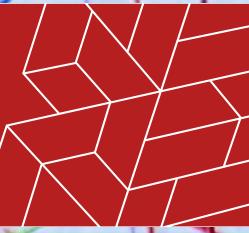
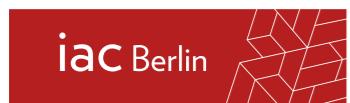


iac Berlin



BUILDING NETWORKS THAT MATTER

Annual Report 2019



About the iac Berlin

The iac Berlin was founded by the Robert Bosch Stiftung to support the development of networks with social impact. It advises foundations and other non-profit organizations on their alumni work, helps with practical solutions in the design of impact-oriented networks and initiates new forms of collaboration.

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About this report

This annual report lays out the development, objectives, approaches and project structures of the International Alumni Center.

IMPRINT

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Dear friends and partners,

In this report, we lay out the ambitions, core assumptions, and activities of the International Alumni Center (iac Berlin) and present the developments and projects that took place in 2019.

The world is changing and we believe that foundations can play a key role in this transformation. Their networks can serve as both a strategic approach and powerful instrument to achieve more effective and sustainable social impact.

Since its foundation in January 2017, the iac Berlin has been supporting the development of networks in the non-profit field, serving as an open platform for new forms of cooperation in philanthropy and creating learning spaces to strengthen personal skills and organizational capacities.

We consider alumni and grantees as partners of foundations who continue to contribute to positive societal change after the conclusion of their respective programs. Our goal is to develop and spread an approach to alumni work that creates positive social impact.

Our gratitude goes to the Robert Bosch Stiftung, the BMW Foundation Herbert Quandt and all other partners for their trust and cooperation. We also want to extend a heartfelt thank you to all network members for their energy, creative ideas and commitment.

We hope you enjoy reading our annual report!

Darius Polok



HIGHLIGHTS 2019

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JANUARY:

5,000 MEMBERS ON BOSCHALUMNI.NET

Since the launch of the online community boschalumni.net in April 2017, our global Bosch Alumni Network has been expanding rapidly. At the beginning of 2019 we reached another milestone: the community counts 5,000 change-makers!

FEBRUARY: THE ART OF INTERCULTURAL DIALOGUE

At the end of February, the 4-day training 'The Art of Dialogue' was held in Bologna, Italy. Artists and cultural workers from seven countries came together for an open exchange. The results were published in a 'cookbook' with methods for strengthening intercultural dialogue.



MARCH: BOSCH ALUMNI FORUM IN KIGALI AND ACCOUNTABILITY LAB IN WASHINGTON D.C.

Good leadership requires trust, teamwork and collaboration. In spring, 48 experts from 22 programs of the Robert Bosch Stiftung and representing 30 countries came together at events in Washington D.C., USA and Kigali, Rwanda. They exchanged ideas and visions for standards on Leadership and Accountability.

APRIL: STRENGTHENING MEDIA LITERACY IN THE WESTERN BALKANS

At the interactive training session on media literacy, media professionals and civil society representatives came together to develop suggestions on how media literacy in the region can be improved.



MAY:

CLUSTER KICK-OFF: 'SUSTAINABLE LIVING SPACES'

How can 'sustainable living spaces' be created in cities, peripheries, and rural areas? At the Cluster kick-off event in Vienna, Austria, which was organized by our partners from 'Kollektiv Raumstation', alumni from 15 different programs of the Robert Bosch Stiftung discussed the priority topics for further cooperation.



JUNE:

THE IMPACT OF NETWORKS

At the strategy meeting of our Connecting Networks program, network coordinators from 30 European foundations and other partner organizations gathered in Paretz, Germany, for a peer-to-peer exchange and discussed next steps for creating networks with impact.



JULY: DISCUSSION FORMAT 'MONDAY ON THE COUCH'

Does current EU policy lead to the criminalization of migration and civil society action? In this edition of our monthly event format 'Monday on the Couch', our speakers discussed the criminalisation of activists and humanitarians who are rescuing refugees in the Mediterranean Sea and the role of civil society in humanitarian action.



