

# 2024 Annual Report



Celebrating 20 years of empowerment:  
Ba Futuru's work with children, women and youth

# MESSAGE FROM THE DIRECTOR



## *Reflecting on 2024: 20 Years of Impact and Growth*

**Dear colleagues and friends of Ba Futuru,**

In 2024, Ba Futuru proudly celebrated its 20th anniversary, a big milestone in our journey to build a peaceful, safe, and inclusive Timor-Leste. Over the years, we have focused on four main areas: protecting children, reducing violence, empowering women, and inspiring young learners. Through these programs, we have reached thousands of people across the country and made a real difference in their lives.

On September 20th, we held our anniversary event with almost 200 guests, including government leaders, embassies, donors, partners, alumni, and community members. The day was full of joy and pride, with performances by preschool students, theatre, a fundraising film, and an exhibition showing Ba Futuru's 20-year journey. The celebration reminded us that our success is only possible because of the teamwork of our staff, the support of our partners and donors, and the strength of the communities we work with.

This year also gave us a chance to learn and grow. Through a work placement in New Zealand, I gained new skills in fundraising, leadership, project management, and working with volunteers. These lessons are now part of our programs and help us improve our work. We also strengthened our internal policies and continued regular training so that all staff have opportunities to grow their skills and careers.

We also built stronger partnerships with the Government of Timor-Leste, especially the Ministry of Interior, Ministry of Youth and Sport, Ministry of Education, and the Secretariat of State for Equality. Together, we carried out important training on Timor-Leste's National Action Plan 1325 about Women, Peace, and Security.



We also ran leadership workshops to promote women's rights and gender equality, including within the defense and security sectors. These programs brought new knowledge and stronger connections between government, civil society, and security representatives.

We are deeply thankful to our hardworking team, our supportive Board, and our generous donors and partners, including ChildFund Timor-Leste, MFAT, the European Union, MISEREOR, Kindermission, UNICEF, UN Women Timor-Leste, Canadian Fund for Local Initiative (CFLI), Gabinetet Apoio Sociedade Civil (GASC), and Kapiti Women's Centre. Your support helps us keep building a future free from violence where children, women, and young people can live in peace and reach their full potential.

Looking ahead, Ba Futuru is excited to continue being a force for positive change in Timor-Leste. Together, we will keep working for a brighter and safer future for all.

A handwritten signature in blue ink, reading "Judith Maria de Sousa".

JUDITH MARIA DE SOUSA (EXECUTIVE DIRECTOR)





# Ba Futuru's 20th Anniversary

In 2024, Ba Futuru proudly marked a significant milestone—our 20th anniversary—celebrated on September 20th. Thanks to the collective efforts of our staff, co-founder, board members, and volunteers, the event was a remarkable success.



## About the Celebration

The celebration was attended by nearly 200 participants, including government representatives, embassies, donors, partners, alumni, beneficiaries, and community members. Together, we reflected on two decades of impact in Timor-Leste.

During the event we held a lot of fun activities including preschool dance performances, a drama presentation by our theatre team, a fundraising film screening, and a special exhibition showcasing Ba Futuru's history and achievements.

## Our Appreciation

Ba Futuru extends its deepest appreciation to our board members for their innovative contributions, and to our co-founder, Sierra James, along with her family, and Emma Dawson, for their inspiring presence and support.



## Conclusion

This anniversary not only honored our past but also strengthened our commitment to building a brighter future. Congratulations to the entire Ba Futuru family—together, we make change!

# Ba Futuru's

## WORK IN 2024



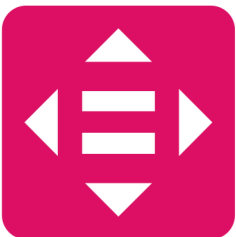
### Protecting Children

- Ba Futuru's Pre-school
- Social Behavior Communication Change (SBCC)



### Reducing Violence

- Voice Against Violence (VAV)
- Strengthening Social Cohesion Project (SSCP)



### Empowering Women

- Enhancing Political Participation of Women in Timor-Leste through Leadership training and Community theater
- Enhanced Gender Equality: Strengthening Civil Society for Monitoring Gender Equality Commitments and evidence-based Advocacy in Timor-Leste.
- National Forum: Women have the Rights to Make Decisions for Family in the Economy (FELDADE)
- Women and Child Protection, Economic Development and the Promotion of Peace and Democracy (PROFEDADE)
- Empowering Women for Peace: Strengthening Timor-Leste's Women, Peace, and Security (WPS) Agenda.



