



2023

# Annual Report

## Ana and Vlade Divac Foundation





2023 **Annual Report**  
Ana and Vlade Divac  
Foundation



## Our Vision

is a society in which citizens take responsibility and understand the power of unity in addressing personal and societal problems.

## Our Mission

is securing quality life to vulnerable groups and their integration into a local and wider community by strengthening equality, solidarity and tolerance in society; the Foundation is developing philanthropy as the basis of solidarity and the spirit of unity in society.

## Our Values

- Solidarity
- Respect for Diversity and Tolerance
- Responsibility
- Integrity
- Lifelong learning and skills development



### Message from the Founders

For 17 years, our Divac team gathered around the Foundation, has been trying to help vulnerable citizens in finding practical solutions to their life and existential problems. We constantly try to listen to the most vulnerable groups and to find the best ways to make it easier for them to get out of vulnerable situations.

Behind us is a period of several challenging years marked by the pandemic, the consequences of which will unfortunately be felt in the society for a long time. We strive to help the most vulnerable groups to cope with global economic changes as easily as possible, and we have tried to support as many young people as possible in education, as well as empowering many young people to get trained and find employment. We also continued with supporting less fortunate families, as well as with providing assistance to agricultural farms.

Despite numerous challenges, we manage to find the best ways to help the vulnerable population with the great support of our partners, associates, donors from Serbia and the diaspora, volunteers and, above all, friends of the Foundation.

We try to justify the trust and invite everyone else to join the Divac team and support our efforts to build a better society and better living conditions for all citizens.

**Ana and Vlade Divac**  
Founders of the Foundations

## Message from the Director

We are proud of the excellent cooperation with our partners, associates and donors from the country and the diaspora, with whose selfless support the Ana and Vlade Divac Foundation has supported more than 50,000 citizens throughout Serbia this year.

We continued this year with the support programs for agriculture and enabled the establishment of a large number of new farms and thus helped young farmers to start their own production. In cooperation with 13 local self-governments, assistance was provided in the form of domestic animals, seedlings, agricultural machinery or construction materials, as well as through donations of greenhouses.

Thanks to our partners from the corporate sector, 16 female entrepreneurs were supported through development grants, and with various actions throughout Serbia, we contributed to the preservation of the environment and the fulfillment of the Green Agenda.

Thanks to the support of individual donors, we reconstructed and equipped homes for four families, and with the additional support of our partners from the corporate sector, four educational institutions received new furniture, while the villagers in the vicinity of Vlasotince now have a better water supply in their homes thanks to a new donated pumping station.

We successfully continued to support the healthcare system by donating modern equipment, while help was also provided to a home for the elderly in Belgrade.

For many years, the Foundation has traditionally supported the most vulnerable families by donating basic food and necessities, food packages, shoes, clothes, machinery for plumbing and firewood, and thus provides them with dignified living conditions.

We also continued our monthly support to the Church Kitchen of the Religious Charitable Guardianship of the Serbian Orthodox Church for the distribution of 2,000 meals a day.

In cooperation with a group of donors from the USA, for the sixth year in a row we continued the IT Bootcamp program, a non-profit school for retraining in the IT sector, which the fifteenth generation completed for free. We are proud that almost two thirds of the young students of this school found jobs or internships in the IT sector.

Also, this year, 250 scholarship recipients, outstanding high school students and students from materially disadvantaged families, regularly received a monthly scholarship, which is a third more than the previous year. For this success, we are grateful to a large number of individual donors, the number of whom is increasing every year.

We continued the fight for gender equality, supporting young people to become more actively involved in the social, economic and political life of the country and region, and promoted the goals of sustainable development and equality for all. Through grants, capacity building and mentoring, we helped 88 civil society organizations and informal youth groups. We continued to raise public awareness on the topic of economic empowerment and employment of person with disabilities.

This year, too, we would like to express our gratitude for the immense support of our media partners, without whom, with more than 1,700 media reports, our voice, appeals and results would not be sufficiently heard.

Once again, we have shown that with joint efforts we can contribute to changing the world for the better. We would like to thank all partners in the country and diaspora, the media and donors for their trust and support. Thank you for being a part of the Divac team in 2023.



**Ana Koeshall**

Director of the Ana and Vlade Divac Foundation

## 2023 in Numbers

50,000	citizens throughout Serbia supported
2.2	million dollars (around 240 million dinars) the total value of the aid provided
95	farms started or developed their own business and agricultural production
36	young farmers additionally supported through education and mentoring
300	kg of pesticide packaging waste collected
2,000	trees planted
16	female entrepreneurs received grants for the development of self-employment
4	families reconstructed and furnished their homes
4	educational institutions received new furniture
1	pumping station donated to improve water supply in the villages around Vlasotince
41	families received basic food and necessities, food packages, shoes clothes, machinery for plumbing and firewood
500	beneficiaries from Kuršumlijska Banja received basic assistance, as well as improved water supply
290	young participants enrolled in IT Bootcamp – a non-profit school for retraining in the IT sector
250	outstanding high school students and students from materially disadvantaged families regularly received a monthly scholarship
88	civil society organizations and informal youth groups supported through grants, capacity building and mentoring

# Content

<b>Message from the Founders .....</b>	<b>3</b>
<b>Message from the Director.....</b>	<b>4</b>
<b>2023 in Numbers.....</b>	<b>5</b>
<b>1. Support in Emergency Situations and Humanitarian Aid .....</b>	<b>8</b>
• Support to the Healthcare System: Modern Equipment for the Faculty of Dentistry in Belgrade.....	9
• Assistance to the “Bežanijska Kosa” Retirement Home .....	9
• Help to Fellow Citizens in Kosovo and Metohija.....	10
• Support for Vulnerable Families in Kuršumlijska Banja .....	12
• Help to the Residents of Vlasotince .....	13
• Pumping Station and Water Pump in the Village of Boljare Near Vlasotince.....	15
• Help for the Ten-Member Zelić Family.....	15
• Support to the Church Soup Kitchen in Belgrade.....	16
• Donations in Cooperation with LDS Charities.....	17
• Support for Animal Shelters.....	17
<b>2. Economic Empowerment and Promoting Employment .....</b>	<b>18</b>
• Development of Agriculture .....	19
• Local Revolving Funds for the Development of Agricultural Production.....	19
• Empowerment of Young Farmers .....	20
• Development of Greenhouse Production.....	21
• Pilot Project for Disposal of Pesticide Packaging in the Municipality of Požega .....	22
• Support for Female Entrepreneurship .....	23
• IT Bootcamp Non-Profit School for Retraining in the IT Sector.....	24
• Economic Empowerment of Persons with Disabilities .....	26

<b>3. Development of Democracy and Support to Local Communities .....</b>	<b>28</b>
• Platform “Sustainable Development for All” (2020-2025).....	29
• Support for the Employment of Young People from Vulnerable groups – WB&T of EmploYouth .....	30
• Youth for Inclusion, Equality and Trust.....	32
• Education for the Digital Economy (STEM).....	33
• Divac Scholarships .....	34
• Divac Youth Funds.....	36
• Youth Well-Being Index.....	37
• Regional Youth Partnerships Activity.....	38
• Cooperation for Innovation and Exchange of Good Practices through Erasmus+.....	39
• 100 Years of Basketball in Serbia .....	40
• Petra Divac - Adoptees for Adoptees.....	41
<b>4. Development of Philanthropy.....</b>	<b>42</b>
• Promotion and Development of Philanthropy in 2023 .....	43
• Individual Donors .....	43
• Race for Forests .....	44
• “They are Heroes” .....	45
<b>The Ana and Vlade Divac Foundation in the Media in 2023 .....</b>	<b>46</b>
<b>The Divac Team.....</b>	<b>48</b>
<b>Financial Report .....</b>	<b>51</b>



# Support in Emergency Situations and Humanitarian Aid

Since its establishment the Ana and Vlade Divac Foundation has been helping the poorest and thye most socially vulnerable families throughout Serbia, providing them with assistance that often radically changes their lives and helps them continue developing their families with dignity. Also, the Foundation has always been amongst the first to provide assistance in emergency situations, whether it was floods, the migrant crisis or the COVID-19 pandemic, directing all its resources towards the urgent provision of humanitarian aid to the most vulnerable citizens, local communities, civil society organizations and institutions.



