



refugees
trauma
initiative

ANNUAL REPORT 2019

LETTER FROM THE DIRECTOR

2019 was a year of significant growth and consolidation for RTI. We marked our third anniversary. We expanded Baytna, our early childhood development programme, across Greece. We graduated Dinami, our youth development programme, from pilot to permanent programming. We grew as organisation, onboarding new team members and expanding our visibility and our presence in Greece, all while starting to explore opportunities for scale outside of Greece.

For all our successes 2019 was also a year of grievous challenges and profound suffering for conflict-affected people around the world. 2019 gave us grim milestones: over 70 million displaced people, nearly 26 million refugees, and 430 million children growing up in conflict zones. Though we celebrate our successes, we never allow them to lull us into complacency. To do so would be turning our backs on millions of people living in adversity and experiencing all that this entails.

As we were poised to build, in 2020, on all the momentum we had accumulated in 2019, the COVID-19 pandemic swept across the world, compounding the suffering of the people that we serve. This has made it highly challenging to deliver our programming, as our early childhood and youth development programmes focus on relationship-building and had been designed to be delivered in-person. The flexibility, creativity, and resilience that we have drawn upon so often since our launch in April of 2016 are serving us well, yet again, in overcoming this new challenge.

The following pages will give you a chance to absorb our values and methodologies, to learn about our programming, and to get to know our work.

This work is more urgent than ever before.

Zarlasht Halaimzai

Director, Refugee Trauma Initiative

OUR IMPACT IN 2019

In 2019, Baytna grew from three sites in Northern Greece to six hubs, meaning that now Baytna is being offered in Athens and Thessaloniki, Greece's two largest cities, as well as in the smaller towns of Katerini and Polikastro. In 2019, Baytna programming reached:

- 630 children
- 170 caregivers
- 456 Baytna sessions
- 4 Baytna trainings with 35 participants from 8 organisations

In 2019, 500 local and displaced youth participated in Dinami's expressive arts projects (theatre, filmmaking, music, comedy, photography, painting and crafts) and in Dinami's sports programming (Football for All, monthly; and BastketbAll, weekly).

In 2019, our 'helping the helpers' programme that builds the capacity of fellow responders included nine group sessions. We also hosted an INEE Gathering, and screened *Resilience*. Through this all, our 'helping the helpers' programming reached over 100 participants representing 15 organisations.

Finally, our team grew through the year. At the turn of 2019, RTI had a staff of nine; at the end of the year, the team had grown to 15 people. About half of our team are hired locally; the other half is evenly distributed between international staffers and individuals recruited from the refugee community.

Yet, our impact in 2019 extends far beyond the numbers of people we reached. Our entire practice is built around helping displaced people and families heal and form community. These outcomes are subtle—as is evaluating progress toward them. In order to measure our impact in a way that honors our values and the lived experiences of the communities with whom we work, we approach impact evaluation with the following principles:

We pursue an equity-based approach, which allows communities to own and author their own narratives. We choose participatory over extractive means, and aim to engage communities in data collection and interpretation, and to share findings with them.

We seek to measure what matters most in psychosocial support and wellbeing: feelings of joy, connection to others, and progress on one's healing journey.

We use tools and processes that are adapted to the context and populations we work with, insisting that they be identity- and trauma-informed. If existing tools are not appropriate, we will design, pilot, and use new ones.

We ensure that all the data we gather adds value to our work and the communities we work with. We strive to only collect data that is necessary and has a clear purpose, and then use it to inform and improve our programmes.



INTRODUCTION	1
WHY DO WE EXIST?	5
BAYTNA EARLY CHILDHOOD DEVELOPMENT	7
DINAMI YOUTH DEVELOPMENT	11
HELPING THE HELPERS	17
SYSTEMIC CHANGE	21
PARTNERS	25
THE FUTURE	27
FINANCES	29
HOW YOU CAN SUPPORT US	35

INTRODUCTION



Refugee Trauma Initiative (RTI-UK) was founded in 2016 to address the psychosocial needs of refugees affected by violence and forced displacement in Northern Greece.

In 2018, RTI Hellas was founded in Thessaloniki. Though they are distinct legal entities, RTI-UK and RTI-Hellas share the same values and goals, and work in close collaboration to achieve them.

Our mission is to support refugee families to heal and rebuild their lives.

Our vision is a world where trauma-informed practices sit at the heart of all humanitarian work.



We strive for systemic change. In an era of unprecedented displacement, we believe that radically new practices are essential. We approach displaced communities on their own terms and in their own languages, and build capacity among local organisations to deliver community-based psychosocial support. We achieve scale and sustainability by planting seeds of knowledge wherever we plant our feet.

RTI's programmes are designed by experts in psychosocial support and education, working alongside people with lived experience of displacement to leverage their skills, resilience, and power. Our programmes include Baytna, our early childhood development programme, and Dinami, our youth development programme. Each provides trauma- and identity-informed support to children, youth, and their families, with the following aims:



RESPITE

Establishing safety so that communities have respite from the distress of their day to day lives.

EXPRESSION

Holding space for the expression of feelings and anxieties, both verbally and non-verbally.

