

MONIHELI



**Action Plan
2025
Moniheli ry**



Contents

Opening words.....	2
Core activities	
Network and members.....	3
Advocacy and communication.....	4
Capacity building.....	5
Internal development.....	6
Katto programme.....	7
DigiUp programme.....	9
Agency.....	11
Applied Projects.....	13



Opening words

Julie Breton
Acting Executive Director,
Association Manager

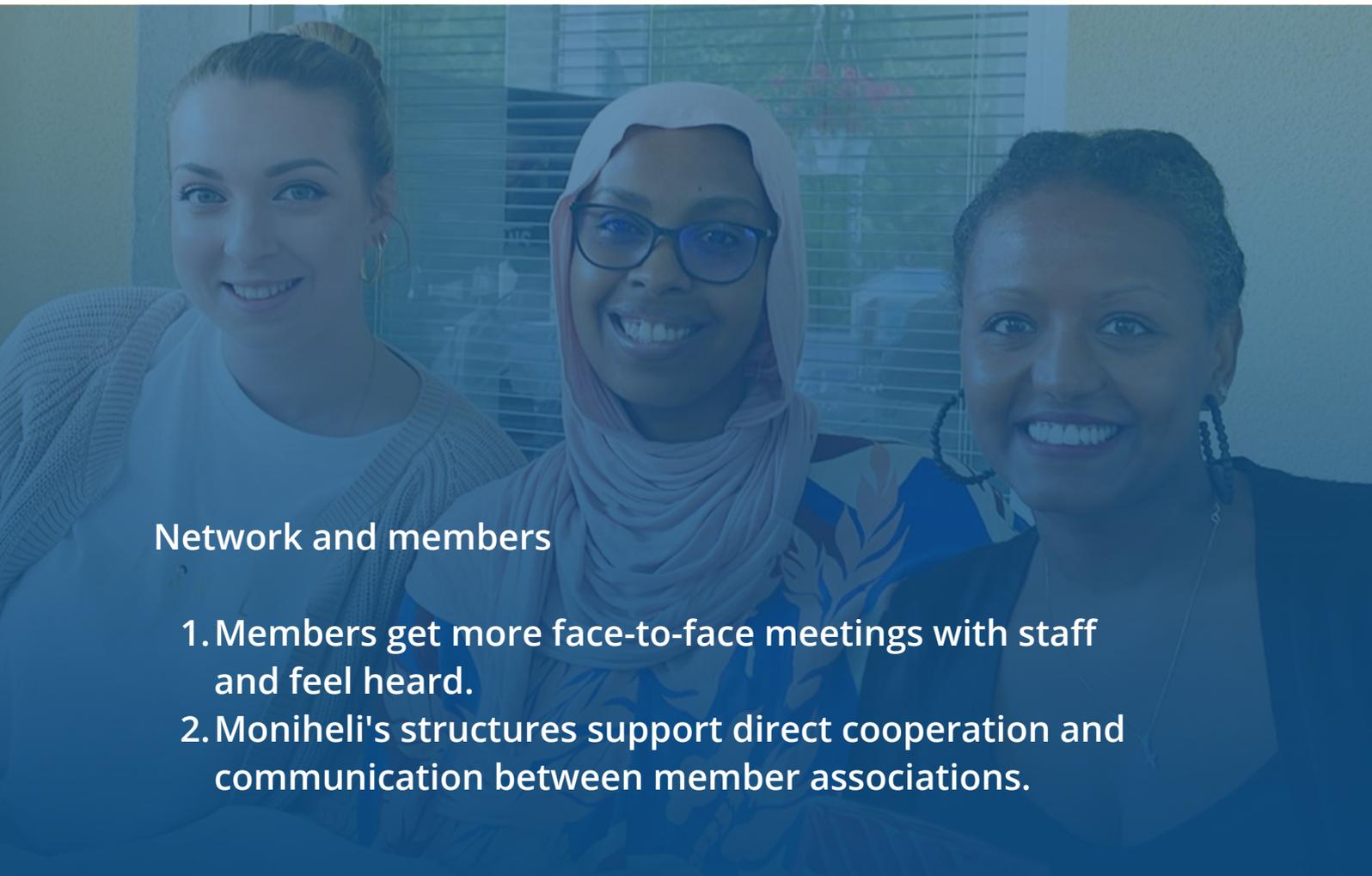
The year 2025 will bring major changes to the association field. They will test the resilience and innovation of our activities. Fortunately, change is no stranger to any NGO. The wellbeing of the Moniheli network and enabling its activities will remain our priority, and we will do our utmost to continue our work despite the challenges.

