Annual Report

2022

Making a difference with courage and collaboration!

ALL GROW

Content

Letter from the co-founder

Looking back at 2022, I would like the emphasize our ability to analyze, think critically and become more sustainable. 2022 marked the end of Covid restriction and we felt that we were not in the emergency mode anymore, and we had the opportunity to look back analyze and think strategically about what next. 2022 was also the year of our 5th anniversary and this took us back to our beginnings, our impact and the sustainability of our work. If I have to pick a word that defined our activities in the last year would be sustainability.

I am grateful to all children, parents, teachers, schools, supporters and partners who were part of our journey so far and the years to come. Everything we had accomplished was made possible with each one of your support and because you chose to work with us and help us grow. In 2022, we started new projects with new partners including SIE4P.Inc and we design a brand new online course on Design thinking for teachers and expanded our Role Models project towards primary schools and international guests. We also continued our existing Erasmus+ project - CSS-EU and Scoala Nucleu Social - Active Citizen Fund, as well as our collaboration with organizational partners such as Oracle , HPE and Autonom Foundation.

The progress we made this year is shaping the future of our work and opening new avenues for growth towards achieving our mission and vision, which has children at it's center. I am optimistic about what the future brings for AllGrow and how we can continue to build spaces where we all have the opportunities to grow and contribute to building a better society, now and in the future.

Mădălina Bouroș

Co-Founder AllGrow

AllGrow Profile

ALL GROW

The Overview

AllGrow creates spaces for collaboration with the aim of directly contributing to the development of children, and indirectly of all those involved. **ALL** those who are part of our ecosystem **give and receive** access to tools, information and knowledge necessary to **GROW** as empowered individuals and as society at large.

We lead with courage, collaboration and desire to make a difference, values which guide and define us. This community brings together students, teachers and supporters with the common goal of putting children at the center and designing and acting with them in mind now and in the future.

Vision, Mission & Values

Vision

Every child has the capacity to become a change architect in his/her community when he/she discovers through practical experiences their own capacity to create change and acquire 21st century skills.

Mission

Build a self-sustaining collaborative ecosystem formed by teachers, students and supporters, using the design thinking method and a social entrepreneurial approach, to generate social change by listening to children's voice and preparing them for the future.

Values

Courage
We are courageous and we are not afraid to do things differently and challenge the status quo.

Collaboration
"If you want to get quickly, go alone, if you want to get far, go together!" - an African proverb which guides us and the work we do in our community. Collaboration is at the heart of our work.

Making a difference
We are action-oriented and risk takers. Making a difference is a difficult task but through action and failing rapidly and learning in multiple iterations, we can create long term change.

Activities Overview

In 2022 we continued some of the initiatives started in the previous years and we started new projects and initiative. Our work includes three types of initiatives:

1. **Funded:** Projects which are funded through grants and have a fix scope, time and cost.
2. **Partially funded**: In house long term sustainable initiatives, which are partially funded with donations and in-kind support and contribute to the sustainability of the organization.
3. **Sweat-funded incubator:** Rapid prototypes - initiatives which are in an early stage/incubated, which are designed and tested with our community of innovative teachers, based on their results we will scale them or use the concept for future proposals.

1. Funded projects:

Co-funded by the Europe for Citizens Programme of the European Union

CSS-EU
CHANGE SHAPING SCHOOLS

SIE4P.Inc

Iceland Liechtenstein Norway **Active citizens** fund

Scoala Nucleu Social

2. Partially Funded

Change Architects

PROFESOR INOVATOR

MERCI

Hewlett Packard Enterprise

ORACLE

3. Sweat-funded incubator

In 2022 we also experimented and we tested new initiatives with the support of our community of volunteers and supporters. These initiatives include Design thinking online course, Role Models, Educators and Changemakers.

Activities Highlights

January

We started the year with the goal of making the voice of young people heard. In January we launch a brand new program - the **Design thinking online course for teachers.** This asynchronous course included 6 modules and the teachers learned together online while also applying the lessons they learned in their classroom.
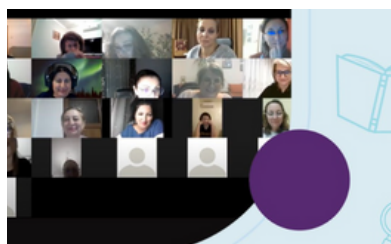
February

In February the **CSS-EU project debuted the activities in the classroom** after the teacher training which took place in January. Over 35 teachers participated in the training and over 600 students were invited to discover social innovation education model. This month was also marked by the start of the war in Ukraine and we were all disrupted by the events in our neighbour country.