## Support to the Healthcare System: Modern Equipment for the Faculty of Dentistry in Belgrade

The clinic for maxillofacial surgery in Belgrade received a donation of modern equipment that enables the performance of the most complex procedures in the field of maxillofacial surgery, and provides the citizens of Serbia with top quality health services. The GEM Premier 2500 gas analyzer, the Savina 300 respirator and the Vista 120 patient monitor will also improve the quality of teaching and practice for students of the Faculty of Dentistry who have classes at the clinic.



## Assistance to the "Bežanijska Kosa" Retirement Home

The retirement home "Bežanijska Kosa" in Belgrade is part of the Gerontological Center Belgrade and is the largest retirement home with an accommodation capacity for 591 elderly people. The institution is located in a good location on Bežanijska kosa in Belgrade with easy access to public transport.

Thanks to the Foundation, a canopy was built in front of the main building, which the tenants will use while waiting for transportation. As most of the residents are elderly and often have limited mobility, it is very important for them to sit while waiting for transport. The canopy will make the wait pleasant even in bad weather. It is estimated that, on average, around 50 vehicles arrive daily for the residents of the Home, whether they are taxis of special purpose vehicles.



## Help to Fellow Citizens in Kosovo and Metohija

One of our long-term goals is to, thanks to the help of our long-term donators and in partnership with the Visoki Dečani monastery, help the Serbian people in Kosovo and Metohija. We owe the greatest gratitude for this support to Mrs. Anka Erne from the USA, who has been helping Serbs living in Kosovo and Metohija for many years. Poverty, uncertainty, insecurity, social exclusion, inability to access the education system, and the labor market are the key problems they deal with on a daily basis.

In 2023, we managed to provide the most basic things – food, clothing, livestock, firewood, Christmas gifts, computers for children, as well as medical expenses for families.



Also, the Health Center in Goraždevac, a place in Kosovo and Metohija with about 570 inhabitants, which is part of the "Dr. Radovan Bulatović" Health Center from Peć, received a NeoChem 100 biochemical analyzer, a modern machine that is considered a new standard among analyzers in the area of medical laboratories. Medical experts from Goraždevac, with gratitude for the donation, say that this machine is a modern and cost-efficient solution perfect for this small health center. This will allow them to perform various medical tests on the spot without having to send samples to a nearby city for processing, which will allow them to get faster results for their patients.



## Support for Vulnerable Families in Kuršumlijska Banja

All 500 households in the villages around Kuršumlijska Banja still live in very poor conditions and have been relying on other people's help for years. The Foundation's longtime associate, postman Filip Filipović, helped us reach the most remote households this year as well, and thus ensured that everyone in need received the necessary support. So far, people have been provided with scholarships, food packages, machinery, livestock, seedlings, clothes, and their houses have been reconstructed, thanks to Mrs. Anka Erne.

One of the most important things that we managed to provide this year was a water pump, which for the first time enabled the proper supply of water to around 60 households. Some of those households got water and washing machines in their houses for the first time. As they say, they got hope and the opportunity to live a decent life, thanks to our donor LDS (The Church of Jesus Christ of Later-Day Saints) Charities.



## Help to the Residents of Vlasotince

This year, we continue to support the improvement of homes for the poor and vulnerable families in the municipality of Vlasotince, as well as the improvement of water distribution in the village of Boljare.

The Stamenković family has three children, one of whom has autism. The father is a seasonal worker in a brick factory in Bosnia and Hercegovina, which is the family's only source of income. The mother has partial paralysis. They received building materials for finishing the bathroom and the façade of the house and building a septic tank. They also got beds and a food supply for the winter. They could not express their gratitude in words.

The Đokić family lives in the village of Samarnica, near Vlasotince, with three small children. The only income is provided by the father's seasonal jobs. Their house is small and modest. When we first visited them, they had no water in the house, but the children were still clean and tidy. Mother was washing clothes with water from a well near the house. The donation they received from us helped them build a kitchen, a bathroom and a new septic tank. All construction works were carried out by family members, with the help of neighbors and relatives, while all building materials are used rationally.



Radomir and Slavica Stojanović live with their eight-year-old daughter Nikolina in the village of Kruševica near Vlasotince, very far from the nearest asphalt road. The father, although disabled without one eye, works hard as a seasonal worker to provide for the family. With the donation, they received a renovated bathroom and facade on their modest home. Immediately after receiving the donated construction material, Radomir started working on the bathroom.



## Pumping Station and Water Pump in the Village of Boljare Near Vlasotince

The village of Boljare is the only village in Vlasotince where an increase in the number of inhabitants has been recorded. In the last two years, three new families have moved to this village, increasing the total number to 30 inhabitants.

The water infrastructure existed before, and all the houses were connected, however, the water pressure was very low and families could use tap water only in the evenings, while during the summer they were left without water for weeks.

An additional water pump was donated to the village, while a new pumping station was built in cooperation with the Vlasotince waterworks. Residents are very happy that they can now have running water in their homes all year around.



## Help for the Ten-Member Zelić Family

From the money collected in the donor boxes at the Nikola Tesla airport in Belgrade, the Foundation helps a family every year, in accordance with the amount collected, by either buying a house or purchasing other necessities. In 2023, we helped the ten-member Zelić family, who fled Croatia during the wars of the 1990s. After a long stay in poor conditions in a shack in the neighborhood of Ada Ciganlija, the Zelić family received an apartment in the neighborhood of Ovča through the Commissariat for Refugees and Displaces Persons in Serbia in October of 2023. The purchase of complete furniture and appliances for the kitchen was provided by the Ana and Vlade Divac Foundation with money donated in boxes at the airport. One of the sons, Mihajlo, a student of the Mathematical High school, is currently the recipient of a Divac scholarship, while his older brother and sister, former Divac scholarship recipients, continued their education.



## Support to the Church Soup Kitchen in Belgrade

For 50 years, the Soup Kitchen of the Serbian Orthodox Church in Belgrade has been continuously providing meals for those who cannot afford it - some have lost their jobs, some have been abandoned, and some receive low pensions. Most of them are sick, disabled or homeless, and for all of them this is the only guaranteed meal a day.

Thanks to our long-term donor Anka Erne, the preparation of daily meals for the users is supported in this soup kitchen.

Also, a tractor was purchased for tilling the land in the Bukovo monastery, where the monks produce vegetables for the national kitchen. This ensured the sustainability of the kitchen and the constant production of food. In addition, the Soup Kitchen opened a dental office in its premises, a small pharmacy and a bathroom where volunteers provide services to the users of the Soup Kitchen. In addition, a bakery is being built where fresh pastries will be made every day.



## Donations in Cooperation with LDS Charities

During 2023, the Foundation continued its cooperation with LDS (The Church of Jesus Christ of Latter-day Saints) Charities, through support to the most vulnerable and poorest rural communities. New benches and chairs, interactive whiteboards, school furniture and teaching materials were provided for children from three primary schools from the villages of Aleksandrova, Deževa and Gložana, while 16 village families received new solid fuel stoves. In addition to this, four large families from the vicinity of Obrenovac, Srpska Crnja, Mrčajevci and Novi Pazar were provided with greenhouses, which will enable sustainable production of fruits and vegetables, as well as additional income for these families.



