

Name of the project: **Development of a Refugee Aid Organization**

Number of the project: 62500-2019-0003-0006

Information on the completion of the project implementation

The project was implemented for 2,5 years i.e., from 1.10.2020 to 31.3.2023. The project was supported by the OSF Foundation under the Active Citizens Fund programme, which is funded by the EEA and Norway Grants. The beginning of the project was strongly influenced by the situation about The Covid, that is why it was requested to extend it.

The project significantly contributed to the support of OPU staff. Management of the organization had the opportunity to participate for the whole time throughout group coaching focused on the personality development. Individual coaching was also available to the staff.

The other employees of the organization had the chance to attend the courses where they improved their knowledge and skills. These were courses focused not only of the development of language skills, but also on the expertise needed for work in the organization.

A substantial part of the project consisted of the donor part, where the need to have a donor-oriented person increased even more when the war on Ukraine started. As part of this work, was created a Fundraising Plan and methodology of work with donors. The Fundraising Plan was continuously adjusted during the project according to the development of the organization and outside it.

The project also focused on improving the staffing of the employees. A methodology has been created to streamline financial flows and personnel matters in the organization. This contributed to minor problems in the area of planning and payment of wages.

Work in the field of solutions and application into practice for the GDPR regulation was also important, when a lawyer of OPU dealt with this regulation and created a document for OPU clients. This document was translated to multiple languages.

Last but not least, part of the project was focused on increasing the security and usability of the Arum client database.

We evaluate the whole project as beneficial not only for the employees of the organization, but also for the whole team.