March

As the Covid restrictions were getting lifted we started our school fairs as part of the Scoala Nucleu Social projects. During the fairs, students presented their projects in front of their classmates, local authorities, teachers and parents. In March we also finished the course and 48 teachers graduated.

April

In April we had the first team building activity since the pandemic started. We met for the first time in person with the innovative teachers and we took the time to plan the future. In April we also celebrated Scoala Nucleu Social Projects and we continued to have mentors work with students at the second level of Change Architects,

May

In May many of our projects were in full swing. We were happy to be back in schools and some of our mentors were able to visit the students and help them accelerate their impact. This was also the case at No. 10 Secondary School in Galati where Constantin Nistor from Autonom spoke to children about healthy living habits.

June

In June we met in person in Thessaloniki during the transnational project meeting of CSS-EU. June also marked the end of the Change Architects project and Scoala Nucleu Social for the 2021-2022 school year. As always we are impress by the power young people have to create change.

# Activities Highlights

July

In July our team received a new group of interns who stayed with us for the duration of the summer to support some of our work. We also organized the Change Architects online summer camp to celebrate the projects students created. With support from Oracle we were able to reward the students and send them games they can play during school recess.

August

In August we did a lot of strategic planning and worked on improving some of our materials and strategies for the upcoming year. This was an important period to put our work in order for the upcoming year, including updating the website and our social media presence.
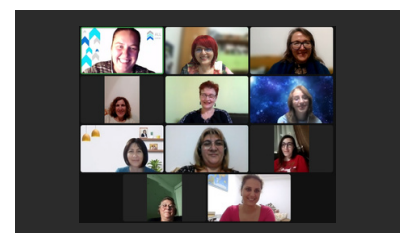
September

September was the month when our students went back to school. For AllGrow it was also a walk on the memory lane. We worked on preparing for the new school year, as well as documenting and sharing some of our results in the last 5 years. In September we welcomed a new group of 8 innovative teacher to our community.

October

In October we were very busy since on the 5th we celebrated both 5 years of AllGrow but also we launched Change Architects. It was wonderful to be together with our community and to celebrate 5 years of impact. We also spoke about our impact during the National Conference for Research in Education.