### Inspiring Young Learners

- Ba Futuru's skatepark
- PeaceJam Program
- Mentorship Program For Youth Group, Suco Youth Representatives and Local Leaders
- Inspiring Youth Change-makers (IYC)



# BA FUTURU'S PRE-SCHOOL PROGRAM 2024

## ACHIEVEMENTS

In 2024, Ba Futuru's Preschool Program continued its commitment to providing a nurturing, play-based learning environment that supports the holistic development of young children. Over the course of the year, the preschool enrolled a total of **65 children**, with **50 active students** (26 boys and 24 girls) regularly attending from Term 1 to Term 4. The remaining 15 students transitioned out of the program due to relocation. A key highlight of the year was the successful **graduation of 15 children** who completed their preschool learning journey.

## CURRICULUM AND LEARNING THEMES

Throughout the year, the preschool implemented a dynamic and engaging curriculum centered around key learning themes, designed to promote curiosity, build foundational knowledge, and encourage a strong sense of identity and belonging. Ba Futuru recognizes the importance of helping children develop a connection to their culture and community, which in turn supports the growth of essential skills, values, and dispositions.

### THEMES:

Settling In

Identity & Culture

Exploring Family Life

Learning About Our Community Helpers

Attributes & Values

Planets & the Solar System



# Pre-school activity highlights



## Cultural Exploration and Identity Building

Children explored their cultural heritage through hands-on experiences. They were introduced to Timorese traditional costumes and learned greetings in various local languages. A field trip to the Tais Market in Colmera, Dili, allowed children to directly observe the process of making Tais and learn about the diversity of traditional attire from different municipalities. These activities deepened their understanding and appreciation of their cultural identity.

## Community Engagement: Fire Station Visit

In July, Ba Futuru organized a two-day educational visit to the Dili Fire Station (July 16–17). Children learned about the role of firefighters, explored the equipment used in emergencies, and engaged in interactive demonstrations. The visit sparked great enthusiasm among the children, who actively asked questions and expressed their excitement about this real-world learning experience.



## Environmental Education: Sea Turtle Excursion

During Terms 3 and 4, Ba Futuru collaborated with parents to organize a long-distance excursion to Kaitehu, Liquiça, to visit the Lenuk Tasi (Sea Turtle) Conservation Site. Children learned about the life cycle of sea turtles and the importance of environmental conservation. A memorable highlight was witnessing the release of sea turtle hatchlings back into the ocean—an inspiring moment that underscored the importance of protecting marine life. Regular site visits like these continue to enrich children's learning through meaningful, real-world experiences.

## Parenting Engagement Program

This year, Ba Futuru introduced a new parenting program aimed at strengthening the home-school connection. Approximately 65% of parents actively participated in sessions covering the topics of Child Development, Healthy Living and The Importance of Play-Based Learning. Parents gained valuable insights into the role of play in children's development and engaged in vibrant discussions on how to support learning at home. The sessions promoted shared understanding and collaboration between parents and educators.

## Conclusion

Ba Futuru's Preschool Program in 2024 successfully delivered a year of impactful learning, grounded in culture, community, and child-centered education. With the active involvement of families and the broader community, the program continues to provide high-quality early childhood education that empowers Timor-Leste's youngest learners to thrive.





# SOCIAL BEHAVIOR COMMUNICATION CHANGE

## INTRODUCTION

Building on the successful collaboration for previous SBCC phases, in 2024 UNICEF Timor-Leste collaborated with Ba Futuru again, this time to promote positive behavioral change within the education sector.

## PROJECT ACTIVITIES

The project team conducted 21 Community Theater performances across three municipalities: Covalima, Viqueque, and Baucau. These performances were strategically held in two types of locations:

- 11 market places
- 10 EBC (Elementary Basic Cycle) schools



### References:

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## PROJECT ACTIVITIES

The overarching goal of the project was to foster positive behavior change and enhance the understanding of students, parents, teachers, and the broader community on several key educational and social topics. The theater performances aimed to achieve the following specific objectives:

- Highlight the importance of preschool education for children aged 3 to 5.
- Encourage parental support for children's education and school attendance.
- Promote the prevention of violence at home, in schools, and among students.
- Reduce the stigma associated with Menstrual Hygiene Management (MHM).
- Advocate for inclusion and education for children with disabilities.
- Address youth conflict and promote peaceful conflict resolution.

## RESULTS

The Community Theater presentations incorporated open-ended discussions, allowing participants to explore the wide-ranging impact of violence on individuals and the community. The performances successfully engaged approximately 4630 audiences including students, teachers, parents and community members in Baucau, Covalima and Viqueque.

# Voice

# against

# Violence



## OBJECTIVE

May 2024 marks the end of Voice Against Violence (VAV) program. This project involved UN Women Timor-Leste's partnership with Ba Futuru to end violence against women and girls (EVAWG). The program focused on **transforming harmful gender norms** and **improving prevention of gender-based violence (GBV)** through **advocacy, awareness-raising, and capacity building**.

## PROGRAM REACH & COLLABORATIONS

The initiative was implemented across four municipalities—**Dili, Baucau, Covalima, and RAEOA**—with support from local partner organizations including Unidade Feto ba Dezenvolvimentu (UFD), Maneo, Centro Comunidade Covalima (CCC), and Rotary Youth Leadership Award (RYLA).