KNOWLEDGE AND SKILLS

Offering identity-informed psycho-education to help understand feelings and stress responses, and to develop skills to cope and look to the future.

COMMUNITY & CONNECTION

Restoring connection to self, family, and community.



WHY DO WE EXIST?

AT THE END OF 2019:

70M

Over 70 million people were displaced worldwide, including nearly 26 million refugees—half of whom were children.^{ss}

420M

420 million children were growing up in conflict zones around the world.^{ss}

AROUND THE WORLD:

1 in 5

1 in 5 people living in a conflict zone experience mental health problems, and in 10 will experience a moderate or severe mental disorder.^{ss}

5%

Mental health received only 5% of all health investment in highly-developed countries, and only 0.5% in low-developed countries.^{ss}

ss UNHCR, Global Trends in Forced Displacement in 2018. June 20, 2019, <https://www.unhcr.org/5d08d7ee7.pdf>

ss Save the Children International, Stop the War on Children: Protecting Children in the 21st Century. February 15, 2019, https://resourcecentre.savethechildren.net/node/14409/pdf/report_stop_the_war_on_children.pdf

ss Dr Mark van Ommeren, Mental health conditions in conflict situations are much more widespread than we thought. World Health Organization, 11 June 2019, <https://www.who.int/news-room/commentaries/detail/mental-health-conditions-in-conflict-situations-are-much-more-widespread-than-we-thought>

ss World Health Organization, Investing in Mental Health: Evidence for Action. 2016, <https://bit.ly/3aXdQgj>

Despite the pressing need for mental health and psychosocial support (MHPSS) globally, effective humanitarian services that meet displaced people's mental health and psychosocial needs remain insufficient. Often, interventions overlook the vast populations affected by ongoing adversity, toxic stress, and the wider psychological impacts of conflict and displacement.

RTI has developed a powerful approach to psychosocial support. Our rigorous therapeutic framework, steeped in knowledge of how toxic stress affects people, allows us to deliver trauma-informed, holistic, and evidence-based programmes that foster healing and wellbeing.

We work with groups, thereby reaching more people than individual approaches and strengthening social connections and sense of community. Our approach provides preventive care that leverages and develops people's resilience and coping mechanisms, and alleviates mental distress before it intensifies into severe problems.

Our community-based interventions are built to be reproducible and scalable, to have an enduring impact, and to serve as a model for the wider humanitarian sector.

We partner with local actors to tailor our programmes to their unique needs, cultures, and priorities of different communities.

Our approach meaningfully includes affected communities into the programming and builds up not just their wellbeing, but also the knowledge and skills needed to sustain their own wellbeing over the long term.

We train and equip non-clinical personnel to provide trauma-informed emotional care and ensure that the knowledge and capacity imparted are retained over the long term among local communities.

With displacement at record levels, traditional humanitarian actors are too few and far between to cover global MHPSS needs. Only a network of skilled practitioners can; a network that RTI aims to encourage by driving systemic change.



BAYTNA

EARLY CHILDHOOD DEVELOPMENT



WHY EARLY CHILDHOOD DEVELOPMENT?

The rapid brain development that occurs in a child's early years lays the foundation for that child's entire life. In the first few years of life, more than 1 million new neural connections form every second.⁵⁵ By a child's fifth birthday, 90% of their brain has already developed.

Children who receive nurturing care—secure attachments with responsive caregivers, and opportunities for play, learning, and protection—have a much higher chance of reaching their full potential. With healthy emotional, cognitive, physical and social development, children are better prepared to transition to primary school and beyond, and benefit from lifelong gains.

Investments in early childhood development (ECD) are also among the most cost-effective human capital investments. They benefit two generations, the parents as well as the children, and they continue to pay off throughout the children's lives. Investments in ECD yield a noteworthy 13% return on investment.⁵⁶

Children living in conflict, protracted crisis, displacement, and ongoing adversity face big challenges in their development. Early childhood is a crucial stage of brain development, but also in a period of particular vulnerability. A young child's brain and development is affected by trauma and toxic stress in damaging and enduring ways. If not addressed early on, trauma in early childhood can manifest throughout life.

⁵⁵ Harvard University Center on the Developing Child, Brain Architecture. March 19, 2015, <https://developingchild.harvard.edu/science/key-concepts/brain-architecture/#neuron-footnote>

⁵⁶ Jorge Luis García, James J. Heckman, Duncan Ermini Leaf, and María José Prados, Quantifying the Life-cycle Benefits of an Influential Early Childhood Program, National Bureau of Economic Research working paper 23479, February 5, 2019 <https://www.nber.org/papers/w23479.pdf>

WHY GREECE?

At the beginning of 2019, there were about 8,500 displaced children aged between 0 and 4 years old in Greece. By the end of 2019, that number had grown to approximately 13,000. Many of these children have experienced more adversity, in these precious few years, than anyone ought to endure in a lifetime.

With refugee arrivals to Greece continuing into 2020, and without sufficient government-provided early childhood programming, providing trauma-informed ECD to displaced children in Greece remains a high priority.

