


Annual Report

Mobaderoon Annual Report 2025





Syria has faced profound challenges in advancing the peacebuilding trajectory, as the complex conditions experienced by Syrian communities have required a careful balance between responding to immediate humanitarian needs and promoting national reconciliation and sustainable peacebuilding efforts. The protracted conflict, deep social divisions, and the absence of a shared vision for the future remain among the most significant obstacles to peace. These challenges are further compounded by the difficulties local initiatives encounter in reaching the populations most affected by conflict, particularly in volatile and high-risk areas.

Against this backdrop, 2025 marked a pivotal year for recalibrating Mobaderoon's strategic direction. The organization prioritized institutional continuity over expansion, operating within a highly challenging political, security, and financial environment. The year was characterized by declining donor appetite, shifting priorities among international actors, and heightened operational risks across Syria and the region.

Rather than pursuing growth, Mobaderoon made a deliberate and strategic decision to focus on:

- Institutional sustainability
- Strengthening governance and compliance
- Strategic repositioning
- Safeguarding trust and legitimacy

These choices reflected a conscious adaptation to an evolving and uncertain reality. Accordingly, 2025 became a year dedicated to protecting the institution, reinforcing its credibility, and preparing for the forthcoming phases of Syria's transition.

Programs and Projects

In 2025, Mobaderoon focused on achieving cohesive, high-quality results rather than expanding the scope, ensuring meaningful impact despite ongoing challenges.

Key Achievements

- **Project Implementation as Planned:** All active projects, including Youth Connect 3, City Profile, Peace Blocks 3, Youth Connect 2, and the 16 Days Campaign, were completed successfully without deviations.
- **Expanded Workshops:** The number and content of workshops exceeded the initial targets, with 6 workshops on "Dealing with the Past" conducted instead of 4, and geographic expansion to Tartus and Latakia.
- **New Programs Responding to the Context:** Three new workshops on "Citizenship in Syria Today" were developed and implemented in Damascus and Aleppo.
- **Commitment to the Plan:** All planned activities, including community meetings and advocacy events, were executed successfully.
- **Capacity Building and Staff Training:** 15 new trainers were qualified to lead newly developed training programs, maintaining a base of 85 facilitators.
- **Exceeding Targeted Beneficiaries:** 500 young participants engaged in workshops (vs. 300 targeted), with 440 participants in community sessions.



Programs and Projects

5

Projects
Implemented

9

Training
Workshops

15

New
Trainers

500

Young Participants
Engaged

440

Participants in
Community Sessions

Challenges in Implementation

- Security Issues in Some Areas: In regions like Suwayda, the planned peace group sessions could not be fully executed, with 430 sessions completed instead of 460.
- Evolving Context: The changing situation necessitated flexibility, leading to the development of new online sessions for transitional justice to meet urgent needs.

Lessons Learned

The ability to adapt to ongoing changes strengthened, emphasizing:

- Effective Resource Management: Maximizing budget efficiency to support unforeseen activities.
- Ongoing Monitoring and Accurate Execution: Continuous tracking of plans ensured proper implementation.
- Choosing the Right Staff: Ensuring trainers' expertise to maintain high-quality outputs.
- Strategic Geographic Expansion: Expanding to new regions carefully while maintaining stability in existing areas.
- Focusing on Fewer, Deeper Interventions: Concentrating on impactful, focused interventions.
- Better Alignment Between Human Resources and Program Design: Improving coordination for effective program execution.

In 2025, Mobaderoon maintained an active presence in partnerships and resource mobilization by continuously engaging with both current and potential partners, while submitting several funding proposals to various donors. This effort reflected the organization's continued presence, credibility, and its ability to engage in diverse funding pathways despite the complexities of the context and the multiple changes that occurred throughout the year.

Expanding Partnership Base and Building Relationships

- As part of its expansion plan for 2025, Mobaderoon focused on expanding and strengthening its strategic partnerships. Key organizations involved in cooperation or coordination included:
 - CCSD, Bareeq Foundation, Hurras Network, Radio Rozana, Defacto, Madani, Sewar, LWF, and Zela Organization.
 - Throughout the year, 22 entities were engaged to explore new partnership opportunities, including alliance-building, executive partnerships, and exploring joint collaboration opportunities.