## COMMUNITY ENGAGEMENT

A total of 13 community trainings were conducted, reaching 405 beneficiaries including 18 persons with disabilities and 16 LGBTQI individuals.

Furthermore, a key component of the program was the training of 20 Technical Working Group (TWG) members (M: 7, F:13) from the target areas. These members received intensive training on the adapted **VAV module, facilitation skills** and **monitoring skills**.



## OUTCOMES

The VAV program significantly contributed to increased community awareness, knowledge, and engagement in preventing violence against women and girls in Timor-Leste. This included a deeper understanding of issues such as domestic violence, sexual harassment, early marriage, and legal protections for women and girls. Furthermore, pre- and post-training surveys demonstrated positive outcomes:

- The number of participants who disagreed with the idea that household chores are solely women's responsibility increased from 47% to 83%.
- Before the program, less than 67% of people knew where to find help if they experienced violence, afterwards this increased to 89-90%.

## VOICES FROM THE COMMUNITY

A 23-year-old female participant shared her experience after engaging in the VAV trainings:

*"I am really proud and really appreciate that I could participate in this training on voice against violence. I now understand how to prevent violence against women and girls in the community and how to protect myself and support my family. This training helped me learn about domestic violence, sexual harassment, early marriage, and our rights. This information is important for youth to build our ability to take action."*





# Strengthening Social Cohesion Project



In 2024, the Strengthening Social Cohesion Project (SSCP), implemented by Ba Futuru in collaboration with EU, Child Fund, and Belun in Liqueçá and Bazartete, Liqueçá municipality, achieved significant milestones.

## Key Activities

The SSCP project team undertook a range of activities focused on empowering community members and institutionalizing peace education, namely:

- Six Training of Trainers (ToT) sessions were conducted for teachers, students, and youths equipping them with valuable skills, including traditional peacebuilding knowledge (Tara bandu & nahe biti boot), journalistic techniques, and theatrical abilities.
- Eight meetings were held to engage with various stakeholders.
- Two community dialogue events were organized.
- Peace Education modules were successfully replicated in schools and communities within Liqueçá.



## Community Dialogue & Impact

A notable highlight was a dialogue event where trained "change makers" presented two performances on critical social issues: ending violence and climate change. These performances effectively sparked positive discussions among traditional leaders, religious leaders, and authorities, emphasizing the vital role of youth voices in addressing social challenges.



## Voices from the Community

A 16-year-old student from ESGP Bazartete, shared her experience after participating in the ToT:

*"I am very grateful for this experiences and lessons that I have gained, before coming here today, I never knew the meaning and how the cultural practices were applied. But this training taught me so much about Nahe Biti Boot and Tara Bandu, and I hope to continue sharing about these lessons to my friends and families."*

## Achievements

The project's efforts led to significant achievements and a strong commitment towards sustainability:

- Stakeholders are now firmly committed to integrating the SSCP modules into their institutional programs, backed by the Liqueçá Education Authorities.
- Schools have already started using the peace education modules in their extracurriculars, showcasing skills gained from the training and their dedication to peacebuilding.
- Schools and CSOs have formally recommended to the Municipal Education Service and Education Superintendent that these modules be integrated into school extracurriculars, with an "Act of Agreement" from the Education Authorities expected soon, marking a key project milestone.

# Enhancing Political Participation of Women in Timor-Leste through Leadership training and Community Theater



In 2024, Ba Futuru implemented a project in Ermera and Covalima municipalities to enhance women's participation in local governance, with support from the Canadian Funds for Local Initiatives (CFLI). The initiative focused on empowering women through leadership training and raising public awareness on the importance of women in decision-making roles.



## LEADERSHIP TRAINING FOR WOMEN



A total of 150 women—75 from each municipality—took part in six training sessions covering leadership, decentralization, local laws, transparency, accountability, women's rights, and digital access to municipal information. Following the training, participants reported increased confidence to pursue leadership roles in upcoming village elections.

## COMMUNITY THEATER PERFORMANCES

To further engage the broader community, Ba Futuru conducted three community theater performances in Covalima, reaching approximately 1,500 attendees. These events highlighted the role of women in local government and successfully shifted perceptions, with men and boys showing greater support for shared responsibilities and women's leadership.



## PROJECT OUTCOMES

This project successfully strengthened individual capacities and fostered community-level support, significantly boosting women's participation in local governance, with:

- 150 women in Ermera and Covalima who attended the leadership trainings reporting increased confidence in applying for leadership positions, with some planning to run in the next village elections.
- Approximately 2,900 community members composed of both men and women reporting a more positive attitude towards women in politics after attending the theater performances.
- These activities sparked crucial discussions within communities and families, promoting the sharing of household responsibilities and actively encouraging women's participation in local governance.

