



**MUNDUS**  
**BULGARIA**

**Annual Activity Report 2024**

*Creating Opportunities for the Twin Transition*

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## **2024 was an important year for growth in Mundus Bulgaria.**

On an organisational level, 2024 brought significant changes to the team, doubling the number of working employees. This increase in capacity allowed us to move forward to create more impact locally and internationally strategically, and to expand our work beyond KA2 Cooperative Partnerships.



Mundus Bulgaria closed eight big KA2 projects in 2024, whilst simultaneously starting new diversified projects - notably, CERV's Voices of Change project promoting the empowerment of young migrant women's voices in politics, or EACEA's BOOST project, aiming to upskill sport organisations' capacity for growth.

The theme of 2024 was Creating Opportunities for the Twin Transition. This manifested in several activities for our organisation, such as:

- Implementation of two **Erasmus+ training courses for Youth Workers** on the topics of sustainable development for NGOs, and enhancing digital marketing skills for NGOs.
- Organising an event promoting **Eurodesk and Erasmus opportunities for youth**.
- Attending conferences organised by the Municipality of Stara Zagora and the Human Resource Development Centre, allowing us to promote sustainability projects and results, **bringing us closer to young people and governmental stakeholders**.
- Attending sport conferences across Europe, creating connections based on shared values of healthy living and **education through sport**.
- Attending the European Academy of Youth Work, giving us the opportunity to explore the future of youth work and what can be done to **promote sustainable actions in an ever-changing world**.
- Creating and promoting events related to urban agriculture, equality in organisational management, employability skills, and environmental awareness.

2025 will be a year focused on developing our skills in diverse themes of youth work, bringing innovative solutions in sustainability in the field. We are excited for the next opportunities that this year will bring to young Bulgarians, and how far we can go in the fight for a greener future.

***President of Association Mundus Bulgaria***

***Denitsa Andonova***

# About Mundus Bulgaria

Established in 2017, Mundus Bulgaria is a non-governmental organization driving quality of education through implementing international projects under the Erasmus+ and CERV programmes. We are primarily focused on the Youth, Adult and Sport sectors as well as using sport as an educational tool. With its activities, Mundus Bulgaria has expanded through an international network and collaborations in over 15 countries.

## Organisational structure

President  
**Denitsa Andonova**

Provides strategic leadership and oversees the organization's mission and vision.

Senior Project  
Officers

Responsible for programme management and project design.

Katerina Iotova Dominika Swinin

Project  
Coordinators

Responsible for the planning, execution, and management of various projects within the organization.

Kristin Valentinova Emily Kadir

## Target groups

Mundus Bulgaria works with a wide range of individuals and organisations, with a strong focus on inclusion, lifelong learning, and civic engagement. Our projects are designed to serve and empower the following target groups:

- **Young people and youth workers (ages 18–30):** Including students, activists, and aspiring civic leaders involved in mobility programmes, non-formal education, and digital skills development.
- **Adult educators and adult learners (ages 30–55+):** Supporting continuous professional growth and active citizenship through training, workshops, and European cooperation.

- **Sport coaches, physical education teachers, trainers, and school staff:** Engaged in using sport and education as tools for inclusion, wellbeing, and youth empowerment.
- **Vulnerable groups:** Including young people with fewer opportunities, people with disabilities, rural youth, and ethnic minorities—ensuring access, equity, and empowerment in all activities.
- **Social enterprises, NGOs, sports clubs, and educational institutions:** Both local and international stakeholders who collaborate on capacity-building, civic innovation, and community-based projects.
- **EU citizens and cultural actors: Individuals** engaged in intercultural dialogue, solidarity initiatives, and social integration across Europe.

## Core values

**Inclusion**

**Civic  
responsibility**

**Digital  
literacy**

**EU  
citizenship**

At Mundus Bulgaria, our work is grounded in a set of core values that reflect our commitment to empowering young people through meaningful, inclusive, and participatory education—locally, nationally, and across Europe.

**We believe in promoting non-formal education** as a vital pathway for professional growth, personal development, and active citizenship. Through experiential learning and creative methodologies, we foster critical thinking, collaboration, and initiative among youth.

**We uphold civic participation from diverse backgrounds** and champion **social inclusion** at every level: individual, community, national, and European. We are committed to ensuring that young people—especially those with fewer opportunities—are not just included but actively engaged as changemakers in their communities.

