

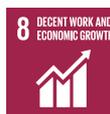
2019

## Social Report



**»Our world has gotten bigger.«**

– Khadija (20), Player at Kicken ohne Grenzen



## Scope of the Report

### Scope of the Report

This report describes the services provided by Kicken ohne Grenzen (Football without Borders) and applies the Social Reporting Standard 2014 (SRS) to do so. Unless otherwise stated, the report relates to the period from January to December 2019.

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**Note:** The Social Reporting Standard (SRS) provides a standardized reporting guideline for initiatives and projects in the non-profit sector.

## Awards



**#BeInclusive EU Sport Award**  
Winner, 2019

**Found! Programme**  
Winner, 2019

**MigAward: Project of the Year**  
Finalist, 2019

**Helping Hands Winner**  
2018

**One of Poldi's Eleven**  
2018

**Frauen Integrations Award**  
Winner, 2017

**Integration Award for Sports**  
Recognition Award, 2016

**Places of Respect**  
Nomination, 2016

## Foreword

### Our world has gotten bigger.

The first Kicken ohne Grenzen training session took place on a football pitch on the outskirts of Vienna in the autumn of 2015. What started out as a private initiative with a handful of volunteers has become an innovative education project in which, by playing football, up to 120 young people are currently developing self-confidence and acquiring social competencies, and thereby preparing themselves to enter the education system or start their working lives. For us at Kicken ohne Grenzen, successful integration doesn't end on the sidelines of a football pitch: we see integration as participation in social life, which is often only made possible through education, training or work.

Our team unites the conviction that each young person has the skills that make them unique. Unfortunately, many young people don't get the opportunity, or get too little or even no support from their environment, to reach their full potential. Our sports education initiative offers an alternative to the conventional education system. In a non-performance oriented environment that thereby contrasts with the traditional school setting, our players are able to train key social competencies at their own pace, put them into practice on the football pitch and then transfer them to everyday life.

When our player Khadija says, »Our world has gotten bigger,« that makes us proud, as our vision is indeed a world that is culturally diverse, multi-faceted and full of challenges. Let's make our world bigger still! There's a lot of work left to do.

**Alois Gstöttner and Karina Lackner**

Our **vision** is a society in which all young people have the same opportunities and are able to discover and develop their skills and potential.



***»As in Vienna, many cultures come together at Kicken ohne Grenzen. Through football, I've learned how to deal with it.«***

– Afzal (19), Player at Kicken ohne Grenzen

**Our mission is to use the unifying power of football to help young people from disadvantaged communities integrate sustainably and equitably into society.**

**Football is here seen as tool as well as a common language that can be used to transfer the imparted content to everyday life and apply it directly in practice.**



***»Football can give you an idea of what society means.«***

– Sócrates – Brazil captain 1982

**Kicken ohne Grenzen is an open educational project that enables young people from disadvantaged communities to take part in regular, free football and which, by means of specific exercises, trains soft skills and subsequently provides educational opportunities that facilitate entry into the school system or working life.**

**Rather than working on a purely success and achievement-oriented basis, as in conventional educational offers, the project takes the participants' individual skills and needs into account.**



***»Fatemeh became a great employee within a short space of time. She was highly motivated from the moment she started.«***

**– Christa Ziegelböck, Manager of Café Z**

Empowering the young women involved in the organisation's projects is another key priority. This group spans a broad range of cultural backgrounds, and the sense of independence they gain from being able to play football is something they can build upon. The sport increases their self-confidence, which in turn helps to reduce the risk of gender-based violence.



***»Where does it say that football is only for men?«***

– Saleha (16), Player at Kicken ohne Grenzen

## Starting Situation and Solution

### The Starting Situation

Around 11% of Austria's 15 to 24-year-olds are neither training nor employed (OECD, 2016). These people are assigned to the »NEET« (not in employment, education or training) group. The vast majority of these young people and young adults have a migration background. While the NEET rate in Austria is relatively small compared to the rest of Europe (around 15% of all young people), the risk of young people who were born abroad and are now without employment or a training position over a longer period is higher in Austria than the European average.

Those belonging to the NEET group have a particularly hard time joining working life, which can subsequently lead to social insecurity and isolation. Unemployed young people usually have a lack of self-confidence and have had bad experiences with the school system and conventional learning opportunities.

According to the OECD, almost one-half of all young people without employment or a training position are 'inactive', which means that they are neither looking for a job, nor are they being reached via conventional job-integration measures. Alternative forms of learning therefore have a key role to play, which is where the football-based educational concept Kicken ohne Grenzen steps in.

### Existing Solutions

There are currently several projects that use information events, workshops or training sessions to prepare young NEETs for re-entry into working life or the educational system. Football being the world's most popular sport offers our supervisors an effective tool for reaching young people from communities that are sometimes difficult to access. The football training sessions also use playful and low-threshold methods to strengthen social competencies that are important for starting a professional career.