BAYTNA: 'OUR HOME'

To help reduce the impact of trauma and toxic stress, Baytna, meaning "our home" in Arabic, is a play-based ECD programme designed to foster quality relationships between young children, their caregivers, and facilitators, while also nurturing children's cognitive, social, emotional, and physical development.

The Baytna model is based on three building blocks: the values, learning environment created, and activities.



BAYTNA VALUES

We always treat all participants with **RESPECT**.

We show **UNDERSTANDING** towards children and their caregivers.

We encourage children's natural **CURIOSITY**.

We help children and caregivers **LINK** together different parts of lives and identities.

Activities in Baytna include arts and crafts, free play, movement, mindfulness and relaxation, storytelling, and inquiry-based learning. Baytna learning environments are safe, bounded, contained, identity-informed, and playful.

Baytna does not require facilitators to be trained therapists, psychosocial workers or ECD specialists—just that implementing partners participate in meaningful and ongoing capacity-building from RTI, and engage in reflective, and identity- and trauma-informed practices that embody the Baytna values. This capacity-building and supervision is delivered over the course of a year, allowing partners to deepen the quality of their programming progressively, while receiving support and supervision from RTI.



CASE STUDY: ABDULLAH

Abdullah is almost 4 years old, and was born in Syria. He has been attending Baytna at Open Cultural Centre in Polikastro—a small town in North Greece—since June 2019, along with his mother and his infant brother. Though Abdullah's family of five have UNHCR-provided housing, they must share a fairly a small apartment with another family of six, who come from a different country and speak a different language.

When Abdullah and his family began attending Baytna, Abdullah had difficulties managing his emotions and his behaviour toward other children and his mother, and he could get aggressive and disruptive. During free play, he moved around the space picking up toys, but quickly losing interest and discarding them. This easily led to fights if another child was playing with a toy Abdullah wanted, and his behavior quickly escalated into temper tantrums that were difficult for other children and facilitators to manage. When structured activities would start, Abdullah struggled to join in the group and before too long he would be at the door of the space asking to leave.

Abdullah's relationship with his mother was complex. He was thoroughly dependent on her and clung to her, but could also become quickly angry with her—especially when she divided her attention between his needs and those of his infant brother. Over time the facilitators observed that Abdullah struggled to express any emotion other than anger. They developed a targeted action plan to help him better recognise, regulate, and express his emotions while making the space safer and more enjoyable for other children as well.

Working with Abdullah's mother, the facilitators identified his main interests: cars and cooking. During free play, the lead facilitator was careful to stay near him and keep those toys on hand. This helped Abdullah stay focused and develop a relationship with the facilitator. The facilitators also decided, together with his mother, to always speak to Abdullah in a calm tone, rather than to mirror his agitation—and thus fuel it.

By embodying the Baytna values, and creating a safe space, the facilitators made a crucial difference to Abdullah's world: he was

able to form positive relationships based on his personal interests, rather than reactive relationships based on his behavior. Over time, these relationships gave Abdullah the support he needed to join into the structured activities. As his participation in these activities grew, facilitators started organising more movement-based activities that could channel his energy and turn it into a positive and releasing force rather than a disruptive force for the group dynamics. These group activities, in turn, helped him connect to and play with others, and develop crucial social and emotional skills.

A key element to Abdullah's progress has been his mother's participation at Baytna and her engagement with facilitators. She worked hard, with her whole family, to change their collective behavior in order to change his. As a family, they stopped punishing Abdullah when he misbehaved, and formed a habit of talking to him about his feelings, and about her feelings too, when she saw him begin to struggle.

One day during circle time, Abdullah shared with the other children that he was tired because he had had a nightmare the night before and had not been able to fall back asleep.

This was remarkable: Abdullah was talking about his feelings and his fears, rather than acting them out and projecting them onto those around him. At home one day, Abdullah stunned his mother when he started singing a song he had learned at Baytna. Since they had arrived in Greece, she could not remember him singing on his own.

Though—like most 4-year olds—Abdullah can still struggle to regulate his emotions at times, he has improved dramatically over the months and now plays with other children, sometimes in pairs and sometimes inviting his mother and the facilitators to join him. He stays for the entire length of Baytna sessions and has begun making friends with other children.

Every day that Abdullah comes to Baytna, he gives the facilitators a high-five as he leaves and asks if they will be there again tomorrow. This simple ritual is both a symbol of the relationships he has built at Baytna, and a vehicle for them. It is his way of showing them that he cares about them and that he hopes to see them again the next day.

DINAMI

YOUTH DEVELOPMENT



Dinami, the Greek word for “power”, helps local and refugee youth to learn new skills, form friendships and support networks, and ultimately to feel empowered. It offers expressive arts and sports projects to youth aged 15-24 years old, drawing on principles of project-based learning and social-emotional learning, to guide youths’ transition to adulthood.

Dinami helps youth reach toward the following core outcomes:

increased self-esteem
and capacity,

increased sense of autonomy,

improved relationships with
a greater sense of belonging
to a community,

improved subjective well-being.



Dinami attendees have all experienced adversity and potentially traumatic experiences. Young Greeks face a youth unemployment rate of 35%, while refugee youth are under pressure to quickly overcome the difficulties and trauma they have faced in life and integrate into Greek society. As of the end of 2019, there were over 30,000 displaced youth in Greece, including about 5,000 unaccompanied minors lacking any family support and facing uncertain prospects once they turned 18 and “aged out” of unaccompanied minor care.

