

# ANNUAL

REPORT  
2023.



FONDACIJA  
TUZLANSKE  
ZAJEDNICE

Darujte zajednici, darovali ste sebi !

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# 2023

IN NUMBERS

# 38.993

**PERSONS**

benefited from implemented initiatives

# 2.528

**PERSONS**

has implemented initiatives in the communities

# 8.719

**PERSONS**

participated in TCF's activities

# 123

projects and initiatives supported in communities

## COMMUNITY INVESTMENT

### 737.593 KM

the value of the TCF's invested funds

### 179.155 KM

participation of activists in projects

### 96.806 KM

the value of volunteer work

### 1.010.043 KM

ukupna vrijednost projekata u zajednici



**JASNA JAŠAREVIĆ**  
TCF DIRECTOR

Dear Activists, Volunteers,  
Donors, Partners, and  
Collaborators,

We sincerely thank you for your interest in our work, which we proudly present in this 2023 Annual Report of the Fondacija tuzlanske zajednice! Several important events and activities marked this milestone—our 20th anniversary—but we are most proud of those that demonstrated the nurturing of the most beautiful human values: love and generosity.

As part of celebrating our significant 20-year anniversary, in October 2023, we organized the first-ever "Philanthropy Days" in Bosnia and Herzegovina, marking October 1st—European Day of Donors and Foundations. This event, held in Tuzla, Bijeljina, Kakanj, Konjic, and Travnik, was preceded by a remarkable one-month campaign, "People with Philanthropic Hearts." Through this initiative, we celebrated the good deeds of individuals and civil society organizations across BiH. These inspiring stories showcased how, through solidarity, empathy, and kindness, we can transform the communities we live in.

Additionally, two philanthropic initiatives showed us the incredible power of just one individual—someone who takes action, inspires others, and calls on

us to unite and create positive change. Two of our fellow citizens demonstrated the true strength of philanthropy—when the most vulnerable cannot wait, and when the system falls short.

Through concrete initiatives, they not only helped their fellow citizens but also highlighted the urgent responsibilities of the state. We are grateful to both of them for their trust and for choosing to collaborate with our Foundation. In a short time, we gathered a community of generous people and raised funds for projects supporting those in need.

With Sead Mulić, through the campaign "Every Jersey Tells a Story", a significant donation was delivered to the Clinic for Pediatric Diseases at UKC Tuzla at the beginning of 2023. At the end of the year, with Mirza Mustafagić, we launched the campaign "You Can Be That Person Too" via our Doniraj.ba donation platform. In less than 60 days, over 3,800 donors contributed.

Every donation was transparently allocated to purchase equipment and materials aimed at improving conditions at the Clinic for Oncology, Hematology, and Radiotherapy at UKC Tuzla, as well as clinical centers and hospitals in Banja Luka, Mostar, and Zenica.

Another great example of partnership with local philanthropists began in June 2023. A new voluntary philanthropic fund, Mensur and Jasmina Alić Fund, was established within the Foundation. The founders decided to donate funds for socially beneficial projects led by active citizens and associations in the City of Tuzla.

These examples inspire and encourage us to continue our mission and activities—gathering a large community of generous people and activists who contribute daily to community development and, through small actions, strive to create an environment where every individual can live with dignity.

This Annual Report also brings you other great examples of social engagement, which we have supported and implemented together with activists and volunteers from the civil sector through our financial support programs and development projects. We have also initiated informal education programs for civil sector leaders, which we will continue to develop in areas essential for the sustainability of civil society organizations, such as project management, fundraising, communications, and membership strengthening.

We are particularly proud of projects that brought together a large number of young people. They connected and enhanced their entrepreneurial and life skills through projects such as "Everything in One Place" and "Youth Bank," with youth-led initiatives supported through the Youth Bank program.

As a particularly significant achievement in 2023, we highlight the launch of the project to establish the Center for Democracy and Active Citizenship, which will be built in Tuzla next year. In March 2023, we signed a construction agreement with the City of Tuzla, implementing the City Council's decision to allocate land for the construction of the Foundation's new center, which will be built using donor funds. This marks the beginning of a new chapter in strengthening cross-sector collaboration and mechanisms for social engagement in areas of sustainable development, human rights protection, and democracy.

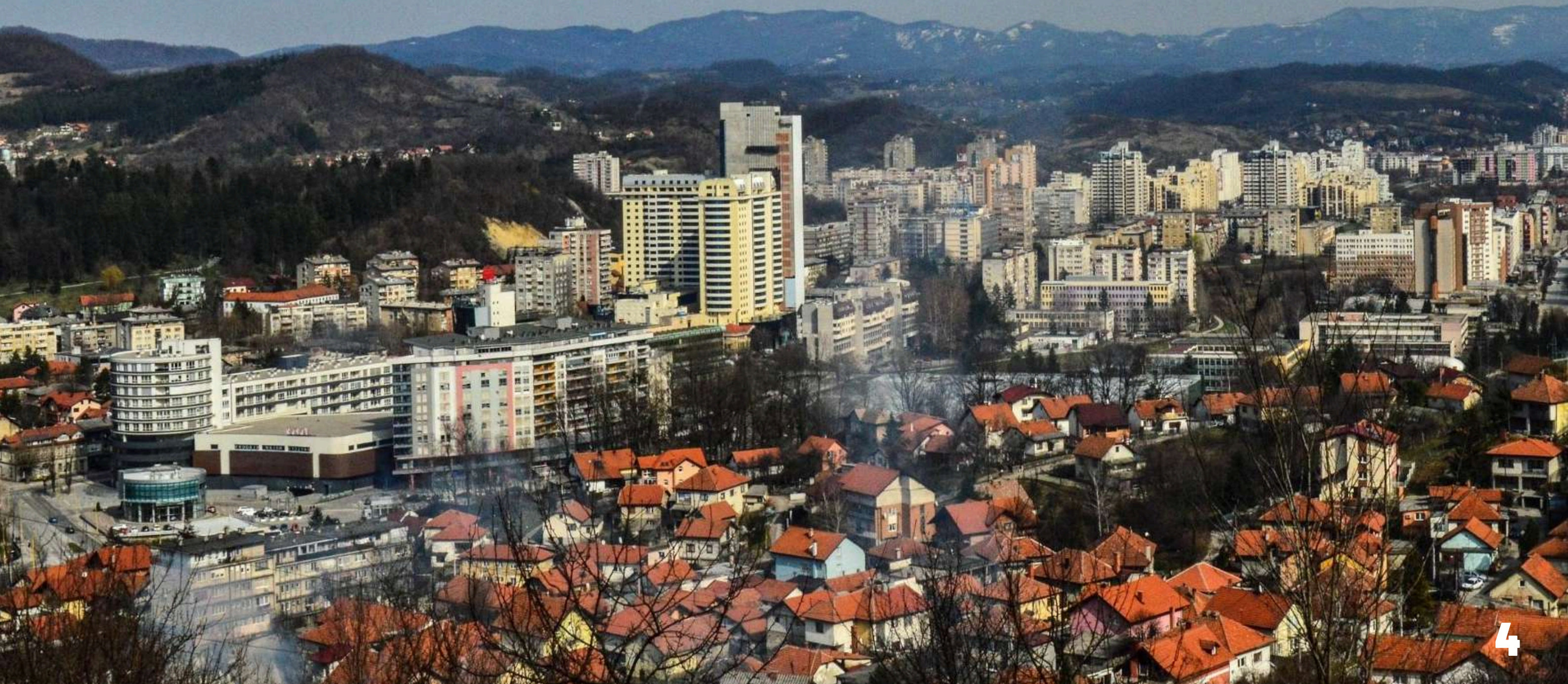
We hope our activities inspire you to join us in new collaborations and actions!

Thank you for your support, trust, and the generosity you bring to your community!



**AMIR AZABAGIĆ**  
PRESIDENT OF THE  
BOARD OF DIRECTORS  
OF THE TUZLA  
COMMUNITY  
FOUNDATION

# SUPPORT PROGRAM



# YOUTH PROGRAM

**WE ENCOURAGE YOUNG PEOPLE TO MAKE POSITIVE CHANGES IN THEIR LIVES AND COMMUNITIES AND MOTIVATE THEM TO GET INVOLVED IN OUR INITIATIVES.**

Within the Youth Program, two projects were implemented: the Youth Bank project, funded by the German Ministry for Economic Development and Cooperation (BMZ) and the Freudenberg Foundation, and the project "All in One Place for Supporting Youth Entrepreneurship and Cross-Border Cooperation", carried out in partnership with the Center for Youth Work (Serbia),

the Center for Youth Education (Bosnia and Herzegovina), and the Youth Association - UM Sremska Mitrovica (Serbia). This project was funded by the European Union through the Serbia – Bosnia and Herzegovina Cross-Border Cooperation Program 2014-2020, under the Instrument for Pre-Accession Assistance (IPA II). Additionally, an international youth exchange titled "Young

Philanthropists from Bardejov/Slovakia and Tuzla/Bosnia and Herzegovina Connect!" was organized in partnership with the local foundation Bradjev from Bardejov, Slovakia, supported by the European Union's Erasmus+ program. Financial support also continued through the Youth Fund, which co-financed 18 youth projects.

# YOUTH BANK



**VEDAD ATLIĆ**  
Region East Coordinator

This was one of the most inspiring and insightful experiences in my activism so far. As the coordinator of the Youth Bank for the East region, I had the opportunity to work with an exceptional team of young people. Their energy, creativity, and dedication collectively shaped initiatives that brought real change to our communities and demonstrated what it truly means to be a driver of positive change.