Future changes will underline that active participation and social influence are prerequisites for the continuation of our work. Moniheli is building strong cooperation with municipalities in connection with the municipal elections and facilitating cooperation between municipalities and NGOs. In the run-up to the elections, we will also ensure that the foreign language perspective is not forgotten in election campaigns, municipal policy and decision-making.

The actors of the Moniheli network have grown and become more established in recent years. Strong actors also strengthen the network itself. In 2025, we will continue our work to enable network actors to work together, because together we have a greater impact. Next spring, the next strategy process for Moniheli will be launched and one of its priorities will be the structure of both the Moniheli network and the organisation. The aim is to create a model that supports the work and sustainability of each actor. This will allow us to make the most of the opportunity for renewal and innovation that change brings.

Core activities

Main objectives for 2025



Network and members

1. Members get more face-to-face meetings with staff and feel heard.
2. Moniheli's structures support direct cooperation and communication between member associations.

Moniheli aims to create closer cooperation between member associations and staff, as well as amongst the members of the network. This work is being done both by core staff and in Moniheli projects. Based on feedback received in 2024, network members are looking for deeper contact with staff members and a more unhurried approach to meetings. There is also a need for opportunities for deeper discussions between the Moniheli Board and staff where information can be shared.

The network's needs for Moniheli's services will be mapped during 2025. Based on this mapping, support structures will be developed across the organisation. A membership directory will be developed to make information on member associations easily accessible to potential partners. The member directory will also promote the dissemination of members' strengths and know-how through the Moniheli website.

Core activities

Main objectives for 2025



Advocacy and communication

1. Moniheli has an advocacy strategy and action plan for the next three years.
2. Moniheli will increase its cooperation with municipalities in the run-up to the 2025 municipal elections.

Moniheli has launched a planning process for its advocacy work in 2023, with the work due to be completed in 2025. In line with the vision, Moniheli will review the channels, processes and means of advocacy it uses, and select the most relevant ones for the network. In addition, a structure for joint advocacy with the network will be prepared. In terms of communication, it will be ensured that important structural changes concerning immigration, integration and multicultural NGOs reach member associations in English.

The municipal elections to be held in spring 2025 are particularly relevant for the target group of Moniheli's activities, as those who do not have Finnish citizenship can also vote in the municipal elections. In addition, many issues related to services and everyday life are decided at the municipal level. Moniheli focuses on ensuring the participation of migrants in local decision-making and strengthening the partnership between associations and municipalities.

Core activities

Main objectives for 2025



Capacity building

1. The range of learning channels for multicultural associations is growing.
2. Moniheli will continue to develop communication channels where members can get peer support from each other.

The Moniheli network consists of associations at very different stages of development, whose needs are constantly evolving. In order to meet the diverse learning needs of associations, learning channels need to be expanded. Moniheli's strategic partnership with the Citizens' Forum will continue, and membership of the Sivis Study Centre will strengthen the provision of training in association skills. In particular, the delivery of Sivis' resources in English will be an important focus of cooperation. A course on project planning and management will be run for the fourth time in cooperation with Diak UAS.

Associations also need personalised guidance at different stages of their development, supported by a material bank to be completed in 2025. This guidance is often used to obtain information on sources of grants, and the training and materials will focus on this. Moniheli alone cannot meet the learning needs, but as associations grow, their capacity to act as role models for others will also be strengthened. Through the Moniheli Grant project call and network initiatives, we promote learning and collaboration. We also maintain networking platforms, such as a WhatsApp community and a member directory, which help target materials and training to associations' needs.