In the summer of 2019, the Dinami programme moved from pilot to permanent programming, and in 2020 Dinami is set to continue growing. A mapping exercise we conducted in late 2019 yielded the five ‘power statements’ that will guide Dinami’s further growth:

I have the power to have
fun and be me,

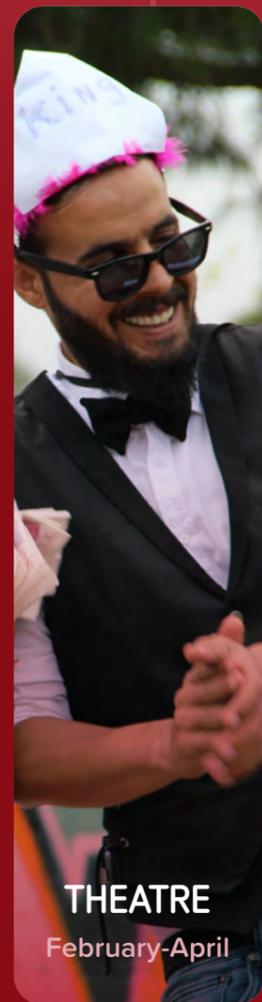
I have the power to try new things
and succeed,

I have the power to work with others
towards a common goal,

I have the power to plan an inspired future,

I have the power to be supported by and
support my community.

2019 DINAMI PROJECTS



THEATRE
February-April



FILMMAKING
June-July



MUSIC
July-August



COMEDY
September



PHOTOGRAPHY
September-October



PAINTING AND CRAFTS
November



THEATRE
December



2019 TRAINEESHIPS

The Dinami team includes two youth trainees: one from the local community and another from the displaced community. They bring valuable perspective to Dinami, and support programme design, delivery, and outreach.

Traineeships provide valuable entry-level experience in the humanitarian sector and last for six months, after which RTI supports trainees into new jobs. Over 2019, our inaugural trainees, Anna-Maria and Bagher, graduated from their respective traineeships, and two other trainees, Olia and Mojtaba, joined RTI.

Of the three trainees that completed their traineeship in 2019, one stayed on at RTI as a full-time ECD Facilitator, another started an internship with UNHCR, and the third is continuing his studies. Another two trainees remain part of the RTI team as of early 2020. As we look forward, we are eager to continue developing this programme and to see this talent continue to grow.

“Working as a trainee at RTI I had the opportunity to improve my Greek and my English, and I learned how to communicate professionally with different actors and organisations. I also learnt that I am good at talking and sharing my ideas in a group”

Bagher, former trainee from Afghanistan

Before the traineeship, I didn't have much experience working in a team. Over time, I have realised that teamwork is a skill, and I'm now quickly developing it. The traineeship has helped me to think about the career I want to pursue: what this kind of job means in practise, and what are my strengths and weaknesses. I have realised just how much this kind of job means to me, and how committed I am to do something genuine.”

Olia, trainee from Greece

“I feel more motivated, confident, organised, and less afraid of taking on new challenges, as I've done it so many times. I understand myself better and discovered my talents. I also learned how to interact with people from different places which is an important skill. Friends have said they've seen a big difference in me which made me feel very happy and proud of myself.”

Mojtaba, former trainee from Afghanistan

CASE STUDY: FATIMA

Fatima joined Dinami in September of 2019. She had been living in Thessaloniki for a little under 18 months when she joined her first Dinami project, which was on photography. In the first session, Dinami facilitators noticed that Fatima avoided eye contact, and preferred to stick to herself.

The word ‘photography,’ traced to its ancient Greek roots, means ‘writing with light.’ For Fatima, this project was the first occasion to take serious pictures, to observe nature, the sea, trees, and to capture light and colors. “When I used to look at nature,” explains Fatima, “I didn’t notice how nicely things can come out in a photo.”

Dinami’s more technical projects, such as photography and filmmaking, support participants confidence to grow as they use advanced equipment, but also to enable them to continue practicing their creative and expressive skills with equipment at their disposal—notably, their mobile phones. Fatima has taken to this aspect of Dinami with verve: “now, my phone is filled with pictures!”

The projects are an opportunity to learn new skills and to discover new interests. Dinami’s painting project, which Fatima joined in November 2019, opened up new joys to Fatima: painting things that she likes.

At first, she came to Dinami alone, but before long she started bringing friends too. Fatima is now a regular Dinami participant, and the facilitators have observed a positive change in her. By the end of 2019, after participating in three projects, she was readily sharing ideas, seemed relaxed and joyful, and made new friends.

Of the theatre project, her third with Dinami, she said: “It was hard to act in front of others, but slowly, slowly I’m getting better. Before I was very shy and couldn’t even talk to a stranger. Now I’m more confident to talk to other people. I’ve changed a lot.”

“When I used to look at nature, I didn’t notice how nicely things can come out in a photo”.