OCTOBER: 11TH GDL-LAB 'GLOBAL POWER SHIFTS' IN BERLIN

After a successful start in Accra, Ghana, members of the *Global Diplomacy Lab* - together with partners - designed ideas to realize the potential of the demographic dividend.



CONNECTING NETWORKS LAB IN AMSTERDAM

Over the course of two days, more than 20 network coordinators from across Europe explored 'Power and Trust' in the foundation sector and discussed the resulting tensions and opportunities.



NOVEMBER: LAUNCH: COMMUNITIESFORIMPACT.ORG

Together with the Impact Hub Network, WWF Switzerland and other partners, we launched an open source toolkit for community builders from civil society and the social impact sector, who want to expand their competencies in the fields of online learning and virtual network building.



AUGUST: MIGRATION AS A CHALLENGE AND OPPORTUNITY

Within the framework of the project 'Migration in the Balkans', network members travelled to Transylvania, Romania, to examine how the region can be strengthened, despite the significant emigration it has experienced since the fall of the 'Iron Curtain'. The group met with locals, who had spent many years or decades abroad and founded businesses and initiatives to promote the region upon their return.



REGIONAL NETWORK BUILDING MODELS

Regional Coordinators from 13 countries gathered in Athens, Greece to develop models and proposals for their local network structures and the overall decentralization strategy of the Bosch Alumni Network.

SEPTEMBER: WHAT CAN EDUCATION LEARN FROM THE ARTS?

This project was initiated to facilitate a mutually beneficial exchange between the arts and education sector. At a kick-off meeting, the participants exchanged individual practices and agreed the development of guidelines.



DECEMBER: CLUSTER KICK-OFF: EUROPE

At the first meeting in Brussels, Belgium, more than 30 network members agreed upon the focus topics of the Cluster for the next two years. The network aims to strengthen democratic and civic principles within Europe.





Networks in Philanthropy

Over the course of many years and decades, foundations have developed strong relationships with individuals and organizations dedicated to making a positive impact. They have provided resources, built capacity, advocated for causes, facilitated connections, and offered a wide range of other support. Yet few, if any, have found ways to further empower these people, their ideas and organizations beyond the direct, time-bound support of established programs and create a larger network that can serve as a resource and strengthen collective action.

We believe that networks can be a key asset and powerful tool for creating sustainable impact. We drive the development of networks on many different levels, for instance by developing personal skills and organizational capacities. We work closely with researchers and practitioners and provide expertise on the topic of networks. Together with colleagues from over 30 European foundations, we continuously discover new methods and techniques in our joint ‘Learning Community’.



THE VALUE OF CONNECTING

What can research and practice teach us about the value of networks for philanthropy?

Together with the Kauffmann Foundation, the Social Entrepreneurship Center of Vienna University of Economics and Business and other partners from Canada and the USA, the iac Berlin is dedicated to exploring this fundamental question.

In September, we co-organized the training 'Value of Connecting' on Wasan Island in Canada. The results of the discussions were distributed in the publication 'Addressing Grand Challenges Collectively - A brief introduction to Impact-oriented Networks' in the autumn.

CONNECTING NETWORKS

Connecting Networks is a community of 30 foundations and other non-profit organizations seeking to strengthen and develop their network approach. With this program, we have managed to establish a training course and space for peer-to-peer exchanges for employees of European foundation.

In June, members of the program agreed to evolve into a community during a strategy workshop in Paretz, Germany. The community will be structured around

one core network meeting and several decentralized, thematic labs per year. During their time together, the participants also further examined their network strategies.

A further focal point was the topic 'Network Leadership'. Together with the DOEN Foundation, a thematic lab on 'Power and Trust' was held in Amsterdam, Netherlands, in October. In addition, monthly video conferences served as a platform for joint learning and tailored webinars and consultations were held with individual members.



GLOBAL DIPLOMACY LAB (GDL)

EXPLORING A NEW, MORE INCLUSIVE DIPLOMACY

What form should diplomacy take in the future? How can we implement a clear-cut and inclusive policy by adopting perspectives that transcend institutional boundaries and national borders? At a time when the international community is becoming increasingly fragmented, finding answers to these questions is crucial when shaping diplomacy for the 21st century.