**»Young people who are not integrated into the labour market and training system have less trust in institutions and a lower level of engagement in society.«**

– Eurofund, 2012

## Impact Chain

### THE PROBLEM

YOUNG PEOPLE ARE NOT BEING REACHED BY CONVENTIONAL EDUCATION PROVISION

#### Why?

- Bad experiences with achievement-oriented school system
- Excessive demands
- Little support within the family
- Lack of appropriate activities

#### Possible consequences

- Withdrawal and isolation
- Lack of motivation
- No participation in society
- Increased risk of unemployment



### VISION

A SOCIETY IN WHICH ALL YOUNG PEOPLE HAVE THE SAME OPPORTUNITIES TO DISCOVER AND DEVELOP THEIR SKILLS AND POTENTIAL



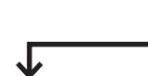
### OFFER

- REGULAR FOOTBALL TRAINING AS WELL AS FOOTBALL-BASED SOFT-SKILL TRAINING SESSIONS
- VOCATIONAL PREPARATION WITH A SPORTS EDUCATION APPROACH
- ONE-TO-ONE SUPERVISION BY EDUCATION BUDDIES
- ARRANGEMENT OF TRAINING PLACES, EMPLOYMENT OR JOB TRY-OUT DAYS



### OUTCOME

- INCREASED SELF-CONFIDENCE
- ACQUISITION OR DEVELOPMENT OF KEY SOCIAL SKILLS
- PREPARATION FOR ENTRY INTO EDUCATION OR WORKING LIFE



### IMPACT

SUSTAINABLE AND EQUITABLE INTEGRATION INTO SOCIETY





# Fußball+

*The basis of our programme is a weekly football training session that has no performance-related admission.*

## The Concept of Fußball+

Specific exercises in the training sessions allow young people to discover and develop key competencies at different levels (e.g. teamwork skills, self-confidence, leadership skills, etc.), which they will need to start a training course or job successfully. The football training sessions also support the development of a trusting relationship between young people and the project team, which makes it easier for the latter to mediate between the participants and subsequent educational opportunities.

The Kicken ohne Grenzen project currently supervises four teams with 120 children, young people and young adults in weekly football training sessions. Registration is possible all year round for all 8-to-24-year olds interested in taking part.

## Impact

Young people acquire soft skills, such as self-confidence, teamwork and leadership skills, frustration and conflict management, awareness of gender equality and lots more besides. The team sport facilitates the development of social contacts and friendships. Regular friendlies and tournaments help to reduce fear of contact when engaged in an intercultural exchange.

The football training sessions promote an active and healthy lifestyle and thereby increase the players' physical and psychological well-being.

Young people develop and improve their social and professional skills and thereby increase their chances of obtaining a training place or entering working life. We are thus promoting a sustainable and equitable integration into society.

Output 2019	Amount
Training Sessions	136
Friendly Matches	48
Tournament Participations	26

Beneficiaries	Female	Male
7-10 years old	4	9
11-14	10	3
15-18	8	22
19-22	19	28
23-26	3	6
27-99	1	7
	<b>45</b>	<b>75</b>
	37.5%	62.5%
<b>Average Age</b>	<b>17,5</b>	<b>18,7</b>



WHICH SOFT SKILLS ARE IMPORTANT FOR US?

- SELF-CONFIDENCE
- TEAMWORK
- LEADERSHIP
- RESILIENCE
- CONFLICT RESOLUTION
- AWARENESS OF GENDER EQUALITY
- COMMUNICATION

# 86%

85.7% of all female beneficiaries entirely agree to the statement:  
»I'm having fun playing at Kicken ohne Grenzen.«

# 93%

92.7% of all female beneficiaries entirely agree to the statement:  
»I love to play in mixed teams with other men and women.«

# 100%

100% of all female beneficiaries entirely agree to the statement:  
»At Kicken ohne Grenzen I learned to be respectful, also in my daily life.«



# 86%

85.7% of all female beneficiaries entirely agree to the statement:  
»I'm proud being a footballer.«



# Scoring for the Future

»Scoring for the Future – Increasing youth employability through football« is an ERASMUS+ funded project that aims to tackle the issue of employability of NEET (not in education, employment or training) young people.

## The Concept of Scoring for the Future

The training-of-the-trainers handbook being compiled in the »Scoring for the Future« project will serve as a starting point for sports associations and organisations who wish to design their training units in such a way that young people can be reached and supported both on and off the playing field. The intention is to distribute the exercises to more than 160 trainers who can then use the sport-based exercises and methods to help up to 13,000 unemployed young people enter the jobs market.



»Young people need to do something positive with their lives, and use their skills and abilities to earn money. This in turn gives young people self-worth and value.«

– Mark Slide, »Albion in the Community«



FOCUSING ON SOFT SKILLS LIKE

- SELF-CONFIDENCE
- GOAL-SETTING
- CONCENTRATION
- WILLINGNESS TO LEARN
- MOTIVATION
- ADAPTABILITY
- COMMUNICATION
- TEAMWORK
- SOCIAL SENSITIVITY
- RELIABILITY
- SELF-CONTROL
- DECISION-MAKING
- PROBLEM SOLVING
- CONFLICT RESOLUTION
- ORGANISATION
- SELF-REFLECTION
- RESILIENCE



OUR PARTNERS

- ALBION IN THE COMMUNITY (BRIGHTON)
- BALON MUNDIAL (TURIN)
- CHAMPIONS OHNE GRENZEN (BERLIN)
- INEX (PRAGUE)
- PCRM (BUCHAREST)
- RED DEPORTE (MADRID)
- RHEINFLANKE (COLOGNE)
- SPORT DANS LA VILLE (LYON)
- STREETFOOTBALLWORLD (BERLIN)

## Case Story

Player, Team Birkenwies



## Shikofa (18): »Here, you're free!«

I've been living in Vienna with my parents and two younger siblings for five years. My family originally comes from Afghanistan. When I came to Austria, I went to a 'new secondary school' for two years and then to the polytechnic school. For a year, I was able to learn lots of new things at production school, focussing on photography and the photographic laboratory.

Since October 2019, I've been doing a sales apprenticeship at the Gragger & Cie bakery. I'm very happy to be working there because my colleagues have become like friends to me. That makes the work even nicer. The pretzel sticks are particularly tasty; they're highly recommendable. The organic flûtes are delicious, too; they're made with white flour and olive oil. In Afghanistan, I could never have imagined working in a bakery. There, the bread is made at home then you take it somewhere else just to bake it. Even in Austria now, we bake our bread at home ourselves.