HELPING THE HELPERS



With global displacement at record levels, only a well-resourced network can take on the challenge of bringing mental health support to vulnerable populations. In addition to our community-facing programming, we are highly committed to helping fellow NGOs and civil society organisations (CSOs) build their capacity and develop more trauma-sensitive, identity-informed practices.

To properly support vulnerable communities, humanitarian workers need to care after their own mental health and well-being. Yet, across the sector, helpers consistently lack space for therapeutic supervision, reflection, self-care, and mindfulness.

RTI's 'helping the helpers' programming offers meaningful support to local organisations, working closely with affected communities, which are too often overlooked by traditional supporters and accelerators.

To support a more effective response, we offer group activities—trainings, debriefing sessions, and public events—giving frontline workers opportunities to express their emotions, and to reflect on their practices and tools for taking care of themselves and their teams.



In 2019, RTI offered nine training sessions, reaching nearly 100 responders working for a dozen NGOs. We offer training on effective communications, self-care, and managing group dynamics, while adapting each training to the unique needs and preferences of the responders in attendance.

Bringing together actors from nine Thessaloniki-area NGOs offering educational programming to refugees, we hosted a gathering of the [International Network for Education in Emergencies \(INEE\)](#) in November 2019.

RTI also hosted a screening of the documentary *Resilience*, covering the origin of the [Adverse Childhood Experiences \(ACEs\) Study](#), followed by a discussion between RTI Director Zarlisht Halaimzai and three-time Nobel Peace Prize nominee [Scilla Elworthy](#), discussing the overlap between peacemaking and early childhood development.



SYSTEMIC CHANGE

To support conflict-affected populations meaningfully, the humanitarian sector needs to move past its existing short-term, project-based approaches. We need to approach entrenched problems with long-term plans and transformational goals. We need to develop new programmes, practices, funding mechanisms, and evaluation tools.

Mental health and psychosocial support can have lifelong benefits. In order to realise these, however, programmes must be rooted in the social and cultural norms of conflict-affected populations, sustainable, and community-building.

CAPACITY-BUILDING: THE PATH TO SYSTEMIC CHANGE

Delivery models that are project-based, bound to short-term funding cycles, and which only target quantitative outcomes simply cannot deliver meaningful MHPSS. This is why we pursue systemic change: to transform the delivery mechanisms.

At RTI, we do not deliver any programming on our own. Instead, we implement our interventions in partnership with local actors. Whilst we benefit from their local expertise, we work to help strengthen their capacity to deliver better programming for the communities we serve.

We empower our partners by helping them develop new skills and knowledge of MHPSS, and by enabling them to deliver higher-quality programming.

OUR PARTNERSHIP MODEL

RTI's partnership model is the foundation of our approach to sustainability. We identify promising local actors and help them grow by providing meaningful capacity-building. At a fraction of the cost of setting up local programmes from scratch, we empower existing actors to offer high-quality, trauma-sensitive programming.

We see capacity-building as an investment in local knowledge. We carefully tailor our partnerships so that they benefit the partners as well as the communities the partners serve.



SYSTEMIC CHANGE IN ACTION: BAYTNA & DINAMI IN 2019

Baytna Hubs: Kick-off and Launch

We began 2019 by inviting partners to join us in implementing Baytna. Baytna Hubs is how we scale Baytna: a partnership model that offers local actors a year of training and material support from RTI. Baytna Hubs enables partners to absorb the Baytna values and replicate the programming with high fidelity. We kicked off Baytna Hubs in June of 2019 and will close off our inaugural year in mid-2020, with three partners—Athens Comics Library, ELIX, and Perichoresis.

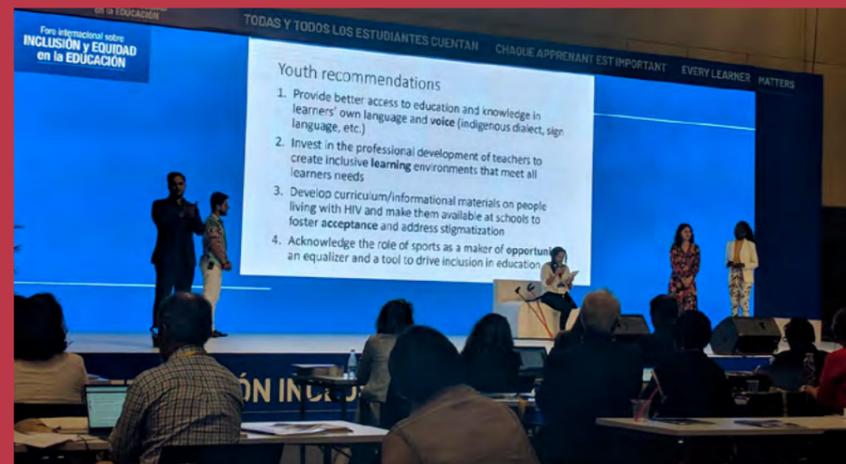
With Baytna Hubs, we combine our commitment to systemic change and early childhood development. Partner organisations receive face-to-face trainings over a year, and continuous supervision to guide application of the Baytna values and adaptation of learnt concepts to their own context and capabilities.