**We promote equal access to educational programmes and training** through accessible and flexible non-formal education formats, tailored to the needs of our participants and responsive to emerging social and technological realities.

**We prioritise digital literacy and media resilience as essential 21st-century skills.** Our projects empower children and youth to navigate the digital world safely, critically, and creatively—equipping them to recognise misinformation, protect their privacy, and use technology to advocate for their rights and ideas.

**We actively foster a culture of EU citizenship and democratic values, encouraging young people to understand their rights,** engage with European institutions, and build solidarity across borders. We see civic education and international mobility as key to nurturing informed, responsible, and connected European citizens.

**We are committed to gender equality and intersectional inclusion,** ensuring our work is sensitive to the diverse identities, needs, and experiences of the young people we serve. We believe every voice matters and that diversity strengthens our communities and our impact.

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## Key activities of 2024

### Sport

#### Fostering Female Management Leaders in Sports (FAMS)

This project addresses the gender gap in sports leadership by supporting young women in developing management skills.



**Target groups:** Young female leaders, coaches, sport professionals

**Key activities:**

- Local training courses in sports management
- Launch of an interactive e-learning platform with video interviews of female leaders in the European sport sector
- Network-building between institutions supporting gender equality in sport

**Outcomes:**

- Over 50 youth leaders and sport professionals accessed the platform
- Mundus Bulgaria delivered a free Sports Management Course in May–June 2024 for 15+ coaches and federation representatives



## Virtual Education through Sport Laboratory (VETSLAB)

A virtual learning environment integrating Education Through Sport (ETS) with digital tools.

**Target groups:** PE teachers, trainers, youth sport educators

### Key activities:

- Online space with video tutorials, interactive exercises, and ETS methods
- Tools for applying sport-based education in hybrid or fully digital settings
- Final conference promoting the project results and virtual sport activities

### Outcomes:

- Increased accessibility to non-formal education in sport
  - Improved digital facilitation capacity for sport educators
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## Volunteering in Sport (VSPORT)

Enhancing the innovation capacity of sports clubs and related groups while creating awareness and cultivating a volunteering mindset within the sports community.



**Target groups:** Sport clubs and organisations

### Key activities:

- Desk research conducted in 7 countries that includes legislation status and existing tools that support volunteering activities nationally.
- A training curriculum for volunteering managers that includes a full 5-day training content
- A toolkit with tips and important information to consider when managing and engaging volunteers
- Final conference promoting project results and volunteering for the development of young people

### Outcomes:

- Increased capacity of volunteer managers in the sport sector
- Increased awareness on the benefits of volunteering for young people and sport organisations

## Digital Literacy



### Digital Skills Bootcamp (Ongoing Programme)

An intensive 40-hour course that strengthens youth workers' ability to use digital tools for civic and social development.

**Target groups:** Youth workers, trainers, NGO staff, young people interested in NGO work

#### Topics

- AI in digital marketing
- Digital project management tools
- Digital marketing and social media campaigns
- Digital platforms for NGOs

#### Outcomes:

- Over 20 youth workers trained in 2024
- Participants applied skills within their home organisations



### DiSCVET

Enhancing digital security and data sovereignty awareness among VET professionals.

**Target groups:** VET teachers, training organisations

#### Key activities:

- Web-based simulation exercises for managing cyber threats
- Practical training manual for replication and peer-learning

#### Outcomes:

- Strengthened institutional digital readiness
- Trainers equipped to cascade learning within their organisations



## Sustainability



### Training Courses on Sustainability in the NGO Sector

These international courses introduce youth workers to practical sustainability strategies and green non-formal education tools.

**Target groups:** Youth workers, trainers, NGO staff, young people interested in NGO work

#### Topics

- Environmental awareness
- Three pillars of sustainability
- Eco-design
- Sustainable project planning

#### Outcomes:

- In 2024, over 20 youth workers from 6 countries participated
- Participants formed cross-border networks to promote sustainability initiatives
- 7 draft initiatives centred around sustainability, implemented in partner countries



### Food4Thought

Empowering young people to take environmental action through sustainable agriculture.

