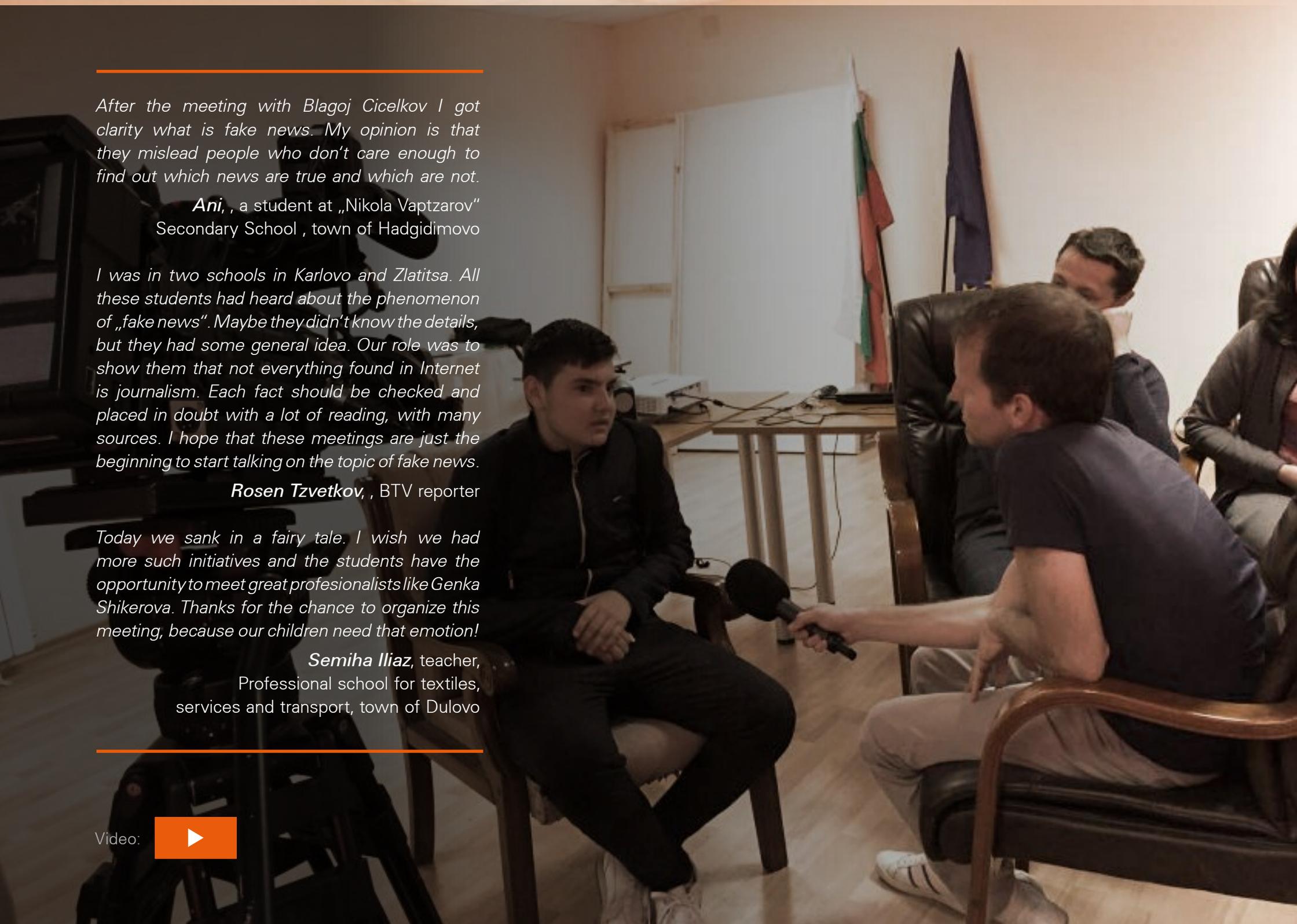
I was in two schools in Karlovo and Zlatitsa. All these students had heard about the phenomenon of „fake news“. Maybe they didn't know the details, but they had some general idea. Our role was to show them that not everything found in Internet is journalism. Each fact should be checked and placed in doubt with a lot of reading, with many sources. I hope that these meetings are just the beginning to start talking on the topic of fake news.

Rosen Tzvetkov, BTV reporter

Today we sank in a fairy tale. I wish we had more such initiatives and the students have the opportunity to meet great professionals like Genka Shikerova. Thanks for the chance to organize this meeting, because our children need that emotion!

Semiha Iliaz, teacher,
Professional school for textiles,
services and transport, town of Dulovo

Video:





„FMI /Faculty of Mathematics and Informatics initiatives/“ Fund

The place where students in informatics and IT choose between different possibilities in order to transform their choices into careers. Hundreds of young people and over 60 IT companies at a Career Development Forum in 2018. The event took place at the beginning

of June 2018 at the Faculty of Mathematics and Informatics at Sofia University campus and is the first activity of FMI Fund.

