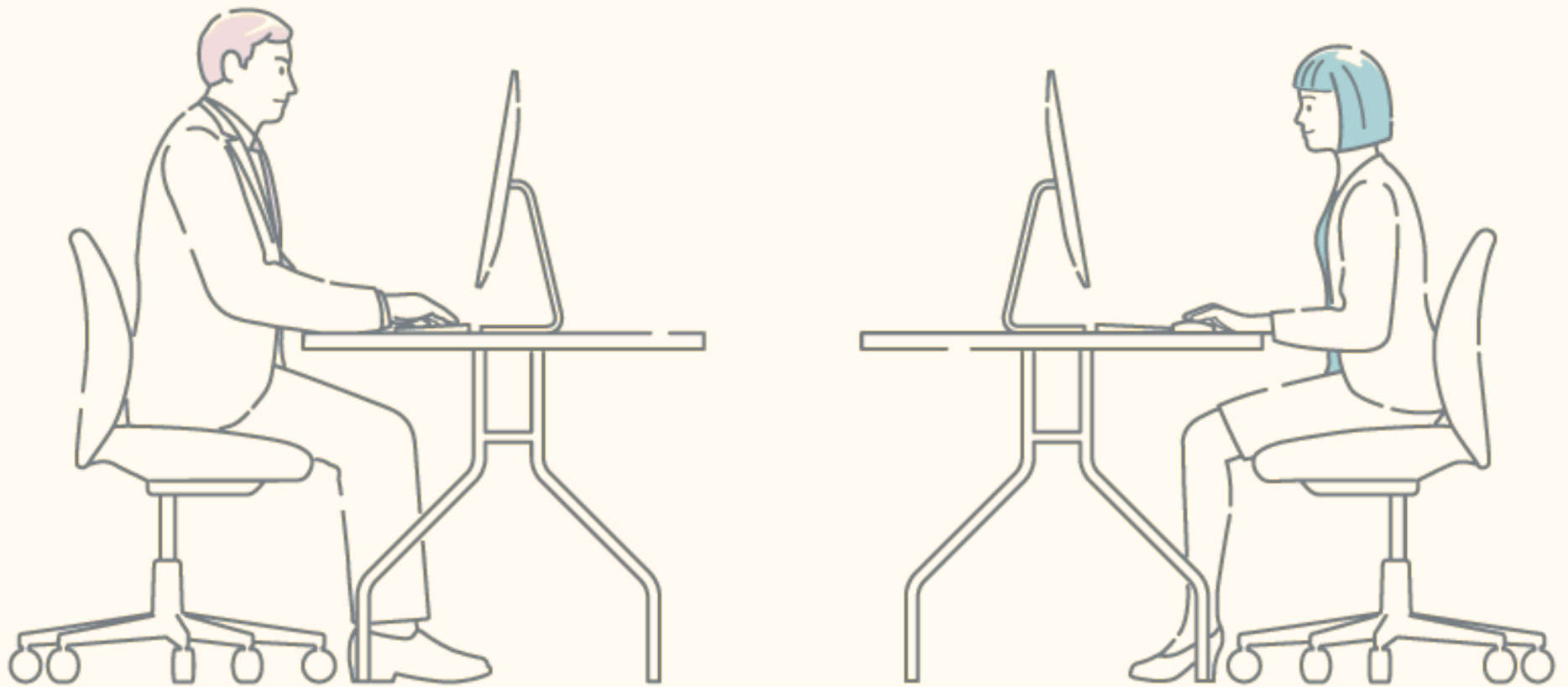




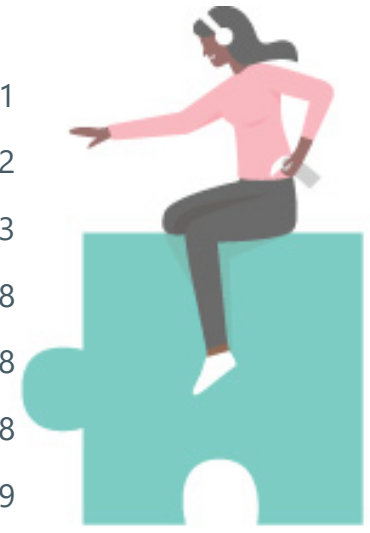
2022 Annual report



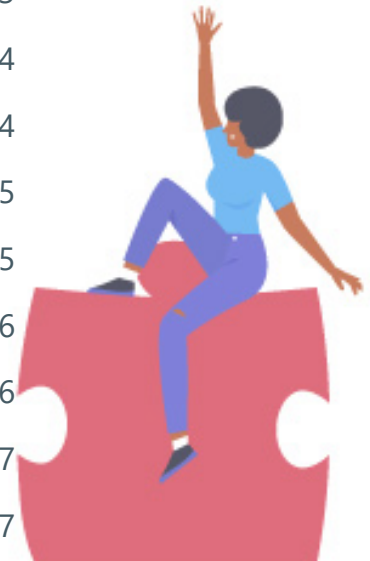
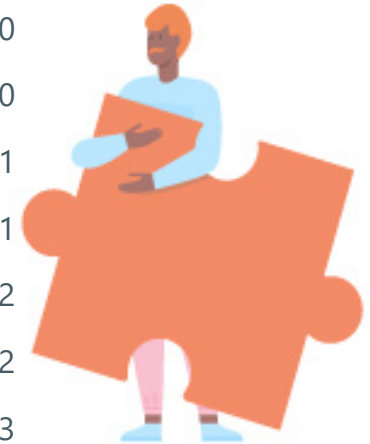
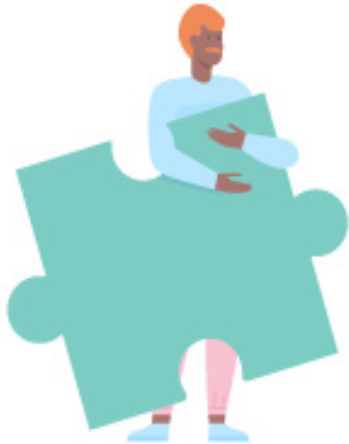
Annual report

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Annual report and Financial statements



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The primary responsibility for the integrity of financial information included in the TERRAM PACIS annual reports and financial statements rests with the TERRAM PACIS Executive Board. This annual report has thus been prepared based on the Executive Board's best estimates and judgments. The opinions on financial statements are included herein. As a non-profit organisation, we have set the highest standards of ethical financial report supported by the organisation's standards: our core values and policies. A careful attention is given to the constant track on how funds are used, to ensure that adequate and the unbiased reporting standards are attained. Our procedure provides reasonable assurance that the operations are conducted in conformity with applicable rules as set out by the donors in each grant agreement and with the organisation's commitment to high standards of ethical financial report.