**AJLA SMAJIĆ**  
Region Center Coordinator

My contribution went far beyond mere coordination—I learned, grew, and developed alongside young people, fully aware that the synergy of young minds and ideas inspired me to give my best. Every project we supported carried a message of hope, change, and unity. Being part of a process where young people not only recognize problems but also become part of the solution was an invaluable experience.

Within the Youth Bank program, four Boards continued their work, consisting of young people from across the Tuzla Canton. These Boards were led by young coordinators/volunteers—youth peer leaders who had previously participated in educational training and facilitated workshops for Youth Bank Board members.

# 60

## YOUNGSTERS

were part of one-year Youth Bank program

# YOUTH SUMMER CAMP @ BORAČKO LAKE

At the three-day summer camp in August 2023, in addition to socializing and entertainment, over 50 young people from the Canton of Tuzla learned about the position of young people in various cities and municipalities of the Canton of Tuzla, local philanthropy, and raising funds from local sources.



# ONE STOP SHOP



## CROSS-BORDER COOPERATION PROJECT

The project "One-stop shop for support for youth entrepreneurship and cross-border cooperation" is implemented in partnership with the Youth Work Center (Serbia), the Youth Education Center (Bosnia and Herzegovina), and the Youth Association - UM Sremska Mitrovica (Serbia). It is funded by the European Union through the Cross-Border Cooperation Program Serbia - Bosnia and Herzegovina 2014-2020, within the Instrument for Pre-accession Assistance (IPA II).

The Tuzla Community Foundation is a partner organization from Bosnia and Herzegovina. The aim of the project is to acquire or improve the skills and knowledge necessary for employment for young people who are unemployed, not attending school or university, and come from vulnerable groups. A particularly inspiring aspect of the project is the training of young people on a regional basis and study visits to successful companies in Bosnia and Herzegovina and Serbia,

ALL PARTICIPANTS RECEIVED TWO MONTHS OF MENTORING FROM EXPERIENCED ENTREPRENEURS AND EDUCATORS, AND PARTICIPANTS WHO CONCEIVED AND DEVELOPED THE BEST BUSINESS IDEAS DURING THE MULTI-MONTH PROGRAM WERE AWARDED LAPTOPS.

which provide young people with the opportunity to acquire practical knowledge and consider the possibilities of cross-border market influence, thus proactively preparing for the challenges of entrepreneurship.

## YOUNG PHILANTHROPISTS

■ Young people from Tuzla and Slovakia learned together how to help their community!

### INTERNATIONAL YOUTH EXCHANGE

In November 2023, nine young people from Tuzla hosted ten peers from the Slovak city of Bardejov. This gathering was part of the European youth program "Erasmus Plus". During their several-day stay in Tuzla, the young people learned from each other,

talked about how they could help their cities and how to raise funds for useful projects in their communities. They especially focused on how to identify what young people in their cities need most and how to achieve this with the help of local donors.

# 7 MUNICIPALITIES HAVE FULFILLED THE REQUIREMENTS OF THE FEDERAL YOUTH LAW

SYSTEMIC SUPPORT FOR IMPROVING THE POSITION OF YOUNG PEOPLE IN THE TUZLA CANTON RECEIVED POSITIVE RESULTS



During the reporting period, we maintained active communication with representatives of eight municipalities/cities with whom we signed cooperation agreements in the previous year. Based on these agreements, we conducted an analysis of compliance with the minimum measures outlined in the Law on Youth of the Federation of Bosnia and Herzegovina. Seven municipalities have primarily met the requirements related to the adoption of the budget and budget items for youth, the appointment of persons responsible for youth issues, and the development of youth strategies, as well as the creation of a list of youth organizations. However,

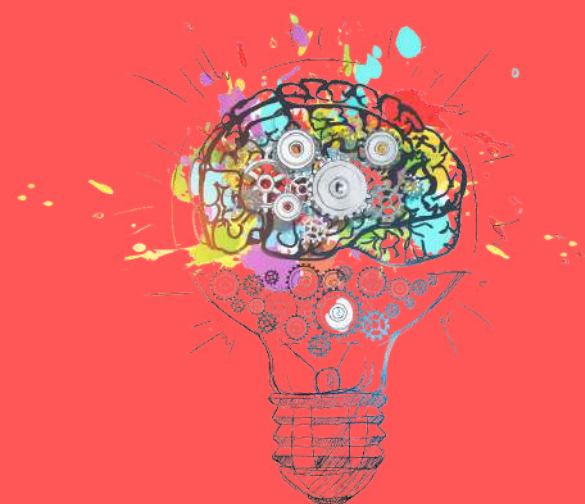
municipalities have not provided functional spaces for youth, as only 4 out of 13 municipalities have secured areas that young people can use for workshops and creative work. Apart from the City of Tuzla and the City of Živinice, which have a Youth Strategy, the City Administration of Lukavac is currently developing and adopting its strategy. Other municipalities/cities have not developed this document. Since last year, many municipalities/cities have included youth issues in their budgets, and several of them also distribute grants as financial support to youth organizations and youth projects within these local communities.

## FINANCIAL SUPPORT FOR YOUNG PEOPLE AND YOUTH ORGANIZATIONS

# 18 YOUTH INITIATIVES SUPPORTED WITH TOTAL OF 44.167 KM

# OPEN EDUCATION PROGRAM

WITHIN THIS PROGRAM, THIS YEAR WE CONTINUED WITH TRAINING AIMED AT STRENGTHENING THE CAPACITIES OF CIVIL SOCIETY ORGANIZATIONS, STRENGTHENING THE CAPACITIES OF INDIVIDUALS, AND SUPPORTING THE WORK OF COMMUNITY CENTERS AS OPEN EDUCATION CENTERS WHERE TRAINING IS CONDUCTED DEPENDING ON THE NEEDS OF THE COMMUNITY.



## MENTORING SUPPORT FOR THE STRENGTHENING OF CIVIL SOCIETY ORGANIZATIONS

In 2023, the Foundation continued to implement capacity building activities for civil society organizations with the aim of making their work more sustainable, transparent and recognizable in the local community in the long term.

In the first half of the year, we continued to provide mentoring support to 9 organizations with which cooperation agreements were signed in 2022. Organization leaders were involved in various educational activities, such as the training “Development and Writing of Project Proposals” and mentoring support for the development of a financial plan for the sustainability of organizations.

Four organizations (**Baum, Nonviolent Communication Network, Girlthing** and **UG Izvor Škahovica**) received support for the implementation of their projects. At the end of September, an assessment of the organizations' progress was conducted, when it was established that three organizations (**UM Baum Banovići, UG Izvor Škahovica** and **UG 1. maj Hrvati**) showed progress in areas related to membership development and service improvement, while two organizations (**UG GirlThing** and **Mreža nenaviolent Communication**) improved their services to users.

In September, a public call for CSOs to participate in the second cycle of the mentoring support program was published, and cooperation agreements were signed with **11 CSOs**. An assessment of organizational capacities was conducted to identify areas in which organizations need to be strengthened.

Three areas were selected for mentoring, common to all organizations: Management and membership development in civil society organizations; Financial sustainability and fundraising; and Promotion and communication with the public.

### SABINA SINANOVIĆ ČATIBUŠIĆ

Director of the Program and Project Implementation Department

This year, we continued with educations that support the development of the capacities of young people, active citizens and leaders in civil society, and we directed the work of the community center as a space for open education with a special focus. We have carefully developed educational content for users, recognizing that the development of a culture of learning and the acquisition of new knowledge form an important basis for social engagement.



# CITIZENS' EDUCATION

To address various **community needs** and **collaboratively solve** them with citizens in 2023, we organized training sessions aimed at encouraging proactive citizen engagement and raising awareness of key issues. The primary focus was on areas such as entrepreneurship, strengthening employment competencies, sustainable development, and environmental protection.

## FOR ECONOMICALLY EMPOWERED COMMUNITIES

### ENTREPRENEURSHIP TRAINING IN KISELJAK

The result of these trainings are: 22 empowered candidates, of which 6 submitted requests for support in greenhouse production, 13 in animal husbandry, 3 in collectors of secondary raw materials.

### ENTREPRENEURSHIP TRAINING

20 people participated in entrepreneurial training, and the 10 best business ideas were supported financially.

## FOR SUSTAINABLE COMMUNITIES

THE FOCUS OF THIS SEGMENT WAS ON EDUCATING THE RESIDENTS OF THE TUZLA SETTLEMENT OF KISELJAK ABOUT THE PRINCIPLES OF SUSTAINABLE DEVELOPMENT IN EVERYDAY LIFE.

At the Kiseljak Social Center, in collaboration with environmental experts from the Center for Ecology and Energy, training sessions were held for three groups of users with the aim of adopting sustainable lifestyles.