Created in March 2018, the Fund brings together faculty professors, students, and business leaders who

want to develop mathematics and Informatics in Bulgaria. The Fund works to create opportunities for professional, scientific and career development of both university professors and university students, and school teachers and students.

„Tanya Kovacheva“ Fund

Often the representatives of civil society organizations, focused on improving the environment, forget about themselves. Often they don't think how to increase their knowledge and improve their skills in order to be even more effective

in changing the environment. In 2018, five civil society organizations joined forces to address the need for investment in the development of the sector. WCIF, Bulgarian Donors Forum, National Network for Children, Bulgarian Family Planning and Sexual

Health Association and Open Society Institute Foundation created the „Tanya Kovacheva“ Fund. The Fund will support the development of sector representatives by providing funding on competitive basis.





TechSoup software donation Fund

Quality, safety and affordability are the three things that make the platform TechSoup preferred choice for hundreds of civic organizations and community centers in Bulgaria through 2018.

A total of 155 organizations received software donations via the platform in 2018. The orders placed at the platform are 185 and the fair market

value of the donated software is 420,000 BGN. Thanks to the donations received, organizations increased the quality and security of their work and invested the money saved in the pursuit of their causes.

Through the platform not-for-profit organizations receive products from: Microsoft, Adobe, Autodesk, Symantec, Tableau, Bitdefender,

CleverReach, Veritas, etc.

TechSoup Bulgaria also works in cooperation with Google in their program for support of non-profits by validating applying organizations for donations of: AdGrants, YouTube for Nonprofits and Google Apps. Since 2016, organizations registered at the platform have access to products of the first Bulgarian technological

donor – Superhosting.

In addition to the possibility of getting licensed software products as donation, WCIF works for increasing the technological capacity of organizations by sharing and disseminating every month training resources and materials on technological topics.

Annual meeting of funded organizations

„Together for the rights of minorities in Bulgaria“ was the slogan of the Annual Meeting of the participants in WCIF programs. The event took place on 22nd of June 2018 in Sofia and gathered more than 100 representatives of civic organizations from all over the country.

Participants in the meeting were introduced to the findings of the latest nationally representative survey of public opinion on hate speech in Bulgaria. Representatives of the Commission for Protection against Discrimination and the Administration of the Ombudsman

presented the appropriate response measures taken to counteract this negative public phenomenon. The event gave an opportunity for exchange of experiences, good practices and contacts.





Active Citizens Fund

The Active Citizens Fund was launched in July 2018. The Fund is a part of the Financial Mechanism of the European Economic Area 2014-2021, funded by the governments of Iceland, Lichtenstain, and Norway. For Bulgaria, the Fund will be

managed by the consortium led by Open Society Institute – Sofia in partnership with Workshop for Civic Initiatives Foundation and Foundation Trust for Social Achievement.

The objective of the Active Citizens Fund is to strengthen civil society,

activate citizens and empower vulnerable groups. The Fund will support long-term sustainability and capacity building for the civil society sector by strengthening its role in encouraging democratic participation, active citizenship, and human rights.



Involving youth leaders and teachers in Combating Anti-Gypsyism in Bulgaria

17 campaigns in 17 Bulgarian towns gathered Roma and non-Roma people, to practice sports and recreate together. In this way over 2,000 people have made that first step towards understanding and rapprochement of the two ethnic groups. Because it's important to find out what brings us

together, not what divides us.

The campaigns are inspired by the trainings "Together against anti-gypsyism" in which we managed to involve 558 teachers and 391 youth leaders. The trainings are based on the "Mirrors" manual, issued by the Council of Europe and translated

into Bulgarian by WCIF and the Mladenovo Foundation.

All these activities took place in the framework of the project „Engaging youth leaders and teachers in combating anti-gypsyism in Bulgaria” that was implemented by WCIF in cooperation with Mladenovo

Foundation and the Syndicate „Education” at the Confederation of Labor – Podkrepa. The project is co-funded by the EU under the program „Rights, Equality and Citizenship”, its major objective being to reduce the discrimination against Roma in Bulgaria.

Together for the rights of LGBTI people in Bulgaria

The „different ones“ are actually our children, friends, relatives, neighbors and colleagues. If you knew they were “different”, would you accept them? Do we ever think of the price we all have to pay when excluding and stigmatizing certain groups of people for the reason OF whom they love or how do they identify themselves in terms of gender?

These are some of the issues dis-

cussed by almost 1,500 teachers, politicians, business leaders and representatives of civic organizations during the information workshops under the project „Together for the rights of LGBTI people“. The project comes as a response to the ever-growing disrespect for LGBTI rights and aims to increase the intolerance towards discrimination of LGBTI people in Bulgaria.

