



MONIHელი RY, ANNUAL REPORT 2024

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FROM THE EXECUTIVE DIRECTOR

Few years have embodied the Moniheli partnership principle as strongly as 2024. As major changes have touched our association and our field of operation, we have found in each other understanding, the spark of new ideas and the resources to face the future. We have established links with Nordic, Baltic and European networks, brought together dozens of actors at Integration 2024 in Turku, and ensured that the perspective of integration-supporting associations was heard as part of the preparatory work for the future of our main funding. All of this will be needed going forward.



Our investment in being recognized and networking has paid off: we were able to start an ESF+ funded sub-project as part of a THL-led consortium to promote access to social services for migrants in wellbeing services counties. Although only one expert works in the sub-project, the consortium collaboration increases the impact and the potential for uptake of activities that we could not achieve on our own. As far as the network's member associations are concerned, the development and implementation of a member directory gives visibility to their work.

In the midst of change, it is important to stick to the good things. In 2024, the Moniheli work community received strong support from the board, led by Emma Tamankag, who was in her last year as the chairperson. We thank her and the board members for their commitment to Moniheli's mission. A more compact board, elected at the end of the year, brings together new and long-standing actors, ensuring knowledge transfer and continuity. Personally, I took over from outgoing Executive Director Abdirahim Hussein, after serving as the long-time association manager.

Retaining the expertise that has been built up through projects is crucial to our growth. That is why the outputs of projects that end after 2024 will be consolidated into core activities: the Luontokoti model will be made available to other organisations, and the events and partnerships created by the Kumppanuudessa project will be embedded in Moniheli's core activities.

JULIE BRETON



FROM THE CHAIRPERSON



As I look back to 2024, I feel a deep sense of pride and gratitude for the journey we have taken together in Moniheli. We have built bridges, broken down barriers and given a voice to those whose stories too often go untold. Above all, the past year has taught us the importance of working together and of truly listening.

Moniheli is a community, and our member associations are at the heart of it. It is your commitment, your creativity and your activism that make us an impressive and strong entity.

Thanks to you, we have been able to highlight the importance of diversity and equality in our society. In the future, we want to further strengthen this link by creating new opportunities for cooperation, mutual support and exchange of ideas.

We have actively participated in the social debate so that everyone living in Finland can feel part of this society. The Integration 2024 event in Turku was a powerful demonstration of how diversity and equality enrich our society. Our cooperation with Nordic, Baltic and European partners gives us strength and new opportunities to continue our important work.

With the new board, we have combined the passion and vision of both experienced and new actors, strengthening continuity and creating new paths for the future. Our new Executive Director, Julie Breton, brings to Moniheli a strong set of skills and a heartfelt commitment that we rely on greatly as our organisation evolves.

Every action towards equality and equity is meaningful. Every step towards an open and welcoming society builds a future where each of us can feel a sense of belonging as one of us. This is a journey we will continue together - with courage, determination and a heart full of hope.

Thank you for being part of this story. The future belongs to all of us.

TARIQ OMAR

PROMOTING COOPERATION



At the end of 2024, the Moniheli network had 159 member associations. We support diverse cooperation and information exchange within and outside the network in a variety of ways, from events to communication channels and through our own funding programme.

Supporting cooperation between member organisations and other sectors is one of the core activities of Moniheli. In 2024, Moniheli launched its long-awaited member directory, where anyone can search for partners by language or specialisation, for example.

As Moniheli's member associations evolve, the exchange of information between members is becoming more and more important. Networking channels run by Moniheli help members to work together.

Moniheli's core activities were short one person for practically all of 2024, when the association manager took over from the executive director. Cooperation with projects to support networking among members therefore became particularly important. Together with the Kumppanuudessa project, five networking events were organised. In addition, Moniheli was actively involved in the organisation of the Integration 2024 event, including the organisation of the stand market.

In 2024, the Moniheli grant has been used to support the participation of smaller member associations in various networking events, such as the World Village Festival and Integration 2024.