**EDUCATION**  
"Sustainable development in agriculture"

**TRAINING**  
"Sustainable development in everyday life"

**WORKSHOP**  
"Sustainable development"

## FOR ORGANIZED COMMUNITIES

### ANITA ŠIMIĆ

Executive Director of the Active Communities Network

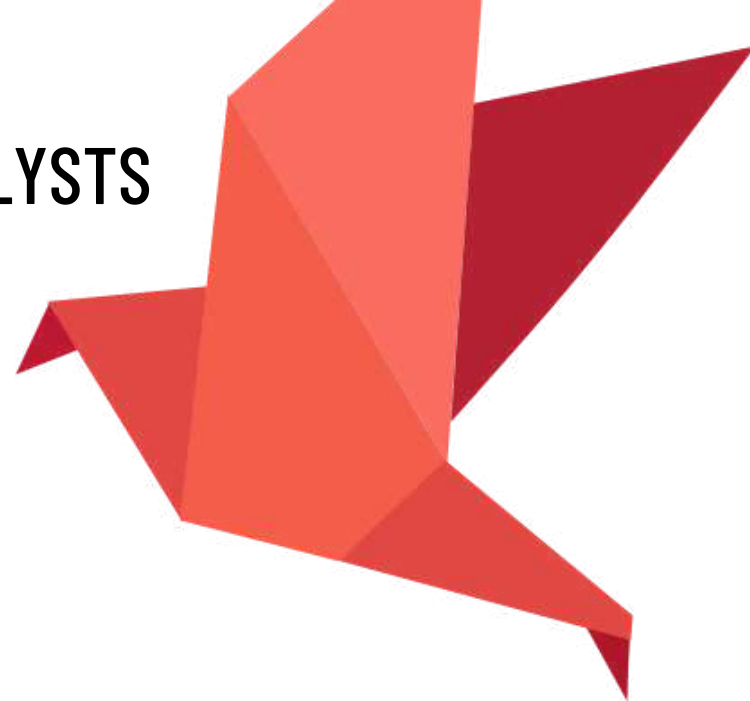
The training atmosphere was filled with enthusiasm, as participants demonstrated incredible commitment and a desire to create positive changes in their local communities. In addition to this training, we are conducting action planning workshops and community analyses, marking the beginning of a broader process that leads to capacity building and long-term community development. Empowered in this way, participants recognize needs, plan actions, and foster solidarity and inclusion among their members.



# KNOWLEDGE IS THE GREATEST SOCIAL CAPITAL

# COMMUNITY CENTERS AS CATALYSTS FOR COMMUNITY BUILDING

THE FOUNDATION CONTINUED TO COORDINATE THE SOCIAL CENTER'S ACTIVITIES IN KISELJAK, TUZLA, AIMING TO ENHANCE EDUCATIONAL, INCLUSIVE, SOCIAL, ECONOMIC, AND CULTURAL CONDITIONS FOR THE BENEFIT OF ALL COMMUNITY MEMBERS.



- Informal education for citizens implemented:
- Workshops to increase employment opportunities (five people involved in the program found employment)
  - Pastry course
  - English language course
  - IT course for adults
  - German language course for adults
  - Web design course for adults
  - Cooking course



THE SOCIAL CENTER KISELJAK HAS BEEN A HUB OF MEETINGS AND A GENERATOR OF CHANGE IN THE COMMUNITY, USED THROUGHOUT THE YEAR BY ALL LOCAL ACTORS AND PARTNER ORGANIZATIONS.

**3.775**

beneficiaries from the community

**138**

different activities

**9**

civil society organizations

**2**

public institutions

**2**

informal citizens' groups

## JASMINA KADIĆ, BENEFICIARY

I gladly come to the Center for various activities. I've learned many useful things, including perfecting my cake decorating skills. I'm especially happy that I can bring my child to the playroom on Thursdays. There are no children of his age in my neighborhood, so this is his only chance to socialize and play with other kids. It will surely mean a lot to him when he starts school next year.



COMMUNITY CENTER

KISELJAK



# PEDAGOGICAL WORKSHOP

## MEMBERS OF PEDAGOGY TEAM

The model implemented by the Tuzla Community Foundation aims to **include** and **retain children** and **youth** in the educational process in a way that will ensure that no child is excluded from the educational process or neglected during schooling, and in order to ensure the **fulfillment of their individual development**.

To support children's education CC Kiseljak conducts activities, such as:

- Toy library (40 kids)
- Book library (136 users)
- Women club (30 women)

In partnership with the Tuzla Public Health Center, health examinations and lectures were also organized:

- Improving oral health in children in the Kiseljak (31 children)
- Epilepsy and how to behave in cases of epileptic seizures
- Women's Health



## SUPPORTING CA 'AGORA' in implementing educational activities in the community

In 2023, UG Agora continued its non-formal education programs at its premises in the city center of Tuzla and at DC Kiseljak. These educational programs focused on strengthening the capacities of young people and trade union organizations in Tuzla Canton. Additionally, UG Agora collaborated with FTZ at DC Kiseljak to develop curricula for four educational programs

—English language, computer science, literacy, and pastry training—based on the surveyed needs of citizens. Beyond these activities, UG Agora maintained its cooperation with educational, health, and trade union organizations in Tuzla Canton, organizing training sessions and forums for their current and potential members.



FINANCIAL

SUPPORT WITHIN PROGRAM FOR

**53.475 KM**

ULOŽENO U PROGRAM

**1.710 KM**

SUPPORT FOR  
NAC

**23.973 KM**

SUPPORT FOR  
CC KISELJAK

**11.390 KM**

INVEST IN BUILDING OF  
CENTER FOR DEMOCRACY  
AND ACTIVE CITIZENS

OPEN EDUCATION

WITHIN THIS PROGRAM, WE CONTINUED THIS YEAR WITH EDUCATION AIMED AT STRENGTHENING THE CAPACITIES OF CIVIL SOCIETY ORGANIZATIONS, ENHANCING INDIVIDUAL CAPACITIES, AND SUPPORTING THE WORK OF SOCIAL CENTERS AS OPEN EDUCATION CENTERS WHERE EDUCATION IS CONDUCTED BASED ON COMMUNITY NEEDS.

# COMMUNITY DEVELOPMENT PROGRAM

## ORGANIZING COMMUNITIES IN TUZLA CANTON

FTZ continued to support community organization in local communities of Tuzla Canton (TK) in partnership with the Network of Active Communities (MAZ) through a jointly developed model. This work was part of two projects: 'Our Community is Our Responsibility,' funded by USAID, and 'Strengthening Local Democracy in TK,' supported by BMZ and the Freudenberg Foundation.

Support was provided to over 119 different entities through local development groups (LGZR). In parallel, the project 'Strengthening Civil Society and Democratic Culture in TK' continued to train representatives of local community councils. This

training focused on strengthening existing local groups to develop, implement, and expand the community organization model by MAZ, which has been implemented in 23 communities in TK. Additionally, cooperation agreements were signed with 9 municipalities in TK to adopt this community organization model.

Besides these collaborations, FTZ also supports MAZ in implementing local environmental actions and provides development support through membership in the Board of Directors. Vera Đežić, Director of the Finance and Administration Department, is a member of the MAZ Board of Directors.

IN COOPERATION WITH:

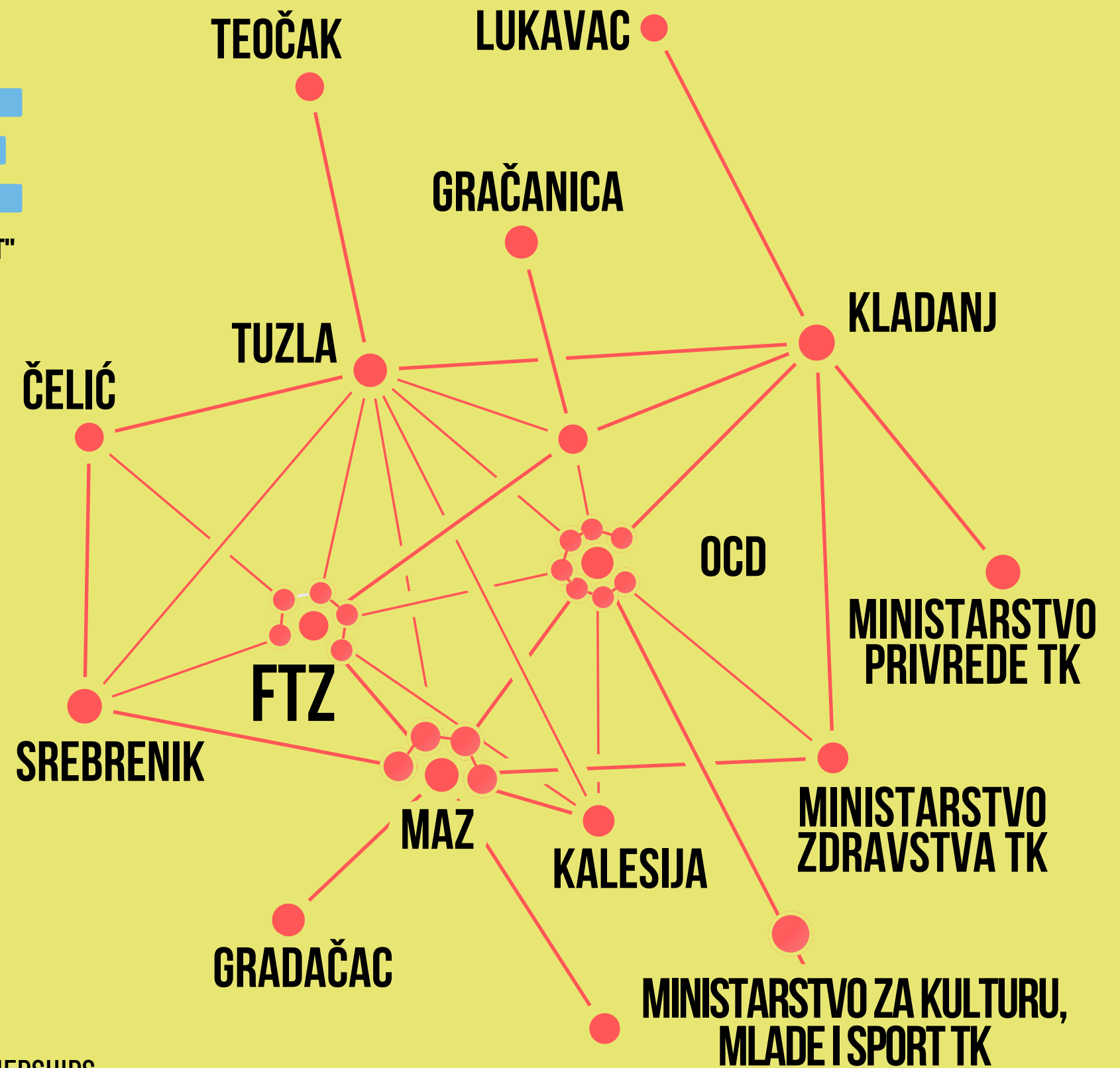


mreža  
aktivnih  
zajednica

# CITIZENS' CONFERENCE

"THE IMPORTANCE OF A SUPPORTIVE ECOSYSTEM FOR CIVIL SOCIETY DEVELOPMENT"

THERE IS GOOD POTENTIAL FOR COOPERATION BETWEEN THE SECTORS AT THE LOCAL LEVEL, WHERE THE NEEDS OF CITIZENS ARE MOST NOTICEABLE.