## STORY OF CHANGE



**A woman with initials JMC from Cassabauc village, Tilomar** shared her experience during the follow-up sessions *"I feel proud because the training increased my knowledge of leadership, social inclusion, local power, and good governance. I learned to access the Municipal Portal and was especially prepared for upcoming decentralization in my municipality. The three-month training gave me the confidence to take initiative—I've now organized a loan group for women in our area. This is a new step for me, but with the skills I've gained and support from Ba Futuru, I am ready to lead others."*



# ENHANCED GENDER EQUALITY: STRENGTHENING CIVIL SOCIETY FOR MONITORING GENDER EQUALITY COMMITMENTS AND EVIDENCED BASED ADVOCACY IN TIMOR-LESTE

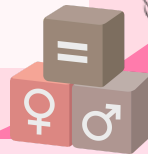


## INTRODUCTION

The initiative, which ran from May to November 2024, aimed to strengthen the capacity of Civil Society Organizations (CSOs) to address sexual violence in public spaces and advocate for related policies. The project focused on using an evidenced-based advocacy (EBA) approach, which empowers CSOs to monitor government commitments, use reliable data to hold the government accountable, and ensure the effective implementation of policies to eliminate violence against women and girls (EVAWG). The program was implemented in four municipalities: Dili, Baucau, Covalima, and the RAEOA.

## CAPACITY BUILDING & TRAINING

- **Needs Assessment:** A needs assessment was conducted with 34 CSOs across the four targeted municipalities (Dili: 8, Covalima: 8, RAEOA: 10, Baucau: 8).
- **Evidenced-Based Advocacy (EBA) Training:** The project provided EBA training to 100 participants from various CSOs.
- **Workshop:** A one-day workshop brought together 91 CSO representatives (51 female, 41 male) from all four municipalities to enhance their skills and knowledge.



## CAPACITY BUILDING & TRAINING

- **Community Dissemination:** CSOs from each municipality, with support from Ba Futuru, developed posters and stickers to raise awareness. These materials were distributed to 485 people (F:318, M:170 male, and PwD: 16) through door-to-door and street outreach.
- **Standard Operational Procedure (SOP):** A comprehensive SOP was developed to guide monitoring and evaluation for four key gender equality commitments:
  1. National Action Plan on Gender-Based Violence (NAP-GBV)
  2. National Action Plan 1325 on Women Peace and Security (WPS)
  3. Maubisse Declaration III
  4. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Recommendations

## SUCCESS STORY & IMPACT



A 34-year-old woman with a disability from the RHTO organization shared a powerful testimonial about the project's impact. She noted that the EBA training was a new and empowering experience for her. She learned that successful advocacy requires verified evidence to influence decision-makers. "The benefit that I've received from this training was to empower myself to increase my understanding and experience of advocacy and use evidence to make change especially on violence," she said. Her story highlights the project's direct impact on empowering individuals to become active advocates within their own communities.



# NATIONAL FORUM: "WOMEN HAVE THE RIGHTS TO MAKE DECISIONS FOR THE FAMILY'S ECONOMY" (FELDADE)



## INTRODUCTION

On February 8-9, 2024, Ba Futuru organized a national forum in Dili, bringing together 60 women participants from the municipalities of Ermera and Covalima. The forum provided an opportunity for the women to share their knowledge and experiences from their involvement in the project, fostering peer learning and mutual support.

## OBJECTIVE

The forum served as a powerful platform for knowledge-sharing, networking, and empowerment. It concluded with meaningful remarks from project donors and municipal authorities, who recognized and celebrated the critical role of women in driving economic development at the local level.



## THEME

The theme of the forum was "Women Have the Right to Make Decisions for the Family's Economy." Throughout the event, participants developed strategic business plans and engaged in dynamic learning sessions, including presentations from the Institute for Business Support (IADE) and inspiring success stories from established Timorese women entrepreneurs.



## STORY OF CHANGE



A 45-year-old woman from Ermera Municipality shared her experience after participating in the program "I am very happy with the program because I have learned a lot of information on how to do business. This forum inspired me to reactivate a cooperative we had long abandoned. Now, even with limited resources, we are starting again. I've also gained the confidence to make important family financial decisions, especially regarding my children's education."

# WOMEN AND CHILD PROTECTION, ECONOMIC DEVELOPMENT AND THE PROMOTION OF PEACE AND DEMOCRACY (PROFEDADE)

## INTRODUCTION



In February 2024, with the support of MISEREOR and KinderMission, Ba Futuru launched the new PROFEDADE project focusing on the geographical location of Ermera and Covalima. The initiative employed a comprehensive approach combining community mapping, baseline surveys, focus group discussions, theater performances, and capacity-strengthening workshops to address issues related to women and child protection, economic participation, and democratic engagement.