What Was Accomplished During the Year

Mobaderoon's efforts in the past year concentrated on developing a partnership management methodology, including:

- Reviewing and updating the database of previous, potential, and current partners to ensure accuracy and up-to-date information.
- Identifying current and new partners in each implementation area, categorizing them based on their potential roles (alliance partners, implementation partners, grant beneficiaries), according to the organization's strategies.
- Involving partners in Mobaderoon's processes from the grant application stage, rather than limiting their role to just the implementation phase.
- Activating alliances with the most suitable partners, ensuring role integration and enhancing the overall impact of projects.
- Aligning partnerships with the local context and the specific needs of each target area.
- Managing grant initiatives, where 13 grants were planned, but 17 grants were awarded under two EU and Ikan projects to support local peace committees. Additionally, efforts were made to compile initiatives within Mobaderoon's strategic frameworks for 2026, contributing to the program plan.
- Initiating communication with the areas at the beginning of the project implementation phase to monitor the context (Peace Committees Project).
- Conducting four due diligence audits to ensure compliance with partnership standards.
- Engaging peace committees in gathering data on local partners across 11 targeted areas, strengthening the local character of partnerships.

Communication

Maintaining Presence and Narrative Consistency

In 2025, the Communication Department focused on maintaining continuity, consistency, and responsiveness to the evolving context. The year was marked by several key achievements in enhancing Mobaderoon's visibility, documenting its activities, and responding to critical societal issues.

Main Achievements:

- Launch of the New Visual Identity: Successful rebranding after the reorganization, with an unprecedented level of engagement.
- Documentation of Initiatives, Sessions, and Events: For the first time since 2016, Mobaderoon documented and published 18 initiatives from two major projects across its platforms, including training sessions, workshops, and dialogue meetings.
- Institutional Licensing and Branding: Officially announcing Mobaderoon's registration and highlighting key figures associated with the organization.
- **Hate Speech Campaign:** A timely response to the Syrian context, raising awareness about the dangers of hate speech.

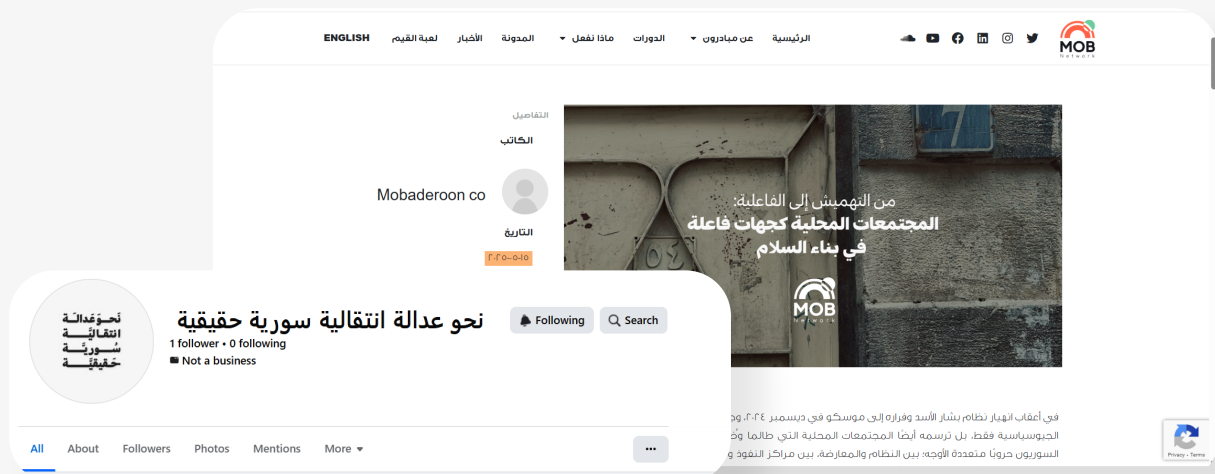
- Adaptation to Ongoing Changes: The organization responded to the rapid shifts in the socio-political landscape, including the ongoing genocide in Palestine, Syria's ongoing liberation efforts, and internal conflicts.