In mid-2020, as we close our inaugural first year of Baytna Hubs, we will issue a call for three new Baytna Hubs to join the network. Our inaugural partners will graduate from receiving capacity-building support, to become partners in continuing to grow and refine Baytna. From implementing partners, to advocates of the Baytna values... and thus the network starts to grow.

Dinami 2020: expansion model

While Dinami targets a different age group and skillset than Baytna, its underpinning values and trauma-sensitive approach share much with Baytna. In 2020, we plan to consolidate Dinami by developing the Dinami manual, documenting the knowledge we have built up since 2018 to make it available to all actors interested in implementing youth development programming.

Dinami has already started to scale its practice. In April of this year, the Dinami team traveled to the Bekaa Valley in Lebanon to help lead a capacity-building workshop hosted by the World Bank Youth-to-Youth (Y2Y) Community. Over a week, Dinami's facilitators helped Y2Y train Lebanese educators working with Syrian refugee youth. This workshop revealed to us the value of Dinami's approach: educators were eager to work with Syrian youth -- what they needed were effective approaches to reach across challenges of adversity and stress.



ADVOCACY

Systemic change begins with innovative ideas—and continues with their dissemination. To consolidate the place of mental health in humanitarian programming, we transmit our values with our words, written and spoken; with posts as short as 140 characters or as long as 1,400 words; with interventions at local gatherings we host and at international conferences we attend.

Among other conferences and gatherings, in 2019 RTI participated in:

UNESCO International Forum on Inclusion and Equity in Education in Cali, Colombia

Atlantic Institute's Senior Fellows convening on Displacement in Amman, Jordan

International Step by Step Association's 2019 Thematic Meeting on building supportive, meaningful and trustful relationships between families, communities and services for families and young children.

At each of these conferences, we brought our knowledge and commitment to trauma-sensitive, identity-informed practice, and took away enriching new insights to incorporate into our practice.

RTI participates in the Northern Greece Working Groups for Education, Mental Health, and Urban Accommodation, where we advocate for participatory practices and emphasise our focus on wellness.

Every six to eight weeks, we post reflections on our blog, inviting readers into our reflections. We explore the nuance of mental health and the subtle yet evident benefits of community-based interventions. Daily, we use our social media platforms to reach broad audiences with messages about our ongoing programming.



PARTNERS

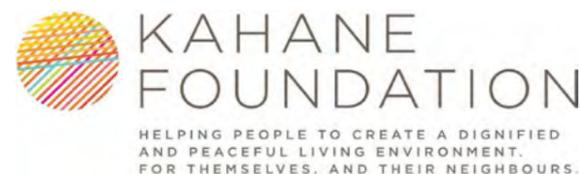
Over 2019, we have worked with a range of actors, from small Greek grassroots, to international actors like the World Bank and the Open Society Foundations. We believe in drawing bridges between actors large and small. This approach allows us to maximize impact, by routing knowledge directly from the field to headquarters, while routing resources in the opposite direction.

This bridging model is how we achieve systemic change. By putting resources in the hands of those who work most closely with affected communities. By ensuring that their efforts reach beyond their proximate contexts.

We wish to thank our funders, all of whom have gone far beyond merely financing our programming. Help Refugees' programmatic support was essential to launching Baytna, while the Open Society Foundations' commitment has been the driving force for Baytna's consolidation and for the launch of Baytna Hubs.

We are proud to have begun working in 2019 with the Kahane Foundation, which funded Dinami's graduation from pilot to permanent programming, and the Draper Richards Kaplan Foundation, which will not only help underwrite RTI's core expenses but also build up our capacity, compliance mechanisms, and systems.

MAIN FUNDERS



BAYTNA PARTNERS



FOOTBALL FOR ALL PARTNERS



THE FUTURE

- Knowing that you have support
 - o Cascade
 - o Russian dolls
- holistic approach: family & relationships system are the child's world.
- support structures/factors being able to the different threads in mind, draw together
- recognising the role of boundaries to

In late 2019, we began a strategy review that will last through the spring of 2020 and lay the groundwork for RTI's evolution over the next three to five years. This exercise is a crucial step in consolidating our growth from a grassroots actor offering localised programming in northern Greece to a robust NGO supporting programmes at a national level. It will also be the springboard that allows RTI to grow from 2020 into an international NGO offering multi-country programming.

Through this process we are asking ourselves questions to reflect on our work so far and our direction of travel: What are we doing well? How can we do it more effectively? How can we include the communities we work with even more? How should we scale our work?

We are looking at the latest research and reflecting with our peers to start looking beyond Greece's borders for further conflict-affected communities where RTI's trauma-sensitive, identity-informed approach could make a difference in people's lives.

Whilst looking to scale our work, we remain deeply committed to our current partnerships. This means continuing to build good practice, consolidating Baytna Hubs beyond the pilot phase, expanding Dinami so it not only reaches more young people and support more local organisations. We hope to offer more opportunities for personal and professional development to frontline workers.

The last four years have been incredible, and at times difficult. We have worked with communities that have borne wars and discrimination and yet remain determined to rebuild their lives. Our resilient partners work to make sure that some of most vulnerable people can get the support they need.