The project is implemented with the cooperation of five partner organizations: Bulgarian Donors Forum, Bulgarian School for Politics „Dimitar Panitza“, Syndicate „Education“ at the Confederation of Labor – Podkrepa, Foundation „Voice Bulgaria“ and Youth LGBTI organization „Dejstvie /Action/“. The project is co-funded by the EU under the program „Rights, Equality and Citizenship“.





Donors and Partners

Donors



Charles Stewart Mott Foundation

Development of Community Foundations in Bulgaria and organizational support for WCIF



America for Bulgaria Foundation

Development of Community Foundations in Bulgaria



YouthBuild International

YouthBuild Bulgaria



Lidl Bulgaria

You and Lidl for a Better Life



Eurofootball Ltd.

Sports Talents Program

Valya Krushkina Fund – Journalism for the People Awards



SAP Labs Bulgaria

Knowledge for Success Program
 Robotics for Bulgaria Program,
 Meet and Code Initiative
 Meet and Code the Success Initiative
 Stydi iT First Program
 Additional qualification for teachers in informatics and IT



TechSoup Global

TechSoup Donation Program



TechSoup Europe

Meet and Code Initiative



Dundee Precious Metals

Valya Krushkina – Journalism for the People Awards



Societe General ExpressBank

Valya Krushkina – Journalism for the People Awards



European Union

Involving youth leaders and teachers in Combating Anti-Gypsyism in Bulgaria Project
 Together for the rights of LGBTI people Project
 MIraGE: Migrant integration for growth in Europe Project



EEA and Norway Grants Fund

Direction Employment Project
 Active Citizens Fund

Partners

Syndicate „Education“ of the Confederation of Labor „Podkrepa“

Involving youth leaders and teachers
in Combating Anti-Gypsyism in Bulgaria Project
Together for the rights of LGTBI people Project
MIraGE Project

Mladenovo Foundation

Involving youth leaders and teachers
in Combating Anti-Gypsyism in Bulgaria Project

Bulgarian Donors' Forum

You and Lidl for a Better Life
Together for the rights of LGTBI people Project

Bulgarian School for Politics „Dimitar Panitza“

Together for the rights of LGTBI people Project

„GLAS“ Foundation

Together for the rights of LGTBI people Project

Youth LGBTI organization „Dejstvie“

Together for the rights of LGTBI people Project

Open Society Institute Foundation

Active Citizens Fund

„Trust for Social Alternative“ Foundation

Active Citizens Fund

Lai-momo societa cooperativa sociale

“MIraGE” Project
Direction Employment

Sudwind Verein fur Entwicklungspolitik und Globale Gerechtigkeit

“MIraGE” Project

Center for Social Innovation Ltd

“MIraGE” Project

Die Wiener Volkshochschulen GmbH

“MIraGE” Project

Victum Oktatasi – Es Tanacsado Beteti Tarsasag

“MIraGE” Project

Szubjektiv Ertekekek Alapitvany

“MIraGE” Project

Groupe SOS Solidarites

“MIraGE” Project

Swideas AB

“MlraGE” Project

Ressources Humaines Sans Frontieres

“MlraGE” Project

**Asociatia Novapolis – Ventrul De Analize si
Initiative Pentru Dezvoltare**

“MlraGE” Project

Lithuanian Gay League

Direction Employment

Porto Accounting and Business School

Direction Employment

DMC-Metrix

Direction Employment

ŠKUC Association (Section ŠKUCLL)

Direction Employment

**Journalism at School Initiative
Partners**

BTV

Nova Tv

Bulgaria on air

OFFNews.bg

Mediapool.bg

Donors providing Pro Bono goods and services



**Coca-Cola HBC
Bulgaria**

Coca Cola HBC Bulgaria

Drinks for the Annual media awards „Valya Krushkina – Journalism for the People“ Ceremony



„Peroto“ Club

Providing the space for Annual media awards „Valya Krushkina – Journalism for the People“ Ceremony

Individual donors of Pro Bono goods and services

Hosts at the ceremony of Valya Krushkina – Journalism for the People Awards

Maria Tzantzarova

Nadegda Uzunova

Hristina Hristova

Nikolaos Tzitiridis

Zlatimir Jochev

Elena Kitova for the design of Valya Krushkina – Journalism for the People Awards