## Support for Animal Shelters

Animals that are lost or no longer wanted by their owners often end up in animal shelters. Unfortunately, only about half of the animals that enter a shelter are returned to their original owner or find a new home. Animal shelters play an important role in our communities as they continually work to reunite pets with their owners and find new homes for animals that have been lost or abandoned. The people who work at the shelters ensure that these animals are healthy and safe while they wait to be adopted or returned to their owners. Animal shelter workers may also be tasked with educating the public about proper pet ownership and animal welfare issues.

With the support of the Foundation, and thanks to Mrs. Anka Erne, around 300 animals were cared for in the shelters Riska in Belgrade and Orpak in Kruševac. They received the necessary sanitary equipment and veterinary assistance, including special vitamins for animals with specific needs. More than 600 kilograms of food was also provided for these two asylums. Abandoned and once vulnerable animals are now in much better condition and are waiting for their new owners.





2

# Economic Empowerment and Promoting Employment

For years, the Ana and Vlade Divac Foundation has been making a significant contribution to the development of the economy in Serbia, empowering vulnerable categories of people in employment or starting their own business. So far, the Foundation has supported more than 1,400 agricultural farms and 90 entrepreneurs through the acquisition of equipment necessary for the start of production or the introduction of innovations in production, as well as for various educations and trainings.



## Development of Agriculture

Bearing in mind the fact that Serbia has great potential for the development of agriculture and the production of healthy food with which it becomes a competitor on the world market, the Ana and Vlade Divac Foundation, since its establishment, has prioritized the economic empowerment of vulnerable families in rural areas, young farmers, farmers affected by floods and others natural disasters. This encourages the development of underdeveloped areas and municipalities in Serbia, all with the idea of contributing to the reduction of the negative trend of migration to larger cities and the uneven development of certain parts of Serbia.

Since the establishment of the Foundation, families in over 50 municipalities across Serbia have been supported, receiving domestic animals, planting material, greenhouses, attachable machinery, irrigation systems and more. In addition, agriculturalists received help in developing their own idea for the development of the family farm, in order to increase the standard of living and modernize production.

## Local Revolving Funds for the Development of Agricultural Production

In 2020, with the support of USAID, through the "Big Small Business" project implemented in Serbia by ACDI/VOCA, the Foundation launched an initiative to establish local funds for the development of agriculture, with the aim of helping farmers obtain interest-free loans on favorable terms and quickly implement investments in production. With this, small agricultural producers improve their business, achieve higher yields and provide better living conditions for their families. In cooperation with local self-governments and regional development agencies, 14 local funds have been established so far and initial incentives for agricultural producers have been provided.

This way, farmers and small traditional producers, who otherwise find it difficult to get the money necessary for expanding production or purchasing equipment, can secure the necessary funds in a transparent and simple way, which they return to the fund within a period of three years without interest. The recovered funds are then used for interest-free loans to other farmers.

During 2023, four new funds were established in Novi Pazar, Vlasotince, Nova Crnja and Velika Plana with a total value of 15.7 million dinars, thereby supporting 55 small farms. Also, during this year, contracts were signed for the establishment of funds for the following year in Sjenica, Tutin, Lebane and Arandelovac worth 14 million dinars.





## Empowerment of Young Farmers

The Ana and Vlade Divac Foundation recognizes the importance of supporting young people in rural areas, which motivates them to see their perspective in the countryside, to stay there and to be successful farmers. Also, with the support of USAID, through the "Big Small Business" project implemented in Serbia by ACDI/VOCA, support was provided to students in the final grades of secondary agricultural schools. The project has been implemented since 2018 in partnership with local self-governments and local agricultural schools. All young candidates attend lectures, receive support from mentors and develop individual business plans, which will be useful later when applying for other concurses. Also, through the program, all users receive advice for the development of production and economy, as well as proposals for establishing production that are profitable. So far, over 300 young people have undergone training, and 113 of them have received donations in funds for work worth over 18.2 million dinars.

During 2023, funds were established for agricultural schools in Svilajnac and Požega, where in the next three years, students in the final school year will be able to apply for the purchase of mechanization in accordance with the business plan they write under the supervision of mentors.

This year, 36 young farmers received aid worth 5.5 million dinars, and in addition to USAID and the local self-governments of Požega and Svilajnac, the municipalities of Čajetina, Užice, Požega, Gornji Milanovac and Arilje also donated to these two funds.



## Development of Greenhouse Production

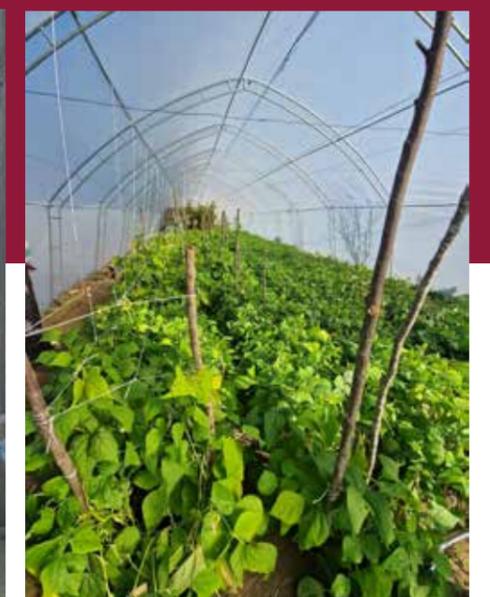
Inspired by the success of the pilot project in which, with the support of LDS Charities, four greenhouses were donated to vulnerable multi-member families in Novi Pazar, Nova Crnja, Obrenovac and Čačak, the Ana and Vlade Divac Foundation signed contracts with five local governments worth 25 million dinars for the development of greenhouse production. Within the funds that will be formed next year, farmers from the most vulnerable categories will receive greenhouses and thus be able to provide quality food for their families, and supply surpluses to the local market. The establishment of local funds for the development of greenhouse production and the distribution of greenhouses next year is expected in the municipalities of Lučani, Nova Varoš, Novi Pazar, Užice and Prijepolje. Farms will also receive support from agronomists for starting production, as well as training and advice on sustainable agricultural production.

This project also has an emphasized ecological component, because small agricultural producers are greatly influenced by climate change, and it is difficult for them to adapt. Moving production from an open field to a sheltered area is one of the ways to adapt them and ensure stable yields regardless of weather conditions.

### Greenhouse for the Delić Family from Obrenovac

The Delić family lives very modestly in the village of Zvečka near Obrenovac. Their only income is from a small woodcarving shop run by the father of the family, who is also a veteran and a refugee from Bosnia and Herzegovina. The mother is unemployed and takes care of four children. The eldest son is a high school student and this year he became one of the recipients of the Divac scholarship.

The Delić family is one of the four families that received a greenhouse and have already started growing fruits and vegetables for personal use, and some for sale as a supplement to their monthly income. Fresh fruit from the greenhouse will be perfect for the homemade jams and juices that the mother likes to make for her four children. Immediately after raising the greenhouse, the first thing she sowed was strawberries.



## Pilot Project for Disposal of Pesticide Packaging in the Municipality of Požega

As part of the "Pilot Project for Disposal of Pesticide packaging in the Municipality of Požega ", with the support of the American National Democratic Institute (NDI), workshops and trainings were held for small agricultural producers from the territory of the municipality of Požega on the proper disposal of pesticide packaging, and an online campaign was implemented on the proper disposal of packaging pesticides, and an activity was organized to collect pesticide packaging. More than 100 farmers participated in the activity and collected more than 300 kg of pesticide packaging, while the municipality of Arilje joined the project on its own initiative.

This pilot project was preceded by "Research on (Mis)Use of Pesticides in Serbia". The main results of the research were used by the Ministry of Finance in the implementation of the Program of Economic Reforms 2022-2024, and the results of the research were presented at international conferences in Montenegro and Crete.