## KEY ACTIVITIES



- **Women's Empowerment and Capacity Building:** 75 women participated in three dedicated thematic training workshops covering Women's Economic Empowerment, Women's Protection and Conflict Transformation, and Savings and Loan Management.
- **Child Protection and Positive Discipline Training:** 75 participants (M:56, F:19) completed a two-day training designed to strengthen their understanding of creating safe, nurturing environments for children.
- **Children's Rights and Community Theatre:** 47 children (M:18, F:29) from Tilomar and Maucatar received training on Children's Rights and Theatre Skills. Following this, they successfully delivered community theatre performances in Casabauc and Ogues.

## COMMUNITY THEATER ADVOCACY



The powerful theater performances reached an audience of over 400 community members, including parents, teachers, police, and local authorities. The community responded with appreciation and self-reflection, recognizing the relevance of the issues portrayed—particularly those related to violations of children's rights by family members and educators.

Furthermore, children displayed enthusiasm, confidence, and a clear grasp of the key real-life issues acted out during the performance. Their ability to speak out and share their experiences demonstrated the success of the training and the project's goal of empowering youth to be active participants in community transformation.

## ADVOCACY THEMES:

Children's Rights

Discrimination against people with disabilities

Prevention of Malaria

Domestic Violence

# EMPOWERING WOMEN FOR PEACE: STRENGTHENING TIMOR-LESTE WOMEN PEACE AND SECURITY (WPS) AGENDA

## Introduction



In partnership with UN Women, Ba Futuru supported the implementation of the National Action Plan (NAP) 1325 on Women, Peace, and Security (WPS) in Timor-Leste. The project's main goal was to empower key stakeholders—including the Ministry of Interior (MOI), civil society organizations (CSOs), and local police—by strengthening their capacity to promote gender equality, women's rights, and the WPS agenda.



## Key Activities



In 2024, the project conducted three main activities to empower various groups on the WPS agenda:

- **Training of Trainers:** Two TOT sessions were held in October 2024 for 47 members of the National Directorate for Community Conflict Prevention (DNPCK).
- **Civil Society Workshop:** A workshop was held in December 2024 for 21 participants from 12 CSOs, focusing on the new NAP 1325 and encouraging government-CSO partnerships.
- **PNTL Leadership Workshop:** A three-day workshop was hosted in November 2024 for 34 PNTL (national police) personnel to build their skills in transformative leadership and gender equality.

## Story of Change

A male participant from the National Directorate of Community Conflict Prevention (NDCCP) shared a powerful story of change. As a first-time participant, he was grateful to learn directly about the NAP 1325 agenda, as his ministry is the lead institution for its implementation. He explained that the training significantly deepened his understanding of gender equality, moving beyond a superficial view to a realization that everyone must contribute to and benefit from national policy. He now understands why new, non-traditional security risks must be addressed and why continuous awareness of NAP 1325 is crucial. He left the training with a clear sense of his essential role in this process.



## Conclusion

Through these activities, Ba Futuru empowered over 100 individuals from government, civil society, and police organizations. By building the capacity of these key stakeholders, the project helped create a more coordinated and effective approach to advancing the WPS agenda and ensuring the long-term success of the NAP in Timor-Leste.



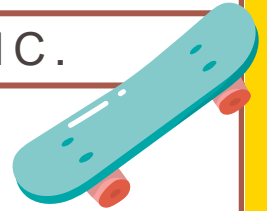
# BA FUTURU'S SKATEPARK

PARTNERSHIP WITH TIMOR SKATE INC.

## Skatepark renovation & opening



In 2024, Ba Futuru, in a meaningful collaboration with Timor Skate Inc., successfully renovated the skatepark at our NGO. This project was made possible through a joint fundraising effort with Timor Skate, an organization dedicated to empowering youth and children through skateboarding in Timor-Leste.



## Important Milestones

- **Partnership with Timor Skate Inc.:** Our collaboration with Timor Skate Inc. allowed us to renovate the park and continue supporting skateboarding activities that promote youth empowerment and community engagement.
- **Community Engagement:** The newly renovated skatepark is designed to attract skateboarders of all skill levels. In addition to providing a safe space for skating, we plan to organize open training sessions for the community, complete with equipment and coaching to ensure safe learning.
- **Opening Ceremony:** On December 11, 2024, we celebrated the skatepark's official opening. The renovation was a collaborative effort, with support from the Australian Embassy in Timor-Leste. During the ceremony, the Australian Ambassador expressed her excitement about the project's completion and encouraged more young girls to get involved in the sport.



## Our Impact



The renovated skatepark serves as a vibrant community hub, offering a safe and engaging space for children and youth. The partnership with Timor Skate Inc. highlights the power of collaboration in creating opportunities for positive youth development and promotes inclusivity within a traditionally male-dominated sport.

# PEACEJAM

## 2024 CONFERENCE

### INTRODUCTION

The Youth Lead PeaceJam Program, funded by Gabinete Apoiu Sossiedade Civil (GASC), aims to empower young people to become peacemakers in their schools and communities. The program focuses on enhancing leadership abilities, providing economic reinforcement, teaching the PeaceJam curriculum, and building advocacy skills.