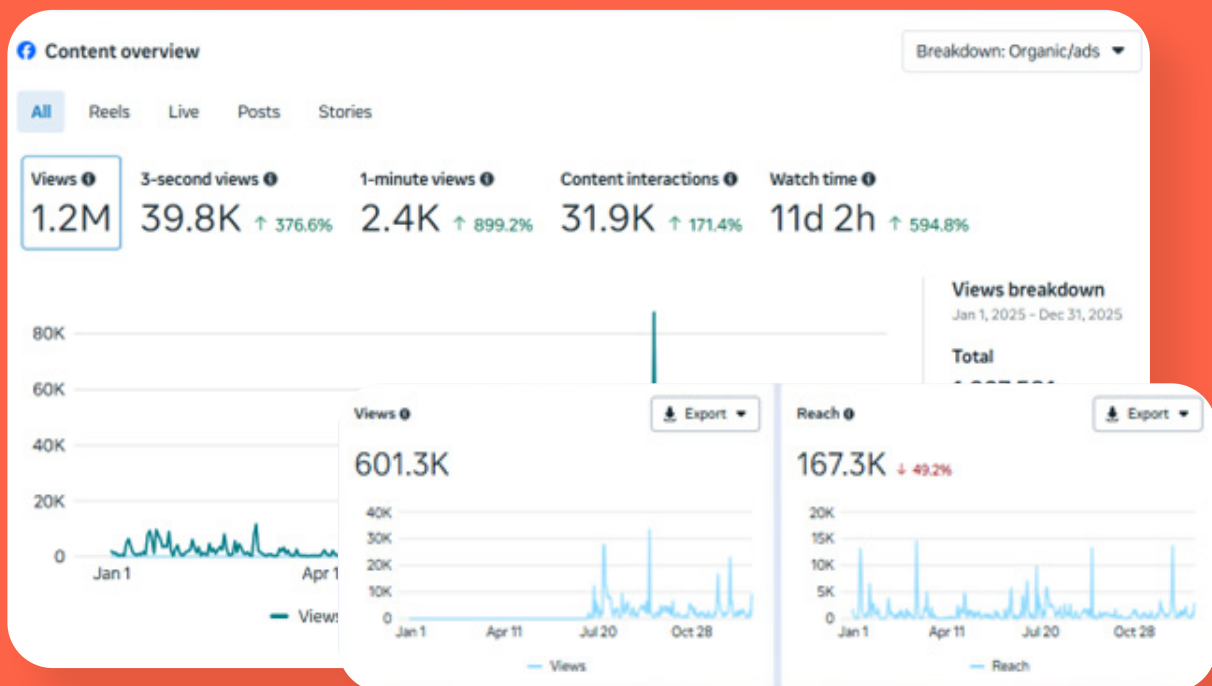
- Website Update: Revamping the website to reflect the organization's evolving mission and activities.

- **UNiTE Campaign Against Gender-Based Violence:** A social media campaign alongside on-the-ground activities, promoting the launch event and reinforcing Mobaderoon's positioning and presence.

- **PeaceBlocks Advocacy Campaign on Transitional Justice:** Training the advocacy team, planning the campaign, and executing both local city-level advocacy activities and a national campaign on the "Towards a True Syrian Transitional Justice Platform."

- Development of Institutional Documents: Including factsheets, manuals, program fact sheets, and other essential papers to support Mobaderoon's knowledge-sharing and strategic communication.





Human Resources Restructuring for Continuity and Stability

In 2025, Mobaderoon underwent a significant internal restructuring to align its human resources with the reduced scope of programs and financial uncertainties. Thirteen adjustments were made to the organizational structure, resulting in a more agile and flexible setup. Additionally, the organization completed a new legal registration that strengthened its legal status and compliance system.

Mobaderoon started the year with 33 employees and ended it with 20 active staff members, primarily relying on part-time and consultancy contracts. This approach allowed the organization to maintain essential positions while reducing long-term commitments.

Information Technology Continuity and Risk Management

The Information Technology team played a pivotal role in enhancing risk management and ensuring business continuity, achieving the following:

- Ensured the uninterrupted operation of operational, financial, and human resources systems.
- No cybersecurity incidents were recorded during the specified period.
- Maintained backup systems and activated remote work protocols, ensuring continued service delivery under various conditions.

Management Public Relations and External Engagement

Rebuilding Public Relations and Outreach

In 2025, Mobaderoon invested significant effort in rebuilding relationships, trust, and institutional outreach through sessions and meetings in:

Aleppo, Idlib, Damascus, and Tartous, with the participation of local civil society organizations and relevant government entities. The focus was on:

- Clarifying Mobaderoon's role
- Rebuilding damaged relationships
- Exploring safe collaboration opportunities

Alliances, Context Analysis, and External Relations

Mobaderoon maintained its civil alliances, including cooperation with Madani, to enhance coordination and civil resilience. Additionally, the management carried out continuous context analysis and held sessions with:

- Donors
- Embassies and diplomatic missions
- International media, including BBC.