The TERRAM PACIS Executive Board pursues its responsibility for the quality of the organisation's financial reporting, which primarily acts as the internal audit committee, to ensure that our responsibility to ethical internal budget control and financial reporting are met. In our opinion, and in all our reports, the organisation maintains, in all material respects, effective internal control over financial reporting based on the Executive Board assessment of and its conclusion on the effectiveness of internal control over financial reporting. Each annual financial reporting includes the budget that was acquired as the final payments for the projects that were completed in the previous year(s), which are included in the current financial statements and represents 45% of the total cash flow as of December 31 of the reporting year.

The balance sheets and the related statements of income as well as cash flows for the period ended on December 31 of the reporting year, and the related notes express the Executive Board qualified opinion herein. Thus, Executive Board's assessment on the effectiveness of internal control over financial reporting is presented herein. Executive Board's responsibility is to express the opinion on the organisation's internal control over its financial reporting based on internal audits. Under Norwegian Accounting Act, [TERRAM PACIS is not required to use external auditors](#). If an external auditor is required, the requirement is set out in the grant agreement, and can be done by project. We thus believe that our audit provides a reasonable basis for our opinion.

1. Accomplishments of the year

2022 was a productive year for TERRAM PACIS, our partners and the people and the communities we serve. We saw increase in our projects after 2 years of social restrictions. Our continued commitment on non-formal education and training to support and/or strengthen the capacities of young and adult learners and their organisations in raising awareness about and advocating for human rights, gender literacy, and the environmental justice has increased and showed promising results. Through projects, we are bringing about the meaning of inclusion of young and adult learners in education and training that challenges different forms of discrimination on the basis of race, status, class, sexual and gender identities, education or cultures. So, our disciplined approach to an inclusive and diverse education and training youth work has paid off. Our overall annual projects' budget for the year 2022 was €380,000.00; including funds, grants, and donations, which increased up to 15% from the previous two years. We delivered more than 20 projects worth €400,000.00 in terms of served people and produced open educational resources.

We continue to be very pleased to see that our digitisation initiative that was integrated in 2019 gaining considerable momentum in both 2021 and 2022. Thus, digitalisation is impacting every part of the organisation's education and training work and allowing us to connect, grow, and expand our impacts in various corners across the world, reaching the global population and offering free open educational resources. This has been possible as we are organised around three main work streams that enable us to enhance the organisational performance; creating partner-friendly project management tools and learner-centre learning tools, which reach out to and connect the people we serve through innovative digital solutions. These efforts are the foundation of our transformation into both a dynamic training-based and a resources developer organisation:

1. Enabling smart project management and financial reporting tools to improve digital skills, reliability, transparency, and accountability among our partners.
2. Combining traditional face-to-face training with digital learning for a seamless and complementary flow of learning.
3. Designing intelligent and connected digital applications, which tackle digital gender gap and reduce printed materials to meet our commitment for climate justice.

1.1. Our commitment to education and training

Our journey to becoming an intelligent training provider and open educational resources developer non-profit organisation that was initiated in 2018 reached its maturity and has thus played a crucial and important role in the digitalisation of our training offerings. We have achieved our objectives for facilitating youth empowerment by leveraging the strengths of the implementing partners, by integrating an impact pathway in our projects design and execution, and by creating a digital foundation for the way we work and through educational and training tools we produce. We are a stronger non-profit organisation, but our work is not done. As donors and funding agencies, your investment is being used to serve the people and communities we work for. We thus recognise this and appreciate your trust in us.

On behalf of our staff, we thank all donors, funding agencies, and our partners around the world for your confidence in TERRAM PACIS and for your support of our mission to improve the quality of life and of the environment while delivering empowerment-leading programmes to both young and adult learners. Hence, to meet our commitments to accountability and transparency in our education and training work and its delivery, herein we are presenting our annual report and financial statements to you and the people and communities we serve. Thus, our annual report is designed to provide reasonable assurance regarding reliability of financial reporting and the presentation of financial statements for external purposes to make our information available and accessible to the public. Reporting is done in accordance with generally accepted bookkeeping practice for non-profit organisations published by the Norwegian Accounting Standards Board. The organisation's internal control over financial reporting includes policies and procedures that:

1. Pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the organisation.
2. Provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements, and that receipts and expenditures of the organisation are recorded; and
3. Provide reasonable assurance regarding a prevention or timely detection of unauthorised acquisition, use, or disposition of the organisation assets that could have a material effect on the financial statements.

We are continuing to reshape the way we implement our projects and improve our organisational performance. Our solid approval rate for projects by donor agencies, continues to be a strong endorsement of the strategy that we have in place. We continue to demonstrate that we are able to deliver strong results in raising awareness about and advocating for the various challenges affecting the lives of young and adult learners. Therefore, looking ahead, our mandate is clear, we must continue to focus on youth and adult education and training, run the organisation properly, and smartly deploy our efforts for social and environmental change. We have this year continued to enhance our programming strategy in our education and training work that combines an Impact Pathway and a human rights-based, participatory, and gender-sensitive approach in the planning, designing, and delivering effective interventions. This strategy reflects our commitments to implementing beneficiaries-centred projects; leveraging the important role the beneficiaries play towards achieving sustainable results when designing our projects is rights-based; meaning that the beneficiaries, and their human rights, their unmet needs, and their unfilled gaps are at the centre of the lifecycle of the projects.

1.2. Abiding to our principles in our programmes

We are reaffirming our longstanding vision; becoming a non-profit organisation whose purpose is to foster the core value of inclusiveness, equity, diversity, and non-discrimination among the people and the communities it serves. Hence, to continue fostering these working principles, commitments, we are creating safer and engaging learning spaces where the learners have the opportunities to learn about various challenges that affect our today's lives and the quality of the environment.