## CITIZEN ORGANIZING

**25+** NUMBER OF LOCAL DEVELOPMENT GROUPS **130+** NUMBER OF PARTNERSHIPS

## SUPPORT FOR CITIZEN INITIATIVES

**133** LOCAL INITIATIVES **365.000 KM** INVESTED FROM LOCAL SOURCES **350.000 KM** COMMUNITY PARTICIPAITON **53.000** BENEFICIARIES **4.500** ACTIVE CITIZENS

# CIVIC FORUM WOMEN'S ACTIVISM

WOMEN'S LOBBY GROUPS FOR THE ADVANCEMENT OF WOMEN IN BIH

The activist from Bokavić near Lukavac decided to apply the discipline and responsibility learned through community education and projects to politics. At a time when more and more people want to do as little as possible for the benefit of local communities, committed and determined activists are the missing link in building prosperous communities and society as a whole. Their relentless fight against administration, bureaucracy, party nepotism,

and other obstacles serves as a role model and inspiration to those who feel apathetic and hopeless, showing that their voice and activism in the local community can make life more pleasant. One such activist is **Vesna Moranjkić** from Bokavić near Lukavac, who began her activist journey seven years ago. She realized then that an ordinary person can change things in the community and be the change they want to see in society.

PROVIDING SUPPORT TO WOMEN ACTIVISTS TO LAUNCH ACTIONS IN THE FUTURE THAT WILL CONTRIBUTE TO THE OVERALL STRUGGLE TO IMPROVE THE POSITION OF WOMEN IN BIH, ESPECIALLY AS A RESPONSE TO THE FREQUENT OCCURRENCE OF FEMICIDE IN OUR IMMEDIATE ENVIRONMENT.



## Značaj ekosistema podrške za razvoj civilnog društva KONFERENCIJA 2023

26. april 2023.  
15:00 - 17:00  
Narodno pozorište Tuzla

# DEVELOPMENT OF LOCAL COMMUNITY KISELJAK (TUZLA)

Activities on the development of the Kiseljak Local Community continued based on the Strategic Plan of Kiseljak Local Community 2017-2026, which involved a high degree of intersectoral cooperation and the inclusion of numerous actors. The Local Development Group of Kiseljak, along with other associations, city services, and public institutions such as the school, social work center, and clinic, play an important role in community development. FTZ implemented several interventions in the areas of employment, environmental protection, education improvement, and social protection, and co-financed several civic initiatives through the Kiseljak Fund.

## Sewer System Improvement

With the support of Roma associations (Euro Rom and Better Future), the president of the Local Community Council and the president of the Ethnic Community Council, and in consultation with the City of Tuzla and JKP "VIK," project-technical documentation was prepared, and works were financed to connect 12 buildings to the sewer network, directly improving the lives of 20 Roma families.

## Introduction of Primary Waste Selection and Composting in Households

In cooperation with the UG Center for Ecology and Energy, we continued to support citizens in improving the process of

waste selection and reduction in households. Households that previously received bins for primary waste selection were regularly advised on improving waste sorting. A waste collection calendar was also distributed to residents, and 23 composters for bio-waste were distributed.

## Establishment of a Monitoring System for Maintaining Cleanliness and Communal Order

After agreeing on the framework steps for the permanent removal of illegal waste dumps, concrete activities were carried out:

- JKP Komunalac, on the order of the City of Tuzla, cleaned three dumps at priority locations according to the analysis of the state of dumps in Kiseljak.
- FTZ conducted a promotional campaign to inform the population about the problem of waste disposal in the community and to encourage citizens to report illegal waste disposal.
- The "Rafting Club Tuzlak" association and local residents/activists organized two volunteer clean-ups of the Modrac Lake shore in Kiseljak.

## Business Potential Analysis in Kiseljak Local Community

In the first half of the year, an analysis of the situation was carried out and "Guidelines for the Development of Business Opportunities in Kiseljak Local Community" were provided by three economic experts from

Tuzla (Prof. Dr. Sabina Đonlagić Alibegović, Dip. Ecc. Mirela Omerović, an expert in entrepreneurship development, and Mr. Ecc. Esmir Spahić, an expert in entrepreneurship development). A public presentation of this document was held at the Tuzla Canton Chamber of Commerce.

## Cooperation with City Authorities and Public Enterprises

Throughout 2023, the TCF actively cooperated with city authorities and public enterprises to improve the Kiseljak community. Participation in working groups, meetings with officials and the mayor, and support for civic initiatives to solve local problems were key. In addition to regular meetings to implement the aforementioned initiatives, a working group was established at the mayor's initiative, consisting of representatives from city services and public enterprises (Department for Economic Development, Entrepreneurship, and Agriculture of the City of Tuzla, JKP "Komunalac," and JKP "Water Supply and Sewerage"), which will propose possible interventions in Kiseljak in the future, including the removal of dumps, improvement of the sewer system, support for agricultural development, and reduction of energy poverty. These activities represent a step forward in establishing partnerships and cooperation with FTZ towards the sustainable development of Kiseljak.

# CIVIC INITIATIVES TO IMPROVE LIVING CONDITIONS THROUGH THE KISELJAK FUND



## PROMOTION OF ROMA CULTURE AND CELEBRATION OF THE ROMA HOLIDAY ALIDUN

Through the project and the celebration of one of the largest Roma holidays, Aliduna, it was an opportunity for the entire community to be informed about Roma culture, traditions and customs through not only the celebration but also workshops that included the area of discrimination prevention, which has a significant impact on intercultural understanding and coexistence.

## OLD NARROW RAILROAD PROMENADE

The old railway promenade has been used by the residents of Kiseljak, Ljubač and Husin for decades. There are four routes to the promenade: from Kiseljak from Brez, from Ljubač, from Husin and Kiseljak from Kiseljačke četa Street. With the development of this promenade, the terrain was cleared, soil and gravel were filled in, and the illegal garbage dump around the road was cleaned up, and the residents of this area are once again connected, which contributes to improving the quality of life in this community.



## WARM ROOMS FOR YOUNG PEOPLE FOOTBALL CLUB PARTIZAN

The renovation of the FC locker room facility has improved the conditions for the development of sports and the energy efficiency of the facility, which will directly impact lower electricity consumption during the winter.



# **BUILDING THE CENTER FOR DEMOCRACY AND ACTIVE CITIZENS**



The Tuzla Community Foundation, in collaboration with the City of Tuzla, has been working intensively on obtaining permits for the construction of a building to establish the Center for Democracy and Active Citizenship in Tuzla. This project is being realized with financial support from the Freudenberg Foundation from Germany and the German Federal Ministry for Economic Cooperation and Development as part of the project 'Strengthening Civil Society and Democratic Culture in Tuzla Canton.'

In February 2023, the City Council approved the allocation of land for the construction of the mentioned building, and soon after, a construction contract was signed between the Tuzla Community Foundation and the City of Tuzla. An urban planning permit was obtained, as well as consent for the demolition of the existing building on the parcel intended for the construction of the center. By the end of the year, the Main Project was prepared, and most of the documents required for obtaining a building permit were secured.

The building permit is expected to be issued at the beginning of 2024. Contractors for the demolition and supervision of the demolition of the existing building have been selected, and the demolition of the building on the parcel intended for construction is expected in January 2024.

STRENGTHENING  
THE NETWORK OF  
ACTIVE  
COMMUNITIES

**70.824 KM**

**50.893 KM**

DEVELOPMENT  
FUND FOR CIVIL  
SOCIETY  
ORGANIZATIONS

**FINANCIAL**

**SUPPORT WITHIN THE PROGRAM FOR**

**COMMUNITY DEVELOPMENT**

**50.454 KM**

I LOVE MY CITY FUND

**20.000 KM**

ACTIVE COMMUNITIES FUND

**10.424 KM**

KISELJAK FUND

# PHILANTHROPY PROGRAM

IN 2023, THE YEAR TCF CELEBRATED ITS **20TH ANNIVERSARY**, WE CELEBRATED AND PROMOTED PHILANTHROPY ACROSS BOSNIA AND HERZEGOVINA. WE SHOWCASED TCF'S PAST SUCCESSES AND HIGHLIGHTED **THE IMPORTANCE OF PHILANTHROPY** FOR BOSNIAN SOCIETY, AIMING TO MOTIVATE VARIOUS DONORS TO ACHIEVE A GREATER IMPACT IN THE COMMUNITIES WE SERVE. NEW PARTNERSHIPS WERE FORMED **WITH REPRESENTATIVES FROM THE CIVIL SECTOR** ACROSS BOSNIA AND HERZEGOVINA, **AUTHORITIES AT DIFFERENT LEVELS**, **PUBLIC INSTITUTIONS**, AND **THE BUSINESS SECTOR**. BY INVOLVING VARIOUS PARTICIPANTS AND THE BROADER COMMUNITY IN CAMPAIGNS AND PROJECTS IMPLEMENTED BY THE CIVIL SECTOR, WE SECURED ADDITIONAL FINANCIAL RESOURCES FOR SEVERAL IMPORTANT COMMUNITY-BENEFICIAL PROJECTS. WE ALSO INCREASED THE VISIBILITY AND CONTRIBUTION OF ASSOCIATIONS IN SOCIETAL DEVELOPMENT AND THE VISIBILITY OF PHILANTHROPY IN GENERAL.