I came to football and Kicken ohne Grenzen two years ago via my best friend. She told me about the training sessions and since ball games are one of my favourite hobbies I went along with her. Because I was always talking so enthusiastically about the training sessions at home, my younger sister Masuma wanted to come with me and she's now also playing

football at Kicken ohne Grenzen. She's our goalie. I really try to go to every training session but sometimes I have to go a bit later if I'm still at work.

I also played football sometimes in Afghanistan, not in a club, just with my cousins, and there were also no proper football pitches. One cousin and I were always the only girls when we were playing football but that was okay because we only played with family and boys from the neighbourhood. That was also okay for our parents. In general, there were never really any women's teams where I lived. You see it more often now but in Afghanistan women play more volleyball than football. My parents now agree for me to play football. Our parents always want us to live our lives as we wish to, and always say that we should be free. What I particularly like about playing football is that you're always playing in a team. It's great fun playing in a mixed team but if I'm honest I prefer playing with the boys a bit more. With the boys you're really playing together more. It's not so much about scoring goals but about being good in the team and I like that a lot. My role model is Nadia Nadim, a female footballer with Afghan roots who plays in Paris and for the Danish national team.

In Afghanistan, I always wore a headscarf. Even in Austria I wore it for the first two years. It wouldn't have been right for

## Case Story

me to stop wearing it straight away. I was also scared that my family would think badly of me. My parents then allowed me to decide for myself, so over time I decided to stop wearing it. But there are still situations where I still wear a headscarf, for example if we go to the mosque or have a video call with relatives in Afghanistan. At the start, it wasn't so easy to wear the short football kit. We found a solution by wearing longer trousers under the short jerseys, which also means we feel more comfortable playing at tournaments.

At Kicken ohne Grenzen, I like the openness of all the female players and trainers. It's also free and voluntary. Particularly for girls like us from other countries, it's great to be given an opportunity to go football training at all.

One highlight for me was travelling with Kicken ohne Grenzen to the Streetfootballworld festival in Lyon. I'd never been with so many people from different nations before. You could get to know lots of new people and talk about football and other things, and I'm still in contact with a few of them. I also liked the fact that we played in mixed teams in Lyon, too. One special thing about the festival was 'football3'. It was a completely new way of playing football. We were our own referees and agreed our rules jointly with the other teams. That of course led to the odd discussion but we managed to agree solutions and that helped us all in dealing with each other.

I also go to Kicken ohne Grenzen's Skill-Coach Academy. I like that a lot, too. You learn lots of new things each time, not just about football but also about dealing with people and conflicts generally, and about proper communication. That helps me a lot in the training sessions but also at home and at work.

Even though I really like my work at the bakery, I'd maybe like to start another apprenticeship in the technology field. I've always enjoyed putting things together and repairing them. My biggest wish has always been to be a pilot, but I won't be able to do it because my English isn't very good, unfortunately. But maybe I can one day construct and repair aeroplanes. Why did I want to be a pilot? I always wanted to fly, see the world from above and be able to visit other countries. I'm very interested in other cultures so I wanted to practise this profession.

In Austria, it's great that there are so many opportunities to work. In Afghanistan, it's often the case that after studying you have to stay at home because you can't find work. I definitely want to stay in Vienna. Here, you're free!



»At Kicken ohne Grenzen, I like the openness of all the female players and trainers.«



# Job Goals

*Job Goals uses the power of football to help young people enter the educational system and start working life.*

## The Concept of Job Goals

»Job Goals« started in an initial pilot phase in 2018 and in one year arranged for 17 young people to take part in try-out days at a total of seven companies. Motivated by the participants' and companies' positive feedback, we conceived »Job Goals«, an innovative sport-based educational programme that from September 2019 is aiming to introduce 25 young people to the jobs market in a targeted fashion.

Intensive supervision both on and off the pitch allows the project team to evaluate the participants' skills and interests, determine training opportunities and organise career try-out days. Regular football training sessions strengthen soft skills, such as self-confidence, teamwork skills, leadership skills and frustration management. An in-house training concept allows for social skills to be developed in practice within a sports unit before being transferred to everyday life in a subsequent reflection round. This gives young people an opportunity to apply the skills they have consolidated through football training when faced with challenges in training courses and at work.

Furthermore, in co-operation with interested companies, adults dubbed »Education Buddies« are brought together with the young people to offer them advice on planning their future careers and help them with their own personal network. Additional workshops hosted by external partners on the topic of CVs and applications supplement the programme and prepare our participants for the jobs market.



### OUR TWELVE SOFT-SKILLS

- ADAPTABILITY
- DECISION-MAKING
- COMMUNICATION
- CONFLICT RESOLUTION
- CONCENTRATION
- WILLINGNESS TO LEARN
- MOTIVATION
- PROBLEM SOLVING
- RESILIENCE
- TEAMWORK
- GOAL-SETTING
- RELIABILITY

### OVERVIEW OF THE PROGRAMME



WEEKLY FOOTBALL TRAINING



FOOTBALL-BASED SOFT SKILL TRAINING SESSIONS



APPLICATION WORKSHOPS WITH EXTERNAL PARTNERS



COMPILING A PROFILE OF INTERESTS



EDUCATION BUDDIES



TRY-OUT DAYS AND APPRENTICESHIPS



PROJECT GOALS

- VOCATIONAL ORIENTATION FOR 25 YOUNG NEET PEOPLE (AGED 15 TO 24)
- ACQUISITION OF AN ADDITIONAL QUALIFICATION FOR ENTRY INTO WORKING LIFE
- EDUCATION BUDDIES FOR EVERY PARTICIPANT
- WORK EXPERIENCE AS PART OF TRY-OUT DAYS

Impact

The sport-based programme activates participants and strengthens their social and emotional competencies. The supplementary programme provides an overview of further training opportunities and imparts the basis skills required for entering working life. New intercultural contacts and friendly relations are established by getting to know adult »Education Buddies« and participating in try-out days. After taking part in »Job Goals«, young people develop an awareness of their own strengths and gain clearer perspectives on their future careers.