To deliver on these, through our programmes of focus, we initiated projects that raise awareness and create conditions that facilitate youth, youth workers, trainers, adult learners, and adult educators' empowerment through:

1. Gender education

Under this programme, we are focusing on menstrual health and hygiene awareness; sexual and gender-based violence prevention; and awareness-raising interventions to strengthen the capacity, the skills and the attitudes of youth workers who are gender diversity and LGBTIQ+ rights advocates. We have a strong commitment to integrate gender perspective in all aspects of our work.

2. Education for peace

Under this programme, we are focusing on violent radicalisation and extremism prevention by combining conflict transformation approach and peace-building activities. We are developing training resources to introduce youth workers to the essential concepts, mindsets, and the skills sets associated with counter-violent extremism through community-based interventions.

3. Youth Entrepreneurship

Through Social Entrepreneurship, we aim to equip youth with entrepreneurial skills to solving challenges of social or environmental nature, and provide them with the resources and opportunities for practising. Whereas through our Sustainability Leadership training, we aim to equip youth with leadership skills that guide them in scaling the impacts of their social ventures towards growth and sustainability to better contribute to socio-environmental change.

4. Human rights education

Under this programme, we are always applying a rights-based approach to all aspects of work as we seek to promote and raise awareness about the protection of civil and political rights as well as the protection and realisation of economic, social, and cultural rights. Our work focused on preventing human rights violation by advocacy of hatred, to combat hate speech, discrimination, and racism on the basis of one's real or perceived gender, sex, race, or ability.

5. Environmental education

Under this programme, we are continuing our support to our Information technology hub, the SDSN Northern Europe, and the ReGeneration 2030, movements led by the youth for the youth to make the United Nations Agenda 2030 for SDGs become reality.

We are committed to climate justice and enabling others to do the same. Our youth and adult education and training continue to be more intelligent. All our projects and educational resources are connected to the internet, while we are finding new creative ways to value and present the results from our innovative projects. Thus, sustaining and expanding these efforts in 2023 and

beyond is a top priority, an important driver in the organisation success, which is determined by more than projects results, but also determined by how the projects results are made available; our commitment to the environment; our contribution to the realisation of human rights for all, and strengthening our impact pathways to social and environmental change, which form the basis of our approach to project sustainability.

While digital-based outputs from our projects have increased over the past year, we continued our efforts to reduce our impact on the environment. By the end of 2020, all our training information, materials, and resources, the evaluation and reimbursement forms are accessible and assessed through a digital-based training application. We are pleased with these results, but we are striving to do more and continue to make a difference in the communities we serve. We are dedicated to delivering training and educational tools that make impacts. We deliver training activities that aim at strengthening stakeholders' capacities and facilitating the young and adult learners empowerment through organised efforts to transfer the knowledge and develop the skills and the attitudes that encourage behavioural change to actions in making long-lasting impacts that contribute to social change.

Our organised efforts to education, training start with planning and designing training capable of transferring knowledge; knowledge does not refer to just knowing about a field, rather, to the fields specifically relevant to our targeted stakeholders. We go by the principle that knowledge on its own is not enough to bring about social change, developing the skills to apply that knowledge is important; that is, simple knowledge for addressing a human rights violation for example is not enough to enable the young and adult learners to transform the norms of violations into the appropriate behaviours. Through our training, skills are fine-tuned by practice and application, in a process that continues through appropriately tailored training follow-up interventions. Such a process contributes to attitude development among the young and adult learners; to change negative or reinforce positive attitudes and assume their responsibilities to take actions which contribute to social change in their lives, practices, or work. A process linked to young, adult learners values and beliefs through our participatory methodology in training interventions that encourages behaviour to take actions in making long-lasting impact that contribute to social change. The effectiveness of our work lies in the actions that the training course fosters among the learners, and its effect in their communities.

1.3. Reflecting our programmes in our projects

In our projects, we are reaffirming our longstanding mission; becoming a non-profit organisation whose mandate is providing the youth workers, trainers, adult educators, and young and adult learners with the learning opportunities through training processes and creating the educational materials which meet their learning needs based on the assessed unmet needs and gaps toward their social, personal, and professional development to achieve their desired social and environmental changes. To deliver on this mission, we initiate projects that apply a sustainable and flexible approach to projects' interventions which focus on the acquisition of knowledge, skills, and attitudes by bringing together the skills and experiences from our programmes by experiential learning through non-formal education practices.

1. Interpersonal skills development in adult education

Pathways to teaching identities project sought to strengthen the capacity and skill set of adult educators, to develop teaching, training, and learning processes toward the integration of interpersonal skills development in adult education. The objective was to meet the learning needs and knowledge gaps of adult learners, regardless of their identity, and their learning or performance abilities to improve their professional development for a productive career.

The project looked at the implications a competence-based approach has on the teaching, training, and learning process in adult education, to design participatory learning activities and effective performance evaluation. Developed results foster interpersonal skills development in adult education and among adult educators. At output level, the project produced a pathways to teaching identities handbook and a training module on the challenges to interpersonal skills development in adult education. Further, a digital self-assessment tool on interpersonal skills evaluation supported for adult educators and a learning and manual on media and information literacy have been produced.

Budget: €121,000.00

EU Grant: €121,000.00

Project: Pathways to Teaching Identities

Reference: [2019-1-NO01-KA204-060270](#)

Co-funded with support from the European Commission.

Co-funded by the
Erasmus+ Programme
of the European Union



2. Addressing invisible racism through youth work

E-STAR: E-Learning for Standing Together Against Racism is a project that aims to address increasing violence among young people towards their non-native peers and vice versa, by educating them on how to understand and appreciate cultural differences and learn to live together peacefully and collaboratively in achieving integration and diversity, to build inclusive communities for a common future in Europe and beyond.

The project's objectives focus on exchanging good practices, challenges and needs on combatting invisible racism in project countries; creating the tools and preventive measures that can make invisible racism visible; generating joint awareness campaigns to counteract accepted forms of racism in Europe from a human rights perspective; and by developing innovative online learning tools for youth workers on addressing and preventing racism.

Budget: €28,000.00

EU Grant: €28,000.00

Project: E-Learning for Standing Together Against Racism

Reference: [2019-2-ES02-KA205-013533](#)

Co-funded with support from the European Commission.