At the beginning of the year, members of the *Global Diplomacy Lab* (GDL) formed three working groups (strategy, methodology and curriculum). Together with the secretariat and the German Federal Foreign Office (AA), they agreed on the challenge 'Collaborating to Realise the Potential of the Demographic Dividend', developed a framework and initiated a strategy process. The working groups, selected network members and experts further convened during labs in Accra, Ghana in June and Berlin, Germany in October. Four proposals were developed, which were forwarded to the German Federal Foreign Office for potential implementation.

In addition to the labs, the GDL members co-designed the following events (among others): Bled Strategic Forum, Slovenia; Falling Walls Lab, Latin America and Caribbean Conference and the Forum: Future Affairs in Berlin.



FURTHER ACTIVITIES

SELECTED ACTIVITIES IN 2019

At the **annual meeting of the alumni association of the 'German Academic Exchange Service DAAD'**, the iac Berlin, together with three network members, designed various thematic workshops and delivered a keynote address.

Additionally, we advised the **'Network for early Childhood Cultural Education'**, which is funded by the **Robert Bosch Stiftung ('Art and Games')** and other partners, on the development of a sustainable network structure.

Our event series '**iac_impulses**' offered further training opportunities on organizational development for employees and partners of the Robert Bosch Stiftung and the iac Berlin.





VIRTUAL SHARING OF KNOWLEDGE AND METHODS

The complex challenges and pressing issues our societies are facing globally can only be tackled through unprecedented cooperation. In an interconnected world where technology has become an essential part of everyday life, new forms of collaboration are constantly emerging. However, often communities aiming for social good lack funds, experience or skilled support to build and strengthen their virtual communities and online learning formats.

Together with the Impact Hub Network, WWF Switzerland and other partners, we launched the open source toolkit 'Virtual Communities for Impact' (communitiesforimpact.org) - a practical and adaptable toolkit that empowers community builders to learn from the experience of their peers. It captures best practices, case studies, tools, and resources, sourced from over 25+ international organizations that have rich and vast expertise in community building in the impact sector. The aim is to empower community builders to use the power of technology, collaborate beyond borders, missions, or time zones, and create positive change together.

The online toolkit communitiesforimpact.org captures best practices, case studies, tools and resources, sourced from over 25+ international organizations that have rich and vast expertise in community building in the impact sector.

COMMUNITY SPACE A PLACE FOR IMPACT ORIENTED NETWORKS IN BERLIN

Our Community Space is a social place for members of the Bosch Alumni Network and partners of the iac Berlin to meet, connect and collaborate. As such, the Community Space aims to provide room for exchange and generating ideas while at the same time strengthening trust-based relationships by offering a place for face-to-face encounters in Berlin. This people-centred concept behind the space reflects the importance we place on social interactions when creating networks and communities.

The Community Space is also 'home' to our discussion format 'Monday on the Couch', which invites network members to discuss a political or social topic on the first Monday of every month. Afterwards there is time for casual exchange and networking over an after-work drink.

In 2019, more than 160 trainings and events took place in the Community Space. These events were organized by the iac Berlin, alumni, and other civil society actors or initiatives, and they were visited by **more than 2,800 participants**.





Bosch Alumni Network

For more than 50 years, the Robert Bosch Stiftung has supported people who are driving positive societal change across borders and in the spirit of its founder Robert Bosch. The Bosch Alumni Network was created to strengthen ties between former fellows and grantees across programs and sectors, and to continue the dialogue with the foundation. The network serves as an active memory and impulse generator for the foundation, showcases competencies and potentials and works as a lever to drive positive social impact.



**Bosch Alumni
Network**



Clusters are professional and thematic groups within the Bosch Alumni Network. They connect like-minded members working in the same sector to discuss ideas or challenges and to initiate different activities and projects together that will foster collaboration and knowledge exchange. The following pages provide an insight into the Cluster activities in 2019.

CLUSTER MEDIA

The Cluster Media develops alumni projects, which investigate innovations in media and promote collaborative cross-border journalism.

In 2019, 12 project proposals were submitted for the third *Call for Applications* within the Cluster, three of which were selected for implementation by an alumni jury.