**Target groups:** Young people (18–30), youth workers, urban educators

#### Key activities:

- Urban agriculture training for trainers
- Development of a sustainable food marketing toolkit
- Local events and online campaigns on urban gardening

#### Outcomes:

- Over 40 participants engaged in local events
- 100+ reached via social media
- Launch of a digital platform to connect urban gardeners across Europe

## You(th) Play

Fostering environmental awareness in youth through game-based learning.



**Target groups:** Young people (16-19)

### Key activities

- Online quiz game covering topics such as Eco-tourism, Ecology and ecosystems, Green technologies, Low waste action, Plastic and proper waste management, Responsible production and consumption
- Multiplayer board game testing players' knowledge on the environment
- Translation of the game into 6 languages

### Outcomes:

- 3 dissemination events, gathering over 100 participants, promoting game-based learning, environmental awareness, and the Virtual Planet game
- 80 physical copies of the Virtual Planet game placed in schools, youth centres, and NGOs across Bulgaria
- 200+ young people better prepared to make environmentally friendly choices

## Employability and Entrepreneurship



### EMPLOY ME

#### Employ Me

Enhancing top 10 soft employability skills in second generation migrants through game-based learning and gamification.

**Target groups:** Young second-generation migrants (18-30), youth workers and educators working with migrants and unemployed youth

### Key activities:

- The Employability Toolkit, complete with 10 most important soft skills in the current labour market
- The Virtual Academy, armed with game-based educational tools
- Guidebook for youth workers on the implementation of the Toolkit
- Testing groups of the Virtual Academy tools
- Final dissemination event for NEETs

### Outcomes:

- 20+ youth workers trained in using the Employability Toolkit
- Increased confidence in youth entering and re-entering the labour market

## Democracy and Human Rights

### Voices of Change (VOC)

A CERV-funded project focused on amplifying migrant girls' voices in civic life and influencing public policy.



**Target groups:** Young migrant women, local authorities, civic educators

#### Key Activities

- Youth-led consultations with decision-makers
- Creation of policy recommendations at local and EU levels
- Creation of the European Consultative Body for Migrant Girls' Civic Engagement
- Preparation for policy writing through the implementation of 13 webinars on feminism and politics in Europe

#### Expected outcomes:

- Improved civic visibility and participation of migrant girls
- Strengthened networks between youth and institutions

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### Participation Methodology Development

Mundus Bulgaria has developed a civic engagement methodology rooted in Hart's Ladder of Participation.

**Target groups:** Youth aged 14–25, educators, civic organisations

**Focus:** Empowering young people to progress from passive involvement to shared decision-making

#### Outcomes:

- Integrated into civic education activities and workshops across multiple projects
- Reinforces youth-led, inclusive approaches to democratic engagement



# Partnerships and Network

Mundus Bulgaria works closely with a wide network of local, national, and European partners to deliver inclusive, high-impact initiatives across education, sport, civic participation, and digital empowerment. These partnerships reflect our commitment to cross-sector collaboration, long-term impact, and youth-driven development.



## Educational institutions

These institutions collaborate regularly on civic education projects, student-led workshops, and teacher training activities.

- **AEG “Geo Milev”** – Burgas (high school)
- **PGHTBT “Mariya Kyuri”** – Razgrad (high school)
- **PGSS “Hristo Botev”** – Velingrad (high-school)



## Public Sector

- **Municipality of Stara Zagora**

Long-term partner in youth employment and civic education. Together we co-organise the **"WorkIn Stara Zagora" Career Fair**, annually for the past three years, connecting hundreds of young people with job and training opportunities.



## Sport and Outdoor Activities Organisations

These partners support physical wellbeing, inclusion through sport, and lifelong learning using Education Through Sport (ETS) methodology.

- **Slavia Sofia Basketball Club**
- **Bora Sailing** (water sports and youth engagement through nature-based learning)



## Youth & Education NGOs

- **Association “Academy of Success”**
- **Foreground Foundation**
- **Eduspace** and **Social Innovators** (community hubs for training and co-creation)
- **Association for Bulgarian Sport Development**
- **Club FUTURE** – Stara Zagora (volunteer action and disaster relief)
- **Association PFE** – Professional Forum for Education
- **Sustainability Specialists Association Bulgaria**

## European Networks and Events

We actively participate in European-level events and networks, both as learners and contributors:

- **EU Sport Day (Brussels) hosted by EACEA**, our team attended in 2024 to reinforce existing partnerships and make new connections. Every year over 300 participants meet and network for partnership and project opportunities
- **EU Sport Lab (Milan)** – Attended as part of our long-standing partnership with international partner L'ORMA (Italy), supporting EU-wide collaboration in sport for development. Every edition gathers 150+ representatives of the sport and educational sector exploring sustainable models for scaling and long-term impact.
- **National Networking Events** – Participation in regular events hosted by the Bulgarian National Agency "Human Resources Development Centre", including thematic workshops and strategic partnership forums.
- **SALTO Resource Centre Trainings** – Our team members attend regular capacity-building events organised by SALTO to strengthen our practices in youth participation, inclusion, and digital youth work.



**Mundus Bulgaria is an official Eurodesk Info Point, actively promoting youth mobility and learning opportunities through Erasmus+.**

In 2024, we hosted our annual Erasmus+ info event, attended by 20+ young people and youth workers representing grassroots organisations from across the region.



# Key Statistics - 2024 Highlights

## Sport & Inclusion

- **3 major** sport-related projects implemented
- **15+ coaches and federation representatives** trained in sports management (FAMS)
- **50+ youth leaders and sport professionals** accessed the e-learning platform on gender equality in sport



- **7-country comparative study conducted** on volunteering practices in sport (VSPORT)
- **80+ educators and club leaders reached** through digital ETS tools and virtual trainings (VETSLAB)

## Digital Literacy & Cybersecurity

- **2 digital upskilling programmes** delivered
- **40+ youth workers trained** through the Digital Skills Bootcamp on topics such as AI, misinformation, and digital project management
- **20+ VET professionals trained in cyber-risk scenarios** and data protection practices via the DiSCVET virtual platform



## Sustainability & Environmental Education

- **3** key sustainability projects implemented
- **20+ youth workers from 6 countries trained** in eco-design, project planning, and sustainability in NGOs
- **40+ young people and youth workers engaged** in local urban gardening workshops (Food4Thought)



- **100+ individuals reached** via digital outreach on environmental action
- **200+ youth improved their environmental awareness** through the You(th) Play game
- **80 physical board games distributed** to schools and youth centres across Bulgaria
- 3 large dissemination events hosted with **over 100 participants**

## Entrepreneurship & Employability



- **20+ youth workers trained** in using the *Employability Toolkit*
- **Virtual Academy developed and tested** with game-based tools to support second-generation migrants
- Youth supported in strengthening soft skills like **leadership, communication, and problem-solving**

## Democracy, Civic Engagement & Human Rights

- **1 CERV-funded international advocacy project** (Voices of Change)
- **13 webinars** on feminism and political participation delivered
- Creation of **the European Consultative Body for Migrant Girls' Civic Engagement**
- Participation methodology piloted and embedded in **multiple youth civic activities**, advancing Hart's Ladder model

**Using the Impact, Urgency, and Priority Matrix to Address Community Needs**

Prioritization is key to effective decision-making when addressing community needs. The impact, urgency, and priority matrix is a simple tool that helps evaluate initiatives and focus on those with the highest potential impact. The matrix uses three main criteria: impact, urgency, and priority.

<b>IMPACT</b> How significant is the effect of addressing this need? Will it bring measurable benefits, such as improving access to essential services, enhancing quality of life, or resolving a pressing issue?	<b>URGENCY</b> How immediate and pressing is the need for this initiative? Does it address a critical issue that requires swift action, such as responding to a crisis or seizing a time-sensitive opportunity?	<b>PRIORITY</b> The intersection of impact and urgency, which determines the relative importance of addressing the need compared to other initiatives. This guides decision-making and resource allocation.
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## Partnerships & Community Reach

- ➔ **12+ regular local partners**, including 3 high schools, 2 municipalities, and multiple NGOs
- ➔ **3rd edition of “WorkIn Stara Zagora” career fair** co-organised with the Municipality of Stara Zagora
- ➔ **Our first edition of Eurodesk Erasmus+ Info Day** reached 20+ young people and youth workers
- ➔ **Participation in 2 major EU networking events** (EU Sport Day in Brussels, EU Sport Lab in Milan)
- ➔ **Team presence and networking at SALTO trainings and National Agency events**, strengthening cross-border collaboration
- ➔ **Grew our online following to 800 followers across Facebook and Instagram**