Co-operating companies have an opportunity to strengthen their employees' social skills and at the same time become actively involved in a sustainable educational project.

*»For me, it's appropriate, and in keeping with the times, that companies open up and take part in current events in society.«*

– Christa Ziegelböck, Manager of Café Z

Output	Beneficiaries	Companies	Try-Out Days
<b>Sector</b>			
Construction Industry	1	1	2
Catering	12	5	23
Social Sector	3	2	9
Facility Management	1	1	1
Education	1	1	2
	<u>18</u>	<u>10</u>	<u>37</u>

49

Hours of individual and personal coaching

24

Participants

= 2,04

Hours of individual coaching for each participant



# #BeASkillCoach

*The aim of the #BeASkillCoach training programme is to prepare young people for a career start or follow-up training in the world of sport.*

## The Concept of #BeASkillCoach

Both sports and soft skills are covered in three focus modules that build on each other and aim to nurture independence, communication skills, conflict management or organisational talent. The social competencies not only support young people with regard to a possibly upcoming job in the sports world; they also empower them to deal with challenges in everyday life and thereby make it easier for them to participate in society.

At the end, young people have the option of using their knowledge as a youth coach with additional intercultural skills in partner organisations, associations or schools.



### Output 2019

### Anzahl

Graduates	9
Engagement as Coach in a Football Team	7
Engagement as Referee	4
Engagement as Peer Mentor	1



### MODULE 1: SPORTS SKILLS

BASICS OF FOOTBALL TECHNIQUE, TRAINING METHODS AND DEVELOPMENT, AND SAMPLE EXERCISES  
 TRAINING DESIGN BASED ON AMANDLA'S 'FAIR PLAY' CONCEPT  
 FOOTBALL3 TRAINING AND FOOTBALL-BASED SOFT SKILL TRAININGS  
 FIRST AID COURSE (IN CO-OPERATION WITH THE VIENNA RED CROSS)



### MODULE 2: LEADERSHIP-TRAINING

COMMUNICATION TRAINING  
 FAIR PLAY AND ANTI-DISCRIMINATION (IN CO-OPERATION WITH THE »FAIRPLAY« INITIATIVE)  
 CONFLICT MANAGEMENT  
 GENDER EQUALITY WORKSHOP



### MODULE 3: PRACTICE TRAINING

ASSISTING IN PROJECT GROUPS AT THE ANNUAL TOURNAMENT  
 REFEREE TRAINING

## Evaluation

### Evaluation and Quality Assurance

Reviewing our effectiveness and quality assurance has been a key part of Kicken ohne Grenzen's project work since last year. An internal concept for evaluation and data collection was drawn up as a first step.

#### **Qualitative and Quantitative Evaluation**

A central method is qualitative evaluation through regular interviews with participants. These are also documented in this report as »Case Stories«.

Quantitative data on effectiveness as well as socio-demographic data are collected using questionnaires including both open and closed questions for the players, their opponents in friendlies, and companies co-operating in the »Job Goals« programme. The effectiveness survey is based on the project-related Theory of Change (ToC).

Furthermore, the written questionnaires for young participants include questions on social competencies. The responses are used to derive long-term development for Kicken ohne Grenzen's participants using a before-and-after comparison in the following year.

In addition, individual sub-aspects of Kicken ohne Grenzen are evaluated by students in diploma and degree theses at various universities and colleges.



#### **The data gathered is needed for various purposes:**

1. For an internal learning and monitoring process in order to acquire deeper insights into the effects on participants of Kicken ohne Grenzen's work and to adapt or optimise processes
2. As evidence of the fulfilment of our mission with a focus on achieving the impact goals
3. To identify possible shortcomings in the service offer by analysing the needs of the participating children and young people
4. To provide basic and decision-making assistance for investors, sponsors and supporters
5. As the content basis for producing a comprehensive and substantiated annual report

## Case Story



Player, Team Favoriten

Alaa, 20

### Alaa, 20: »I enjoy taking on responsibility.«

I'm doing the compulsory school-leaving certificate for the third time. It's a strange story, as I've actually done it in Syria and Turkey already, but it's not recognised here. Afterwards, I'd like to do the higher school certificate. But I don't yet know if I want to study. Maybe I'll become a social worker. Working with children suits me. I've been a children's trainer at Slovan HAC for a few months now. It was really difficult at the start but now it's good. Communicating with children is very different. I try to explain as precisely as possible how to do an exercise. The children are understanding me better all the time. Sometimes they don't know where the boundary is, where the fun is over and when concentration is required, but only on the odd occasion.

Everything started at Kicken ohne Grenzen where I completed the #BeASkillCoach Academy programme. I learned a lot about football theory, training methods and communication. Thanks to Job Goals, I was able to do work training for three days at Café Z. I worked in service and looked after the guests. That was very good for me, particularly in terms of language. I naturally had to speak to the guests in German and use the polite form. In the training sessions with children, we're on a first-name basis. Language isn't so important in football anyway. Even if you can't speak German, you can still play football with each other. The children's training sessions

also help me when I'm playing football myself, when organising the defence and arranging my fellow players. I don't have any problem taking on responsibility.