MONIHელი GRANT

Moniheli distributed small grants totaling €120 000 to its member associations in 2024, in three categories: the general call, network initiatives and the Diak PMI programme. The grant-funded activities reached more than 1500 people.

Eight associations were awarded a general grant to produce small projects of one year's duration with a development focus. The aim of the general call is to support associations to learn how to plan their activities in a goal-oriented and effective way. More than 90% of applicants to the call learned something new during the application process. Moniheli's core activities supported associations in planning their projects through a variety of information and sparring sessions.

Five associations with little or no experience in applying for grants were selected for the Diak PMI programme.

The associations designed small projects together with the students and received additional support from them to implement the project. The feedback from participants was excellent: "I have learned more in four months than in my entire degree in Community Education".

A total of seven associations received a Network Initiatives grant, and a total of 19 associations were involved in implementing activities. For example, the Multicultural Independence Day Celebration was transferred from Moniheli to the Network Initiative in 2024.

In 2024, the Moniheli grant was also used to support opportunities for smaller member associations. For example, associations were given the opportunity to showcase their activities at Integration 2024, a major event in the field of integration and a relevant event for associations in the sector.

The Multicultural Independence Day Celebration



CAPACITY BUILDING



Moniheli aims to strengthen the capacity of multicultural associations. The capacity building activities consist of various training and guidance activities in support of the association's activities, as well as the production of online materials.

At the beginning of 2024, there were staff changes at Moniheli, which meant that the guidance service was suspended for part of the year. To fill this gap, close cooperation was established with the Kumppanuudessa project. The trainings provided by the project strengthened associations' skills in areas such as marketing their own activities, advocacy and partnerships with the public sector.

The associations were generally satisfied with Moniheli's capacity building services. Almost 70% of participants found the services very useful, and the direct participant feedback on the trainings was 4.5/5. Moniheli had an impact on the growth and development of the associations, on the number of partnerships and knowledge of the integration sector, as well as on the development of their own skills.

Moniheli's range of training courses is constantly being adapted to meet the needs of its members. In 2024, two training sessions on the basics of financial management were organised in Finnish and English. In addition, the established cooperation with the Citizens' Forum increased the possibilities to offer members tailor-made trainings.

ADVOCACY WORK

At Moniheli, we want to ensure that migrants are consulted on the decisions that affect them. We engage in advocacy work in a variety of ways: by holding hearings, submitting statements to legislation and publishing position papers, as well as meeting decision-makers and discussing a range of important issues.

In 2024, historic cuts to funding for NGOs were decided. At the same time, the public debate on immigration became increasingly negative. These changes prompted Moniheli's member associations to become active in advocacy. At the heart of Moniheli's advocacy work is a "for us by us" approach. We provide opportunities for foreign language speakers to meet decision-makers and share their views. In 2024, there were several such opportunities.

Moniheli organised various information events, where organisations had the opportunity to ask a STEA representative in English about the cuts, meet MPs and share their views on immigration policy and integration.

Moniheli decided not to take part in the anti-racism campaign of the Prime Minister's Office. The decision was motivated by dissatisfaction with the behaviour of members of the Government. However, we were involved in various round tables on integration.

Moniheli also continued to be an active partner of the media. For example, we cooperated with the YLE MOT editorial team and our statements on immigration policy changes were widely covered by the media.

Moniheli board members at Prime Minister Orpo's round table discussion.



DEVELOPMENT OF ACTIVITIES



A number of efficiency improvements were made in the management of Moniheli. The aim was to reduce the time spent on the administration of projects and activities. In addition, human resources management and the functioning of the board were improved.

The previous Executive Director of Moniheli, Abdirahim Hussein, stepped down at the end of May. The first part of the year was therefore spent making arrangements for the replacement of the Executive Director. This took a lot of resources away from the core activities staff and had a particular impact on the delivery of member services. The Association Manager took over from the Executive Director, which reduced the amount of association guidance provided.

The shortfall of one person-year in core activities also postponed some development projects.

The spring changes also delayed internal processes, and two general meetings were held in the spring as the accounts were not completed on time. At the Autumn General Assembly, a change to the Statutes was adopted, which introduced a system of tiered membership fees based on the wealth of the member organisation.