Co-funded by the
Erasmus+ Programme
of the European Union



3. Integrating financial literacy in youth work education

Youth Finance Academy project seeks to meet the need for financial literacy educational programmes in youth work. The lack of financial literacy in youth education and training affects youth at different levels, thus, strengthening youth workers capacity in financial literacy as the frontline agents of youth empowerment is essential to facilitate youth and youth entrepreneurs build financial literacy on money knowledge, skills, and attitudes at key transitional moments in order to make the right financial decisions.

Youth should become empowered economic citizens who understand the importance of saving and are equipped with skills to use in creating their own livelihoods. The project's objective is to facilitate the youth to learn how to manage their money wisely. Empowering youth with financial skills has a huge social impact as youth can transfer the

acquired financial knowledge, skills, and attitudes to their families and to entire communities.

Budget: €42,000.00

EU Grant: €42,000.00

Project: Youth Finance Academy

Reference: [2020-2-RO01-KA205-080633](#)

Co-funded with support from the European Commission.

Co-funded by the
Erasmus+ Programme
of the European Union



4. Raising awareness on the importance of youth health

The Youth Health Literacy project seeks to advocate for a youth work that meets the youth's health literacy needs through inclusion and diversity; by using approaches that offer potential for reaching out to and engaging with youth to claim and exercise their rights to health in relation to EU's Youth Health Policies. There is growing evidence that health and literacy are closely linked, and therefore, influence parameters of youth inclusion and diversity such as inequality, discrimination, power relations, and income levels.

In our context, youth health literacy in youth work by non-formal educational practice is a strategy to contribute to the improvement of youth community's health, participation, and well-being where health is the basic human right that guarantees youth autonomy and responsibility for their health and well-being. Despite its immense benefits, many young people across Europe face difficulties in finding, understanding, evaluating, using health information to manage their health, especially sexual and mental health.

Budget: €56,000.00

EU Grant: €56,000.00

Project: Youth Health Literacy

Reference: [2021-2-MT01-KA220-YOU-000049937](#)

Co-funded with support from the European Commission.

Co-funded by the
Erasmus+ Programme
of the European Union



5. Strengthening young people's meaningful participation

The Inclusion and Motivation through Arts of Children and Youth project seeks to develop and promote inclusive, equitable, and quality education in Romania and the social inclusion of children and young

people with special needs or at risk of school dropout through the arts. The project focuses on the recommendations of the Committee of Ministers of the Council of Europe regarding quality education, of the Romanian MENCS on inclusive education, and of the UN Convention on the rights of the child on equitable education.

The project aims at developing methodologies for working with children and young people in rural areas through arts in order to strengthen their capacity by providing quality, equitable, and inclusive education services that facilitate the social and professional integration of young people with special needs or at risk of school dropout. Thus, the project objectives are to identify and assess the specific methods of working with young people in rural areas through arts to facilitate their social integration as regards to schooling and to social skills such as improving interpersonal skills and emotional stability.

Budget: €24,000.00

Norway Grant: €24,000.00

Project: Inclusion & Motivation through Arts of Children and Youth

Reference: <https://eeagrants.org> and <https://frds.ro>

Co-funded by Iceland, Liechtenstein, and Norway under EEA Grants.



6. Advocating for Youth engagement and participation

Mission participation, young citizen podcasters project aims to engage young citizens in participatory activities and building democratic culture, by creating a space for young social activists and citizen journalists in the form of an Internet portal and a podcast channel. An e-book on social activism of young people will also be created. The idea of the project emerged as a result of conversations with young inhabitants of the cities during our participatory projects. Thanks to them, we found out that young people have many ideas for changes in their immediate environment. However, they lack inspiration and experience.

On website and podcast channel, we will present micro-stories and interviews with social activists, initiators of changes in their local communities. We will focus on actions, projects whose strength is simplicity or which are possible to carry out, making them more

engaging and motivating through a participatory website aimed at young people. The website will include podcasts created by the project while tips for young social activists will be available on a podcast channel on Spotify. The project aims to produce 50 podcasts on activities of young social activists and workshops series for young citizen journalists on social activism, social ecology, and podcast creation: 24 citizen journalists will be trained; an e-book on social activism of young people, 2 livestreaming on participatory issues, and final conference will also be produced.

Budget: €5,000.00

EEA Grant: €5,000.00

Project: Mission participation, young citizen podcasters

Reference: K1d/0062

Co-funded by EEA & Norway Grants under Active Citizen Fund Poland.



7. Tackling gender-based violence among young people

The project Active Preventers and Active Bystanders: Preventing Gender-Based Violence in youth's life aims to: Raise public awareness on gender-based violence in adolescence and young adulthood in Greece; Combat the stigma associated with reporting incidents of gender-based violence either by the victims themselves or by witnesses to incidents; Educate and empower people teachers, social workers, youth workers and other special groups who constitute the immediate social environment of potential perpetrators to act as active preventers, through early intervention and psychological support to youth at risk of becoming gender-based violence offenders; and leveraging sense of community responsibility and empowering individuals that constitute the immediate social environment of victims and perpetrators like classmates, students, young people aged 15-26 to act as active bystanders, as a means to discourage, prevent, and interrupt incidents of gender-based violence in a safe and effective manner.

Budget: €15,000.00

EEA Grant: €15,000.00

Project: Preventing Gender-Based Violence in youth's life

Reference: [EEA/2014-2021](https://eeagrants.org)

Co-funded by EEA & Norway Grants under Active Citizen Fund Greece.



8. Using art to create spaces for emotional expression

The aim of the cultural transfusion project is to improve the quality of youth education by integrating new technologies and methodologies in teaching humanities subjects to improve the participation rates of adult learners in lifelong learning, including professional development of teachers and educators dealing with cultural education of young people as a means to promote equality and social cohesion in working with young people at risk of cultural exclusion. The project's approach aims to guarantee the quality of educational offer addressed to young people by developing cultural education in cooperation with specialists from different countries and sectors to facilitate the opening of young people to new topics, enrich their perception, enable the exchange of thoughts with others, their surrounding and the people around them.

Budget: €21,000.00

EEA Grant: €21,000.00

Project: Cultural transfusion

Reference: [EOG/21/K4/W/0068](#)

Co-funded by Iceland, Liechtenstein, and Norway under EEA Grants.