Before coming to Vienna in July 2017, I'd lived for almost three years in Upper Austria, in a small place called Gutau where I did a German course while waiting for the asylum interview. I had to wait three or four months until I became eligible for subsidiary protection. My residence status was recently extended for two years.

I also work for an events company and help to set things up and dismantle them afterwards. My big dream is to be an author. I've been writing for three years on my book idea. I want to go about it slowly. It still needs lots of time.



# Organisation and Team

*The Kicken ohne Grenzen project came about in 2015 as a voluntary initiative. The team now includes volunteer trainers, part-time employees and project-related staff.*

## Team

The Kicken ohne Grenzen project came about in 2015 as a voluntary initiative and has been growing since then. The team now consists of four employees and 12 more team-members (coaches, social-workers and project coordinators) working on a fee or voluntary basis. All coaches mostly have completed a social education or hold a certificate as children's coach and support our beneficiaries far beyond the boundaries of the pitch. Since 2018, experts from education, sport and youth have been supporting the project in an advisory capacity and providing their expertise and networking opportunities.

In 2017, Kicken ohne Grenzen introduced a protection guideline for children and young people. All members of the team who work with children and young people have to sign the guideline.

Since the middle of 2019, Kicken ohne Grenzen has been a member of the Streetfootballworld and Fare – Football against Racism, and part of the Transparent Civil Society Initiative.

Furthermore, since 2018 Kicken ohne Grenzen has been a member of the »Scoring for the future – Increasing youth employability through football« working group, which as part of an ERASMUS+ funded project is developing a trainer hand-book for the development of soft skills.

## Advisory Board

- Sonja Brauner
- Stefanie Gunzy
- Marielisa Hoff
- Ali Mahlodji
- Katiana Orluc
- Nicole Selmer
- Anatol Vitouch
- Liz Zimmermann

### Overview, Status

	<u>weiblich</u>	<u>männlich</u>
<b>Team</b>		
Project Lead	1	1
Coaches	5	4
Team Management	1	
Project: Job Goals	1	1
Monitoring & Evaluation	1	
Public Relations		1
	<u>9</u>	<u>7</u>
<b>Advisory Board</b>	<b>6</b>	<b>2</b>

## Organisation and Team

### Organisation Profile

#### **Name**

Kicken ohne Grenzen – Verein zur Förderung von benachteiligten Jugendlichen

#### **Head Office**

Kranzgasse 18/8, 1150 Vienna, Austria

#### **Founded**

2015

#### **Legal Status**

Non-Profit Organisation

#### **Contact Details**

Kicken ohne Grenzen, Kranzgasse 18/8, A 1150 Vienna, Austria

E-Mail: [kontakt@kicken-ohne-grenzen.at](mailto:kontakt@kicken-ohne-grenzen.at)

[www.kicken-ohne-grenzen.at](http://www.kicken-ohne-grenzen.at)

#### **Statutes in German**

<http://www.kicken-ohne-grenzen.at/files/KoG-Statuten.pdf>

#### **Register of Associations**

Since Dec, 5<sup>th</sup> 2015 Kicken ohne Grenzen is registered in the Austrian Register of Associations under the number 278042669.



Fairplay and Fairtrade

#### **Environmental and Social Profile**

In addition to our social engagement, it is also very important to us that we make environmentally sound decisions in our work. Therefore, we not only seek to use our services to influence the future paths of our young people, but in doing so also take account of our impact on the environment.

In our offices, we use exclusively eco-electricity from renewable energy sources. We also pay close attention to avoiding the use of packaging in everyday office life. Our footballs carry the FAIRTRADE mark ([www.balaspport.co.uk](http://www.balaspport.co.uk)). All our merchandise is produced sustainably using organic materials and is GOTS-certified ([www.stanley-stella.com](http://www.stanley-stella.com)). At our events, we avoid using throwaway products, such as plastic cups or paper plates.

## Case Story



Player, Team Birkenwiese

Khadija, 20

### Khadija, 20: »Our world has got bigger.«

At the first match we played with the men, some of the guys were still saying that we should stay at home. We talked to them and tried to show them that we belong here. Football doesn't belong to men alone. It's not a man thing. We can play it too if we want. A week later, the guys apologised. That was a good thing. Women can also play football well, just that men have been playing it for longer. I never thought about playing football in Afghanistan and Iran. When I was there, I also still believed that it was a man thing. That is what we were always told.

I came to Austria at the end of 2015. A year later, I heard from a supervisor in the youth accommodation where I was staying that there was an opportunity here for women to play football. This is how I came to the team. In the training sessions, we were all able to boost our self-confidence, including through the workshops and further training opportunities. I learnt a lot at Kicken ohne Grenzen's BeASkillCoach Academy, for example how to introduce and present oneself correctly. One woman told us how to act and how to ensure that we are noticed. In the courses, I was also able to learn what being a referee is all about. I have since refereed a few games. When there are disputes, it's a big challenge to keep the teams under control. Sometimes you also have to be strict. The same is true at the children's training sessions where I help

out. Communicating with children is completely different. You learn how precisely you have to explain the exercises so that everyone understands.

I've seen a lot of Vienna thanks to football. We've been to districts I'd never been to before and we've been able to get to know the city better. And now, with the travelling, our world has got bigger. We fly. We travel. We now want to play football around the world. We've already been to Cologne and Copenhagen.

The thing that's changed over all these years is that only a few team members still wear a headscarf. I barely wear the hijab any more, either. But that's only partly to do with football. I simply wanted to integrate. I want to look like who I am and not be seen differently just because of a scarf. I got the feeling that if you wear a headscarf then you're judged straight away. It should actually be a personal decision but it doesn't work that way in society. If I have an interview and wear the hijab, they'll say "no" straight away. It was difficult for me to take a decision. I'd been used to wearing the hijab my whole life. And I always heard that if you don't wear the hijab you go to hell. But now I feel free.