The changes also provided an opportunity for development. Many processes, such as financial planning and internal communication, were improved. Efforts were also made to improve staff welfare. Staff days set common objectives to promote well-being at work and support the team.



BOARD 2024



Moniheli board members Sofia Achame-Räsänen, Petra Pulli, Habiba Ali, Olivia Kumpula, Harshwardhan Saini, Emma Tamankag, Melis Ari, Darya Gulik and Tariq Omar.

Moniheli is governed by a board made up of representatives of member associations and experts in integration and multiculturalism. The board ensures that Moniheli operates in accordance with the law and that the voice of its members is heard in the planning of its activities. The members of the board represent Moniheli in various working groups and discussions.

In 2024, Moniheli's board was composed of Emma Tamankag as Chairperson, Melis Ari as Vice Chairperson, Aicha Manai as Treasurer, Pia Groenewolt as Secretary, Sofia Achame-Räsänen, Habiba Ali, Darya Gulik, Liban Hassan, Olivia Kumpula, Tariq Omar and Alba Vrapı as full members, and Petra Pulli and Harshwardhan Saini as deputy members.

The board was actively involved in Moniheli's activities. The year was launched with a joint development day to discuss the division of labour between the board and the office and the role of the board in relation to the network. During the spring, board members represented Moniheli at Prime Minister Orpo's Equality Debate and supported the Acting Executive Director on a number of issues related to the launch of the role.

There was also cooperation with the board on broader advocacy work, when a wider examination of the field and phenomena was called for. The decision not to join the anti-racism campaign of the Prime Minister's Office and the content of Moniheli's statement on the STM report were the result of effective cooperation between the office and the board.



Katto works to prevent homelessness among foreign-language speakers. We are contacted by people who are unable to apply for housing or solve housing-related problems themselves.

Katto offers individual guidance in Finnish, English, Arabic or interpreted in the customer's own language. We provide housing information to the target group by organising housing info events in order to increase the awareness of non-native speakers about housing obligations, rights and financial management.

It is important to raise awareness among landlords and housing professionals about multicultural housing, the challenges of housing and to promote mutual understanding in everyday housing.

Katto succeeded in creating significant national cooperation with major players - influencing both the private landlord market and housing professionals in various roles within the national rental housing industry.

Katto did not receive further funding for the position of Ukrainian-speaking expert. However, Katto did significant cooperation with the Uusimaa ELY Centre, producing videos in Ukrainian and Russian to support the relocation and housing of people granted temporary protection, while the videos were spread to thousands of target group representatives through reception centres.

KATTO



Katto's team Bisher Sawan, Päivi Al-Tameemi and Anzhelika Butenko.

In various networks, we collected information about the effects of subsidy cuts on housing and quality of life and brought information about concerns to decision-makers. Katto joined FEANTSA – the European Federation of National Organisations Working with the Homeless - and also the Housing First Network in Finland.