Donors for the „FMI initiatives“ Fund

Visteon Electronics Bulgaria Ltd.	Centre Bulgaria Ltd.	Abalta Technologies Ltd.
Aksidia SC	Cobuilder International	SAP Labs Bulgaria
Endava	Cateneit Bulgaria Ltd.	Siensis SC
Aviazo Bulgaria Ltd.	Centroida SC	Kzuumurks Outsourcing (Sofia)
Dynamo Software Bulgaria Ltd.	Mobile Systems Ltd.	Limited – Bulgaria branch
Nemechek Ltd.	Hemisphere Commerce	Trizens LTD. Bulgaria
Telebid Pro Ltd.	Elektrospera Ltd.	Paraflow Communications Ltd.
GFK-Bulgaria, Marketing research Institute	Epay SC	Onparty Ltd.
Inspire Soft Ltd.	M B Consulting	Adastra Bulgaria Ltd.
Bulwork Company Ltd.	TechHudel Ltd.	Coherent Labs SC
Experian Bulgaria Ltd.	Telerok Ltd.	Hymera Ideas Ltd.
Job Radar	Interconsult Bulgaria Ltd.	UltraPlay Bulgaria
Matrix IT Global Services	Dopamin Ltd.	Bulpros Consulting SC
Bulgaria Ltd.	Musala Soft SC	Dreamiks Ltd.
Scale Focus SC	The AKKAdemy	Stripes Ltd.
TechHudel Ltd.	Dice Software	Akronis International GmbH
Bravo Consult Ltd.	Di It Wise Ltd.	Risko Group BG
Intracol Technologies SC	“Uber Bulgaria Software	IC Allianz Bulgaria
Bulgarian Online Research	and Development“ Ltd.	Neveksis Ltd.
EGT Interactiv Ltd.	Inensia Ltd.	Symbol Media Group
Fort Bulgaria Ltd.	Astea Solutions SC	Falkon.io Ltd.
Programista SC	MM Solutions Ltd.	Residence Control Ltd.
Software AG Development	Huwlett Packard GDBS	

Media partners



Volunteers

Members of the WCIF Advisory Group:

Evgenia Radanova

Vladimir Ionchev

Snegana Ivanova

Irina Ruseva

Yana Kasova

Georgi Petrov

Teodor Georgiev

Valeria Videva

Raya Ivanova

Svetoslav Kostov

Ilka Christova

Ilya Ilchev

Ivo Vetzhev

Maria Mitzova

Kristina Ivanova

Krasimir Petkov

Evgeni Nikolov

Evtim Lefterov

Ivajlo Stoimenov

Violeta Stoyanova

Nikolay Panayotov

Teodora Valeva

Nikola Nikolov

Tatjana Yancheva

Plamen Slavov

Ralitzia Nikolova

Rositza Marinova

Plamena Nikolova

Anton Pramatarov

Boris Nedjalkov

Denislav Kodgabashev

Iliyana Stoilova

Vladimir Dalakliev

Lidia Ivanova

Anita Bajkucheva

Blagoi Tzitzelkov

Djema Baruh

Dijan Bodjidarov

Eliza Markova

Givka Belcheva

Krasimira Velichkova

Ljubomira Kolcheva

Neli Papazova

Nikolaus Tziritidis

Pavlina Filipova

Radostina Marinova

Rosen Tzvetkov

Silvia Velikova

Stefan Popov

Teodora Bakardgieva

Members of the “Valya Krushkina” Awards Jury

Vladimir Jonchev	Prolet Velkova
Kalin Parvanov	Rosen Tzvetkov
Nikolina Dimitrova	Silvia Velikova
Oleg Popov	Stoyana Georgieva
Petjo Tzekov	Tatjana Vaksberg

Valya Krushkina Fund Trustees

Members by right:

Ventzislav Krushkin,
Founder

Virdzhinia Vladimirova,
Founder and Chair

Monika Hristova,
Chair of WCIF Board of Trustees

Iliyana Nikolova,
WCIF Executive Director

**Members appointed
by the Founders:**

Dobrina Cheshmedjieva

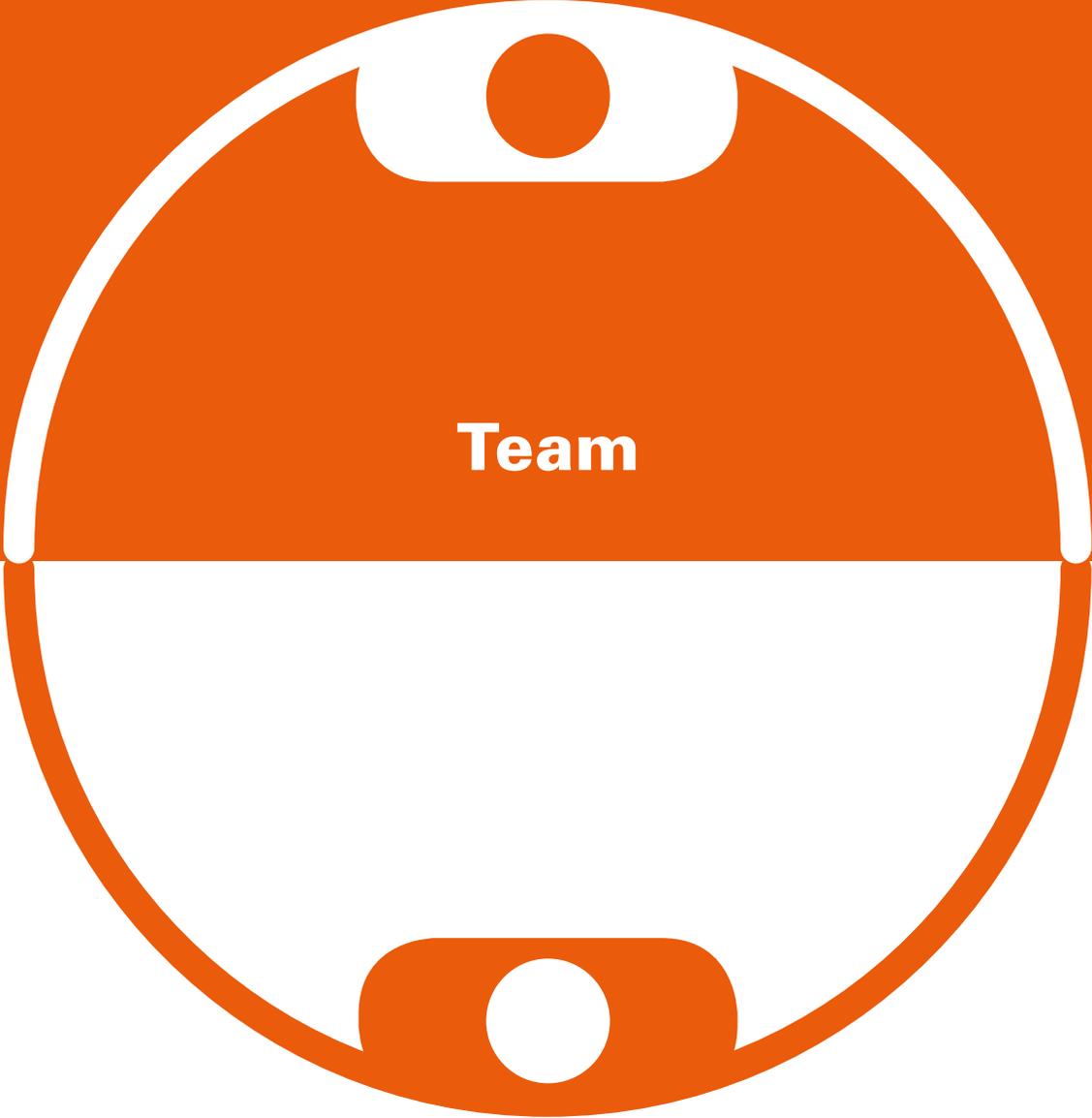
Radosveta Stamenkova

Krasimira Velichkova

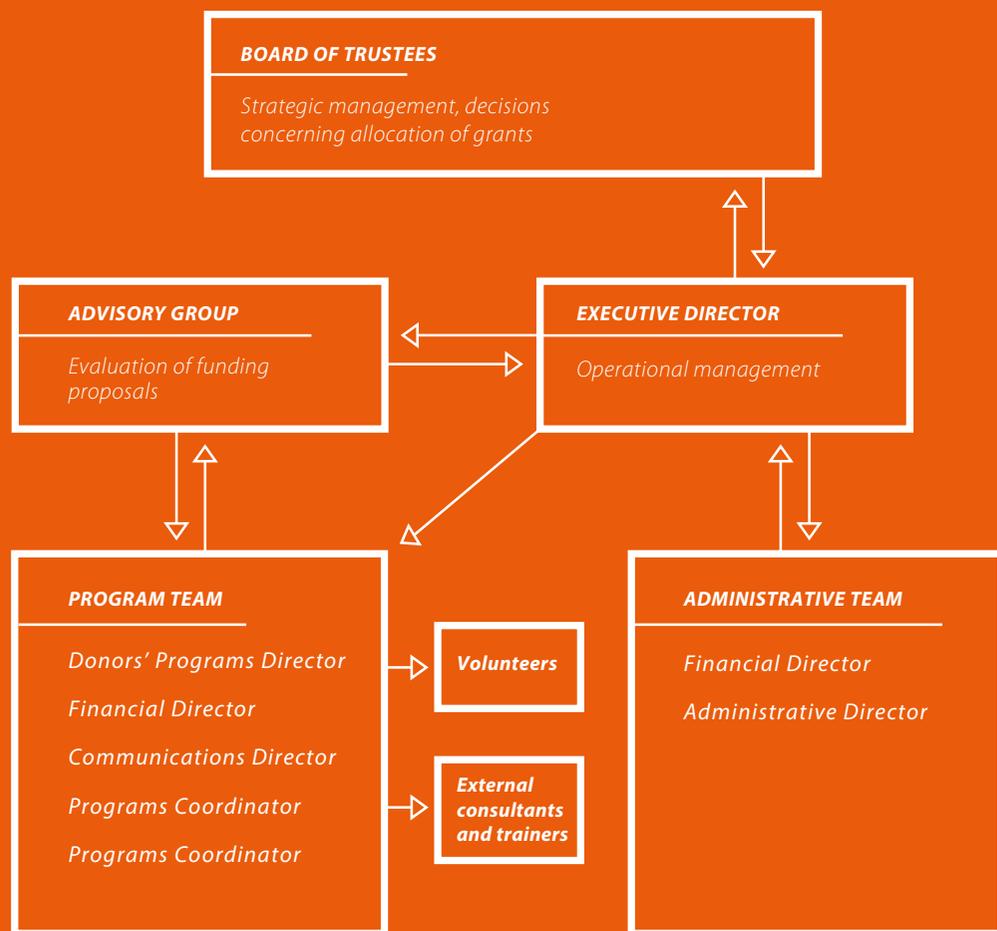
Pavlina Filipova

Rosen Tzvetkov

Nadezhda Uzunova

A stylized graphic of a clipboard. The top half is a white semi-circle with a white clip at the top center. The bottom half is an orange semi-circle with an orange clip at the bottom center. The word "Team" is written in white, bold, sans-serif font in the center of the white semi-circle.

Team



STRUCTURE AND TEAM

WCIF Board of the Trustees

- Aniel Gotchev
- Valeri Manchev
- Dimitar Tzolov
- Ilyan Hristov
- Milena Burnaska
- Monika Hristova — Chairperson
- Ralitza Again–Guri

WCIF TEAM

- Executive Director — Iliyana Nikolova
- Program Director — Monika Pisankaneva
- Grants Manager — Galina Asenova
(since March 2018 on maternity leave)
- Svetlana Karadzhova
(April 2018 – October 2018)
- Communications Director — Maria Tzekova
- Donors' Programs Director — Simona Bondikova
- Program Manager – Active Citizens Fund — Valery Pandzharov
- Program Coordinator — Peter Andreev
- Financial Director — Maria Stoimenova
- Administrative Director — Maria Petrova



Finance