FINANCES

FINANCES OVERVIEW

2019 marked the first full financial year of RTI Hellas, the Greek partner organisation of RTI-UK, which was established in 2018.

Since the launch of RTI Hellas, RTI-UK has channelled close to half a million Euro in private contributions to its Greek partner organisation. Our overall income grew by 40% in 2019, enabling us to reach more people, continue supporting the operations in Greece, and sustain a healthy unrestricted reserves balance, per our reserves policy. RTI spent 91% of its total income within 2019, and 80% of total funds raised in 2019 were granted to the Greek organization to advance field programmes.

- Programme expenditure accounts for 83% of total expenses and includes all direct costs to psychosocial support to the communities we serve. It includes staffing (90%), office maintenance costs, programme materials, training support, and transport. Most of our restricted expenditure in 2019 supported our Early Childhood Development programme.
- Core Costs include administrative and legal support, which ensure RTI's compliance with all relevant UK, Greek, and international laws and regulations, and which underlay the quality of our programming.
- Fundraising expenditure includes staff time and travel costs incurred to prepare funding appeals, and to build relationships with new sponsors. All our funding comes from foundations or private donors.
- Capacity Building expenditure includes investments in training and tools to build the competences of our staff and robustness of our systems.

RTI-HELLAS NOT FOR PROFIT COMPANY

Type of Income	Restricted	Unrestricted	2019 Total	2018 Total
Standard Sources				
Donations/Grants	€ 327,019	€ 35,810	€ 362,829	€ 42,299
Trusts	€ -	€ -	€ -	
Individual Donation	€ -	€ 100	€ 100	
Other Sources			€ -	
Online Donations	€ -	€ -	€ -	
Donations in Kind				€ 3,953
Consulting	€ -	€ 2,319	€ 2,319	
Other Revenue				€ 64,513
Deferred from 2017				
Deferred to/from 2019	€ 5,186	€ 24,435	€ 29,621	-€ 29,621
Deferred to 2020	-€ 86,167	€ -	-€ 86,167	
Grand Total	€ 246,039	€ 62,664	€ 308,703	€ 81,144
Type of Expenditure				
	Restricted	Unrestricted	Total	
Programmes	€ 238,052	€ 28,850	€ 266,902	€ 44,823
Core Cost	€ 5,653	€ 28,154	€ 33,807	€ 11,320
Fundraising	€ -	€ 660	€ 660	
Capacity Building	€ 2,333	€-	€ 2,333	
Grand Total	€ 246,039	€ 57,664	€ 303,703	€ 56,144
Furniture and Fixture			€ 3,989	
Computer Equipment			€ 3,153	
Office Equipment			€ 877	
Grand Total			€ 8,020	

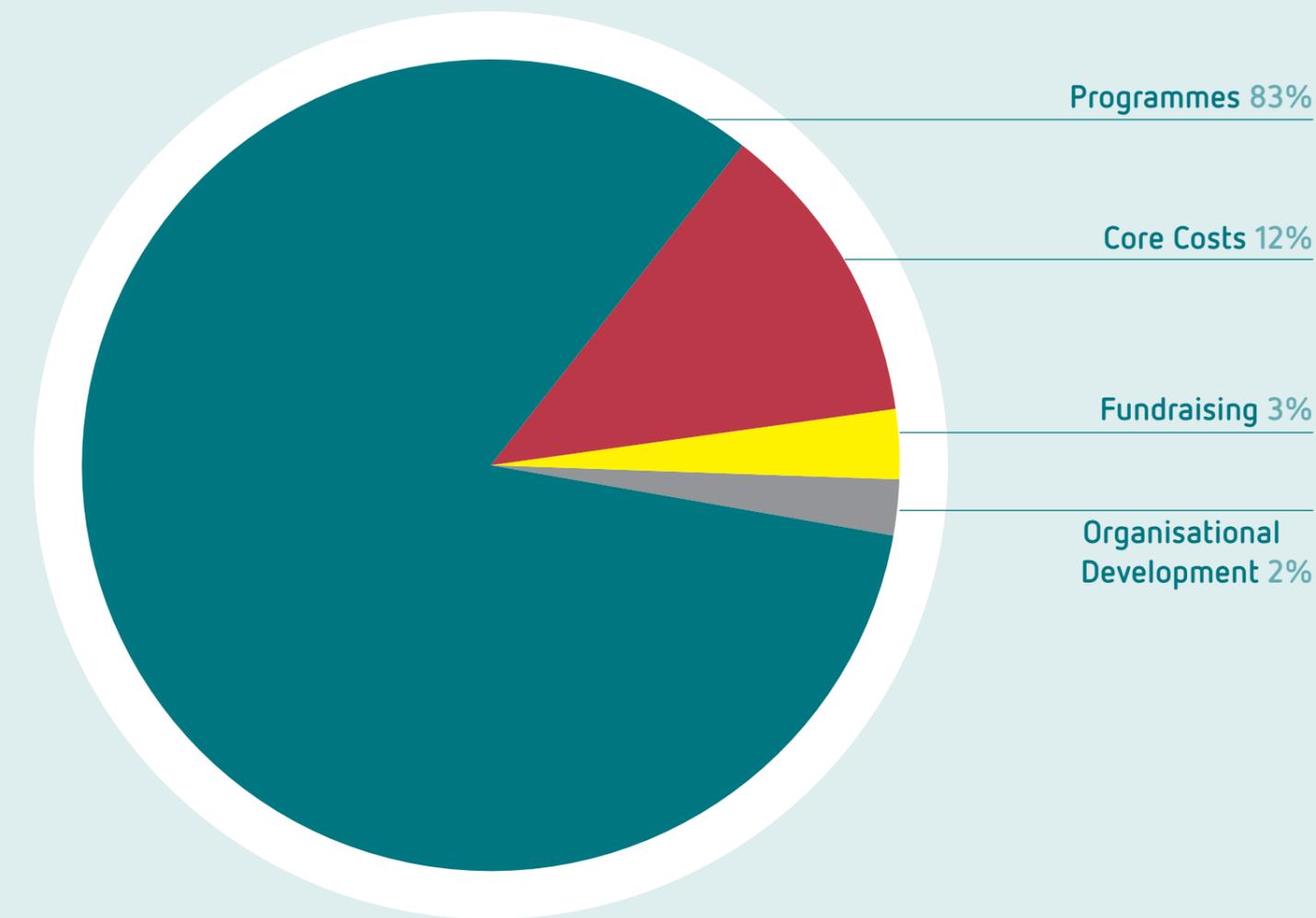
RTI UK UNDER THE AUSPICES OF PRISM THE GIFT FUND