9. Strengthening the capacity of VET teachers and educators

The Competences of the future - adaptation to market needs project; aims to update education offer through exchange of good practices between partners with the experience in the field of vocational education of youth and adults. The project activities are aimed primarily at the teachers and youth educators, as the direct beneficiaries of project results. The project responds to the lack of flexibility in the education system in Poland when it comes to adapting to the dynamically changing labour market and the lack of tools to adapt modern education methods to develop the competences of the future among youth..

Budget: €34,000.00

EEA Grant: €34,000.00

Project: Competences of the future - adaptation to market needs

Reference: [EOG.430.101.2021](#)

Co-funded by Iceland, Liechtenstein, and Norway under EEA Grants.



10. Strengthening youth organisations training capability

Through Active Citizens Fund supported by EEA and Norway Grants we are continually working on small bilateral projects with different beneficiaries to contribute to achieving a more resilient, accessible inclusive and effective systems for young people through the study visits. We support beneficiaries to achieve their targets on young Roma people inclusion and participation through youth education and training in combatting inequality and discrimination. Further, we support beneficiaries to help disadvantaged children and youth and promote child and youth well-being within community, we facilitate training activities on the protection of the rights of young people victims of discrimination, racism, or sexual and gender violence; and on the empowerment of children and young people to participate in decision-making processes.

Under these bilateral collaborations, we aim to strengthen the capacity of youth organisation to practise a youth work that respects and appreciate the human rights-based, participatory, gender-sensitive approach and the cause-effect relationship of the Impact Pathway in the planning, design, and implementation of youth projects to achieve results which contributes to a real social change. Our work transcends racial, gender, sexual, cultural, religious, and ideological differences as we seek to address inequality and discrimination on grounds of sexual orientation, gender identity, gender expressions, sex characteristics and race by creating a common, neutral arena for sharing experience and educational resources towards the respect, protection, enjoyment of all human rights for all.

Budget: €10,000.00

Norway Grant: €10,000.00

Project: Not Applicable

Reference: [EEA & Norway Grants 2014 - 2021](#)

Co-funded by Iceland, Liechtenstein, and Norway under EEA Grants.



2. Sources of incomes and expenditures

The above figures give an overview on an overall budget for the year 2022. The total estimated budget for year 2022 is €380,000.00.

This money came from the approved projects funds and grants from the EU Grants and the EEA & Norway Grants, and from both Individual and in-kind donations. Individual donations are defined as the cash received from the people who continually support the organisation's work. Individual contribution is not based on monthly donation or any other commitments and all the donors do not pose any restrictions on the donation. In-kind donations come from the Google G-Suite for non-profit, Google Ad Grants and YouTube Non-profit Programme; Adobe for non-profit which offer the Adobe Creative Cloud for teams, all Apps at a discounted Rate; Freedcamp project management tool, which offers free premium features and its white label at a discounted rate; and The Office 365 E3 for Nonprofits.

2.1. Overview on funds, grants, and donations

The budget for 2022 is broken down as follow:

- **Total budget:** €380,000.00
 - **EU Grants:** €237,000.00
 - **EEA & Norway Grants:** €109,000.00
 - **Individual and in-kind donations:** €34,000.00
- In 2022, the total budget was €380,000.00 where €237,000.00 came from EU Grants; €109,000.00 came from EEA & Norway Grants; €14,000.00 came from Individual and in-kind donations; and €20,000.00 came from organisation assets.
 - By December 31st, 2022; the total spent budget amounted to €295,000.00 and the net assets were valued at €85,000.00.
- In 2023, the expected total budget is €335,000.00 where €200,000.00 is expected to come from EU Grants; €40,000.00 is expected to come from EEA & Norway Grants; €10,000.00 is expected to come from Individual and in-kind donations; and €85,000.00 is expected to come from organisation assets.
 - By December 31st, 2023; we estimate to spend a total budget of €280,000.00 and the assets to be valued at €55,000.00.

1. Cash and cash equivalents

For purposes of the financial statements, the organisation considers all cash and highly liquid debt instruments purchased with an original maturity of three months or less to be cash equivalents. In addition, management considers money market funds or grants to be cash equivalents.

2. Funds and grants

The organisation receives funding from several financial assistance programmes that supplement its traditional funding sources. Therefore, the organisation recognises the award as a grant revenue as the expenses stipulated in the grant agreement have been incurred.

It is to be noted that, for funds and/or grants where TERRAM PACIS is the applicant organisation and project coordinator, the overall budget is presented. However, this does not mean that TERRAM PACIS spends the budget as presented. The budget has to be split among the Implementing partner or the fund/or grant beneficiaries. In this case, TERRAM PACIS retains a more or less 25 to 30 percent of the overall budget.

3. In-kind and individual donations

The organisation continuously receives donations from a variety of people and sources for services and materials in the furtherance of its mission. In-kind support consists principally of non-profits donations from major companies and discounts on some of their services, which the organisation uses for designing and producing open educational material; in providing training services, and in providing project and meeting management tools.

2.2. Allocated administrative expenses

Staff costs for project management and providing training programmes have been summarised on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programmes based on the structure of the grant and the type of budget approved for staff costs, which is allocated based on the amount of the requested working days that can reasonably be used to design, develop, and/or produce project's needed results or services to achieve a project's expected social change. As such, the

organisation staff's salary is not entirely based on a monthly salary for the staff with a 100% position, rather, the staff costs are calculated and paid based on the number of working days the staff has been assigned based on the project type, structure, and the related grant agreement. Based on the structure of the organisation, this reduced the budget spent on staff each year but also makes the organisation meet its 100% non-profit mandate. That is, the monthly salary of the staff increases and/or decreases based on the funds and grants received each year, which does not affect the overall work of the organisation.

2.3. Use of estimates and income taxes

Revenues to support the organisation are primarily received from donations of cash and services. Thus, the preparation of financial statements in conformity with accounting principle, the Executive Board make estimates and adjustments that affect the reported amounts of assets and liabilities at the end of the fiscal year.

As a non-profit organisation that is recognised by the Norwegian Accounting Act as exempt from federal income taxes under non-profit Corporation, most of the reported amounts of revenues and expenses are unit cost, rather than actual cost in relation to how the funds are granted to the organisation and the related grant agreements. So, actual results might slightly differ from those estimates. But overall, in our opinion, the financial statements present fairly, in all respects, the financial position of the organisation as of December 31, 2022.