## Finance and Auditing

### Finance

All incoming and outgoing payments are recorded by cost centre and cross-checked with the annual budget while invoices and expenditures are checked for plausibility. The »many eyes principle« is part of the work process in all areas of financial planning and auditing.

### Audit by External Accounts

Kicken ohne Grenzen was first audited for the 2018 financial year by the external accountancy firm:

Steirer, Mika & Comp – Wirtschaftstreuhandges.m.b.H.  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft  
A 1010 Vienna, Franz-Josefs-Kai 53

The audit confirmed proper financial accounting as well as usage of all funding in accordance with the statutes.

## Income

	2015	2016	2017	2018	2019	
<b>Donations</b>						
Private	317,20	1.787,30	2.894,51	16.259,32	13.524,03	
Facebook-Fundraising				1.721,74	3.283,09	
Institutions	500,00	7.958,60	4.673,97	5.961,72	34.908,04	
	<b>817,20</b>	<b>9.745,90</b>	<b>7.568,48</b>	<b>23.942,78</b>	<b>51.715,16</b>	44,1%
<b>Annual Tournament</b>				<b>644,00</b>	<b>2.047,46</b>	1,7%
<b>Merchandising</b>	<b>475,00</b>	<b>1.780,66</b>	<b>1.717,00</b>	<b>2.955,00</b>	<b>1.440,00</b>	1,2%
<b>Foundations</b>						
Sol Foundation					23.785,71	
Uefa Foundation for Children					7.200,00	
FIFA Foundation Community Programme					17.861,10	
					<b>48.846,81</b>	41,7%
<b>Öffentliche Förderungen</b>						
Vienna City Council, MA 57			5.000,00	4.816,56		
Austrian Football Association				500,00	2.000,00	
Federal Ministry of Defense and Sports		12.000,00				
		<b>12.000,00</b>	<b>5.000,00</b>	<b>5.316,56</b>	<b>2.000,00</b>	1,7%
<b>Project Funding</b>		<b>1.600,00</b>	<b>350,00</b>	<b>530,00</b>		
<b>Awards</b>			<b>6.000,00</b>	<b>3.000,00</b>	<b>11.100,00</b>	9,5%
<b>Other</b>		<b>100,00</b>		<b>88,20</b>		
<b>Other Projects</b>						
Berlin / Vienna (Exchange, Erasmus+)				3.600,00		
Youth Employability + Scoring for the Future			200,00	16.604,00		
			<b>200,00</b>	<b>20.204,00</b>		
<b>Total, Income</b>	<b>1.292,20</b>	<b>25.226,56</b>	<b>20.835,48</b>	<b>56.680,54</b>	<b>117.149,43</b>	100,0%
		+ 1.952%	- 17%	+ 172%	+ 107%	

Notes: All amounts in euro

**Expenses, Page 1 / 2**

	2015	2016	2017	2018	2019	
<b>Administration</b>						
Office Material		4,58	122,38	370,13	360,39	
Account Fee	-0,12	85,58	87,39	85,96	132,79	
Communication / Postage		32,00	192,16	257,90	434,12	
Other Fee	26,00	22,10	22,10		26,00	
Meals and Refreshment / Staff / Jour fixe		450,30	589,34	829,15	1.005,16	
Hosting Fee and Server		12,00			353,84	
Printing Costs		15,55		31,14	29,12	
Insurance				71,99	71,99	
Membership Fee					50,00	
Other		4,90		26,75	88,20	
	<b>25,88</b>	<b>627,01</b>	<b>1.013,37</b>	<b>1.673,02</b>	<b>2.551,61</b>	3,0%
<b>Teams</b>						
Equipment	601,18	1.749,49	4.209,92	3.814,24	3.654,37	
Pitch Rent		2.822,09	6.972,72	8.463,90	8.471,76	
Public Transport		1.162,90	416,00	895,40	2.029,39	
Meals and Refreshment / Teams		81,27	134,86	523,85	392,55	
	<b>601,18</b>	<b>5.815,75</b>	<b>11.733,50</b>	<b>13.679,39</b>	<b>14.548,07</b>	16,9%
<b>Human Resources</b>						
Coaches			1.846,20	1.810,00	2.365,00	
Pedagogical Support			673,80	360,00	1.240,00	
Project Management			7.200,00	11.520,00	28.800,00	
Team Management			1.620,00	2.175,00	6.295,72	
External Services			740,00	880,00	950,00	
Translations			75,10	29,70	586,80	
Levies					1.064,24	
Payroll-Accounting					132,00	
			<b>12.155,10</b>	<b>16.774,70</b>	<b>41.433,76</b>	48,2%
<b>Evaluation</b>						
Evaluation					500,00	
Audit					4.115,60	
Social Report					1.548,46	
					<b>6.164,06</b>	7,2%
<b>Further Training</b>						
Further Training		52,00	402,00	819,00	1.740,11	
Travel and Public Transportt				179,80	808,50	
		<b>52,00</b>	<b>402,00</b>	<b>998,80</b>	<b>2.548,61</b>	2,9%