## PHILATHROPY PROMOTION

At the national level in Bosnia and Herzegovina, the campaign 'People with Philanthropic Hearts' was realized, during which FTZ and partner associations from BiH organized, **for the first time in BiH**, 'Days of Philanthropy' from October 1-6, 2023. As part of this event, more than ten cultural and entertainment events were organized in **six cities** in BiH (Tuzla, Kakanj, Travnik, Bijeljina, Sarajevo, and Konjic). These events brought together over 2,000 people to celebrate philanthropy, good people, and their deeds. The wide reach of the 'Days of Philanthropy' on social media was measured in **hundreds of thousands of views**. The festival concert with Maya Sar attracted significant media attention, drawing the interest of nearly 40,000 people. The Days of Philanthropy were the **culmination** of the 'People with Philanthropic Hearts' campaign, which promoted a series of stories about good people in BiH across the entire country in collaboration with various media outlets.



PEOPLE WITH

**philanthropic**  
HEARTS

BY ORGANIZING THE FIRST DAYS OF PHILANTHROPY IN BIH AND IMPLEMENTING THE 'PEOPLE WITH PHILANTHROPIC HEARTS' CAMPAIGN, WE WANTED TO SEND A MESSAGE THAT PHILANTHROPY, AS A UNIVERSAL VALUE SHOWING LOVE FOR HUMANITY, IS MUCH MORE THAN JUST DONATING MONEY. THERE ARE NUMEROUS ASSOCIATIONS AND INDIVIDUALS IN BIH WHO, THROUGH THEIR SELFLESS ACTIONS, DO GOOD FOR THEIR COMMUNITY.

THEY ARE ROLE MODELS WE SHOULD LOOK UP TO. IN COLLABORATION WITH PARTNER ORGANIZATIONS ACROSS BIH, WE LAUNCHED AND IMPLEMENTED NUMEROUS FUNDRAISING CAMPAIGNS ON THE DONIRAJ.BA PLATFORM, ADDRESSING SOME IMPORTANT LOCAL ISSUES.

IN THIS PROCESS, SPECIAL EMPHASIS WAS PLACED ON UNITY AND TRANSPARENCY IN THE USE OF DONATED FUNDS. I BELIEVE THESE ARE THE REASONS WHY THE CAMPAIGNS WERE WELL RECEIVED BY THE PUBLIC.



**ISMET SOKOLJANIN**

philanthropy and partnerships director

## SUPPORT FROM LOCAL SOURCES

The jubilee year of TCF was also a record in terms of the amount of funds transferred from local sources. A total of 453,592 KM was collected, which was donated by more than 4,305 donors.

### INDIVIDUALS



4.119 DONORS  
179.775 BAM

2022 - 579 donors, 57.677 BAM

### DIASPORA



35 DONORS  
9.242 KM

2022 - 4 donors, 24.936 BAM

### COMPANIES



132 DONORS  
195.039 BAM

2022 - 85 donors, 47.752 BAM

### GOVERNMENT



14 DONORS  
65.839 BAM

2022 - 3 donors, 29.221 BAM

### CSO



5 DONORS  
3.697 BAM

2022 - 25 donors, 10.794 BAM

## FUNDS DEVELOPMENT NEW PHILANTHROPIC FUND

Through philanthropic funds, more than 50,000 BAM were collected for socially beneficial activities in the community. In 2023, 5 philanthropic funds opened in earlier years were active.

These are the Prometheus Fund, the Endowment Fund, the Solidarity Fund, the Music School Fund and the JEV Fund for the Home for Children Without Parental Care, and an additional philanthropic Fund Mensur and Jasmina Alić, which was established in 2023.

## FUND MENSUR I JASMINA ALIĆ

The fund was established for a period of three years with a total amount of 90,000 BAM, and the funds will be directed to support active civil action in the area of the City of Tuzla. This year, 10 organizations were supported from the fund.

From the aspect of the development of new funds, it should be noted that the establishment of the Mensur and Jasmina Alić Fund was preceded by long-term cooperation with this family, owners of the company Menprom, which often sponsored TCF events. Family members previously initiated several campaigns to raise funds for projects in the community, so this strategic cooperation and the foundation of the fund came as an extension of previous cooperation.

## FUNDRAISING CAMPAIGNS



IN 2023, A TOTAL OF 15 FUNDRAISING CAMPAIGNS WERE IMPLEMENTED WITHIN THE TCF PHILANTHROPY PROGRAM.

Eight campaigns were implemented through the support of TCF by partner associations on the project "Our community is our responsibility" within the USAID Local Works program.

The goal was for the associations to secure funds for their projects from local funds, but also to strengthen their capacities for implementing fund-raising campaigns. In addition to the fundraising team, professional support in the form of education and mentoring to partner associations was provided by Mladenka Majerić, an expert in raising funds for civil society organizations and philanthropy from Croatia.

- UG Badminton klub Sertini Dobož >>> Badminton za inkluziju
- Fondacija Lajla Brčko >>> Didaktička igračka i knjiga
- UG Centar za mlade Input >>> STEM Maker space lab
- Partnerstvo za javno zdravlje >>> Naša sreća u trećoj dobi je veća
- Udruženje za sport i rekreaciju Aquafit >>> Aqua Fit Challenger Cup 2023
- Udruženje Mala sirena >>> Zagrij prostorije topli srce
- Fondacija Muharem Berbić >>> Pruži ruku zapošljavanju osoba sa invaliditetom
- UG Korijeni Ugljevik >>> Recikliraj Educiraj

## YOU can BE THAT PERSON

Campaign "You can be that person" which was initiated by the influencer **Mirza Mustafagić**, drew special media attention. Mirza gathered a large community of influencers on social networks, and through direct contacts with individuals and businesses, this campaign showed the strength of citizen solidarity when it comes to solving the problems of the most vulnerable categories of society. In less than two months, 3,869 donors donated a total of 374,564 BAM for the improvement of conditions in the Hospital of the Oncology Department of the UC Tuzla. Realization of renovation and adaptation will continue in the next year.

**PROGRAMMATIC**

**INSTITUTIONAL**

**DEVELOPMENT**

# GRANTS

## ALLOCATION COMMISSIONS

In the process of making decisions about financial support for initiatives of citizens and civil society organizations, a total of 96 people participated through 8 commissions. The members of the commissions are citizens of different occupations, professions, ages and genders who voluntarily participate in making decisions and deciding on the allocation of funds. The commissions are authorized by the TCF Board of Directors for a term of two years, except for

the commissions from the Youth Fund, which are authorized for one year. Committees at the Youth Fund, i.e. Boards of Youth Banks, are also the most numerous committees that, in addition to deciding on support for youth initiatives, voluntarily participate in a number of different activities and events of interest to young people. The decision-making process took place transparently, democratically according to pre-established criteria for each fund.

## COOPERATION WITH INTERNATIONAL DONORS AND AUTHORITIES

Cooperation with the Freudenberg Foundation for the period 2020-2024 and the International Olof Palme Center for the period 2020-2024, related to the financing of general expenses of the FTZ, continued. The implementation of the Roma population inclusion project in Kiseljak, which is co-financed by the Freudenberg Foundation and the German Federal Ministry for Economic Development and Cooperation for the period from 2021-2025, continued. The same donors approved a new project entitled "Strengthening of civil society and democratic culture in the Tuzla Canton" for the period from 1 July 2022. until December 31, 2025. The project is implemented in

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In 2023, TCF maintained collaboration with long term donors

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cooperation with the Network of Active Communities. The project "Our community is our responsibility", which started in August 2020 with the support of USAID, will continue until September 2025. The third the component of this project, starting in 2023, included a large number of activities related to strengthening trust in philanthropy in BiH, so that a step forward was made in the work of the TCF through the establishment of cooperation and partnership with various CSOs in BiH that would join the wider platform for the development of philanthropy. Cooperation on the project of the same name "Our community is our responsibility" with the Porticus Foundation from Austria ended in July 2023.

# DEVELOPMENT OF PARTNERSHIPS

## COOPERATION WITH AUTHORITIES & INSTITUTIONS

For the period 2022-2025, cooperation agreements were signed with **9 municipalities/cities from the area of Tuzla Canton** (Tuzla, Gradačac, Lukavac, Živinice, Kalesija, Čelić, Kladanj, Teočak and Srebrenik), which define cooperation and aim to improve the environment (framework) for supporting civil society, the involvement of citizens in the implementation of social initiatives in Tuzla Canton. In June 2023, the City of Tuzla established a **Citizen Advisory Board** with the goal of

improving citizens' participation in the planning process, initiating initiatives and giving opinions during public consultations, proposing measures to improve the availability and quality of public services, as well as monitoring the implementation of projects of direct interest to the citizens of Tuzla. TCF director Jasna Jašarević was chosen as **one of the 7 members** of the advisory board by the decision of the mayor. Formation of advisory civil

board is the result of the project "**Activities to support local governments**" implemented by USAID BiH.