2.4. Activity and accounting policies

The organisation was established on April 26th, 2010. We are a human rights, an independent, humanitarian, and non-profit organisation whose mission and mandate is conducting training and developing learning and training tools for young and adult learners in the fields of gender education, human rights, peacebuilding, social entrepreneurship and environment protection. Our work under the fields is conducted in the context of non-formal education through empowerment, capacity strengthening, awareness-raising, and advocacy base community interventions.

The organisation is governed by an independent Executive Board that oversees the organisation's operations. [ARTICLE 06. DEDICATION OF ASSETS](#) of [TERRAM PACIS](#) statutes outline the charitable nature of the organisation. The properties

and assets of The Organisation are irrevocably dedicated to and for charitable and non-profit purposes only. No part of the net earnings, properties, or assets of The Organisation, on dissolution or otherwise, shall inure to the benefit of any person or any member of The Organisation.

The statements of financial position as of the organisation, related statements of activities, functional expenses, and/or cash flows for the year then ended, and the related notes to the financial statements referred to herein have been approved by [The General Assembly](#). The Executive Board is responsible for the preparation and fair presentation of these financial statements in accordance with our accounting principles. This includes the design, implementation, and maintenance of internal control relevant to the fair presentation of financial statements that are free from material misstatement, whether due to fraud or errors.

2.5. Financial statements presentation

The organisation reports information with regard to its financial position and activities according to two classes of net assets: (a). [Current Liabilities](#) and (b). [Net Assets](#) such as unrestricted net assets, restricted for endowments net assets, and internally restricted net assets for special projects, as applicable.

The grants are provided after an application process for submitted projects with regard to set deadlines throughout the previous year(s). Therefore, grants are always restricted and can only be used for specific project in line with its grant agreement. For 2022, the funds and the grants received are from the European Commission and EEA and Norway grants. These grants are approved on unit cost basis; thus, we report the exact amount as indicated on the grant application, but not the actual amount based on how much the organisation spent. In all case scenarios, and where-when possible, throughout the annual report, each project is linked to its own sources of funding and budget from donors' agencies websites and then cutdown to the amount the organisation is to receive under the project lifetime.

All our projects focus on education and training, and therefore, the structure of the budget and expenditures are somehow similar across all projects that fall under the same programme. The largest portion of our budget goes to training activities, educational resources development, to support participants travel costs, lodging, boarding, and venue during training programmes.

3. Statement of operations for 2019

3.1. Statements of income for the year ended at december 31st, 2019.

REVENUES	2019 EUR	2019 NOK	2018 EUR	2018 NOK
- European Union Grants	330,500.00	3,342,346.50	350,000.00	3,539,550.00
- Nordplus Adult Grants	7,000.00	70,791.00	1,200.00	12,135.60
- Governmental Grants	-	-	40,000.00	404,520.00
- Contributions & donation	-	-	12,000.00	121,356.00
- Individual donations	15,000.00	151,695.00	-	-
- In-kind donations	24,000.00	242,712.00	-	-
- Fundraising events	-	-	8,000.00	80,904.00
- EEA & Norway Grants	-	-	15,000.00	151,695.00
- Other organisation assets	30,000.00	303,390.00	25,000.00	252,825.00
TOTAL REVENUES	<u>406,500.00</u>	<u>4,110,934.50</u>	<u>451,200.00</u>	<u>4,562,985.60</u>

*1 EUR = 10.113 NOK, EXCHANGE RATE IN DECEMBER 2019 AT INFOREURO

EXPENDITURES	2019 EUR	2019 NOK	2018 EUR	2018 NOK
- Management and staff costs	55,000.00	556,215.00	40,000.00	404,520.00
- Rent and office occupancy	8,000.00	80,904.00	12,000.00	12,135.60
- Equipment rental	1,000.00	10,113.00	8,000.00	80,904.00
- Marketing and communications	1,000.00	10,113.00	4,000.00	40,452.00
- Transnational meeting: travel, lodging & boarding costs	30,000.00	303,390.00	21,000.00	212,373.00
- Training programmes: travel costs	189,500.00	1,916,413.50	174,000.00	1,759,662.00
- Training programmes: lodging & boarding	89,000.00	900,057.00	60,000.00	606,780.00
- Dissemination and production costs	10,500.00	106,186.50	10,000.00	101,130.00
- ICT costs: website management, project management tool, and design and production tools	2,500.00	25,282.50	20,000.00	202,260.00
TOTAL EXPENDITURES	<u>386,500.00</u>	<u>3,908,674.50</u>	<u>349,000.00</u>	<u>3,529,437.00</u>

4. Statement of financial position for 2019

4.1. Statements of financial position for the year ended at december 31st, 2019.

CURRENT ASSETS	2020 EUR	2020 NOK	2019 EUR	2019 NOK
Grants receivable				
- European Union Grants	297,450.00	3,008,111.85	330,500.00	3,342,346.50
- Governmental Grants	-	-	-	-
- Nordplus Adult Grants	-	-	7,000.00	70,791.00
Accounts receivable				
- In-kind donations	26,000.00	242,712.00	24,000.00	242,712.00
- Individual donations	22,000.00	222,486.00	15,000.00	151,695.00
Prepaid expenses	-	-	-	-
Cash and cash equivalents	90,000.00	910,170.00	30,000.00	303,390.00
TOTAL CURRENT ASSETS	<u>435,450.00</u>	<u>4,403,705.85</u>	<u>406,500.00</u>	<u>4,110,934.50</u>

*1 EUR = 10.113 NOK, EXCHANGE RATE IN DECEMBER 2019 AT INFOREURO

CURRENT LIABILITIES	2020 EUR	2020 NOK	2019 EUR	2019 NOK
- Accounts payable	297,450.00	3,008,111.85	386,500.00	3,908,674.50
- Accrued liabilities	26,000.00	262,938.00	-	-
- Other	-	-	-	-
TOTAL CURRENT LIABILITIES	<u>323,450.00</u>	<u>3,271,049.85</u>	<u>386,500.00</u>	<u>3,908,674.50</u>

NET ASSETS	2020 EUR	2020 NOK	2019 EUR	2019 NOK
- Unrestricted	22,000.00	222,486.00	20,000.00	202,260.00
- Restricted for endowments	-	-	-	-
- Internally restricted for specific projects	90,000.00	910,170.00	-	-
TOTAL NET ASSETS	<u>112,000.00</u>	<u>1,132,656.00</u>	<u>20,000.00</u>	<u>202,260.00</u>