## Support for Female Entrepreneurship

In 2023, the Ana and Vlade Divac Foundation, in cooperation with the Rotary Club Belgrade Čukarica, and with the help of Rotary friends from Georgia, USA, implemented the "Global Grant" project by donating the necessary equipment to increase the productivity of small businesses owned by 16 female entrepreneurs. In addition to the funds for the purchase of the necessary equipment, female entrepreneurs also received training in target market planning and writing a business plan, planning online sales campaigns and developing personal entrepreneurial skills.



## IT Bootcamp Non-Profit School for Retraining in the IT Sector

IT courses within the retraining project in the IT sector "IT Bootcamp", which was founded in 2018, a total of 1,677 young people have successfully completed so far and 58 percent of them have so far found jobs in their profession in more than 300 IT companies. Amongst the participants there is generally an even number of women and men.

For the realization of one year, during which three cycles of training are organized, a budget of about 100,000 dollars is necessary.

During the first four years, the project was financed exclusively by individual donations from the diaspora, thanks to the Serbian Philanthropic Association, which collected significant funds through philanthropic gala evenings in New York. For example, only at the second Serbian philanthropic gala dinner held in November 2021, USD 70,200 was collected, which enabled the education of 200 participants.

Great support for the project during the years 2022 and 2023 was provided by the NCR Foundation as part of the "Education for Digital Society" initiative of the Ana and Vlade Divac Foundation. In 2023 alone, thanks to the NCR Foundation, education was made possible for 120 participants, and the previous year for 131 participants. In the previous two years, the international IT company Go Daddy supported the project with a non-financial donation of the Word Press website development course, which significantly reduced the total costs and thus enabled the enrollment of a larger number of participants.

In 2023, out of 290 participants who completed the courses, 135 found jobs or paid internships in the IT industry, while 10 retraining courses were implemented in the areas of software testing (QA), web page development (JavaScript), web page development (PHP) and the basics of web programming (Python).

"IT Bootcamp", aims to provide access to free knowledge to motivated individuals who did not have the opportunity to acquire formal IT education, and contributes to the positioning of Serbia as a regional leader in the IT sector. It also contributes to the strengthening of the Serbian economy by increasing the number of qualified IT personnel. The emphasis is on the development of practical technical skills that are necessary for successful placement on the labor market.

*"IT Bootcamp is a name that always makes us happy when we see it in the CV of a QA candidate. Over the past few years, we have had the opportunity to meet a lot of candidates who come from this training, and many of them have become our fellow practitioners or our employees. IT Bootcamp students are characterized by broad and thorough knowledge, as well as a good understanding of the entire software development process. Candidates who have been in our process always say that they are very satisfied with the knowledge they have encountered, and we are glad that we have witnessed the quality of that knowledge many times."*

Tamara Stanojković,  
Talent Associate at Levi9 Serbia



## Economic Empowerment of Persons with Disabilities

The four-year project "Job Fit: Economic Empowerment of Persons with Disabilities", supported by the United States Agency for International Development (USAID) in the amount of two million dollars, aims to create equal access to employment in a labor market that is open, inclusive and accessible to persons with disabilities. It is implemented by the Forum of Youth with Disabilities in partnership with the Ana and Vlade Divac Foundation, Caritas Serbia, Smart Collective and the Center for Independent Living of Persons with Disabilities of Serbia.

In the second year of implementation, the portal for employment of persons with disabilities, [zaposlanje.fmi.rs](http://zaposlanje.fmi.rs), which connects employers with potential job seekers, was improved, and the campaign "Job Fit" was launched, which with its good results won the title of the best Campaign with a Social Purpose in 2023, as one of the best socially responsible campaigns realized in Serbia in the past year.

Career centers for people with disabilities have also been opened in Belgrade, Novi Sad, Niš, Zrenjanin, Valjevo and Subotica, with the aim of providing support to people with disabilities in the process of looking for a job and inclusion in the working environment. In the Career Centers, for the duration of the project, counselors will continuously provide career counseling services, organize group workshops for personal development, and trainings for the labor market, as well as internships for young people with disabilities.

During 2023, through the digital campaign for the portal and career centers, we reached almost 1.3 million people in Serbia, especially pointing out the challenges that people with disabilities face when looking for jobs. In addition, in cooperation with our project ambassadors, we raised awareness of the importance of a supportive environment when employing people with disabilities, and in cooperation with companies that employ people with disabilities, we appealed to employers to become more inclusive and adjust their working conditions, in order to provide everyone with equal chance and thus create the possibility to hire quality personnel.

Through the project that is of a national character but with a special focus on Belgrade, Subotica, Novi Sad, Zrenjanin, Valjevo and Niš - the employability of persons with disabilities is improved through psychosocial support, career guidance, internships and trainings for the labor market, entrepreneurship among persons with disabilities is encouraged so that they have access to capital and professional support, while stimulating work environment is promoted. We continuously connect people with disabilities who are looking for work with employers, who are provided with professional support in the form of training and mentoring programs for employment of people with disabilities through the "Network of Employers". In the coming year, we plan to additionally encourage entrepreneurship, by establishing incentive funds for (self)employment of persons with disabilities, as well as to continue work on improving national and local policies and support from the wider public.



Director of the US Agency for International Development (USAID) Samantha Power and former NBA basketball player and national team player Vlade Divac, founder of the Ana and Vlade Divac Foundation, attended the event "Basketball in Wheelchair and a Job Fair" in Belgrade in early May of 2023. On the floor, they met the players of the Crvena Zvezda wheelchair basketball club "Singidunum", where they were cheered on by the American Ambassador Christopher Hill. Divac and Power, with the support of former basketball player and coach Vladimir Kuzmanović, tried their hand at this sport and skillfully played a game in wheelchairs, and together with the players sent a clear message that with the support of the team and mutual cooperation, barriers can be overcome.



# 3

## Development of Democracy and Support to Local Communities

Supporting local communities and local initiatives that improve the quality of life in communities has been our priority since the Foundation was established. With the support of numerous international and local organizations and institutions, local governments, as well as local partners that we support through grants, we jointly promote solidarity, tolerance, gender equality and conditions for better education. Thus, jointly, through the strengthening of partnerships, we create preconditions for a better environment for everyone to live, work and grow up with the involvement of a large number of citizens of Serbia.



## Platform "Sustainable Development for All" (2020-2025)

Through all its programs, the Ana and Vlade Divac Foundation advocates for the achievement of sustainable development goals in Serbia, and makes additional efforts by participating in the work of the platform "Sustainable Development for All", which is supported by the governments of Switzerland and Germany, and is implemented by GIZ within the project "Reform of Public Finances – Agenda 2030"

Work on the Platform, which was launched in 2020, is organized through three pillars - social, economic and environmental protection. The Ana and Vlade Divac Foundation and the Center for Democracy Foundation are lead organizations within the Social Pillar that relates to the first five goals of the 2030 Agenda. Through participation in the work of the Platform, the Foundation, together with partners, participates in establishing a dialogue on sustainable development, identifying development priorities and monitoring progress in achieving the Sustainable Development Goals and the 2030 Agenda.

During 2023, the Social Pillar of the Platform continued to implement activities both at the national and local levels. Two Expert Thematic Groups (ETGs) were established, one for gender equality and the other for poverty reduction. The ETG brings together representatives of institutions, business associations, the civil sector and the academic community, in order to jointly define priority areas for advocacy in these areas.

An inter-municipal exchange and learning event was organized in Vojvodina on the topic of "Integration of gender perspectives in local economic development planning", which brought together five local self-government units to exchange examples of good practice that involve sustainable cooperation with representatives of business associations and interested businesswomen, other actors from the private sector and civil society.