Core activities

Main objectives for 2025

Internal development

1. Moniheli's strategy and other guiding documents have been finalised. The strategy will guide activities for the next 3 years.
2. The structure, core tasks and roles within Moniheli are becoming clearer and support the well-being and resilience of the core staff.

The Moniheli network's new strategy will be developed during spring 2025 and approved at the network's spring general assembly. At the same time, an advocacy plan will be finalised and completed by the autumn general assembly. The new strategy will ensure access to services that are important to the network, promote cooperation between network actors and look to the future of the network. We will also seek solutions to replace public funding with other sources and refine the objectives and processes of Moniheli's advocacy work.

To support the resilience of Moniheli staff, it is important to review the division of tasks. At the same time, it is important to ensure that the mission can be achieved at a time of declining public funding, and to consider the roles of the board, staff and network, and the opportunities that volunteering can bring. Clarifying roles is essential in developing new sources of funding and corporate partnerships in ways that minimise the burden on employees. This development will be aided by a new supporting member model in the network, links with European networks, and a reduction in premises costs.

Katto programme

Main objectives for 2025

1. Prevention of housing problems and homelessness among foreign-language speakers.
2. Foreign-language clients will continue to receive better service on specific housing concerns from the different actors in the housing field.
3. Foreign-language homeless people will be taken into account in social decision-making and foreign-language clients will be better identified in the design of services.
4. Katto is involved in the prevention of homelessness at the EU level.

The Katto programme promotes equality in housing for foreign-language speakers nationwide, prevents homelessness among foreign-language speakers, and helps with a wide range of housing matters and problems. Through its own activities, Katto supports successful housing and also helps landlords to understand the need for more equal housing. The main objective is to eradicate homelessness among foreign-language speakers. To support this work, wider networks, knowledge, and research are needed. This is why Katto has set a brand new target for next year.

As a result of this new objective, Katto will have permanent EU and international cooperation. Katto is aiming to become a member of FEANTSA, a network of national homelessness actors at EU level. With the support of this network and in cooperation with national and international partners, EU funding will be sought. The funding will be used to gather information and increase research to influence policy and service structures to end homelessness and support more equal housing.

Katto programme



The Katto team: Anzhelika, Päivi and Bisher

To prevent housing problems, Katto will continue to provide guidance and counselling at an individual level, as well as group activities and housing information sessions. These activities aim to raise the target group's awareness of housing and of their rights and responsibilities. In addition, the target group will be assisted with various housing challenges in everyday life. The goal is that 90% of clients in the case work and one-off counselling sessions will be able to solve their housing problems, and 50% of clients will find accommodation with the support of Katto.

Katto trains professionals and produces educational and video materials and other information on housing challenges for foreign-language speakers nationwide. The aim of producing information is to support the work of professionals in helping foreign-language speakers to overcome homelessness and in helping them with housing issues. The goal is to reach at least 300 professionals through training.

Katto seeks to raise awareness among different actors—decision-makers, officials, other professionals—about the specificities of housing and housing equality. The ultimate objective is to improve the position of foreign-language speakers in housing and to improve access to more equal housing and housing-related services. A wide range of national networking and advocacy activities will contribute to this objective.

DigiUp programme



Main objectives for 2025

1. Extend digital inclusion themes to employment and women's issues.
2. Sustainable, collaborative and financially secure operations.

DigiUp strengthens the digital inclusion of multicultural associations and migrants. The most important objective for 2025 is to strengthen and grow the "Multicultural Digitalisation" network, launched in 2024, which supports professionals to better involve migrants in digitalisation. In 2025, we aim to achieve 100 encounters that will strengthen the capacity of professionals to better engage with migrants.

We will provide digital support in the form of individual and group coaching, as well as training to strengthen digital skills and digital support for volunteers and associations. We provide training on language and culture-aware digitalisation for social actors to better include migrants and linguistic and cultural minorities in digitalisation. The "Multicultural Guidance Skills" open badge, aimed at digital support professionals, is continuously developed with member associations and public authorities.