November

In November we conducted various workshops as part of Educator project on Multiple Intelligence with the support of Oracle. We were also lucky to have over 6 Oracle employees as Role Models for students and it al culminated with a visit to their office at the start of December.
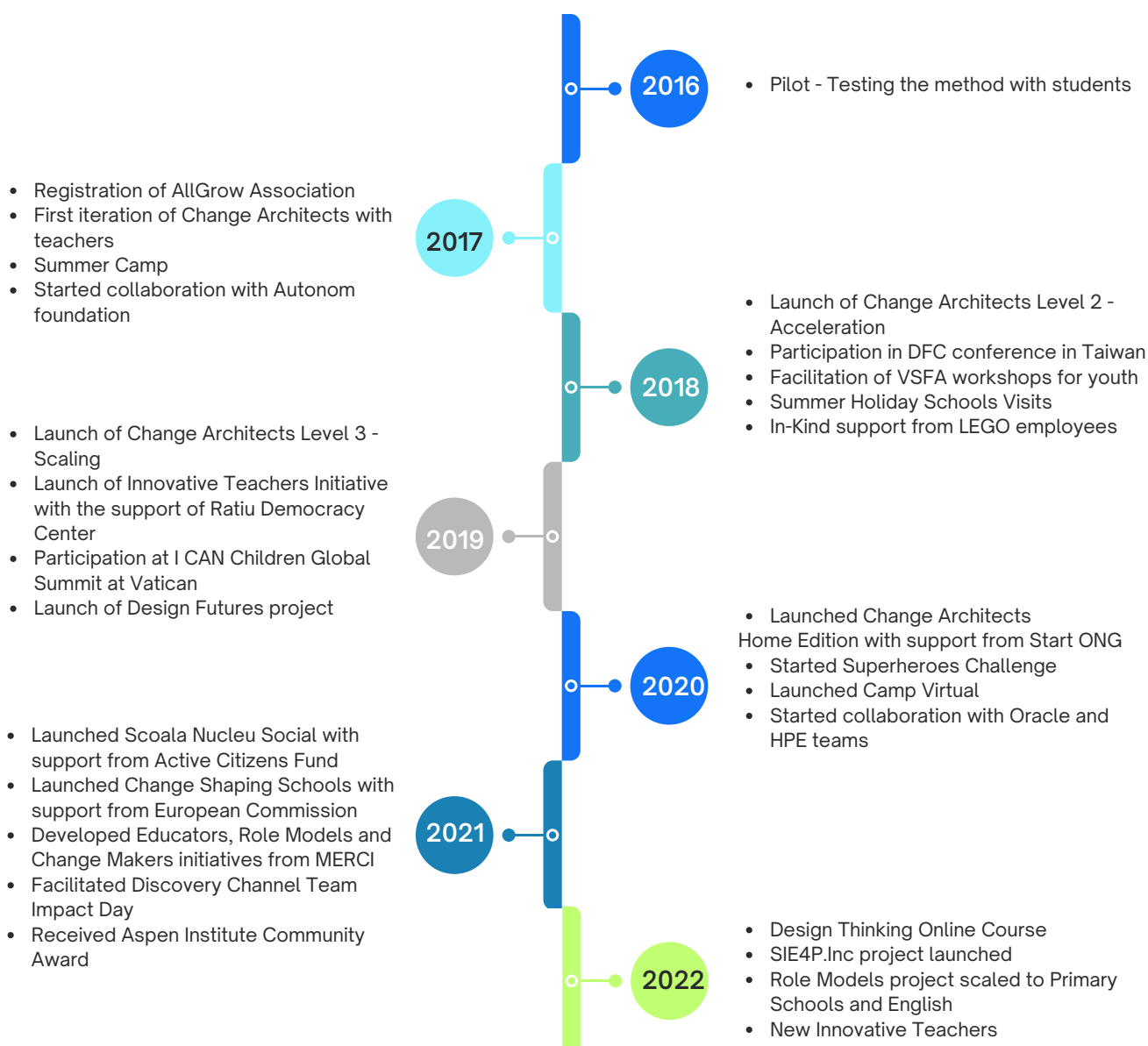

December

In December we became partners in a brand new Erasmus+ project called SIE4P.Inc - Promoting inclusion through Social Innovation Education. The kick off meeting took place in Paris and this also marked the addition of a new team member Andreea Serban.

Highlights & Key Initiatives

Since 2016, when we launched our first pilot, AllGrow became a reputable organization, which continues to grow and launch new projects and initiatives responsive to local needs and opportunities. We will present below few of our milestones, from start till now.

2016
- Pilot - Testing the method with students

2017
- Registration of AllGrow Association
- First iteration of Change Architects with teachers
- Summer Camp
- Started collaboration with Autonom foundation

2018
- Launch of Change Architects Level 2 - Acceleration
- Participation in DFC conference in Taiwan
- Facilitation of VSFA workshops for youth
- Summer Holiday Schools Visits
- In-Kind support from LEGO employees

2019
- Launch of Change Architects Level 3 - Scaling
- Launch of Innovative Teachers Initiative with the support of Ratiu Democracy Center
- Participation at I CAN Children Global Summit at Vatican
- Launch of Design Futures project

2020
- Launched Change Architects Home Edition with support from Start ONG
- Started Superheroes Challenge
- Launched Camp Virtual
- Started collaboration with Oracle and HPE teams

2021
- Launched Scoala Nucleu Social with support from Active Citizens Fund
- Launched Change Shaping Schools with support from European Commission
- Developed Educators, Role Models and Change Makers initiatives from MERCI
- Facilitated Discovery Channel Team Impact Day
- Received Aspen Institute Community Award

2022
- Design Thinking Online Course
- SIE4P.Inc project launched
- Role Models project scaled to Primary Schools and English
- New Innovative Teachers