During this year, the Platform published the third monitoring report on the progress achieved in the areas defined by the goals and 2030 Agenda. The main findings of the Monitoring report were presented at the Annual Conference of the Platform, entitled "Agenda 2030 in focus: Serbia's sustainable development path" which brought together more than 150 representatives of the public, civil, business sector, international organizations, the academic community and the media. Representatives of the Social Pillar also participated in the work of several councils and working groups for monitoring and drafting action plans for the implementation of national strategies (Gender Equality Strategy, Discrimination Prevention Strategy, Employment Strategy) in order to give their propositions and suggestions for better integration of the gender perspective in planning processes.

Partners on the Platform are, in addition to the Ana and Vlade Divac Foundation, the Belgrade Open School, the BFPE Foundation for a Responsible Society, the Center for Advances Economic Studies, the Center for Democracy Foundation, the Association for Sustainable Communities Development TOC and the SMART collective.



## Support for the Employment of Young People from Vulnerable Groups – WB&T of EmploYouth

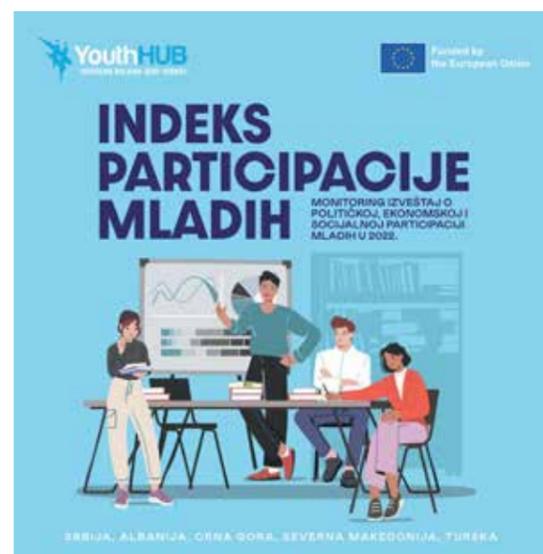
"WB&T for EmploYouth" is a regional project whose goal is to contribute to the strengthening of regional cooperation, participatory democracies and the process of progression towards the European Union in the Western Balkans and Türkiye. This four-year project has brought significant results in the field of youth employment, improved youth employment policy in the Western Balkans and Türkiye, strengthening the capacity of civil society organizations for piloting and promoting innovative solutions for improved employment of youth from vulnerable categories, as well as for increasing the engagement and influence of the civil sector in raising public awareness about youth employment.

The project is coordinated by the Ana and Vlade Divac Foundation (Serbia), with the support of the European Commission, and in cooperation with partner organizations Partners Albania for Change and Development (Albania), NGO Prima (Montenegro), Youth Alliance Krusevo (North Macedonia) and Community Volunteers Foundation (Türkiye).

Since 2016, all partner organizations have been measuring a comparable Youth Participation Index on an annual basis with the aim of improving the economic, social and political participation of young people in social development in the entire region, and together with 68 civil society organizations from the region, they form the Youth Hub Network of the Western Balkans and Türkiye. The purpose of the Youth Participation Index is to provide annual overviews of the political, social and economic participation of young people in Albania, Montenegro, North Macedonia, Serbia and Türkiye through a unique set of indicators, as well as ways that accelerate or limit their participation in society.

By promoting the findings of the sixth and seventh editions of the Youth Participation Index, more than 290,000 people were informed through two campaigns on social media in January and December, called "Youth Participation Week".

In Serbia, the Youth Participation Index was chosen as a model for the "Youth Well-Being Index", the new official government national instrument for measuring the impact of the newly adopted National Youth Strategy.



Through open dialogues with multiple interested parties and national events, we expanded the network and raised awareness of relevant national and local actors about youth employment. Different types of public gatherings were organized with more than 200 different decision-makers and politicians in Serbia, including the Ministry of Tourism and Youth, the United Nations Population Fund, the Institute for Development and Innovation, the Serbian Business Registers Agency, the National Employment Service of the Republic of Serbia, the Statistical Office of the Republic of Serbia, the National Association of Youth Offices and the National Association of Youth Workers, the donor community, the UN, the US and German development agencies, young people, researchers, civil society organizations, representatives of the Directorate General for Education, Youth, Sports of the European Commission and the EU Delegation.

Ten partner organizations that received grants through the project in Serbia organized 103 events (conferences, workshops, round tables, forums, etc.), informed 52,043 young people across the country about policies and employment opportunities (57% women and 43% men), and directly involved 2,013 young people in actions (1,147 women and 866 men), provided 49 trainee internships and youth employment (26 women and 23 men), involved more than 61 local and central institutions; signed 13 memorandums of understanding with local/national authorities, and involved 39 local businesses in the activities.

Marko, a 21-year-old from Pirot, who was out of the education system and unemployed, struggling to find direction in life, gained valuable knowledge about entrepreneurship through the project and renewed his confidence and sense of purpose. While attending the workshops, he connected with passionate instructors, mentors and fellow participants, and that networking opportunity helped him refine his business idea. Currently, Marko is working on starting his own small business in Pirot, turning his dreams into reality. This project not only provided Marko with skills and resources, but also gave him the confidence to pursue his entrepreneurial ambitions, exemplifying the transformative power of supporting young, disadvantaged individuals like him.



## Youth for Inclusion, Equality and Trust

Within the "Youth 4 Inclusion, Equality & Trust" project, which aims to improve the role of young people in promoting greater understanding and respect for diversity, three programs were organized – Youth for Dialogue in Local Community, Celebrate Diversity and Youth Media Literacy. Project activities were carried out by UNFPA Serbia and the Ana and Vlade Divac Foundation in cooperation with UNDP Serbia, UNESCO and UN Women, with the financial support of the UN Secretary General's Peace Building Fund.

During 2023, within the "Youth Media Literacy" program, 40 young people went through a series of trainings and work with mentors, which helped them improve their media skills and successfully create and implement media campaigns, which will certainly help them at the beginning of their business careers. During the training, the young participants opened up a number of significant topics and chose mostly digital communication channels with which they wanted to reach as many people as possible, especially their peers, and through which they creatively dealt with topics such as cyber security, toxic masculinity, youth health, the position of the Roma minority, the position of women in science and culture, youth labor rights, refugees in Serbia, and gender-based violence.

The program "Youth for Dialogue in Local Community" contributed to 15 young people becoming familiar with the work of national and international institutions, youth policy and getting involved in the work of youth organizations in their local community. While 10 high schools participated in the "Celebrate Diversity" program with the aim of enabling young people to strengthen their capacities, exchange experiences, present their local communities and cultural landmarks in order to promote greater understanding and respect for diversity. The pairs of cities for exchange were Subotica-Zaječar, Ruski Krstur-Novi Pazar, Pančevo-Pirot, Lazarevac-Vladičin Han and Veliko Gradište-Bajina Bašta.



## Education for the Digital Economy (STEM)

With the support of the NCR Foundation, through the project "Education for the Digital Economy" that the Ana and Vlade Divac Foundation is implementing in cooperation with the Center for the Promotion of Science, at least seven secondary schools across Serbia will be selected and will receive equipment for maintaining modern teaching and extracurricular activities in the field of science, technology, engineering and mathematics (STEM).

The project started in 2023, and it is planned to organize workshops to improve the competence of 120 high school teachers, as well as camps to improve students' knowledge and interest in STEM disciplines.

During this year, the summer science camp "Games on the Move" was organized in Novi Sad, where 25 high school students had the opportunity to learn everything about the gaming industry, visit studios that deal with making games, learn the basics of game design and try their hand at making games in the Unreal Editor for Fortnite.

Also, in May 2023, the first Science Caravan was organized as part of this year's May Month of Mathematics. High school students from Šabac, Čačak, Kragujevac, Zaječar and Niš visited various exhibitions as part of the event called "Reality Through the Eyes of Big Data" and participated in workshops.

The project also supported the work of the non-profit IT Bootcamp school for retraining of individuals from vulnerable categories for attractive digital and IT occupations.