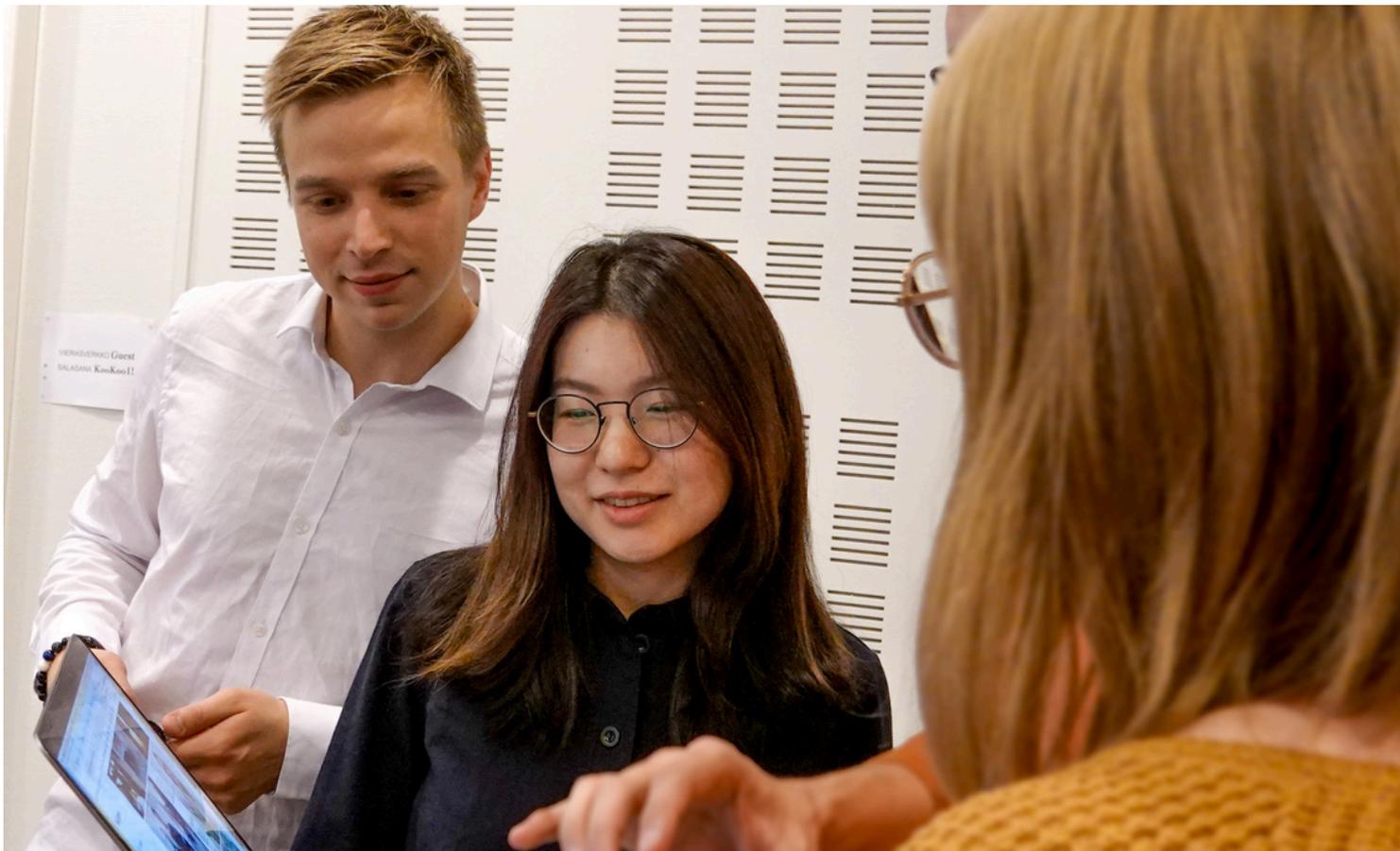
A total of 892 clients received guidance from Katto. 146 of them needed more than one meeting to resolve their case. There were 505 people who received one-off counselling. 241 people were helped in pop-up counselling.

Katto provided housing for 76 clients. Of these people who received housing, 58 had been homeless when they contacted Katto.

29 housing information sessions were organised, reaching 503 people. Of these, 107 people received housing information in Ukrainian, the remaining 396 in Finnish, English or Arabic. The information video in Ukrainian and Russian aimed at those granted temporary protection was viewed an average of 1 037 times, and it reached over 17 000 viewers in reception centres across Finland.

Katto trained 341 housing professionals. Topics included multicultural housing and different ways of living, conflict management and prevention in multicultural housing, and managing foreign-language households in residential life.





In 2024, DigUp activities have established themselves as a key player in the multicultural organisational field, promoting digital inclusion and strengthening skills. We have actively worked to ensure that digital support and the development of digital services better consider multicultural organisations and immigrants.

Digital support has been provided on a wide range of topics, including the efficient use of Microsoft Admin Center, Teams, and various online tools, solving digital challenges with AI, as well as video and content creation skills. Particularly, training related to artificial intelligence and digital security has been highly popular, indicating a growing demand for these topics.