# Looking Ahead

## Priorities and Strategic Direction for 2025

As Mundus Bulgaria continues to grow, our work in 2025 and beyond will be guided by the following core priorities:



### Upcoming Strategic Initiatives

#### KA3 Expansion: Youth Participation in Policymaking

In 2025, Mundus Bulgaria is taking a major step forward in KA3 (Youth Participation in Democratic Life) with a newly submitted proposal that scales up our Hart’s Ladder-based participation methodology. This project will pilot youth-led policy development in two municipalities in Italy and Spain, supporting young people in shaping local decision-making and establishing transnational consultative bodies.

#### CERV Expansion: Child-Led Digital Innovation

We are expanding our engagement with the CERV Programme through the proposal CTRL+ALT+DEL(usion), a pioneering initiative to enhance digital resilience in children (ages 12–18). The project promotes child-led co-creation of content, international mobility, and workshops that empower children to combat misinformation and safely navigate digital spaces.

## Reinforcing our Commitments

### Sustainability

We will continue embedding green practices in all activities, including eco-conscious mobility planning, environmental education, and supporting youth-led green entrepreneurship.

### Inclusion

We remain committed to reaching youth from marginalised communities—including rural areas, migrant backgrounds, and second-generation NEETs—ensuring accessibility, equity, and visibility in every programme.

### Innovation

Our strategy for 2025 emphasizes the integration of AI, game-based learning, and civic tech as tools for youth empowerment, and investing in youth-led digital platforms that ensure long-term engagement and impact.

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Mundus Bulgaria enters 2025 with a clear purpose: to empower the next generation of thinkers, doers, and leaders through relevant, inclusive, and transformative education.