BALANCE

ASSETS			LIABILITIES		
<i>/all figures are in thousands BGN/</i>			<i>Суми (хил.лв.)</i>		
SECTIONS, GROUPS, ARTICLES	2018	2017	SECTIONS, GROUPS, ARTICLES	2018	2017
B. NON CURRENT (LONG TERM) ASSETS			A. CAPITAL AND RESERVES		
I. LONG TERM ASSETS			I. RESERVES		
1. Land and buildings, incl.:	1099	1124	1. Reserve acc. establishing contract	3	4
— Buildings	1099	1124	2. Other reserves	2036	2012
2. Equipment	12	13	Total for group I :	2039	2016
3. Vehicles and other long term tangible assets	19	32	Grand Total „A“ :	2039	2016
Total for group I :	1130	1169	B. LIABILITIES		
Grand Total „B“ :	1130	1169	3. Other liabilities inc	3	27
C. CURRENT (SHORT TERM) ASSETS			— To employees incl.:		
I. MATERIAL ASSETS			up to 1 year		
1. Other material assets	1	1	— Social security incl. :	3	2
Total for group I :	1	1	up to 1 year	3	2
II. TAKINGS			— Taxes incl. :		25
1. Trade receivables	5	13	up to 1 year		25
2. Other takings	122	128	TOTAL „B“, incl. :	3	27
Total for group II :	127	141	up to 1 year		27
III. INVESTMENTS			C. Funding and future takings, incl. :	2990	1881
1. Other investments	17	18	— funding	2900	1881
Total for group III :	17	18	— future takings	90	
IV. CASH			TOTAL LIABILITIES (A+B+C)	5032	3924
1. Available cash	17	13			
2. Cash in current accounts (deposits)	3740	2582			
Total for group IV :	3757	2595			
Grand Total „C“ :	3902	2755			
TOTAL ASSESTS (B+C)	5032	3924			