In addition to the above, special cooperation was achieved with the City of Tuzla on the implementation of the Kiseljak Community Development project, as well as the project "Strengthening civil society and democratic culture in the Tuzla Canton", where special attention was paid to the construction of the **Center for Democracy and Active Citizenship**.



**2023**

**FINANCE  
REPORT**

I	REVENUES	2023/BAM	2023/%
1	Revenues from international donors and partners	1.537.275	91
2	Revenues from individuals and businesses/ Individuals for 2023	42.761	3
3	Revenues businesses	68.823	4
4	Revenues from local government budget	7.597	1
5	Membership fees	0	0
6	Other revenues	7.010	1
<b>UKUPNO PRIHODI</b>		<b>1.663.467</b>	<b>100</b>

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complete  
audit report  
for 2023  
HERE**

II	RASHODI	BAM
1	Staff (nett salaries, fringe benefits, other incomes)	658.522
2	Transport (fuel, registration, maintenance and insurance)	25.575
3	Procurement of equipment, software, databases and their maintenance	83.214
5	Office expenses (office material, small inventory, maintenance, insurance-alarm, web, etc.)	24.510
4	Office rent and overhead costs (VIK, EE, CG, telecommunications and internet)	41.791
6	Services of accounting, auditing, bank, post office, etc	14.292
7	Employment contracts and volunteer contracts	49.346
8	Program costs and services (training, design and printing, media services, auditing, accounting, contractors)	152.661
9	Support programs through grants and other support (grants, funds, scholarships, initiatives and support programs)	589.080
10	Other costs (memberships and networks, study visits, capacity building, contingencies)	24.474
<b>TOTAL EXPENSES (II)</b>		<b>1.663.464</b>
<b>EXCESS OF INCOME OVER EXPENDITURES (II-I)</b>		<b>3</b>

\* A list of all local and international donors can be found at the end of the report

\*\* The list of expenditures shown according to the program / project budget

# POOLING OF DONATIONS

## International donors

Freudenberg Stiftung Weinheim, Njemačka  
[www.freudenbergstiftung.de](http://www.freudenbergstiftung.de)

Federalno Ministarstvo za ekonomski razvoj i saradnju Savezne Republike Njemačke  
[www.bmz.de](http://www.bmz.de)

Olof Palme International Center, Stockholm, Švedska  
[www.palmecenter.org](http://www.palmecenter.org)

United States Agency for International Development USAID  
[www.usaid.gov/bosnia](http://www.usaid.gov/bosnia)

Porticus Foundation  
[www.porticus.com](http://www.porticus.com)

Centar za omladinski rad, Novi Sad, Srbija  
[www.czor.org](http://www.czor.org) (EU IPA II Srbija – Bosna Hercegovina 2014-2020)

Zukunft Gestalten Bosnien  
<https://zukunft-gestalten-bosnien.de/>

Un Bambino Per Amico  
[www.unbambinoperamico.org](http://www.unbambinoperamico.org)

## Local donors

### LOCAL GOVERNMENTS, MINISTRIES AND PUBLIC INSTITUTIONS

Ministarstvo za kulturu, sport i mlade TK, Grad Srebrenik, Grad Gradačac, Grad Gračanica, Grad Sarajevo, Grad Mostar, Grad Tuzla, Grad Lukavac, Općina Čelić, Općina Kladanj, Grad Zavidovići, Skupština Brčko Distrikta, Vlada Zeničko-dobojskog Kantona, Federalno ministarstvo razvoja, poduzetništva i obrta, Ministarstvo Finansija ZE-DO Kantona, Kanton Sarajevo - Ministarstvo Kulture i sporta, Općina Novi grad Sarajevo, J.U. "Javna biblioteka" Zavidovići, J.U.O.Š. Hajderovići, Petnaesta O.Š. Šatorovići

### DONORS IN THE CATEGORY OF CIVIL SOCIETY ASSOCIATIONS AND GROUPS

MKF EKI, MTB Trebava Gračanica, Centar za edukaciju mladih – CEM Travnik, Cener 21 C, entar Za Energiju I Okolinu, Džemat Begovine, Džemati Sinanovići, Borovnica i Kučice, Fondacija "Legat Ekmečić", Humanitarno udruženje "MD" Željezno polje, Medžlis Islamske zajednice Brčko, Medžlis Islamske zajednice Zavidovići, Odbojkaška akademija Dijana Vasić, Rain Team, Sportsko udruženje Fair Play, Srpska pravoslavna crkvena opština u Brčkom, Udruženje Analiza dizajn transformacija, Udruženje "Mala sirena", Udruženje oboljelih od Diabetesa Tip 1, Udruženje "Partnerstvo za javno zdravlje",

## Companies

### General sponsor of a fund or event, donations over 5,000 BAM

Medžlis Islamske zajednice Zavidovići, Virgin Pulse doo Bosnia-Tuzla,

### Diamond donor, donations from 2,000 to 5,000 BAM

SORS d.o.o. Banja Luka, M-BIKE doo, Privatna zdravstvena ustanova Specijalna bolnica "PLAVA MEDICAL GROUP" sa poliklinikom Tuzla,

### Golden donor, donations from 1,000 to 2,000 BAM

MKD FINCREDIT DOO, M-BIKE DOO, MACA doo Sarajevo

### Silver donor, donations from 400 to 1,000 BAM

Proda Mont, Inžinjering d.o.o., Dr Kovačević Stomatološka Ordinacija, Zeni lijek d.o.o., ECKOO doo za IT usluge, MI-BOSPO DOO, D.O.O. PREVENTA, Profil-isolation doo Žepče, RUDARSKI INSTITUT D.D. TUZLA, DUF EURO-INVESTMENT d.d. Tuzla, Cestotehnik d.o.o., Big-Ben Centar za strane jezike, ASA Banka DD Sarajevo, Telemach Bosna i Hercegovina, Solana d.d. Tuzla, PZU Poliklinika "Dr. Alabajči" Tuzla, Infobip BiH doo, UNCRO d.o.o., Kunosić&Co advokatsko društvo,

### Bronze donor, donations from 200 to 400 BAM

Smt - Gradnja Usluzna Djelatnost Djordjo Todorovic, ZU "Dr KONATAR" Doboj, Madi D.O.O. Tesanj, MIV Vedran Ivančević SP, ZU Specijalistička Ambulanta Polymed Doboj, Termoelektro doo, Pčelica M doo Tuzla, "INPROZ" Institut za zaštitu i projektovanje d.o.o. Tuzla, Golden Tours Tuzla, PRODUCTDOCK D.O.O. Doboj, WISCHT d.o.o., Sale connect point doo, ŽAD RMM d.o.o. Kiseljak, Torkks doo, "SAS" d.o.o. Priboj

### Friends - Companies, donations up to 200 BAM

Mobil City Doboj, Grudis D.O.O., Mn-Flex, Brčko Gas osiguranje, TOTAL BENZ DOO, KOMBI TRANSPORT DOO, Termoelektro doo, STUDIO GOLD Zanatska radnja, Aktiv Konto doo, ADERSA SP, Samostalna agencija "Petković i sin", BPS Ugljevik, TR Zavidovičanka, AZAHK Računovodstvo Brčko, KEDEX Brčko, REVIKONTO d.o.o., Auto servis AMEL, BH Telecom d.o.o. (humanitarni telefon), JP Šumsko privredno društvo Zeničko-dobojskog Kantona, ZU Ambulanta porodične medicine Dr Snježa Dragić, BODAXCO IMPEX Bijeljina, Aktiv Konto DOO, Market Extra, Pekara Suljić

## PARTNERS & NETWORKS

### ASSOCIATIONS FROM BIH

Mreža aktivnih zajednica, UG AGora, Mreža za izgradnju mira, Institut za razvoj mladih Kult, Fondacija Mozaik, CGS Livno, CPCD, Filantropski forum, CEM Travnik, CZOR Novi Sad, UM Sremska Mitrovica

### MEDIA

RTV7, Radio Kameleon. BHRT, NOVA BH, RSG, RTV7, RTVFBiH, RTVTK, TNT-RADIO, RADIO KAMELEON, NTVIC-KAKANJ

### INTERNATIONAL PARTNERS

Youth Empowerment Partnership Programme [www.yepp-community.org](http://www.yepp-community.org)  
Folk High school Västerås Švedska  
ECFI [www.communityfoundations.eu](http://www.communityfoundations.eu)  
Youthbank International [www.youthbankinternational.org](http://www.youthbankinternational.org)  
TRAG Fondacija Srbija [www.tragfondacija.org](http://www.tragfondacija.org)  
Fondacija Catalyst Balkans [www.catalystbalkans.org](http://www.catalystbalkans.org)

# Individuals

#### Philanthropists Club (over 10.000 BAM donations)

Mensur i Jasmina Alić (osnivači dobrovoljnog Fonda)

#### Diamant donors (over 1.000 BAM donations)

Hans Karl, Edis Husić, Amin Hadžić, Venhar Džemaili, Samir Bećirović, Muhamed Čustić, Danis Šabović, Melča Džananović

#### Golden donors (donacije 500 do 1.000 BAM donations)

Ajla Malagić, Ajla Mujić, Edis Husić, Feđa i Emina Memišević, Ines Kusturica, Jasmin i Amra Šehić, Melča Džananović, Negra Husikić, Nervesa K., Nizama Mušić, Radnice i radnici KOALA AUTOMOTIVE d.o.o. Tuzla, Selma Cakar. Damir Dajanović, Mirna Dajanović, Emir Saković, Gordan Isabegović, Slaven Ostojić, Meliha Šerifović, Maja Klimentić