In February 2019, 16 journalists from 13 countries took part in a two-day training course on cross-border journalism at the iac Berlin. Two experienced trainers led them through methods and best practices in cross-border journalism. In addition, participants were able to pitch their own ideas and find potential collaborators.

BELGRADE, SERBIA

'FACT CHECK VS FAKE NEWS'

12 journalists gained insights into tools and techniques to detect fake news and compiled a toolkit with the most important lessons learned.

BERLIN, GERMANY

'OPENCRIME CONFERENCE'

Two journalists from the network organized a one-day conference on 'Uncovering the Role of Women in Crime' in Berlin.

ONLINE

'EMBRACING THE CHANGE'

Based on a study on the role of journalists as social media influencers, two journalists organized a corresponding webinar series featuring several experts on the topic. Additionally, a survey was launched among editorial offices in the Western Balkans to gain insights into their social media strategies.

During the second edition of the **network conference 'Alternative Financing Models'** in Berlin, more than 30 media founders from German-speaking countries gathered to explore common challenges. The conference was complemented through a series of **webinars** on the subject of '**media entrepreneurs**'.

In the second part of the project '**Dealing with European Issues**', organized in cooperation with the Foundation for Polish-German Cooperation and the Franco-German Institute, a study trip brought 20 journalists from Germany, Poland, Italy and France to Berlin and the German-Polish Media Days in Wrocław, Poland.

In collaboration with the **Global Diplomacy Lab**, a cooperation with the UNESCO was initiated. During interactive **workshops** moderated by network members in Vienna, Austria and at the Global Press Freedom Day in Addis Ababa, Ethiopia questions for a UNESCO study on the topic of '**Online Harassment of Women Journalists**' were collected.

CLUSTER GOVERNANCE

This Cluster connects alumni from different sectors with an interest in global governance and public policy issues.

In March, the first 'Accountability Lab' organized within the Bosch Alumni Network took place in Washington D.C.. Network members from North America, Africa, Europe and Asia came together to discuss their leadership roles and learn how they can contribute to more transparency and accountability within their sectors.

The first steps towards the planned 'Governance Academy', a cooperation project between the Robert Bosch Stiftung, the iac Berlin, the Kreisau Initiative and the Freya von Moltke Foundation, were also initiated. The content conception and hosting team were tendered and selected. In 2021 this trilingual training format, which is aimed at leaders from the governance sector, is expected to take place in Bucharest, Romania.

CLUSTER CIVIL SOCIETY

This Cluster connects civil society actors from across the globe dealing with the most pressing societal challenges. In 2019, three of the pilot projects of the Cluster were completed. The remaining two were given a cost-neutral extension until March 2020, as there were understandable reasons for their delay.

In the context of the MitOst-Festival in Budapest, a cross-Cluster meeting took place in October 2019. One aim of this format was to strengthen the ties between the networks of MitOst and Bosch alumni. The meeting was also an opportunity to reflect on the current networking progress.