### EVENT SUMMARY



### KEY ACTIVITIES

The two-day conference covered a variety of topics and hands-on workshops, including:

- Gender equality within families
- Innovative business creation
- Safe communication on social media
- Career advancement strategies
- The importance of volunteer work
- Family workshops on economic empowerment, civic journalism, and public speaking
- Skill-based activities like skateboarding, creating environmental campaign posters, and body-mind connection exercises.



On November 8-9, 2024, Ba Futuru hosted the 6th National PeaceJam Conference in Dili with the theme "Innovative Youth Using their Strength and Ability to be Agents of Peace."

### PARTICIPANTS

The event brought together 136 participants from four schools (ESG Nobel da Paz, ESGC São Pedro, ESGP Cristal, and ESGP Finantil), along with community members and volunteers from various programs. An additional 19 guests attended the opening and closing ceremonies, bringing the total attendance to 155 people (82 female, 73 male).



### PARTICIPANT'S TESTIMONY

A 21-year-old female youth representative shared her positive feedback, noting her happiness at being able to learn different information to increase her knowledge and build good relationships. She highlighted the importance of topics such as gender equality and career advancement. She also expressed inspiration from the histories of Nobel Peace Laureates and their commitment to conflict resolution, peace, and anti-discrimination.

# Mentorship Program For Youth Group, Suco Youth Representatives and Local Leaders

## 1 Introduction

Ba Futuru, with support from UNICEF Timor-Leste and the Ministry of Youth, Sports, Arts and Culture (MJDAC), implemented a mentorship program for youth groups and local leaders in the Dili, Ermera, and Bobonaro municipalities. The project's main goal was to establish a strong, community-based network of youth groups and leaders—including women, people with disabilities, and other vulnerable populations—to create widespread impact in their communities.



## 4 Participant's testimony

A representative from the Tane Prodotu Lokal group shared that the training was a transformative experience. He explained that before the training, he viewed a leader as a "big boss" who controls and punishes people. Afterward, his perspective shifted, and he realized that true leadership is about motivating and guiding people without discrimination. He felt the new knowledge was invaluable and could be applied directly to his group and community.



## 2 Project Activities & Results

The project focused on three key areas:

- **Facilitation:** Using participatory methods, Ba Futuru held three-day trainings for 102 participants (M: 55, F: 47, including one female with a disability) from 32 different youth groups. The trainings covered critical topics such as state budgets, civic participation, leadership, conflict resolution, and preventing sexual exploitation and abuse (PSEA).
- **Mentoring:** The program provided ongoing support to 15 selected youth groups, helping them with the legal registration process at the Ministry of Justice and guiding them in preparing their official documents.
- **Monitoring and Evaluation:** Ba Futuru used evidence-based methodologies and various data collection tools to ensure the program's effectiveness and gather reliable data.

## 3 Key Achievements

The mentorship program successfully enhanced the participants' abilities in several areas:

- **Improved Leadership Skills:** Participants reported an increased capacity to act as effective leaders within their families, communities, and organizations.
- **Increased Knowledge of Referral Pathways:** Participants learned how to identify and report cases of violence against children and now know the proper referral pathways.
- **Promoting Gender Equality:** The program increased participants' understanding of the role of women in decision-making and conflict resolution.



# INSPIRING YOUTH CHANGEMAKERS (IYC)

Child Fund  
Ba Futuru

## Introduction

### Project Background

Since 2021, ChildFund and Ba Futuru have partnered on the five-year IYC project. The year 2024 marked the fourth year of this impactful collaboration, which focuses on empowering young people in Timor-Leste to become agents of positive change in their communities.



### Recruitment and training

In 2024, the IYC program in Lautem Municipality recruited 60 young people, called changemakers, from 15 local civil society organizations (CSOs) and schools. The changemakers participated in five training workshops focusing on Peace Jam, leadership, life skills, economic empowerment, and theater and script development.

## Community Engagement and Outreach

After their training, the changemakers used their new knowledge to lead peer-to-peer education sessions for their peers, reaching 456 young people. A group of 48 changemakers also organized eight community events, using theater to advocate for social change on topics like domestic violence, discrimination, and gender equality. These performances reached an estimated 1,000 people.



## Professional Development

Ba Futuru team also hosted a Trainer of Trainers (ToT) workshop on facilitation skills for 55 alumni and youth-focused CSOs. In October, a refresher training was held for 28 changemakers and alumni to further build their skills.



# Internal Capacity Building for Supervisors



## 1 Purpose of the Capacity Building

The capacity building session, held on February 7, 2024, was designed to strengthen the supervisory team's skills in leadership, team management, and internal communication. It also aimed to help supervisors set individual goals for the year and ensure alignment with the organization's Human Resources policies.