ACCOUNT OF THE REVENUE AND EXPENDITURES

<i>/all figures are in thousands BGN/</i>			<i>/all figures are in thousands BGN/</i>		
SECTIONS, GROUPS, ARTICLES	2018	2017	SECTIONS, GROUPS, ARTICLES	2018	2017
I. Expenses for Operating Activities			Net revenues from profit activities incl.	92	317
Expenses for raw materials and outside services, incl	64	99	– Services	92	306
– raw materials	35	3	– Rent		11
– outside services	29	96	Total revenue from operational activities	92	317
Payroll expenses	24	19	Financing Incomes	3	3
– salaries	24	19	Other interests and financial incomes	3	3
Expenses for amortization	30	6	TOTAL INCOME FROM ACTIVITIES	95	320
Other expenses	101	153	Total Income	95	320
Total I	219	277	Accounted loss	124	
Revenue from planned activities		43	Loss	124	
Result		43	GRAND TOTOAL	219	320
Tax expenditure on the revenue		20			
Revenue after taxation		23			
TOTAL income	219	320			

ACCOUNT ON THE OWN CAPITAL 2018

/all figures are in thousands BGN/

INDICATORS	SUBSCRIBED CAPITAL	EMISSIONS' PREMIUMS	RESERVES					FINANCIAL RESULT FROM PREVIOUS YEARS		Current year	TOTAL
			after evaluations	Legal	from purchased own share	as defined by constituting act	other reserves	Retained profit	uncovered loss		
	1	2	3	4	5	6	7	8	9	10	11
Balance at the beginning of the reported period							2016				2016
Changes in accounting policy							2016				1963
Financial result for the current period							25				25
Other changes in the own capital							(2)				(2)
Balance at the end of the reported period	0	0	0	0	0	0	2039	0	0	0	2039
Own capital at the end of the reported period	0	0	0	0	0	0	2039	0	0	0	2039

ACCOUNT OF THE REVENUE AND EXPENDITURE FROM NON-PROFIT ACTIVITIES 2018

<i>/all figures are in thousands BGN/</i>			<i>/all figures are in thousands BGN/</i>		
TYPE OF EXPENDITURE	2018	2017	TYPE OF REVENUE	2018	2017
a	1	2	a	1	2
I. EXPENDITURE ON ACTIVITIES			I. REVENUE FROM ACTIVITIES		
A. Expenditure on the planned activities			A. Revenue from planned activities		
1. Donations	677	494	1. Revenue from donations under condition	1533	1306
2. Other expenditure	145	99	2. Revenue from donations without condition	4	17
Total A	822	593	Total I	1537	1323
B. Administrative expenditure	625	570	II. FINANCIAL INCOME		
Total I	1447	1163	3. Income from interests	7	10
II. FINANCIAL EXPENDITURE			4. Positive result from exchange rates deviations	151	116
3. Negative result from exchange rates deviations	97	256	Total II	158	126
4. Other expenditure on financial operations	2	4	III. REVENUE FROM ECONOMIC ACTIVITIES		23
Total II	99	260	IV. TOTAL REVENUE	1695	1472
III. EXPENDITURE FROM ECONOMIC ACTIVITIES	124	0	Total (IV)	1695	1472
IV. TOTAL EXPENDITURE	1670	1423			
V. RESULT	25	49			
Grand total (IV + V)	1695	1472			

ACCOUNT ON THE CASH FLOW 2018

/all figures are in thousands BGN/

TYPE OF CASH FLOW	Current period	Previous period
a	1	2
I. AVAILABLE CASH AT THE BEGINNING OF THE PERIOD	2609	2913
II. CASH FLOW FROM NON-PROFIT ACTIVITIES		
A. Revenue from non-profit activities		
Donations under conditions	2667	1672
Donations under no conditions	4	13
Other Revenue	165	63
Revenue from banking and currency operations	3	2
Total revenues from non-profit activities	2839	1750
B. Payments on non-profit activities		
Paid donations	592	647
Salaries	328	255
Social security payments	32	59
Payments on banking and currency operations	100	260
Payments on services	338	218
Other payments	160	814
Total payments on non-profit activities	1550	2253
C. Net cash flow from non-profit activities	1289	-503
III. CASH FLOW FROM PROFIT ACTIVITIES		
A. Revenues from profit activities		
Revenue from sales of assets and services	95	317
Total revenue from profit activities	95	317
B. Payments on profit activities		
Payments for services and acquired assets	219	118
Total payments on profit activities	219	118
C. Net cash flow from profit activities	-124	199
IV. AVAILABLE CASH AT THE END OF THE PERIOD	3774	2609
V. CHANGE IN CASH DURING THE PERIOD	1165	-304

Report of Independent Auditor

Opinion

We have audited the financial statements of Workshop for Civic Initiatives Foundation containing the balance sheet as at 31 December 2018, a statement of income and expenses, a cash-flow statement and statement of changes in equity for the year then ended, and an annex that contains a summary of significant accounting policies and other explanatory information.

In our opinion, the annexed financial statements:

- presents fairly, in all material respects, the financial position of the Company as at 31 December 2018 and its financial performance for the year then ended; and
- is prepared in accordance with the requirements of the National Accounting Standards and Art. 29 of the Accountancy Act.