5. Statement of operations for 2020

5.1. Statements of income for the year ended at december 31st, 2020.

REVENUES	2020 EUR	2020 NOK	2019 EUR	2019 NOK
- European Union Grants	330,500.00	3,342,346.50	330,500.00	3,342,346.50
- Nordplus Adult Grants	7,000.00	70,791.00	7,000.00	70,791.00
- Governmental Grants	-	-	-	-
- Contributions & donation	-	-	-	-
- Individual donations	15,000.00	151,695.00	15,000.00	151,695.00
- In-kind donations	24,000.00	242,712.00	24,000.00	242,712.00
- Fundraising events	-	-	-	-
- EEA & Norway Grants	-	-	-	-
- Other organisation assets	30,000.00	303,390.00	30,000.00	303,390.00
TOTAL REVENUES	<u>406,500.00</u>	<u>4,110,934.50</u>	<u>406,500.00</u>	<u>4,110,934.50</u>

*1 EUR = 10.113 NOK, EXCHANGE RATE IN DECEMBER 2019 AT INFOREURO

Note:

1. Due to the global outbreak of the coronavirus in February 2020, all activities were immediately suspended and we did not present the annual report and financial statements. Thus, the data in the report for 2020 is from the 2019 report.
2. Further, the small budget spent in January 2020 has been projected to 2021 reporting activities.

EXPENDITURES	2020 EUR	2020 NOK	2019 EUR	2019 NOK
- Management and staff costs	55,000.00	556,215.00	55,000.00	556,215.00
- Rent and office occupancy	8,000.00	80,904.00	8,000.00	80,904.00
- Equipment rental	1,000.00	10,113.00	1,000.00	10,113.00
- Marketing and communications	1,000.00	10,113.00	1,000.00	10,113.00
- Transnational meeting: travel, lodging & boarding costs	30,000.00	303,390.00	30,000.00	303,390.00
- Training programmes: travel costs	189,500.00	1,916,413.50	189,500.00	1,916,413.50
- Training programmes: lodging & boarding	89,000.00	900,057.00	89,000.00	900,057.00
- Dissemination and production costs	10,500.00	106,186.50	10,500.00	106,186.50
- ICT costs: website management, project management tool, and design and production tools	2,500.00	25,282.50	2,500.00	25,282.50
TOTAL EXPENDITURES	<u>386,500.00</u>	<u>3,908,674.50</u>	<u>386,500.00</u>	<u>3,908,674.50</u>

6. Statement of financial position for 2020

6.1. Statements of financial position for the year ended at december 31st, 2020.

CURRENT ASSETS	2021 EUR	2021 NOK	2020 EUR	2020 NOK
Grants receivable				
- European Union Grants	297,450.00	3,008,111.85	330,500.00	3,342,346.50
- Governmental Grants	-	-	-	-
- Nordplus Adult Grants	-	-	7,000.00	70,791.00
Accounts receivable				
- In-kind donations	26,000.00	242,712.00	24,000.00	242,712.00
- Individual donations	22,000.00	222,486.00	15,000.00	151,695.00
Prepaid expenses	-	-	-	-
Cash and cash equivalents	90,000.00	910,170.00	30,000.00	303,390.00
TOTAL CURRENT ASSETS	<u>435,450.00</u>	<u>4,403,705.85</u>	<u>406,500.00</u>	<u>4,110,934.50</u>

*1 EUR = 10.113 NOK, EXCHANGE RATE IN DECEMBER 2019 AT INFOREURO

CURRENT LIABILITIES	2021 EUR	2021 NOK	2020 EUR	2020 NOK
- Accounts payable	297,450.00	3,008,111.85	386,500.00	3,908,674.50
- Accrued liabilities	26,000.00	262,938.00	-	-
- Other	-	-	-	-
TOTAL CURRENT LIABILITIES	<u>323,450.00</u>	<u>3,271,049.85</u>	<u>386,500.00</u>	<u>3,908,674.50</u>

NET ASSETS	2021 EUR	2021 NOK	2020 EUR	2020 NOK
- Unrestricted	22,000.00	222,486.00	20,000.00	202,260.00
- Restricted for endowments	-	-	-	-
- Internally restricted for specific projects	90,000.00	910,170.00	-	-
TOTAL NET ASSETS	<u>112,000.00</u>	<u>1,132,656.00</u>	<u>20,000.00</u>	<u>202,260.00</u>

7. Statement of operations for 2021

7.1. Statements of income for the year ended at december 31st, 2021.

REVENUES	2021 EUR	2021 NOK	2020 EUR	2020 NOK
- European Union Grants	260,000.00	2,655,640.00	330,500.00	3,342,346.50
- Nordplus Adult Grants	-	-	7,000.00	70,791.00
- EEA and Norway Grants	20,000.00	204,280.00	-	-
- Contributions & donation	-	-	-	-
- Individual donations	10,000.00	102,140.00	15,000.00	151,695.00
- In-kind donations	24,000.00	242,712.00	24,000.00	242,712.00
- Fundraising events	-	-	-	-
- Norway Grants	-	-	-	-
- Other organisation assets	25,000.00	255,350.00	30,000.00	303,390.00
TOTAL REVENUES	<u>339,000.00</u>	<u>3,462,546.00</u>	<u>406,500.00</u>	<u>4,110,934.50</u>

*1 EUR = 10.214 NOK, EXCHANGE RATE IN DECEMBER 2021 AT INFOEURO

EXPENDITURES	2021 EUR	2021 NOK	2020 EUR	2020 NOK
- Management and staff costs	60,000.00	612,840.00	55,000.00	556,215.00
- Rent and office occupancy	8,000.00	81,712.00	8,000.00	80,904.00
- Equipment rental	1,000.00	10,214.00	1,000.00	10,113.00
- Marketing and communications	1,000.00	10,214.00	1,000.00	10,113.00
- Transnational meeting: travel, lodging & boarding costs	10,000.00	102,140.00	30,000.00	303,390.00
- Training programmes: travel costs	90,000.00	919,260.00	189,500.00	1,916,413.50
- Training programmes: lodging & boarding	35,000.00	357,490.00	89,000.00	900,057.00
- Dissemination and production costs	25,000.00	255,350.00	10,500.00	106,186.50
- ICT costs: website management, project management tool, and design and production tools	2,500.00	25,535.00	2,500.00	25,282.50
TOTAL EXPENDITURES	<u>232,500.00</u>	<u>2,374,755.00</u>	<u>386,500.00</u>	<u>3,908,674.50</u>