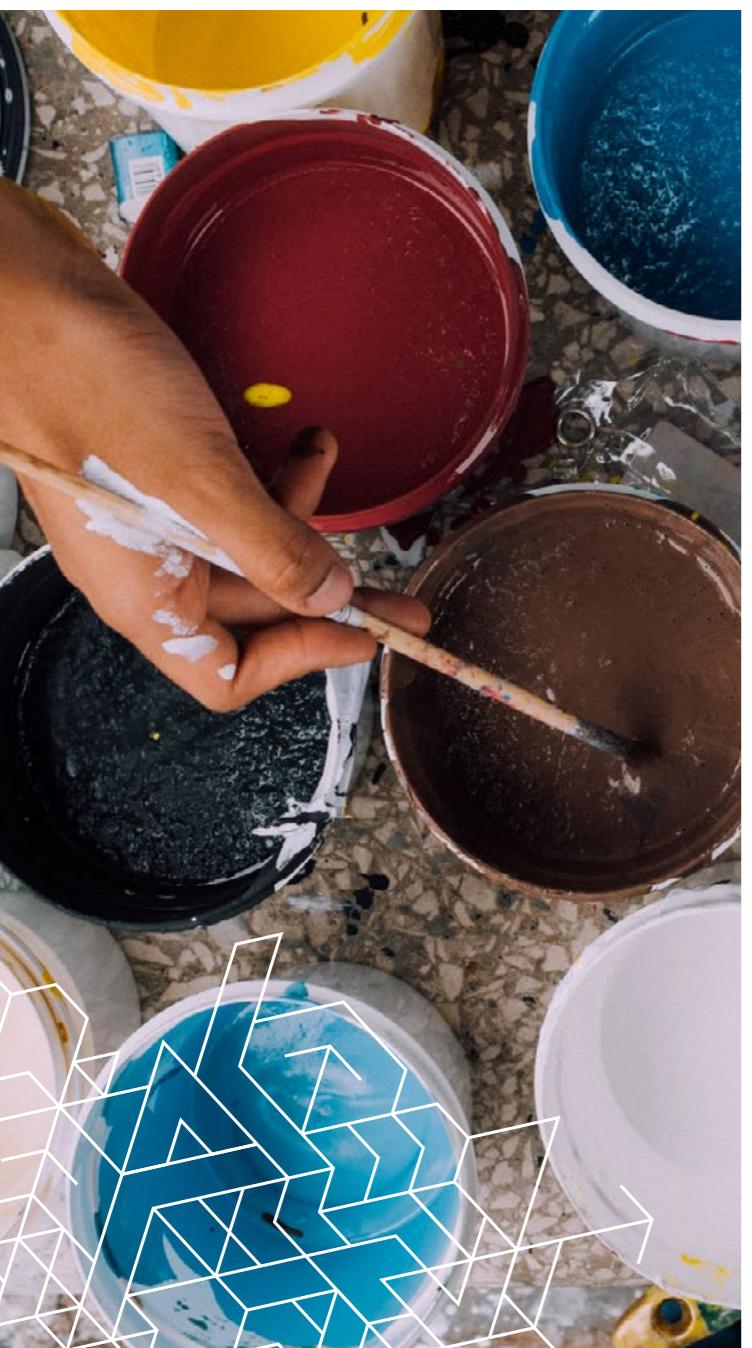
In November, a training on the application of the 'Toolbox', which was developed by MitOst and other partners and financed by the Robert Bosch Stiftung, was organized and attended by around 20 network members. The 'Toolbox' is particularly aimed at smaller civil society initiatives and organizations looking to strengthen their competencies in strategy- and organizational development. The training partly served the purpose of assembling a core team of facilitators within the network that can support members, as well as the coordination team of the Bosch Alumni Network in future projects.

All projects in the Cluster Civil Society Cluster are managed in close cooperation with MitOst e.V..



CLUSTER CULTURE

In January 2019, the kick-off meeting of the Cluster Culture was organized in close cooperation with colleagues from the Robert Bosch Stiftung. Participants represented a wide range of perspectives and approaches from the cultural sector. Together, they identified focus



topics for the Cluster and developed seven activities for 2019. A jury of network members later selected four projects, which are now in the implementation phase:

DEWSBURY, UK

'CREATORS OF COMMON GROUND'

During a first workshop, network members collected ideas for the development of a sub-network of mediators.

BERLIN, GERMANY & ONLINE

'LEARNING FROM THE ARTS'

A research and communication-oriented project to promote the exchange between the cultural mediation and education sectors.

ZAGREB, CROATIA

'ARTS AND CULTURE UNDER PRESSURE'

During a *PractitionersLab*, professionals from the cultural sector discussed how to approach the challenges faced by the shrinking of cultural open spaces.

RIJEKA, CROATIA

'ROUND TABLE ON FINANCING STRUCTURES'

Network members explored what changes in the funding structures of arts and cultural projects are necessary to address the current challenges faced by the sector.

CLUSTER EUROPE

The Cluster Europe was launched in May 2019 with an online survey exploring the most urgent European issues as identified by network members. An invitation to join the group on boschalumni.net was also extended to drive peer-to-peer exchange and discussions. At the end of the year this group counted over 800 members. From December 6-8, a kick-off event took place in Brussels, Belgium, which was attended by over 30 network members and paved the way for the decision on the focus topics for 2020 and 2021.