**Expenses, Page 2 / 2**

	2015	2016	2017	2018	2019	
<b>Other Projects</b>						
Berlin / Vienna (Exchange, Erasmus+)			3.660,90			
Youth Employability + Scoring for the Future			354,92	397,04	1.473,00	
Annual Tournament				305,39	270,00	
Kochen für die Gruft					400,00	
			<b>4.015,82</b>	<b>702,43</b>	<b>2.143,00</b>	2,5%
<b>Project: Job Goals</b>						
Coordination					2.613,84	
Meals and Refreshment					379,18	
Pitch Rent				174,00	160,00	
Office Rent					384,00	
Office Material					220,60	
Printing Costs					163,80	
				<b>174,00</b>	<b>3.921,42</b>	4,6%
<b>Project: Skill Academy + Skill Trainings</b>						
Coordination and Workshops				930,00	1.780,00	
Meals and Refreshment				441,51	262,91	
Pitch Rent				456,00	425,00	
Office Rent					384,00	
Office Material					402,42	
				<b>1.827,51</b>	<b>3.254,33</b>	3,8%
<b>Office Rent and Infrastructure</b>						
Office Rent		2.304,00		2.688,00	4.992,00	
Technical Infrastructure		1.444,00	218,06		941,00	
Other facilities				3.021,98	148,70	
		<b>3.748,00</b>	<b>218,06</b>	<b>5.709,98</b>	<b>6.081,70</b>	7,1%
<b>Marketing</b>						
Marketing	53,14	246,83	370,05	546,77	2.892,21	
Merchandising Material		1.333,42	1.547,04	2.011,93	120,84	
Other		4,99		294,84	271,28	
	<b>53,14</b>	<b>1.585,24</b>	<b>1.917,09</b>	<b>2.853,54</b>	<b>3.284,33</b>	3,8%
<b>Total, Expenses</b>	<b>680,20</b>	<b>11.828,00</b>	<b>31.454,94</b>	<b>44.443,77</b>	<b>85.930,89</b>	100,0%
		+ 1639%	+ 166%	+41%	+93%	

## Summary

	2015	2016	2017	2018	2019
Income	1.292,20	25.226,56	20.835,48	56.680,54	117.149,43
Expenses	680,20	11.828,00	31.454,94	44.443,77	85.930,89
<b>Total</b>	<b>+ 612,00</b>	<b>+ 13.398,56</b>	<b>- 10.619,46</b>	<b>+ 12.236,77</b>	<b>+ 31.218,54</b>

## Case Story

Player, Team Birkenwiese



Frahnaz, 19

### Frahnaz, 19: »I like to play as often as possible.«

It's not a problem for my mother that I play football. I came with her to Austria in 2016. At the start, I was still playing in a headscarf, but not any more. I don't actually like wearing it anymore. There are only a few players left in the team who still have a headscarf. When I go out on the street, my mother always says that I should wear it, but we don't fight about it. In Afghanistan back then, I never thought about playing football. Now I like to play all the time, as often as possible. It was a friend who told me that there was a team in which women could play. It was about half a year after coming to Austria. The training sessions at Kicken ohne Grenzen were great fun from the start. The trainers were very nice and I made new friends quickly.

In addition to playing football, I've also learned what it really means to be part of a team and that men and women have the same rights. I no longer find it strange to play in a mixed team, with men, at tournaments. I'm not really bothered if I play with men or women. I only get irritated occasionally, if the boys get stubborn when they're playing.

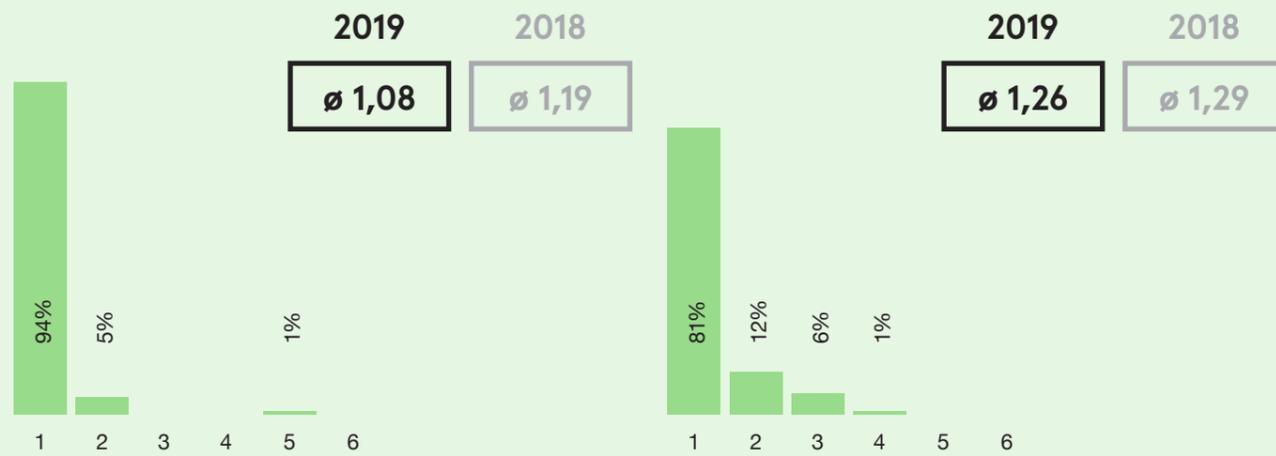
In the past year, I've started taking over training sessions for the kids' team. It's great, but trying to explain something to children is a big challenge. The first day was difficult but it quickly got better. Training children helps me with my German. My dream job is flight attendant. I'd need to be able to give

people instructions then, too. At the moment, I'm doing a preparation course for the compulsory school-leaving certificate. And if I can't work as a flight attendant then one day I'll be a policewoman. I'd enjoy either job.

Everything's not so easy, of course, when you come from another country. You have to learn a new language and everything is different. But I'm doing well anyway. I definitely want to continue playing football. And I want a job, and to stay and live in Vienna.