Impact Highlights

Over the years we continued to engage with students, teachers and schools across Romania and Moldova and this work resulted in Student led projects, collaboration with volunteers and community beneficiaries. Below are represented our beneficiaries and how their engagement with us evolved over the years.
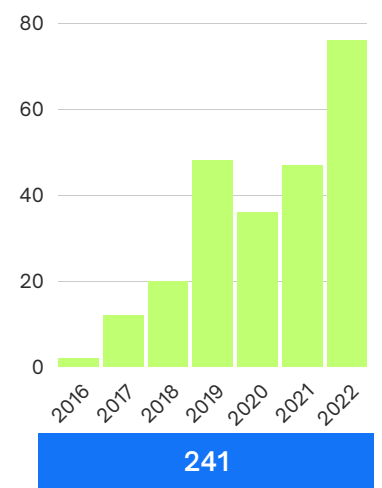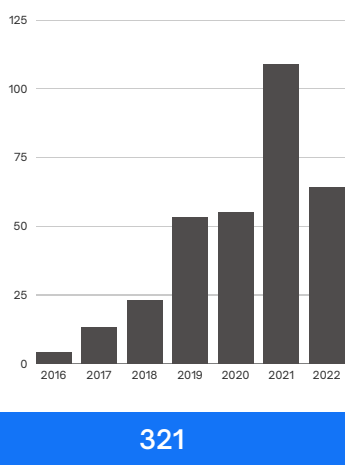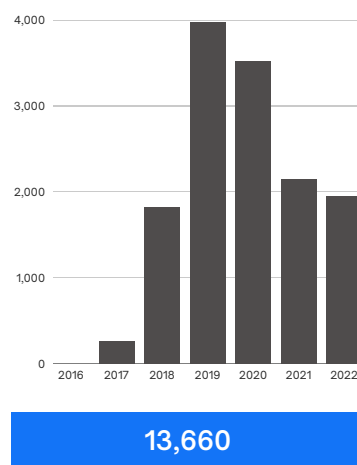
Children and Youth

5,818

Teachers

492

Schools

241

Student Led Projects

321

Beneficiaries

13,660

Volunteers

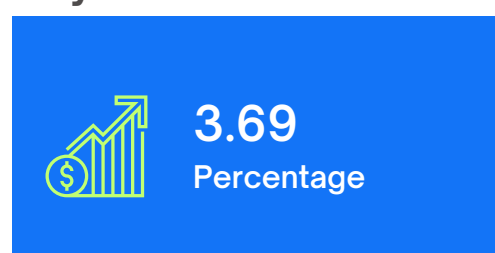| 80 |
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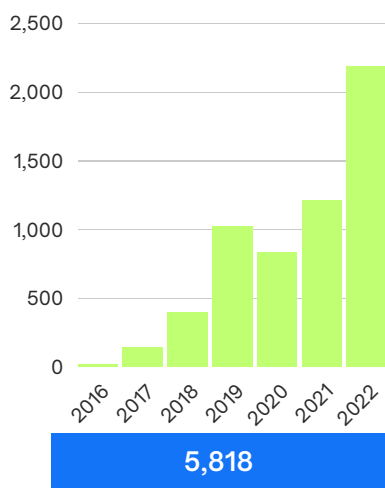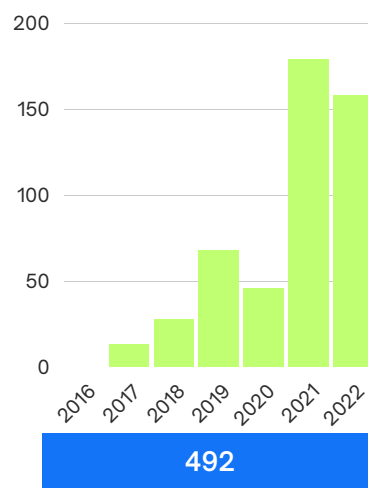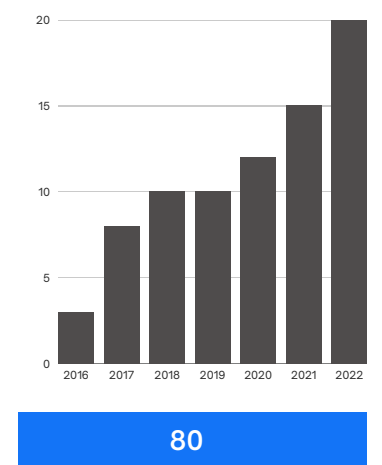
Financial Highlights

Our work has been funded with a mix of individuals donations, grants as well as in-kind donations of goods and services as well as unpaid time of the founding team and volunteers. As we are evolving we are getting closer to sustainability and achieving healthy growth over the years to come.
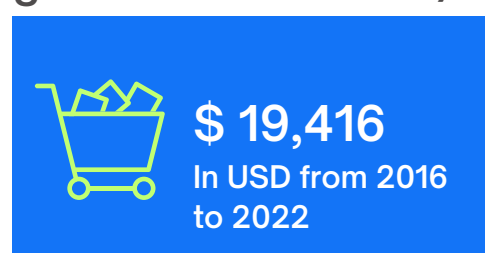
The table below presents the cash flow of the organization over the course of our activity.