8. Statement of financial position for 2021

8.1. Statements of financial position for the year ended at december 31st, 2021.

CURRENT ASSETS	2022 EUR	2022 NOK	2021 EUR	2021 NOK
Grants receivable				
- European Union Grants	269,000.00	2,747,566.00	260,000.00	2,655,640.00
- EEA and Norway Grants	44,000.00	449,416.00	20,000.00	204,280.00
Accounts receivable				
- In-kind donations	10,000.00	102,140.00	10,000.00	102,140.00
- Individual donations	8,000.00	81,712.00	24,000.00	242,712.00
Prepaid expenses	-	-	-	-
Cash and cash equivalents	106,500.00	1,087,791.00	25,000.00	255,350.00
TOTAL CURRENT ASSETS	<u>437,500.00</u>	<u>4,468,625.00</u>	<u>339,000.00</u>	<u>3,462,546.00</u>

*1 EUR = 10.214 NOK, EXCHANGE RATE IN DECEMBER 2021 AT INFOREURO

CURRENT LIABILITIES	2022 EUR	2022 NOK	2021 EUR	2021 NOK
- Accounts payable	317,500.00	3,242,945.00	232,500.00	2,374,755.00
- Accrued liabilities	-	-	-	-
- Other	-	-	-	-
TOTAL CURRENT LIABILITIES	<u>317,500.00</u>	<u>3,242,945.00</u>	<u>232,500.00</u>	<u>2,374,755.00</u>

NET ASSETS	2022 EUR	2022 NOK	2021 EUR	2021 NOK
- Unrestricted	30,000.00	306,420.00	25,000.00	255,350.00
- Restricted for endowments	-	-	-	-
- Internally restricted for specific projects	90,000.00	919,260.00	81,500.00	832,441.00
TOTAL NET ASSETS	<u>120,000.00</u>	<u>1,225,680.00</u>	<u>106,500.00</u>	<u>1,087,791.00</u>

9. Statement of operations for 2022

9.1. Statements of income for the year ended at december 31st, 2022.

REVENUES	2022 EUR	2022 NOK	2021 EUR	2021 NOK
- European Union Grants	237,000.00	2,420,718.00	260,000.00	2,655,640.00
- Nordplus Adult Grants	-	-	-	-
- EEA and Norway Grants	109,000.00	1,113,326.00	20,000.00	204,280.00
- Contributions & donation	-	-	-	-
- Individual donations	4,000.00	40,856.00	10,000.00	102,140.00
- In-kind donations	10,000.00	102,140.00	24,000.00	242,712.00
- Fundraising events	-	-	-	-
- Norway Grants	-	-	-	-
- Other organisation assets	20,000.00	204,280.00	25,000.00	255,350.00
TOTAL REVENUES	<u>380,000.00</u>	<u>3,881,320.00</u>	<u>339,000.00</u>	<u>3,462,546.00</u>

*1 EUR = 10.214 NOK, EXCHANGE RATE IN DECEMBER 2022 [AT INFOEURO](#)

EXPENDITURES	2022 EUR	2022 NOK	2021 EUR	2021 NOK
- Management and staff costs	90,000.00	919,260.00	60,000.00	612,840.00
- Rent and office occupancy	10,000.00	102,140.00	8,000.00	81,712.00
- Equipment rental	1,000.00	10,214.00	1,000.00	10,214.00
- Marketing and communications	1,000.00	10,214.00	1,000.00	10,214.00
- Transnational meeting: travel, lodging & boarding costs	10,000.00	102,140.00	10,000.00	102,140.00
- Training programmes: travel costs	120,000.00	1,225,680.00	90,000.00	919,260.00
- Training programmes: lodging & boarding	30,000.00	306,420.00	35,000.00	357,490.00
- Dissemination and production costs	25,000.00	255,350.00	25,000.00	255,350.00
- ICT costs: website management, project management tool, and design and production tools	8,000.00	81,712.00	2,500.00	25,535.00
TOTAL EXPENDITURES	<u>295,000.00</u>	<u>3,013,130.00</u>	<u>232,500.00</u>	<u>2,374,755.00</u>

10. Statement of financial position for 2022

10.1. Statements of financial position for the year ended at december 31st, 2022.

CURRENT ASSETS	2023 EUR	2023 NOK	2022 EUR	2022 NOK
Grants receivable				
- European Union Grants	200,000.00	2,042,800.00	237,000.00	2,420,718.00
- EEA and Norway Grants	40,000.00	408,560.00	109,000.00	1,113,326.00
Accounts receivable				
- In-kind donations	10,000.00	102,140.00	10,000.00	102,140.00
- Individual donations	-	-	4,000.00	40,856.00
Prepaid expenses	-	-	-	-
Cash and cash equivalents	85,000.00	868,190.00	20,000.00	204,280.00
TOTAL CURRENT ASSETS	<u>335,000.00</u>	<u>3,421,690.00</u>	<u>380,000.00</u>	<u>3,881,320.00</u>

*1 EUR = 10.214 NOK, EXCHANGE RATE IN DECEMBER 2022 [AT INFOEURO](#)


CURRENT LIABILITIES	2023 EUR	2023 NOK	2022 EUR	2022 NOK
- Accounts payable	€280,000.00	2,859,920.00	295,000.00	3,013,130.00
- Accrued liabilities	-	-	-	-
- Other	-	-	-	-
TOTAL CURRENT LIABILITIES	<u>280,000.00</u>	<u>2,859,920.00</u>	<u>295,000.00</u>	<u>3,013,130.00</u>

NET ASSETS	2023 EUR	2023 NOK	2022 EUR	2022 NOK
- Unrestricted	5,000.00	51,070.00	5,000.00	51,070.00
- Restricted for endowments	-	-	-	-
- Internally restricted for specific projects	50,000.00	510,700.00	80,000.00	817,120.00
TOTAL NET ASSETS	<u>55,000.00</u>	<u>561,770.00</u>	<u>85,000.00</u>	<u>868,190.00</u>



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