Evaluation: Survey of Opposing Teams

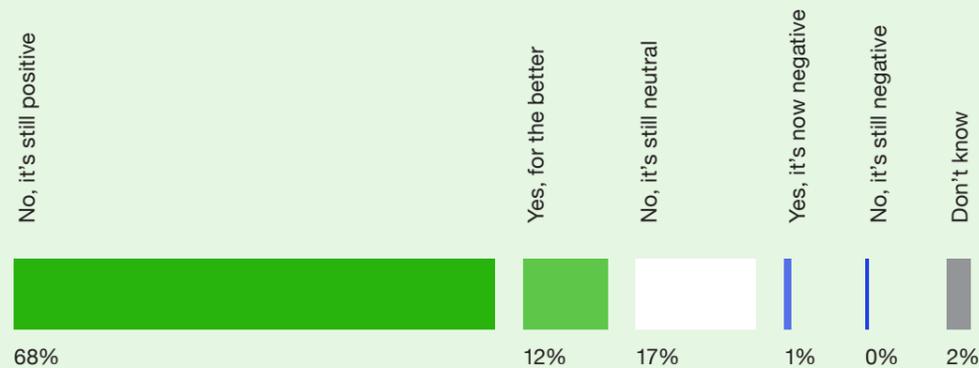


**94.4%**

»How would you rate the Kicken ohne Grenzen project?« 94.4% of the 108 interviewees respond with the school grade »Very good« and 4.6% with »Good«.

**81.5%**

»What's your impression of Kicken ohne Grenzen's trainers?« 81.5% of the 108 interviewees respond with the school grade »Very good« and 12.0% with »Good«.



**12.0%**

»Has your impression of refugees changed because of the match?« 12.0% of the 108 interviewees respond with »Yes, for the better.«

**»Yes, for the better.«**

– Anonymous survey

Evaluation: Survey of Opposing Teams



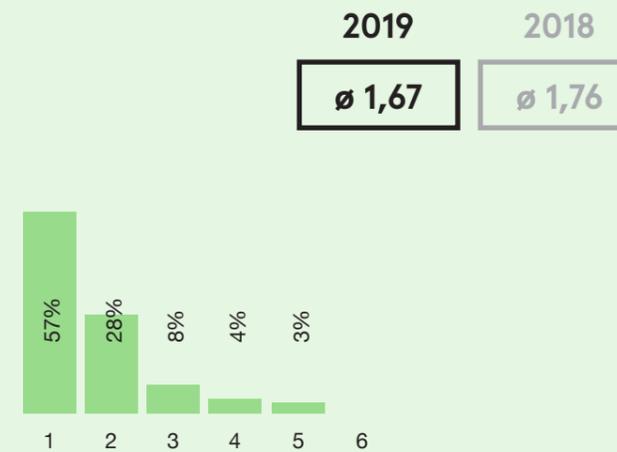
**42.6%**

»How would you rate the match with Kicken ohne Grenzen overall?« 42.6% of the 108 interviewees respond with the school grade »Very good« and 40.7% with »Good«.



**»I was impressed by the self-confidence of the girls and women, and the joy they had in playing. It was a lot of fun and I look forward to a rematch.«**

– Anonymous survey



**57.4%**

»How would you describe the Kicken ohne Grenzen team's behaviour during the match?« 57.4% of the 108 interviewees respond with the school grade »Very good« and 27.8% with »Good«.

Note: Anonymous survey of opposing teams, 108 interviewees





## International Participations

Titel, Event, Topic	City
<b>2016</b>	
Profisport mit Verantwortung – Gemeinsam für Integration, Deutsche Kinder- und Jugendstiftung	Berlin
<b>2017</b>	
Sport Welcomes Refugees – Training Course for Sport Educators, Initiative Fairplay	Rome
Internationaler Jugendaustausch, Erasmus+	Berlin
Team Up for NEETs! – Innovation for Youth Employability, Streetfootballworld/Erasmus+	Brussels
<b>2018</b>	
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Berlin
Poldi's Eleven – Social Football Summit, Streetfootballworld/Rheinflanke/DFL-Stiftung	Cologne
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Bucharest
Playlab – International Incubation Week	Paris
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Brighton
Strengthening Europe through Football, Robert Bosch Stiftung/Spirit of Football	Berlin
<b>2019</b>	
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Cologne
20 Years Anniversary, Fare – Football Against Racism in Europe	London
Global Goals Worldcup, Eir Soccer Denmark	Copenhagen
Streetfootballworld Festival, Streetfootballworld/Sport dans la Ville	Lyon
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Lyon
#Beinclusive EU Sport Award, Europäische Kommission	Brussels
Female Soccer Empowerment, Discover Football	Berlin
Global Refugee Forum, UNHCR – The UN Refugee Agency	Geneva
<b>2020</b>	
Scoring for the Future – Increasing Youth Employability through Football, Streetfootballworld/Erasmus+	Cologne

## Sustainable Development Goals



### Sustainable Development Goals

Through its programmes, Kicken ohne Grenzen is contributing to achieving the following sustainable-development goals:

#### Goal 3

Ensure healthy lives and promote well-being for all at all ages.

#### Goal 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

#### Goal 5

Achieve gender equality and empower all women and girls.

#### Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

#### Goal 10

Reduce inequality within and among countries.

In the autumn of 2015, as part of a new agenda for sustainable development, the member states of the United Nations adopted a series of goals to end poverty, protect the planet and ensure prosperity for all. Each goal has specific targets that should be met by 2030.

## Imprint

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## Imprint



***»Human resources are like natural resources; they're often buried deep. You have to go looking for them, they're not just lying around on the surface. You have to create the circumstances where they show themselves.«***

– Ken Robinson, Author

Education through Football