UNFPA SERBIA

NCR Foundation ANA AND VLADIVAC DIVAC FOUNDATION

## Divac Scholarships

Through the scholarship program for students from vulnerable families, in the last seven years, more than 600 talented young people have received support on the way to achieving their life goals.

Bearing in mind that education is one of the most important prerequisites for a successful life, monthly scholarships give talented young people from vulnerable categories the opportunity to better focus on learning and fight for a better future on their own. In addition, this support gives their families the opportunity to divert their small incomes to solving other problems, such as monthly bills, medicine for sick family members, etc. Psychological support for pupils and students is also important, because by recognizing their talents and good results in school or university, they gain the necessary self-confidence and motivation to achieve even better results.

The basic criteria for awarding scholarships to high school students is that they have excellent results as well as awards at scientific or sports competitions, and the social status of the family and the health status of its members are especially scored. A certain number of scholarships have been awarded to freshmen of agricultural and veterinary faculties for the last three years. During 2023, with the support of numerous donors from Serbia and the diaspora, 250 students with exceptional success in school, college, sports and/or art received regular monthly scholarships, of which 106 were selected for the 2023/24 school year. Divac scholars, in addition to achieving exceptional academic success, also often volunteer and help others in the community in which they live.

The Foundation is grateful to all donors from the country and the diaspora who support the scholarship program with online payments and direct payments to the account, and also a big thank you goes to all the individuals who put their donations in the donor boxes at Belgrade's Nikola Tesla Airport.



Anđelka Dragić lives with her mother in a one-room apartment in Valjevo. She is a student of the 2nd grade of the Music High School, majoring in guitar. She participated in many city and state competitions, and recently won first place at an international festival. She sings in the girls' choir "Živorad Grbić" and the church choir "Emanuil", with which she performs at many events and competitions. She is an active volunteer and recently participated in a forum called "From volunteerism to activism", where she presented her views and experiences related to volunteering.

***"Music is my passion and thank you from the bottom of my heart for helping me achieve my dreams. I hope to be able to help others when I become a professional musician."***



Minja Tabaković lives with her mother in Belgrade and has had problems with her spine since childhood. She is a student of the 4th grade of the School of Pharmacy and Physiotherapy, with a grade point average of 5.00 in the previous three years. She participated in municipal competitions in chemistry, geography, the Serbian language and biology. In addition to science, which is her first love, she is an active volunteer of the Citizens' Association "Center for Youth Integration". After high school, she would like to study forensics at the Criminal Police University. Minja became a member of MENSA in 2023.

***"My mom and I are very grateful for the scholarship. It helps us get through the days and helps me concentrate on my school."***

## Divac Youth Funds

The Youth Funds project increases the participation of young people in local development processes through the allocation of non-reimbursable financial resources to projects initiated and led by young people themselves. The two-year project is implemented in the territories of the local governments of Obrenovac, Prokuplje, Zaječar, Vlasotince and Vladičin Han.

In the first cycle, in 2023, a total of 63 projects of informal youth groups from these five local governments were supported, worth 42,000 euros.

All projects that were selected through a public open call have a positive impact on improving the lives of young people in the most diverse areas such as culture, education, sports, health and safety. A large number of projects from rural areas that improve the living conditions of young people in rural areas through the renovation of spaces for young people, arranging sports fields and organizing events were also supported.

The projects that were supported were decided by young people from the selected five local self-governments, who have the role of the Boards for announcing tenders and making decisions on financing informal youth groups from the territory of their local self-government. For the next year, it is expected around 100 more youth initiatives will be supported.

In previous years, the Ana and Vlade Divac Foundation in previous projects for the formation and support of youth funds in 14 municipalities across Serbia supported more than 500 youth initiatives.



## Youth Well-Being Index

In cooperation with the Ministry of Tourism and Youth and the United Nations Population Fund (UNFPA), the Ana and Vlade Divac Foundation undertook activities during 2022 to introduce a complex composite "Youth Well-Being Index in Serbia". This index will help in the detailed monitoring of progress in the implementation of the goals and measures of the Strategy for Youth in the Republic of Serbia for the period 2023-2030 at all levels.

Such indexes represent a modern way of comprehensive annual monitoring of the progress of the effects of youth policy at different levels, and similar indexes have already been developed in other countries. The youth well-being index is a tool that will enable the systematic measurement of the well-being and quality of life of young people, and the making of quality decisions based on data, which will improve the quality of life of young people in Serbia.

The development of the Youth Well-Being Index in the Republic of Serbia is financed by UNFPA, while the Ana and Vlade Divac Foundation uses its many years of experience in the development and implementation of the Youth Participation Index in the Western Balkans and Türkiye to support the Ministry of Tourism and Youth in this phased process. The process requires the involvement of many actors and institutions in the creation and implementation of the index, with the aim of annually measuring the progress of the effects of youth policy and the quality of life of young people.

In February 2023, the Ministry of Tourism and Youth formed a Working Group for the development of a complex Youth Well-Being Index, and the Ana and Vlade Divac Foundation conducted indicator testing and data collection for 2022 at the national level and at the level of 17 cities and municipalities. On this occasion, the Ministry of Tourism and Youth, in cooperation with UNFPA and the Ana and Vlade Divac Foundation, with the support of the Swiss Government through the Swiss Agency for Development and Cooperation (SDC), organized a two-day training for representatives of youth offices and representatives of cities and municipalities.

The index will be set at the national and local level, and the input indicators are linked to the Sustainable Development Goals and the 2030 Agenda of the United Nations. The establishment of the Youth Well-Being Index and its first measurement for 2023 is planned for December 2024, when the Index will be presented to institutions, donors, civil society organizations, companies and other interested parties.



## Regional Youth Partnerships Activity

The issues the Western Balkans are facing are diverse and include the rule of law, socio-economic conditions, the future of work, brain drainage and migration, energy and environmental protection, stability and peace, health and well-being. Solutions to these problems require a broad approach in the countries of the region.

From September 2022, the Ana and Vlade Divac Foundation, together with partners, through the "Regional Youth Partnership" project, is working on the development of the next generation of leaders in the Western Balkans, with the aim of creating a more prosperous and democratic Serbia, dedicated to integration into the European Union.

The project achieved success on two levels. First, the "Regional Youth Partnership" network was established, which brought together 60 young leaders from various fields such as entrepreneurship, media, art, culture, sports, politics and the academic community. They participated in trainings, thematic, national and regional meetings, contributing to the improvement of the quality of life of young people in the region.

Second, during 2023, two Youth Funds were established in Vranje and Sremska Mitrovica. The Funds are managed by committees of eight young people from these cities, who were trained in September 2023. Youth funds supported a total of 15 youth projects in local communities, with a total value of 14,000 dollars, which improve the quality of life of young people, promote reconciliation and involve young people in the development of local communities. The Ana and Vlade Divac Foundation also organized a regional training in which more than 40 young people from six partner Youth Funds participated.

In parallel with the activities of establishing Youth Funds, the Ana and Vlade Divac Foundation, through a regional meeting in Skopje and a thematic meeting in Belgrade, worked with members of the network to improve recognition of the influence of politics and the media on reconciliation in the region, as well as the importance of gender equality, economic development and philanthropy on the prosperity of the region, which to a significant extent still depends on the support of the diaspora.

The Regional Youth Partnership project is supported by the United States Agency for International Development (USAID), and implemented by the International Republican Institute (IRI), in cooperation with the Ana and Vlade Divac Foundation, and partners from the Western Balkans region.



## Cooperation for Innovation and Exchange of Good Practices through Erasmus+

The three-year project "Youth in Times of Crisis" (Youth PURPOSE: Preparedness of YoUngsters, ResPonse, RecOvery, Solidarity, and VoluntEering in Times of Crises), financed through the Erasmus+ program, was completed in 2023 with the creation of a manual on disaster management and involving young people in remediating the consequences of emergency situations (manual available at the link <https://youthintimeofcrises.com/youth-purpose-manual/>). The manual includes all the experiences and recommendations created during study visits and thematic meetings organized in Indonesia, Ethiopia, Namibia, Vietnam and Italy in the previous 3 years.