DigiUp programme



A digital literacy training session with WeCode expert Fatih Gulusen on cybersecurity.

We represent the needs of migrants and linguistic and cultural minorities in working groups, advisory boards and lobbying bodies, including primarily the Digital Public Services Advisory Board. This will help to ensure that migrants' needs are better taken into account in decision-making and digital support.

We involve associations in all our activities. Every year, we conduct digital literacy mapping of associations and offer them both open and tailored digital literacy training in cooperation with other actors. We activate the member associations of Moniheli in our advocacy work and in the work of the "Multicultural Digitalisation" network. Our goal is that at least 60 representatives of multicultural associations will have their digital skills strengthened through training or digital support, and that 70% of those who have received digital support or training will use what they have learned in their work.

Agency

Services that promote equality, antidiscrimination and participation

Main objectives for 2025

1. To create a guide for cooperation between wellbeing services counties and multicultural NGOs.
2. Multicultural associations will have a better understanding of the opportunities for cooperation with the wellbeing services counties.

Agency is a group project coordinated by THL and supported by ESR+ funding. The main aim is to develop social and health services in wellbeing services counties for 3 different target groups: immigrants, victims of human trafficking and Romani population. Moniheli's involvement includes development of cooperation between multicultural NGOs and wellbeing services counties, and co-development of mental health services for immigrants.

The project promotes equality, antidiscrimination and inclusive co-creation practices. The project will share information regarding cooperation possibilities in various wellbeing services counties (including e.g. financial support, advisory groups, meetings with NGOs, membership in various local networks). As the project aims to co-develop materials and services, the involvement of Moniheli's members is crucial. Members will be asked for interviews and participation in the co-development meetings. This project cannot be done without the members.



**Euroopan unionin
osarahoittama**

Agency

Services that promote equality, antidiscrimination and participation



The photo shows employees of the Agency project meeting with employees of the wellbeing services counties of North Ostrobothnia.

The project activities bring immigrants' perspectives into work of wellbeing services counties. The project work can influence processes in the wellbeing services counties when it comes to the cooperation with the NGOs and potentially influence the mental health services for immigrants. The work and expertise of NGOs in integration of immigrants through various activities should be acknowledged by the wellbeing services counties and more practical ways of cooperation should be established.

In 2025 we will work with minimum of 4 different wellbeing services counties and 15 different multicultural NGOs and produce a model of possible cooperation between wellbeing services counties and multicultural NGOs.



**Euroopan unionin
osarahoittama**

Applied projects

Strengthening homelessness work in the Helsinki area, City of Helsinki

Moniheli ry is applying for a grant to strengthen its Katto programme to prevent homelessness among migrants. The activities are designed to support the integration of immigrants and improve their housing conditions in Helsinki. The grant can be used to hire an additional part-time worker, improve communication or extend the employment of a Ukrainian-speaking housing adviser after STEA cuts.

Toolkit for empowering migrant women, Norden

The DIGIUP Toolbox project aims to improve the digital skills of migrant women in the Nordic countries to improve their chances of employment and integration. The main objective of the project is to create a comprehensive digital toolbox that trainers and experts can use to strengthen their capacity to support migrant women's basic digital skills in the workplace.

Digital learning platform for multicultural associations, STEA

The project will provide a free and multilingual training platform that will digitalise training for multicultural associations, providing support and training for associations and strengthening support for online encounters and evaluation. The project is designed to strengthen online encounters in the field of integration and increase the participation of migrants in trainings. In a post-pandemic world, online encounters are important because they reach people who would otherwise not be able to attend due to accessibility or location issues.

Pesän laidalla, STEA

The aim of the project is to support the parenting skills of foreign-language parents by strengthening the capacity of multilingual and multicultural associations to make use of the knowledge and expertise available on the field. The project will develop a training package primarily for foreign-language volunteers to produce peer-to-peer activities for parents in their own language. This will be developed in partnership with the associations coordinating the volunteering activities and with more established associations specialising in support activities, thus ensuring the quality and relevance of the activities produced. Peer support is provided, for example, through the Moniheli grant.