FINANCIALS	2016	2017	2018	2019	2020	2021	2022	Totals
Expenses USD	-	-	$609.05	$3,331.13	$10,584.77	$57,309.71	$41,614.13	$113,475.79
Revenue USD	-	-	$210.60	$13,008.83	$5,601.32	$57,581.68	$42,523.18	$118,925.61

Average growth year to year

3.69
Percentage

In-kind donations (of goods and services)

$ 19,416
In USD from 2016 to 2022

Time invested (in-kind)

9,104
Hours from 2016 to 2022

Value of time invested (in-kind)

$ 109,248
In USD from 2016 to 2022

SWOT

Analysis Table

Strengths

- Community of engaged teachers and schools
- Aligned with global trends and national priorities
- Agile approach and testing ideas before proposals to external stakeholders
- Uses human centered design
- Innovative approach
- Collaborative and life long learning

Weaknesses

- Dependency on grants
- Our fundraising strategy could be improved
- Our team is relatively small and we want it to grow over the years
- Social media presence could be improved among young people, supporters and companies

Opportunities

- Collaboration with Ministry of Education
- Building partnerships with private partners
- Transnational projects and contributing to solving global goals (SDG's)
- Creating a board of advisors
- Promoting children voices for solving global issues

Threats

- Global events such as the war in Ukraine
- Talent attraction and retention
- Changes at the national/Ministry level
- Competition for teachers and students time from curricular and extra curricular activities
- Changing funding priorities

Strategic Direction

ALL GROW

Sustainability
Carry and build our activities with sustainability in mind so that we have the tools, abilities and inspiration necessary to serve our communities and achieve our mission over the long term.

Collaboration
Change is disruptive and in order for it to be achievable and sustainable it needs to be built on collaboration across institutions, beneficiaries, organizations and individuals.

Empowerment
An empowered team, empowers community members and the same goes for teachers and students, therefore we aim to lead with empowerment in mind and have a strong and empowered team.

Innovation
We are disruptors and our strategy towards changemaking is to continue to innovate as an organization and to promote innovation in our communities of educators, students and supporters. This is and will continue to be at the core of who we are.

Global reach
Our initiatives have been proven successful within the Romanian borders, however we are realizing that our work is relevant in other contexts as well. Therefore we are starting to look outside of Romania and innovate across the borders.

Strategic goals for 2023

In 2022 AllGrow has reached its maturity, 5 year anniversary, and was able to prioritize some of it's initiatives and focus on those initiatives with potential for scaling and increasing the global reach (online course, Role Models and Educators). In the upcoming year the goal is to continue this trend of sustainability and global reach, but also to make space for more processes and organizational structure while empowering out team.

We have been taking a step back and will continue to do so up until we reach a healthy sustainability level, while building capacity at the organizational level. We know that this step is crucial in order for us to grow in the next 10 years. If in the first 5 years, the goal was to prove our value and models, the goal now is to have a stable foundation for sustainable growth so that we can continue to innovate and create change locally and globally.
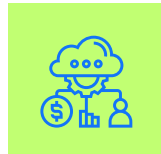
We will achieve this by working collaboratively, putting sustainability at the center of our actions and ensuring our team and beneficiaries are empowered.

1,000
teachers who have been impacted by our initiative and are introducing innovative student centered methods

10,000
Students reached by the end of 2023

$150.000
Funding available at the end of 2023 from grants, donations and services

Support our work

There are many ways in which you can support us and contribute to our mission. Here are some ideas and I am sure there will be some more:

- **Time** - Get in touch with our team to see how you can become a Mentor, Educator, Role Model or Changemaker to work with our team and students

- **Funds** - Become a supporter of our work by donating to our organization or redirecting you income tax (3.5%)

- **Connection** - You may know someone or an organization who might be interested in learning about us, please don't hesitate to put us in touch.

- **Promotion** - You like what we do and you want to promote it, we would be happy if you decide to do so on social media or speaking with your friends and colleagues.

Thank You!

ALL GROW

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