The manual was distributed to partner organizations in all countries participating in the project, and was presented in Obrenovac in September 2023 during the visit and final conference, which was attended by the Ana and Vlada Divac Foundation in addition to the partners from North Macedonia, Italy, Namibia, Ethiopia, Vietnam and Indonesia.

During 2023, study visits to Ethiopia, Namibia and Italy were also organized.

Ethiopia was visited by a five-member delegation of partner organizations from North Macedonia, Italy and Serbia. Ethiopia is the second largest country in Africa by population. About 120 million people live in it, of which more than 70% are young people (under 30 years old). Currently, the population growth rate is among the ten highest in the world. The mobilization of young people is often done in cooperation with schools, and the activities of organizations and institutions are aligned with Agenda 2063 of the African Union.

The project was designed and implemented by the Ana and Vlade Divac Foundation with the aim of improving preparedness, response, recovery, solidarity and volunteerism of young people in times of crisis. This project empowered partner organizations and young people from partner countries to recognize and respond to different types of crisis situations, providing them with the necessary skills and resources for effective response and recovery. Through various educational workshops, trainings, simulations and volunteer actions, young participants developed their capacities and became leaders in their communities.



## 100 Years of Basketball in Serbia

On the occasion of celebration of 100 years of basketball in Serbia, the Ana and Vlade Divac Foundation, with the support of the United States Embassy in Belgrade, organized a series of events with the aim of promoting Serbian basketball, the success stories of our most famous NBA stars and Serbian-American cooperation. This project also aimed to raise awareness of the great achievements of our athletes throughout the century, the importance of teamwork and team spirit, as well as the obstacles they overcame and the challenges they faced throughout their careers.

The sports caravan "With Small Steps to Big Stars" visited four elementary schools in Belgrade, Novi Sad, Zrenjanin and Gornji Milanovac, where students socialized with world-known and national NBA stars Vlade Divac, Željko Rebrača, Bogdan Bogdanović, Dejan Davidovec, Strahinja Stojačić, Ty McWilliams Franklin, Isaiah Austin and Marko Marinović, who shared their experiences on the way to the top, which started right in school benches and continued in the world's best basketball league. With the support of representatives of local governments and educational institutions, representatives of the Ministry of Education, Science and Technological Development, as well as the Embassy of the United States of America in Belgrade, the importance of sports and encouraging team spirit among students from an early age was highlighted, emphasizing the importance of cooperation between schools and sports clubs, as well as with parents and coaches. After sharing their "small secrets of great success", the basketball players played basketball with the students on the sports court, revealing some of their most famous moves and tricks.

In order to additionally appeal to young people to get involved in sports as much as possible and to provide them with adequate support and motivation to achieve their goals, as part of this sports caravan, we organized "Basketball Without Borders" at Ada Ciganlija in Belgrade with the support of our partners, basketball players in wheelchair basketball club "Singidunum Red Star". Our most famous journalists had the opportunity to try out "3x3" basketball in wheelchairs, back to back with the best basketball players in this sport, under the leadership of national team captain Željko Ćirković and alongside Vlada Kuzmanović, the famous basketball player of Serbia. On the basketball courts specially adapted for people with disabilities, the coaches, after a short training on wheelchair movement and the rules of the game, showed the participants a few tricks, after which our media representatives had the opportunity to be part of the game themselves.

From books to medals, our children, the media and the public through our sports caravan had the opportunity to get to know Serbian basketball through the great and interesting stories of those who wrote and continue to write its history.



## Petra Divac - Adoptees for Adoptees

In 2023, at the initiative of Petra Divac, the adopted daughter of Ana and Vlade Divac, the Foundation launched the project "Petra Divac - Adoptees for Adoptees" with the aim of offering support groups, along with the necessary psychological support to adopted children and adoptive parents.

Adoption is often stigmatized, and as a result adopted children and adoptive parents face a number of difficulties. Adoptive parents often face special tasks in parenthood and the need for specific competencies. Post-adoption services are crucial for establishing a quality relationship between the child and the parents, as well as for the optimal development of the child.

In the initial phase of the project, during 2023, a set of 12 sessions in the support group for people who were adopted was realized, and the formation of free support groups was announced, which will include a series of workshops for adoptees and adoptive parents next year.

The workshops, lasting six months, will be realized with the support of experienced psychologist Branka Radojević and Petra Divac as project coordinators, and the topics will be child upbringing, transitions, the specifics of parenting in different developmental stages (e.g. puberty, adolescence), the search for biological parents. They will also discuss the daily challenges that adoptees and adoptive parents face, as well as ways to overcome them.

The work of the group was made possible by voluntary donations from BlackRock and Petite Geneve-Petrović.

*"The workshop 'Adoptees for the Adoptees', first of all made the year 2023 better for me, because I met quality and good people. The workshop answered some questions I had about adoption. I heard the experiences of other people who were adopted, and before the workshop I didn't know anyone who was adopted. The atmosphere was interesting, we covered a lot of topics, and what I liked most was that when the group began, we never finished on time."*

Andela Bjelić,  
one of the participants of the initial support group





4

# Development of Philanthropy

Since its establishment, the Foundation has successfully cooperated with many individual and corporate donors. In the past 17 years of operation, the Foundation mobilized the participation of more than 800,000 individual donors as well as more than 775 companies, which raised more than 28.5 million dollars and provided assistance to more than one million people. We continued our successful cooperation with numerous donors from the diaspora, and for the next year we are planning several activities that would strengthen this cooperation.



## Promotion and Development of Philanthropy in 2023

The Ana and Vlade Divac Foundation continuously promotes and develops philanthropy in Serbia and actively participates in the work of the Serbian Philanthropy Forum. Together with the Trag Foundation, representatives have been delegated for memberships in the Council for Creating a Stimulating Environment for the Development of Civil Society, which was formed by the decision of the Government of Serbia in September 2023. The focus of the Foundation's work, in cooperation with the Serbian Philanthropy Forum and the Coalition for Giving, is the improvement of the legal framework for donating surplus food, including exempting food donations from VAT, promoting tax relief for legal entities, enabling tax relief for citizens, encouraging diaspora donations, exempting donations from bank commissions and introducing a compensatory fund for VAT refunds for the renovation of schools, kindergartens, hospital and the like.

In cooperation with the Serbian Philanthropy Forum and the "Jevremovac" Botanical Garden of the Faculty of Biology of the University of Belgrade, the Foundation co-organized the New Year's Humanitarian Garden in 2023. Companies donated more than a million dinars by decorating the trees, half of which is intended for the restoration of the Botanical Garden's plant fund and educational programs. The other half of the collected funds will support the "Year of Goodness" declared by the Serbian Philanthropy Forum on the National Day of Giving.

In cooperation with the NCR Foundation, the Ana and Vlade Divac Foundation secured a donation of 25,000 dollars for the "Lice ulice" association after a successful volunteering action was organized for the NCR Corporation in Serbia in December 2022.



## Individual Donors

Numerous individuals from the country and the diaspora support the Foundation's activities with online payments and payments to the bank account or via donation boxes placed at the Belgrade airport. Thanks to individual donors, the Foundation provided scholarships for high school students and students from poor families in 2023, who showed excellence in science, arts or sports, provided meals for the soup kitchen in Belgrade, helped numerous rural families throughout Serbia, and continued with free IT Bootcamp training, etc.

We owe special thanks to our friends and great philanthropists from the USA, Anka and David Erne, who have been the biggest individual donors of the Ana and Vlade Divac Foundation for many years. In 2023 alone, thanks to their donations, we provided 60 scholarships for students and scholars, equipment for three health institutions and assistance to the Gerontological Center in Belgrade, drinking water for 90 households, renovated homes for four families, supported the soup kitchen of the Serbian Orthodox Church, provided assistance for people in Kosovo and Metohija and Kuršumlijska Banja, and provided food for 300 abandoned animals in two asylums.