Basis for the opinion

We conducted our audit in accordance with the International Standards on Auditing (ISA). Our responsibilities under these standards are further described in section "Auditor's Responsibilities for the Auditing of the Financial Statements". We are independent of the Company in accordance with the Ethics Code of Professional Accountants of the International Ethics Standards Board for Accountants (IESBA Code), along with the ethical requirements of the Independent Financial Audit Act (IFAA) applicable to our au-

dit of the financial report in Bulgaria, and we have fulfilled our other ethical responsibilities in line with the requirements of the IFAA and the IESBA Code. We believe that the audit evidence we have received is sufficient and relevant to provide a basis for our opinion

Other information different from the financial report and the auditor's report on it

The management is responsible for the other information. The other information consists of an activity report prepared by the management under Chapter Seven of the Accountancy Act but does not include the financial statements and our audit report on it.

Our opinion on the financial statements does not cover the other information and we do not express any form of security conclusion about it unless expressly stated in report and to the extent that it is stated.

In connection with our audit of the financial statements, our responsibility is to read the other information and thus assess whether this other information is in material inconsistency with the financial statements or with our knowledge acquired during the audit or otherwise it seems to contain substantial misstatement if, on the basis of the work we have done, we conclude that there is material misstatement in this other information, we are required to report this fact.

We have nothing to report in this respect.

Certified Public Accountant 0471
Violin D. Iliev
1233 Sofia,
Phone: 02/931 56 34, 0888 086 712
35-37 Klokotnitsa Str.,
entrance B, ap. 47

TO
the board of Trustees of
**Workshop for
Civic Initiatives
Foundation**
Sofia

Additional questions that the Accountancy Act puts to be reported

In addition to our responsibilities and reporting according to ISA, in regard to the activity report, we have also implemented the procedures added to the required under ISA in accordance with the Professional Organization of Certified Public Accountants and Registered Auditors in Bulgaria – Institute of Certified Public Accountants (ICPA), issued and approved by its Management Board. These procedures concern checks of the form and content of this other information in order to assist us in formulating an opinion as to whether the other information includes the disclosures provided in Chapter Seven of the Accountancy Act applicable in Bulgaria.

Opinion in connection with Art. 37, para. 6 of the Accountancy Act

Based on our procedures, our opinion is that:

- a) the information included in the activity report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- b) the activity report has been prepared in accordance with the requirements of Chapter Seven of the Accountancy Act.

Management's responsibilities for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the National Accounting Standards, including the releases for presentation and disclosure under these Standards and under Art. 29 of the Accountancy Act and for such of financial statements that do not contain material misstatements, whether due to fraud or error.

Responsibilities of the auditor for the audit of the financial statements

Our goals are to obtain a reasonable assurance that the financial statements as a whole do not contain material misstatements, whether due to fraud or error, and issue an audit report that includes our audit opinion. A reasonable degree of security is high level of security, but it is not a guarantee that an audit conducted in accordance with the Independent Financial Audit Act and ISA will always reveal a material misstatement when it exist. Misstatements may arise as a result of fraud or error and are considered to be material if it could reasonably be expected that they, alone or as a whole, could influence the economic decisions of users made on the basis of this financial report.

As part the ISA audit, we use professional judgment and retain professional scepticism throughout the audit.

We also:

- identify and measure the risks of material misstatement in the financial statements, whether due to fraud or error, develop and perform audit procedures in response to those risks, and obtain audit evidence that is sufficient and relevant to warrant (provide base for) our opinion. The risk of material misstatement resulting from fraud is higher than the risk of material misstatement resulting from error, as fraud may involve covert agreement, counterfeiting, deliberate omissions, statements to mislead the auditor, as well as neglecting or circumventing internal control;
- we gain an understanding of the internal control relevant to the audit in order to develop audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the Company's internal control;
- assess the relevance of the accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- we conclude on the appropriateness of the management's use of the accounting basis based on the going concern assumption and on the audit evidence obtained, whether there is significant uncertainty about events or conditions that could raise significant doubts about the Company's ability to continue to operate as a going concern. If we

come to the conclusion that there is significant uncertainty, we are required to draw attention in our audit report to the disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence we have received by the date of our audit report. Future events or conditions may, however, cause the Company to cease operating as a going concern;

- we evaluate the overall presentation, structure and content of the financial statements, including disclosures, and whether the financial statements present the underlying transactions and events in a manner that delivers credible performance.

We communicate with the management, among other issues, the scope and timing of the audit and the material audit findings, including significant internal control deficiencies that we identify during our audit.

Additional Information:

Own Capital:	2039 thousand BGN
-Including Endowment:	1297 thousand BGN

10.06.2019
Sofia

Violin Dimitrov Iliev
Certified Public
Accountant:





www.frgi.bg