Type of Income	Restricted	Unrestricted	2019 Total	2018 Total
Standard Sources				
Donations/Grants	£ 74,484	-£ 32,596	£ 41,888	£ 201,122
Trusts	£ -	£ 24,000	£ 24,000	£ -
Individual Donation	£ -	£ 9,777	£ 9,777	£ 44,131
Other Sources			£ -	£ -
Online Donations	£ -	£ 5,180	£ 5,180	£ 4,649
Donations in Kind				
Consulting	£ -	£ -	£ -	
Other Revenue				
Deferred from 2017				£ 66,504
Deferred to/from 2019	£ 19,612	£ 75,935	£ 95,547	-£ 95,547
Deferred to 2020	-£ 24,834		-£ 24,834	
Grand Total	£ 69,262	£ 82,296	£ 151,559	£220,859
Type of Expenditure				
	Restricted	Unrestricted	Total	
Programmes	£ 58,796	£ 8,461	£ 67,257	£ 88,989
Core Cost	£ 6,545	£ 8,355	£ 14,900	£ 111,870
Fundraising	£ -	£ 9,754	£ 9,754	
Capacity Building	£ 3,922	£ -	£ 3,922	
Grand Total	£ 69,262	£ 26,570	£ 95,832	£ 200,859

PROGRAMMES EXPENDITURE

RTI Hellas	Baytna	Baytna Hubs	Dinami	Total
Misc Costs	€ 5,946	€ 702	€ 2,884	€ 9,532
Operational Costs	€ 19,377	€ 9,325	€ 5,600	€ 34,301
Human Resources	€ 163,782	€ 7,993	€ 42,010	€ 213,784
Legal Costs	€ 7,076	€ -	€ -	€ 7,076
Admin Fees	€ 1,974	€ 8	€ 228	€ 2,209
Grand Total	€ 198,154	€ 18,027	€ 50,721	€ 266,902

RTI UK	Baytna	Baytna Hubs	Dinami	Total
Misc Costs	£ 762	£ -	£ -	£ 762
Operational Costs	£ 9,670	£ 24	£ 199	£ 9,892
Human Resources	£ 45,830	£ 1,058	£ 8,922	£ 55,810
Legal Costs	£ -	£ -	£ -	£ -
Admin Fees	£ 786	£ -	£ 7	£ 793
Grand Total	£ 57,047	£ 1,081	£ 9,128	£ 67,257





HOW YOU CAN SUPPORT US

We rely on the support of people like you to sustain our programming. If you would like to support our work, please feel free to visit our website and make a donation through our ongoing crowdfunding campaign.

RTI relies mainly on full-time staff to implement Baytna, Dinami, and capacity-building programmes. Our programmes are designed to help displaced people form healthy relationships, which requires continuity that is difficult to obtain with volunteers. For this reason, we only accept volunteers with particular skill sets and in specific contexts. This includes:

- Coaching and supervision
- Building identity-informed practice
- Delivering training
- Programme design
- Monitoring and evaluation
- Database development
- Graphic design
- Outreach and advocacy.

We also work with skilled volunteer facilitators to deliver Dinami sessions. If you think you could support us in one of these areas, please feel free to write us at info@refugeetrauma.org!





refugee trauma initiative

www.refugeetrauma.org

www.facebook.com/RefugeeTrauma

www.twitter.com/RefugeeTraumaUK

www.instagram.com/refugeetrauma

Refugee Trauma Initiative is a restricted fund under the auspices of Prism the Gift Fund, Regd. Charity Number 1099682

RTI Hellas is registered in Greece as a Civil Non-Profit Company «Refugee Trauma Initiative (RTI) Hellas», reg. num. 14716360400