## 2 Key Topics and Facilitators

The session covered leadership, team management, communication, and decision-making processes. It was facilitated by key members of Ba Futuru's leadership team, including the Executive Director, Accountant and HR Manager, and Program Managers.

## 3 Outcomes and Participant Feedback

Supervisors reported a deeper understanding of their roles and appreciated the opportunity to share experiences with their peers. They found the focus on leadership and communication to be highly valuable, and the briefing on HR policies was particularly well-received, as it clarified previously unfamiliar information.



## 4 Overall Impact

The session successfully strengthened the supervisory team's capacity, reinforced their commitment to good governance, and fostered a supportive learning environment. It also highlighted the importance of continued professional development and transparent communication throughout the organization.

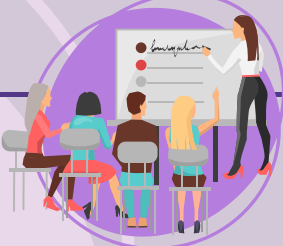
# INTERNAL CAPACITY BUILDING THROUGH THEATER PEDAGOGY



## Theater as a tool for peacebuilding

### 1 About the Capacity-building

In February 2024, Ba Futuru held a two-day internal workshop on Theater Pedagogy for 22 staff members. The goal was to enhance our team's skills in using theater as a creative and experiential tool for peacebuilding. This workshop marked a strategic step in deepening an approach Ba Futuru has successfully used in community projects since 2011 to promote positive behavior change.



### 2 Workshop Objectives

The training aimed to achieve several key outcomes for participants, including:

- Strengthening communication and emotional expression skills.
- Building self-confidence through body language and storytelling.
- Encouraging creativity and adaptive thinking for problem-solving.



### 3 Outcomes and Impact

Led by Jacinta de Sousa Pereira, Crizelia Lopes Magno, and Rabea Juering, the workshop involved hands-on activities and group improvisations. Participants learned to bring stories to life through movement and expression, which fostered spontaneity, empathy, and group cohesion. Staff expressed high levels of engagement and enthusiasm, noting how the experience energized them and sparked an interest in developing these skills further. This initiative not only enhanced individual creativity but also reinforced Ba Futuru's collective commitment to using dynamic and inclusive peacebuilding methods.

# Internal Capacity Building for Ba Futuru's

## Pre-school Teachers

### Building Foundational Skills

From March 25th to 27th, 2024, Ba Futuru's preschool teachers participated in a comprehensive internal capacity-building program. Designed to enhance their skills and expertise, the three-day training focused on critical topics including Child Development, Leadership, Psychosocial Theory, Inclusion, and Writing Effective Learning Stories.



### Enhancing Professional Development

Led by experienced facilitators, this professional development initiative was a pivotal step in equipping our teachers with the tools and knowledge needed for the upcoming term. They demonstrated a high level of engagement and enthusiasm, actively contributing to each session.



### Strengthening Internal Leadership

In a concurrent session, several of Ba Futuru's staff members also participated in Leadership training, underscoring our commitment to strengthening internal leadership and fostering a culture of continuous learning. The collaborative and interactive nature of the sessions ensured the program was highly impactful for all participants.



# Internal Capacity Building GEDSI MENTORING

for Ba Futuru's IYC and SSCP project team



Gender Equality

## Session overview & key focus

On April 11, 2024, staff from Ba Futuru's Inspiring Youth Changemakers (IYC) and Strengthening Social Cohesion Project (SSCP) participated in a GEDSI (Gender, Equality, Disability, and Social Inclusion) mentoring session. This session, led by Mana Hilly Bowman, is part of an ongoing initiative. The team's primary focus was on developing policies using the SMART Framework.

## Impact & future goals

This mentoring support is vital for Ba Futuru as it works on its GEDSI policies, which are currently in the planning phase. The sessions not only assist in policy development but also enhance the team's knowledge and understanding of GEDSI principles.



Disabilities



Social inclusion

## Acknowledgements

Ba Futuru extends its appreciation to Mana Hilly Bowman for her expertise and to our partner, ChildFund Timor-Leste, for their continued support of this crucial initiative.

# INTERNAL CAPACITY BUILDING ON ORGANIZATIONAL POLICIES



## 01 ABOUT THE CAPACITY-BUILDING

In 2024, Ba Futuru's Human Resources and Operational team, in coordination with senior management, implemented a series of internal capacity-building sessions. These activities were designed to regularly update staff on key organizational policies and ensure a shared understanding of Ba Futuru's vision, mission, and values. The initiative was successfully carried out throughout the year, with participation from all staff members. Thus, briefing on three key policies were conducted.

## 02 HUMAN-RESOURCES POLICY

The sessions focused on common issues such as staff leave, working hours, and workplace ethics, including disciplinary procedures and the proper use of organizational assets.