## Race for Forests

The Ana and Vlade Divac Foundation, in cooperation with Schneider Electric and Serbia Business Run, organized the "Race for Forests" campaign for the second year in a row, with the aim of planting as many new trees as possible throughout Serbia with the help of socially responsible companies and with the support of recreational runners. This year, through the action and support of 50 companies, 2,000 trees were planted in the territory of the city of Zrenjanin.

For each of their employees who participated in the Serbia Business Run races in four cities, the companies paid a certain amount of money and thereby enabled the purchase of trees, planting and their maintenance.

Serbia has the lowest percentage of forest cover among the surrounding countries, and the Autonomous Province of Vojvodina, with less than 7% of the area covered by forests, represents the area with the lowest degree of forest coverage both in Serbia and in Europe. In order to improve the current situation, the set goal is 14% of Vojvodina under forest.

With the "Race for Forests" campaign, companies and runners made their contribution to increasing the afforestation of Vojvodina, as well as contributing to the fight against climate change and building a sustainable future for all citizens.



## "They Are Heroes"

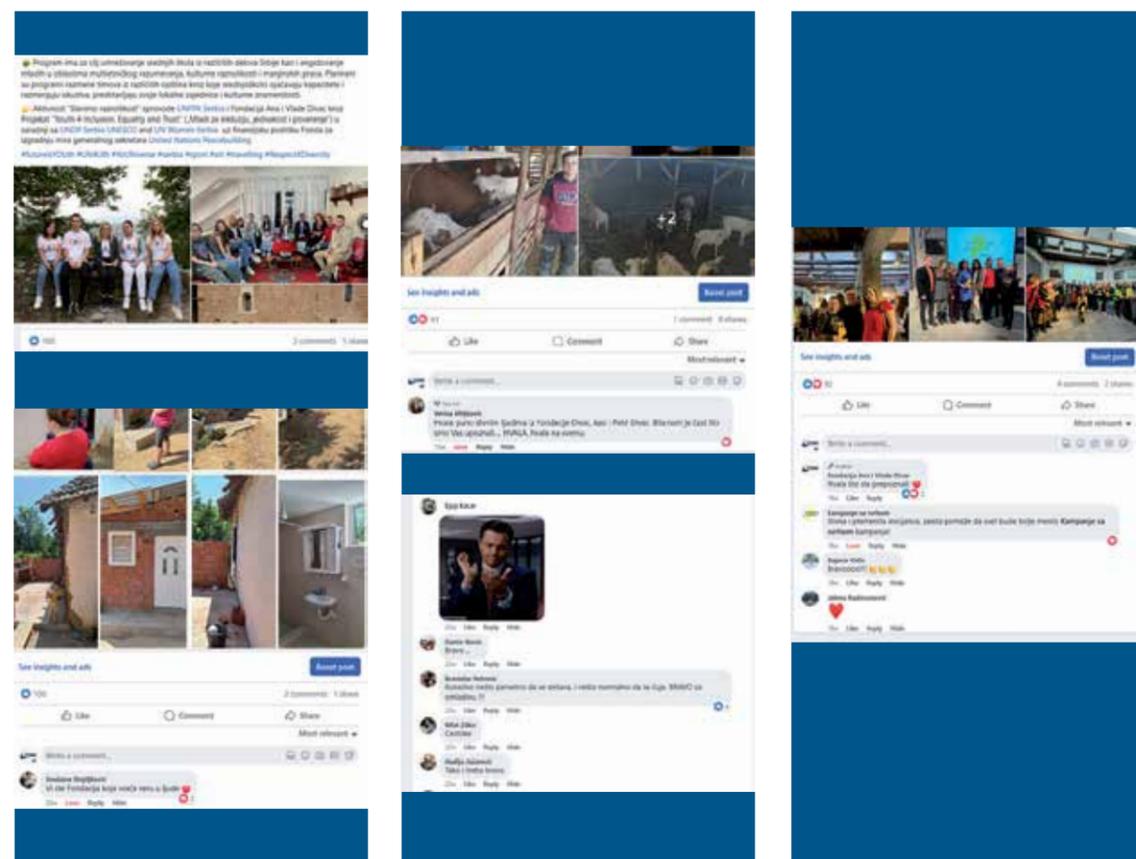
The initiative "They Are Heroes" was launched in 2020 by the Delegation of the European Union in Serbia with the aim of recognizing unsung heroes - ordinary citizens who have shown solidarity, humanity, selflessness, dedication and courage by helping members of their community to overcome the challenges of the pandemic and isolation. The initiative was launched to allow the public to nominate, recognize, appreciate and thank heroes from their communities.

After the successful campaign in 2021 and 2022, the third cycle of the "They Are Heroes" campaign was realized in 2023. With a total of 172 applications qualified for the competition, the citizens of Serbia highlighted the fact that there are many heroes in our society. Over 150,000 votes from 38 cities in Serbia determined 20 finalists, and after a detailed review in accordance with the rules of the competition, 10 finalists were selected.



# The Ana and Vlade Divac Foundation in the Media in 2023

On social media the Ana and Vlade Divac Foundation has reached 1.5 million people (total reach 1,511,134)



The media in Serbia reported on the projects of the Ana and Vlade Divac Foundation more than 1,700 times in 2023.



# The Divac Team

In addition to the founders, 19 employees, a five-member board of directors, and a large number of external collaborators and partners, the Divac team also consists of a large network of volunteers, individual donors, companies and all those who in any way contributed to the success of our projects and that people we help receive adequate help and support. We are still continuing to expand the network.

We thank everyone who is part of the Divac team!



The employees of the Ana and Vlade Divac Foundation, with their own voluntary contributions, provided a scholarship for an outstanding student from a vulnerable family.

"I am grateful to the employees of the Ana and Vlade Divac Foundation for the scholarship, because they were the first to recognize all the work I put in, and the scholarship further motivated me to continue studying even more persistently. In the future, I plan to continue devoting myself to science and enroll in the Faculty of Physics in Belgrade".

Petar Savićević, student of the fourth grade of the gymnasium in Zaječar



## Financial Report for 2023

	RSD	USD
<b>Income by Category</b>		
Individual Donors	88,827,664.82	839,048.82
Corporate Donors	12,681,755.74	119,789.39
Bilateral Donors	128,386,020.99	1,212,709.34
Local Governments	6,150,000.00	58,091.70
Other Income (income from interests, sales and services)	1,303,000.00	12,307.88
<b>Total Income:</b>	<b>237,348,441.55</b>	<b>2,241,947.14</b>

<b>Expenses by Programs/Projects</b>		
Support in Emergency Situations and Humanitarian Aid	87,562,071.50	827,094.27
Economic Empowerment and Promoting Employment	39,333,846.33	371,539.85
Development of Democracy and Support to Local Communities	110,880,243.60	1,047,353.18
Development of Philanthropy	5,921,423.94	55,932.62
Operative Expenses (salaries, leasing of space, office expenses)	4,398,442.00	41,546.83
<b>Total Expenses:</b>	<b>248,096,027.37</b>	<b>2,343,466.74</b>

\* USD 1 = RSD 105.8671 according to the official middle exchange rate of the National Bank of Serbia on December 31, 2023

**Be part of the Divac team**

<https://www.divac.com/donations>



-  [www.divac.com](http://www.divac.com)
-  [hod@divac.com](mailto:hod@divac.com)
-  [FondacijaDivac](https://www.facebook.com/FondacijaDivac)
-  [fondacijadivac](https://www.instagram.com/fondacijadivac)
-  [fondacijadivac](https://www.tiktok.com/fondacijadivac)