The Multicultural Guidance Skills digital badge has remained popular and has been further developed in collaboration with stakeholders. This development supports the needs of multicultural communities and enhances the recognition and strengthening of skills in digital support work.

The Digi Ensin Program of Finland's government has brought significant changes to the field of digital support. DigUp has been an active advocate, ensuring that the needs and perspectives of immigrants are better taken into account. Our collaboration with various digital support providers at the national level has strengthened digital equality.

DIGIUP

Digital support has reached representatives of multicultural organisations 56 times, and five training sessions have had a total of 114 participants. Four instructional guides have been produced to support the digital skills of organisations. A two-day digital support training has engaged nine organisation representatives, strengthening the long-term availability of support within communities.

Three tailored workshops and training sessions have been organised for digital supporters, reaching over 126 digital support professionals nationwide. The Multicultural Guidance Skills digital badge has been completed over 159 times, demonstrating strong commitment to developing digital competencies.

Advocacy speeches have reached over 80 experts, and activities have been promoted actively in more than eight different advocacy bodies.

TOTAL NUMBER OF
DIGITAL SUPPORT
ENCOUNTERS

56

159

PEOPLE COMPLETED
THE OPEN BADGE

96%

OF CUSTOMERS GOT
A SOLUTION TO
THEIR PROBLEM

Participants in the Digital Supporter Training.



AGENCY – SERVICES THAT PROMOTE EQUITY, ANTIDISCRIMINATION AND PARTICIPATION



Agency – services that promote equity, antidiscrimination and participation is the group project supported by the European Social Fund. Projects partners are: Finnish Institute for Health and Welfare (THL) as the main implementer, together with the wellbeing services counties of Central Uusimaa, and Vantaa and Kerava, City of Kajaani, University of Helsinki, Setlementti Tampere, Romano Missio and Moniheli.

The project aims to develop health and social services in wellbeing services counties for three target groups at risk of exclusion: immigrants, victims of human trafficking, and the Romani population. In 2024 in Moniheli's sub-project, we focused on the development of cooperation between multicultural non-

governmental organisations and wellbeing services counties when it comes to the integration of immigrants. We established cooperation in three wellbeing services counties: Central Uusimaa, Vantaa and Kerava, and Northern Ostrobothnia. In 2025 we plan to spread our work to Western Uusimaa as well.

Networking, relationship building, and knowing the dynamics of work within the wellbeing services counties were the most important highlights of our work. Non-governmental organisations and public authorities understand the goals of integration differently. Through various activities in the project, we supported the acknowledgment of strengths and challenges in the common cooperation between non-governmental organisations

AKTIIVINEN TOIMIJUUS – YHDENVERTAISUUTTA, SYRJIMÄTTÖMYYTTÄ JA OSALLISUUTTA EDISTÄVÄT PALVELUT



Project expert Lubica Vysna.

and wellbeing services counties to prepare a cooperation model in 2025.

The main activities organised by the project in 2024 were networking, two different mappings within wellbeing-services counties, as well as interviews with immigrants, representatives of non-governmental organisations, municipalities, and wellbeing services counties. We also travelled to Northern Ostrobothnia for a preparatory visit.

We did two surveys in wellbeing services counties across Finland. The first aimed to map the general cooperation with multicultural non-governmental organisations and was addressed to the NGO coordinators in every county. The other survey was addressed to the social workers of the integration services for

immigrants in the wellbeing services counties. We were finding out how the client's needs assessment is done and whether NGO work is being planned during the assessment. The results and analysis are available on Moniheli's website.

As part of networking, we have joined several NGO networks to represent multicultural organisations and to connect with local communities and public authorities. We have participated in the Lumo network in Western Uusimaa, in NGO meetings of Vantaa and Kerava, in the Tukea ja tekoja network in Järvenpää, in Multidisciplinary organisations and other thematic network of Central Uusimaa. Additionally, we met social workers in the meetings organised by the ELY centre of Uusimaa, where we presented the project and invited people to cooperate.