## 03 FINANCE POLICY

All staff were briefed on financial provisions, including salary transfers, employee taxes (10%), social security contributions, and other benefits. The team also provided detailed training on finance request procedures and the consequences of delayed financial reports.

## 04 PREVENTION OF SEXUAL EXPLOITATION & ABUSE (PSEA)

The PSEA focal point team held a specific briefing to increase staff awareness of child protection and safe guarding. The session also covered the official case reporting mechanism, ensuring staff members know how to report any incidents.

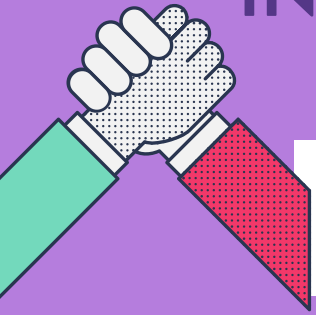


## 05 OUTCOMES AND IMPACT

Participants in the session reported a deeper understanding of their roles and appreciated the opportunity to share experiences with their peers. They found the focus on leadership and communication to be highly valuable, while the briefing on HR policies was particularly well-received, as it clarified previously unfamiliar information. The session successfully strengthened the supervisory team's capacity, reinforced their commitment to good governance, and fostered a supportive learning environment. This also highlighted the importance of continued professional development and transparent communication throughout the organization.

# INTERNAL CAPACITY BUILDING FOR SUPERVISORS ON

# Leadership



## INTRODUCTION

1

On November 17, 2024, Ba Futuru invested in its team's development by conducting an internal leadership training session for supervisors. The session was led by the Executive Director and focused on building essential leadership skills.

2

## KEY TRAINING TOPICS

The training covered several core concepts designed to enhance leadership effectiveness:

- **Leading vs. Managing:** Supervisors learned that leadership is more than just giving instructions; it's about inspiring and guiding others.
- **"Leading Above the Line":** This model was introduced to help supervisors distinguish between negative behaviors like blame and defensiveness (below the line) and positive, productive behaviors such as responsibility, openness, and creativity (above the line).
- **Growth vs. Fixed Mindset:** Supervisors were encouraged to embrace a growth mindset—a belief that abilities can be developed through dedication and hard work. This contrasts with a fixed mindset, which assumes abilities are static.

3

## IMPACT & OUTCOME

The training session provided a valuable opportunity for supervisors to reflect on their personal leadership styles, identify areas of strength, and pinpoint areas for improvement. With the Executive Director's guidance, the supervisors are now better equipped to foster a positive and supportive work environment, which will be crucial for Ba Futuru's continued success.



# FINANCIAL SUMMARY

DESCRIPTION	2024	2023
<b>Current Assets</b>		
• Cash and cash equivalents	220,276.00	236,816.69
• Trade and other receivables	910.00	2,000.00
<b>Total Assets</b>	<b>221,186.00</b>	<b>238,816.69</b>
<b>Non-current Assets</b>		
• Property, plant and equipment	-	-
<b>Total Non-current Assets</b>	-	-
<b>TOTAL ASSETS</b>	<b>221,186.00</b>	<b>238,816.69</b>
<b>Current Liabilities</b>		
• Trade and other Payables	7,883.00	8,176.46
• Grant commitments	(36,270.00)	(8,277.48)
<b>Total Current Liabilities</b>	<b>(28,387.00)</b>	<b>(101.02)</b>
<b>TOTAL LIABILITIES</b>	<b>(28,387.00)</b>	<b>(101.02)</b>
<b>NET ASSETS</b>	<b>249,573.00</b>	<b>238,917.71</b>
<b>Equity</b>		
• Retained Earning	238,917.00	253,201.30
• Fund Available for Future Use	10,656.00	(14,283.59)
<b>Total Equity</b>	<b>249,573.00</b>	<b>239,917.71</b>

# INCOME STATEMENT

DESCRIPTION	2024	2023
<b>Income</b>		
• Program Revenue	563,258.58	647,997.54
• Program Costs	(530,810.00)	(641,297.73)
<b>Total Assets</b>	<b>221,186.00</b>	<b>238,816.69</b>
<b>Gross Income</b>		
• Other Revenue	77,327.85	48,297.03
• Occupancy Cost	0.00	0.00
• Administration Expenses	(175,578.00)	(120,248.82)
• Project Support Contribution	76,457.57	50,968.39
<b>Excess of Revenue Over Disbursement</b>	<b>10,656.00</b>	<b>(14,283.59)</b>

**NOTE:** The financial summary (balance sheet) and income statement taken from the organization's annual independent audit. All figures are in US dollars (USD). Please request the full report for details and notes.

# Thank You!

**Our Mission:** To create a Timor-Leste free of violence, where all citizens, especially women, children and young people, can engage meaningfully in the country's development in a peaceful, positive and productive way.

**Our Vision :** To build a peaceful, positive and productive Timor-Leste through using innovative approaches that will protect children, reduce violence, empower women and inspire young learners.