#### Silver donors (200 - 499 BAM donations)

Adela Čomić (grupa donatora) , Adela Kulukčija, Adisa Muhedin, Adnan Sarić, Aid Berbić, Aldijana Baručija (grupa NAŠE HUMANITARNE AKCIJE), Alija Spahić, Alma Fazlić, Amela Muminović, Amer Grgić, Amila Balonier, Amra Hatunić, Anida Sinanović, Armin Mehinović, Asmir Gogić, Asmir Husanović, Azema Frkatović, Azra Hodžić, Bećir Halilčević, Belma Hodžić, Čamil Duraković , Celina Thybo Christensen, Dajana Čelebić, Dalija i Almedina Skejić, Danijel Josić, Edina Bašić, Edo Salković, Fahrija Bajrić, Fatima Husić, Goran Pejić, Hajdi Mostić, Halida Sinanović - Sarač, Harun Kavara, Hrustem Hrustemović, Ilhana Pečenković, Ivana Crnjac, Jasmin Halilović, Jasna Jasarević, Leila Vittmayer, Lejla Alić, Mela Čatić, Meliha Jahić Džino, Merima Alihodžić, Mirela Burgić Jašarević, Mirza Mustafagić, Nermina Joldić, Nermin Mujanović, Nermin Ridžal, Nesiba Malkić, Nihad i Aldijana Krnjić, Nikola Nikic, Saida Schroder, Salem Jusić, Samra Hodžić Dinarević, Saudin Cokoja, Sejda Čosić (za dušu Saliha Hodžića), Semir Fazlić, Sead Grebović, Tatjana Junuzagić, Tatjana Sekulić, Venhar Džemaili, Ženska Sekcija Kamp-Lintfort, Dajana Čelebić, Dino Dževlan.

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Alma Seferović, Alma Selimović, Alma Smajlovic, Alma Strujic, Alma Subasic Omerovic, Alma Suljevic, Alma Tahirovic, Alma Talovic, Alma Teljigovic, Alma Trnacevic, Alma Vukadin, Alma Zaimovic, Alma Zildžić, Alma Zukic, Alma Žunić, Alma Đogić, Almedina Čolomam, Almedina Džihan, Almedina Kadric, Almedina Kurtovic, Almedina Likić, Almedina Mešić, Almedina Muhić, Almedina Mulahusejnović, Almedina Music, Almedina Neimarlija, Almedina Nišić, Almedina Tajar, Almedina Tanjic, Almedina Telalovic, Almedina Vejzagić, Almedina Vildić, Almedina Žunić, Almina Aleckovic, Almina Begovic, Almina Dedukić, Almina Delić, Almina Hadziarapovic, Almina Kovačević, Almin Alicic, Almina Muratović, Almina Prevljak, Almina Pruzan, Almina Vučelj, Almina Žigić, Almin Milanović, Almira Avdagic Samad Nejad, Almira Čato, Almira Dolic, Almir Ahmedić, Almira Kominlija, Almira Konjić, Almira Mešanović, Almira Mutapčić, Almira Omerbasic, Almira Plavšić, Almira Radojicic, Almir Gusinjac, Almir Habibovic, Almir Hodzic, Almir Jasić, Almir Jogunčić, Almir Panjeta, Almir Paočić, Almir Salkanovic, Almir Subasic, Almir Vuk, Altijana Aganović, Altijana Čorić, Alvira Suljić, Amana Dacić Pjevo, Amani Hrkovic, Amar Buljubašić, Amar Hadžić, Amar Jašarević, Amar Karaduz, Amar Mujkić, Amar Omahać, Amar Ramović, Amar Sejkanović, Amea Tiro-Hadžić, Amela Adzamija, Amela Ahmetović, Amela Aldobasic, Amela Alibalić, Amela Bajrić, Amela Behlulović, Amela Bejtić, Amela Brigić, Amela Copelj, Amela Cosovic, Amela Čosović, Amela Hajdarević, Amela Hajderovac, Amela Hrustić, Amela Hujić, Amela Hukic, Amela Huseinbegović, Amela Ibrahimefendić, Amela Jahić, Amela Jasarevic, Amela Karahmet, Amela Karahmetović, Amela Kmetas, Amela Kovacevic, Amela Mehicic, Amela Morankic, Amela Mujabašić, Amela Mujkic, Amela Murselovic, Amela Musa, Amela Nukic, Amela Omeragic, Amela Pejdah, Amela Salkic, Amela Suljkanovic, Amela Suljovic, Amel Avdic, Amela Zerem, Amel Birparić, Amel Cipurkovic, Amel Gogić, Amel Jamaković, Amera Lučarević, Amera Ohranović, Amera Osmanovic, Amerisa Nisić, Amer Kadić, Amer Mujagic, Amer Pasic, Amer Selimović, Amer Smajlovic, Amer Tanović, Amer Turkić, Amila Abduzaimovic Kukolj, Amila Ajsic, Amila Akeljić, Amila Bajramović, Amila Berkovic, Amila Čatić, Amila Dervišević Kaloper, Amila Dulic, Amila Duvnjak, Amila Duzic (NHA za toplotnu pumpu), Amila Dzambo, Amila Hadžica, Amila Hasičević, Amila Heric, Amila Husić, Amila Ibrahimovic, Amila Kaharevic, Amila Karalić, Amila Karić, Amila Kubat, Amila Kurspahic, Amila Kustura, Amila Mahmutovic, Amila Mesanovic, Amila Muratovic, Amila Nurkanovic, Amila Osmic, Amila Pašić, Amila Pekic, Amila S, Amila Šadinlija, Amila Selmanovic, Amila Subašić, Amila Tuholjak, Amila Velić, Amila Žigo, Amina Agic, Amina Ahmetović, Amina Alic, Amina Aličić, Amina Avdic, Amina Baljić, Amina Begić, Amina Begovac, Amina Bektaš, Amina Bešić, Amina Bojic Kadrić, Amina Buljubasic Hamidovic, Amina Čamdžija, Amina Čiva, Amina Cobo, Amina Durakovic, Amina Džaferović, Amina Džafić, Amina Džajić, Amina Dzihanic, Amina Džino, Amina Đulić, Amina Ferhatbegovic, Amina Frljak, Amina Gaštan, Amina Hajdić, Amina Halep, Amina Hasagić, Amina Hasic, Amina Hećimović, Amina Herenda Franca, Amina Hilal, Amina Husaric, Amina Husić, Amina Ibrisimovic, Amina Iljazagić, Amina Jahić Imamović, Amina Jasarevic, Amina Jukić, Amina Jusupović Menzildžić, Amina Kaljanac, Amina Kantic, Amina Kapić, Amina Konjić, Amina Kopic, Amina Kustura, Amina Lulić, Amina Mašnić, Amina Mehić Zukić, Amina Memišević - Dalifi, Amina Mostarlic, Amina Mrković, Amina Muharemović, Amina Mujagic, Amina Mujić, Amina Mujičić, Amina Mustafic, Amina Nicevic, Amina Nukic, Amina Omerovic, Amina Osmanović, Amina Ramic, Amina Redžepovac, Amina Rondic, Amina Sabanovic, Amina Šadić, Amina Sahbazovic Omerovic, Amina Salcin, Amina Saletovic, Amina Salihbegovic, Amina Salihbegović, Amina Salkanovic, Amina Šatrović, Amina Sinanović, Amina Skomorac, Amina Škulj, Amina Suljicic, Amina Susa, Amina Tahirbegovic, Amina Tanjic, Amina Zilic, Amina Đulović, Amira A, Amira Buljubašić, Amira Gutic, Amira Hadžipašić, Amira Husic, Amira Karavdić, Amira Karić, Amir Alić, Amira Midžić, Amira Tečić, Amira Turko, Amira Tursić, Amir Gudic, Amir Ibrahimovic, Amir Imsirovic, Amir Mujačić, Amir Mujčinović, Amir Music, Amir Pilav, Amir Pizović, Amir Turić, Ammar Bešić, Ammar Mustafić, Ammar Šikalo, Ammar Sinanovic, Ammina Basovic, Amna Akšamija, Amna Alibasi, Amna Babovic, Amna Bajric, Amna Baručija, Amna Brkan, Amna Gazibegović, Amna Izeroski, Amna Omeragić, Amna Osmanovic, Amna Salčin Rizvo, Amna Sendro, Amra Ajdin (pokon od Une), Amra Alihodžić, Amra Balta, Amra Brkic, Amra Corhodzic, Amra Daut, Amra Divanefendić, Amra Duzic, Amra Dzirlo, Amra Felić, Amra Gacic, Amra Hamustafic, Amra Hecimovic, Amra Helić, Amra Ibrahimović, Amra Iširlija, Amra Islamović, Amra Jahic, Amra Jukan, Amra Kadric, Amra Kapo, Amra Kehic Kurtalic, Amra Kiselica, Amra Korić, Amra Kozo, Amra Kozubová, Amra Krajšnik, Amra Letic, Amra Ljubunčić, Amra Mahmutović, Amra Malekin, Amra Medildžić, Amra Mešić, Amra Mujkic Suljic, Amra Musinovic, Amra Nuhanovic, Amra Palić, Amra Pezo Cosic, Amra Prevljak, Amra Salkovic, Amra Šarić, Amra Skrobo, Amra Smajic, Amra Softić, Amra Spahic, Amra Strika-Arif, Amra Subašić, Amra Suhonjic Hamzic, Amra Suljic, Amra Tabakovic, Amra Trapo, Amra Unkic, Amra Đugum, Amšela Zehić, Ana Bavrka, Ana Bećirović, Ana Dunđer, Anaid Mekić, Analena Miskic, Ana Mandura, Anamarija Palac, Ana Martinović, Ana Mijatovic Karacic, Ana Mijić, Ana Milas, Ana Sosa, Ana Susic, Andrea Barac, Andrea Budiša, Andrea Damjanović, Andrea Divkovic, Andrea Margeta, Andrea Pavlović, Andrea Saran, Andrea Stanić, Andrea Zeravčić, Andrej Milojevic, Andrijana Cajic, Andrijana Divkovic, Anela Alibegović, Anela Bajric, Anela Bejtic, Anela Brkić, Anela Brković A, Anela Čano-Jusupović, Anela Dokso, Anela Huremović Bošnjaković, Anela Jaraković, Anela Kovačević, Anela Kozarević, Anela Kruško, Anela Ljutić, Anela Malkočević, Anela Mehmedagić, Anela Mescic, Anela Mešić, Anela Miljanović, Anela Pajic Baltic, Anela Pasalic, Anela Petrovic, Anela S, Anela Smajlovic, Anela Zazan, Anel Durmo, Anel Hodzic, Anel Imamovic, Anesa Ferizovic, Anesa Jusupovic, Anesa Mujčić, Anesa R, Anesa S, Anesa Smajlović, Anes Čerkez, Anica Vukorepa, Anida Begovic, Anida C, Anida Delimehić, Anida Huskić, Anida Kovacevic, Anida Mahinic, Anida Music, Anida Skula, Anida Zekan, Anisa Berbić, Anisa Čehić, Anisa Hadžić, Anisa Kapetanovic, Anisa Kovacevic, Anisa Mehic, Anita Čulo, Anita Kraljević, Anita Kulovic, Anita Svibić, Anita Tokić, Anja Cvitanović, Anja Galijasevic Mescic, Anja Hamzagic, Anja Marković, Anja Okanovic, Anja Pehar, Anonimno Softić, Antica Kožul, Antonela Opačak, Antonija Boras, Antonija Grizelj, Antonija Kutleša, Antonija Nujić, Antonio Antić, Antonio Vico, Antun Franjic, Anđa Tadić, Anđela Karlović, Anđela Miškić, Anđela