Preparatory work for the cooperation model development has started with interviewing seven people with the immigrant background regarding their challenges with integration and experiences with the offered services. In 2024 we also held interviews with three NGO representatives and two representatives of the public authorities. The interviews will continue in 2025.



**Euroopan unionin
osarahoittama**

LUONTOKOTI



In its last year of operation, the Moniheli and Martha Association’s joint Luontokoti project (2022-2024) organised activities supporting integration and wellbeing in five areas of Finland, all year round - from winter fishing to foraging for wild herbs in late spring and mushroom guidance in the autumn. The activities involved foreign-language speakers of all ages, from young children to pensioners.

In 2024, we focused on bringing the activities to new participants. We partnered with organisations, cities and schools to broaden the reach of the activities. We put nature's wellbeing effects into practice with health care students, who can use what they learnt in their jobs in the future.

The 2024 diverse activities strengthened participants' well-being, social networks and knowledge of nature. We focused on a series of courses with the groups, which supported the embedding of the lessons and skills of the activities in the participants' daily lives.

OVERALL RATING
OF THE ACTIVITY
(SCALE 1-5)

4,8

14

PARTNERS
AROUND FINLAND

ACTIVITIES: COURSES,
EVENTS, TRAINING

71

LUONTOKOTI

In Helsinki, we also participated in the Pihlajamäki neighbourhood festival, reaching around 350 people and sharing information about nature and natural products. We organised an online training on the basics of nature use for multicultural organisations, as well as a training on multicultural activities and open-minded encounters for Martha workers and volunteers.

The Luontokoti project will end at the beginning of 2025. The project's courses have inspired several regions to continue similar activities independently or with new funding. Guidance for other nature activities will also be added to the Moniheli Skill Hub, enabling organisations to add nature to their activities independently.

The Moniheli website also provides guidance on how to organise tree planting events. We encourage organisations to use the guidelines if you want to hold your own tree planting event for foreign languages in your community.

INDIVIDUAL PARTICIPATIONS

922,

OF WHICH FIRST-TIME VISITORS

597

42

VOLUNTEERS IN THE COURSES

Project expert Anni Huovinen from Moniheli and Anna Anttonen from Marttaliitto.



KUMPPANUUESSA



The Kumppanuudessa project focused on strengthening networking, cooperation and the receptiveness of society in the field of integration. The project was funded by the Ministry of Economic Affairs and Employment.

2024 was the second and final year of the project. All the activities carried out during the year were related to enabling cooperation between the actors of the Partnership Programme, i.e. those promoting integration. The activities included various partnership training sessions, networking events and webinars to raise awareness among public administrations about the activities of associations and the services offered.

654

KEY ACTORS
REACHED

The concept of the online event series, "Getting to know associations," developed by the project, will continue after the end of the project. A seven-part information series highlighted the important role of multicultural organisations in the field of integration. The events also serve as an excellent platform for sharing good practice, learning from each other and networking. The events were organised in cooperation with the Ministry of Economic Affairs and Employment.

KUMPPANUDESSA



Project expert Javier Knuutila-Gauto and project partners at the Integration 2024 event.

The cooperation fair, organised in cooperation with Hyte ry and the Centre for Economic Development, Transport and the Environment in Uusimaa, provided opportunities for encounters between associations and other sectors. The event included discussions on employment, cooperation, multilingual communication and anti-racism.

Capacity building was one of the key objectives of the project. In 2024, two training sessions on intersectoral cooperation were organised. The trainings brought together actors from the public sector, such as municipalities, and organisations working on integration. The trainings focused on various key skills that enable cooperation, such as how to report on one's own activities and how to understand the approaches of the other sector.

The project also addressed current knowledge gaps in the field of associations. Six events were organised to promote the dissemination of information. The events focused mainly on developments in artificial intelligence, changes in the Integration Act and cooperation with the Wellbeing Services Counties.

Cooperation has been at the heart of the project since its inception. Most of the activities were carried out in partnership with various actors from both the public and the third sector. These partnerships are the result of the work of previous years and will continue to play a key role in promoting the objectives of Moniheli beyond the end of the project period.