

Khamoro, o.p.s.

On the Path to Sustainability

The organization provides low-threshold services for children and youth, outreach social work, and strives for systemic changes in the areas of education, employment, and social integration.

The project **Budování kapacity organizace Khamoro, o.p.s.** focuses on strengthening strategic management, fundraising, advocacy activities, and professional development of the organization's team. The goal is to increase the **long-term sustainability** of Khamoro and its ability to effectively support residents of socially excluded areas, particularly the Roma minority, through stable services and systemic changes. The project is being implemented from October 2023 to September 2025.

Key activities of the project:

- Stabilization and development of fundraising and communication
- Networking, sharing experiences, and strengthening partnerships
- Setting up and implementing advocacy work
- Development of human resources – employee training

MAIN FINDINGS

BENEFITS OF THE PROJECT

The project enabled more **effective planning and management of the organization**, strengthening strategic management and team development.

The organization began working on **diversifying funding sources** and, for the first time, is focusing on private fundraising, which contributes to strengthening financial stability.

Khamoro **strengthened its cooperation** with public institutions, non-governmental organizations, and the police, thus supporting networking and building partnerships.

However, the **local government has not supported the organization** in the long term, which has jeopardized the funding of the low-threshold club and poses a significant systemic barrier and threat to its sustainability.

THE PILLARS OF CAPACITY BUILDING

Strategic management and leadership

Financial stability and fundraising

Networking and advocacy work

Team training and external presentation of the organization

“ (...) this call gives you space and time. And expert capacity. In terms of fundraising, it means you actually have the opportunity to write the projects. Even the ministry kept emphasizing to us that we can cover the capacity of the people who are writing the projects.”

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(Project Manager)



Financováno
Evropskou unií



KEY ACTIVITIES OF THE PROJECT

Strengthening the organization's strategic management

The director learned to delegate tasks more effectively, and the organization began systematically working on strategic documents. The hiring of new professional staff, including university-educated social workers, brought modern approaches to working with clients.

Securing new financial resources and developing fundraising

The project helped the team focus on finding new funding opportunities, securing significant support for the low-threshold club by integrating it into the regional network of social services. However, the service was later canceled by the regional government, causing disappointment within the organization.

Networking and building cooperation with partners

The organization increased its involvement in professional working groups and roundtable discussions, building new relationships with non-profits, institutions, and partners like the Museum of Roma Culture and the Chodov City Police.

Modernizing PR and marketing

Khamoro began working on a new visual identity (logo, website redesign).

“Communication with many stakeholders has really improved. Without the project, we simply wouldn't have had the time or energy to organize things like roundtable discussions. It also helped us build a much stronger relationship with the Karlovy Vary Region.”

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(Project Manager)



IMPLEMENTATION EXPERIENCE

Strategic change is possible but **requires stable funding**. The project has shown that even a small organisation can strengthen strategic management if it has sufficient resources. However, the internal processes set up depend on continued funding.

Getting funding is not enough - **political support is also important**. A regional subsidy for a low-threshold club was cancelled after one year due to political decisions. This has shown that advocacy is key in addition to fundraising.

Networking strengthens the organisation. New relationships with nonprofits and institutions increased its visibility and influence. Collaboration is essential for sustainability but requires time and active engagement.

Administration and **staff capacity are a challenge**. The grants agenda was putting a strain on the team and demonstrated the need for specialists. In addition, the organisation is dependent on the founder, which is risky for the future.