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Starčević, Arnela Udovčić, Arslan Turkusić, Asija Eminović, Asima Kadušić Numanović, Asim Arnaut, Asim Buljić, Asim Halilović, Asim Idrizović, Asja Begović, Asja Hajdarpasić, Asja Hodžić, Asja Jusić, Asja Mujić, Asja Osmić, Asja Residović, Asja Sarihodžić, Asja Sirbubalo, Asja Smajlović, Asmira Kovacević, Asmir Alić, Avdija Ahmedhodžić, Aylla Zmirić, Azemina Becirović, Azemina Brajić, Azemina Mulalić, Aziza Kahvedžić, Aziz Šabić, Azra (Sejfulah) Suljić, Azra Ahmić, Azra Alic, Azra Alicić, Azra Alihodžić, Azra Altumbabić, Azra Avdić Duraković, Azra Bajraktarević, Azra Bajramović, Azra Baraković, Azra Bašić, Azra Bećirbašić, Azra Bektić, Azra Berilo, Azra Blabla, Azra Čekrić, Azra Čemer, Azra Delić Ahmetović, Azra Delić Garić, Azra Delmanović Avdić, Azra Demirović, Azra Dervisević, Azra Duraković, Azra Dzeló, Azra Džigal, Azra Gazibegović, Azra Gurdio Ribić, Azra H, Azra Habota, Azra Hadžić Kečalović, Azra Hadžihajdić, Azra Halilović, Azra Hamidović, Azra Humić, Azra Ibrić, Azra 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Tvrtković, Belma Ustović, Belma Víkalo, Belmina Cerkić, Belmina Kruskić, Belmin Babić, Belmin Merdić, Belmin Suljić, Belmin Tukić, Benjamin Barčić, Benjamin Glišić, Benjamin Hodžić, Benjamin Muhamedbegović, Benjamin Salihović, Benjamin Špago, Berina Boloban, Berina Borović, Berina Botonjić, Berina Bratić, Berina Čavčić, Berina Džebo, Berina Kadić, Berina Muhović, Berina Osmanović, Berina Preldžić, Berina Sulejmanović, Berina Šuško, Berislav Jokić, Berzada i Nefad Amidžić, Besić Sejla, Besima Ahmedspahić, Besim Dugalić, Biba Elezović, Bilal Jahić, Bilal Vuković, Biljana Hrnjaz, Biljana Janković, Biljana Lipovac, Biljana Nedić, Biljana Tesić, Bilzad Hasić, Bisera Hašimbegović, Blagoje Žunić, Bojana Davidović, Bojana Džinić, Bojana Lazendić, Bojana Mazalović, Bojana Simić, Bojana Trgovcević, Bojan Nedić, Boris Stjepić, Borjana Krestalica, Botulja Ilvana, Bozana Marjanović, Brankica Raković, Brankica Rimac, Brankica Đurić, Burek Jasminka, Celiković Devlija, Cvita Zrno, Daca Daca, Dado Đurić, Dado Srkalović, Dajana Čuić, Dajana Kavazović, Dajana Omerdić, Dajana Sekulić, Dalia Delibegović, Dalia Đogić, Dalida Muhović Džeko, Dalija Krasić, Dalila Agić, Dalila Biber, Dalila Gogić, Dalila Hodžić, Dalila Kavgić, Dalila Marušić-Čišija, Dalila Mušinović, Dalila Pirić, Dalila S, Damira Kulenović Kahriman, Damir Alic, Damir Causević, Damir Delić, Damir Grabovac, Damir i Amra Smajlović, Damir Pavlović, Damjanka Kerezović, Damra Kusljugić, Dana Alilović, Danica Baletić, Danijela Djukić, Danijela Mušanović, Danijela Pranjić, Danijela Vasiljević, Danijel Barišić, Danira Bekrija, Danira Volavka, Danira Zametica, Daria Cupurdija, Darija Bakula Puvača, Darin Kolenda, Dario Hribar, Dario Milacak, Dario Osmanović, Daris Mrdjanović, Darjana Todorović, Davor Matosević, Davor Vehabović, Dea Islambegović, Dejana Damnjanović, Dejana Dželić, Dejan Brkić, Dejan canić, Dejan Kerosević, Dejan Miljanović, Dejan Pavić, Dejan Tripić, Dejlja Ordagić, Dejlja Šarić, Del-Aida Srna, Dela Kafedžić, Delila Avdić Hodžić, Delila S, Delila Soft, Delila Subota, Dena Novalić Karaica, Deniel Kabula, Deni Marjanović, Denina Abadžić, Denina Causević, Denisa Čamdžić, Denisa Hadžić, Denisa Hasanović, Denisa Mamanović, Denisa Mujezinović, Denisa Omeragić, Denis Hadžić, Denis Halilčević, Denis Musanović, Denis Osmanović, Denis Tokić, Dervisa Begović, Devleta Jasarević, Diana Starčević, Dijana Baralić, Dijana Dedović, Dijana Fejzić, Dijana Hasanović, Dijana Hodžić, Dijana Pelak, Dijana Rajić, Dijana Vidović, Dijana Vuković Grbić, Dika Ahmedspahić, Dina Abaza, Dina Bijedić, Dina Dervišbegović, Dina Dizdarević, Dina Hadžić, Dina Mehurović, Dina Mesihović, Dina Mušić, Dina Mustabasić, Dina Softić, Dinka Huremović, Dinka Merdanović, Dino Alic, Dino Demirović, Dino Halilović, Dino Kečević, Dino Kokorović, Dino Mehmedović, Dino Mešić, Dino Mrković, Dino Softić, Dino Zulic, Din Turkić, Djana Hozdić, Dženana Helja, Doris Đoja, Dragana Božić, Dragana Božović, Dragana Ćirić, Dragana Gracanin, Dragana Marjanović, Dragan Grbić, Dragan Grgić, Dragan Kujundžić, Drago Gavrilović, Drazena Anticević, Dubravka Micic, Dunja Bojčić, Dunja Katić, Dunja Sejdinović, Dunja Tatomirović, Dunja Veselinović, Dušan Komljenović, Dusan Kuzmanović, Dušica Klopić, Duško Prešić, Džafer Džaferović, Dzana Beganović, Dzana Brigić, Dzana Fajković, Džana Fejzić, Džana Hajdarević, Dzana Hanic, Dzana Jusović, Džana Kadić, Dzana Kelic, Dzana Mujezinović, Džana Salihefendić, Dzana Sehić, Džana Zovko, Džan Huskić, Džan Odobasić, Džehveta Omerović, Džejlana Džaferović, Džejlana Redžić, Džejlan Halilović, Džejla Sehić, Džejna Saletović, Džemila Džafić, Džemila Junuzović, Džemila Škaljić, Džemka Hamza Fazlić, Džemsija Mujić, Dženana Aganović, Dženana Aljić, Dženana Al-Saleh, Dženana Avdić, Dženana Brčić-Kerla, Dženana Devedžić, Dženana Hadžikadunić, Dženana Imamović, Dženana Karčić, Dženana Kukić, Dženana Kurbegović, Dženana Ljevaković, Dženana Mahmutspahić, Dženana Malkočević, Dženana Mujkanović, Dženana Omerović, 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