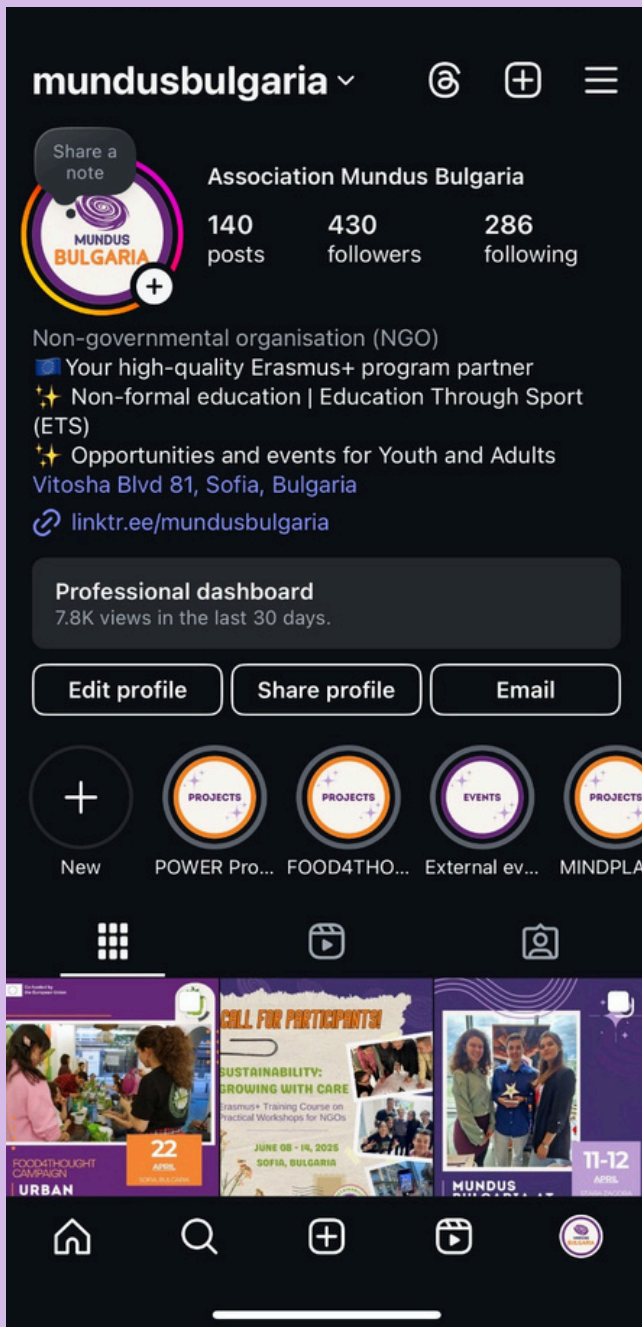


# Annex 1

## Social media



### Instagram





# Annex 1 Social media

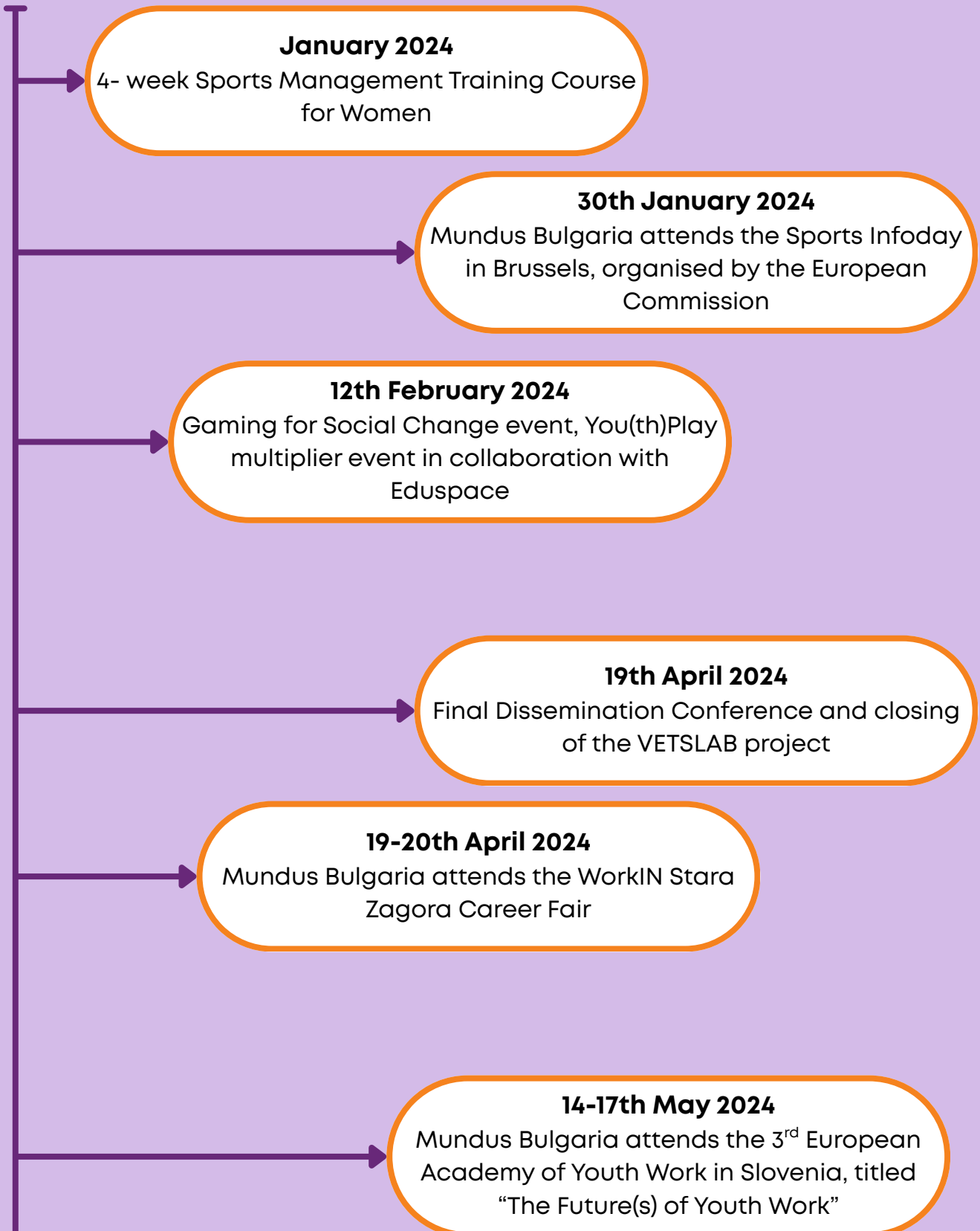


## Facebook



## Annex 2

### Timeline of major events



## Annex 2

### Timeline of major events