FOCUS TOPICS

- » **Expand democratic spaces in Europe**
- » **Explore a new vision for an EU-topia**
- » **Become a hub that connects means and voices to communicate and co-shape European values**



CLUSTER SUSTAINABLE LIVING SPACES



This Cluster examines how ‘sustainable living spaces’ can be created in cities, peripheries and rural areas.

At the Cluster kick-off event in Vienna, Austria, which was organized with our partners from ‘Kollektiv Raumstation’, 34 alumni from 15 different programs of the Robert Bosch Stiftung discussed potential topics for further cooperation. As a result, three main topics were decided upon:

FOCUS TOPICS

- » Sustainable Housing
- » Revitalisation of Spaces
- » Rural Renaissance

Based on these Impact Fields, a *Call for Ideas* was launched, and 30 teams submitted their project ideas. In November, a jury recommended four ideas for implementation in 2020.

CROSS-CLUSTER PROJECTS

To promote trans-sectoral cooperation in the network, a cross-Cluster *Call for Ideas* on the topics of migration, social cohesion and sustainable living spaces was launched at the end of 2018. The following three projects were implemented in 2019 within this framework:

BERLIN, GERMANY

‘INCLUSION DIVIDEND’

How is social inclusion linked to economic health? And what measures can city administrations take to improve both? These and other questions were discussed by “network members” from the USA, Turkey and different European cities at the ‘Inclusion Dividend’ workshop in Berlin, which was organized by the Urban Institute.

FAGARAS, ROMANIA & TIRANA, ALBANIA

‘MIGRATION IN THE BALKANS’

During two consecutive workshops in Romania and Albania, two project teams brought together network members working on the consequences of ‘brain drain’ in the Eastern European context. Here, first ideas for a new Cluster on migration issues were also collected.

HAMBURG, GERMANY

‘NEW WORK FOR THE COMMON GOOD’

Network members and local actors came together in Hamburg to collect ideas for the further development of a sustainable working and utilization model for the former power station ‘Kraftwerk Bille’.



FURTHER TRAINING

In March, we organized the German language BoschAlumniForum 'Extremely divided? Polarization as a challenge for Democracy' in cooperation with MitOst e.V. in Paretz, Germany. In the same month, the first international BoschAlumniForum on 'Leadership' was held in Kigali, Rwanda, organized by Regional Coordinators from East Africa.

The Berlin Bosch Alumni Initiative (IBBA) organized a meet-up for the local Berlin community at the 'House of Statistics', which was attended by 85 participants. In October, a burlesque workshop was held in Munich, Germany, organized by local network members.

In 2019, twelve editions of the event series 'Monday on the Couch' took place at the iac Berlin Community Space with an average of 25 participants.

The webinar series 'The Art of Networking' explored methods and best practices for building and coordinating networks. During a series of sessions, tried and tested event formats, tools and other practices were presented to facilitate a knowledge exchange among network members.

Due to the high demand and positive outcomes of our Learning Exchange Grants, they are now being awarded four times a year. The small travel grants strengthen peer-to-peer exchange and individual ties between network members from different geographical locations, working on similar topics. On average, we award thirty travel grants per year under this scheme.

LEARNING EXCHANGE GRANT

Learning exchange between Priti Salian, India (Media Ambassador India-Germany) and Ruth Atim, Uganda (Journalism in a Global Context)

'I first met Ruth virtually, earlier this year, through boschalumni.net and was impressed by the award-winning journalist who writes on refugee and gender issues in Uganda. We hit it off right from the get-go, and decided to visit each other. I had a few ideas already, which resonated with Ruth, so I applied for a Learning Exchange Grant to visit her.'

Way before I made the trip, Ruth and I had started brainstorming for contacts for my stories. She connected me with experts within her (really wide) network, who helped me deep dive into the ideas I was planning to investigate.

Ruth and I spoke about her experience reporting about refugees, especially women and children, and she gave me solid tips about how things work in Uganda for the media. She accompanied me to an organisation working with urban refugees, where, for a potential piece, I interviewed a few men who were sexually abused during conflict before fleeing their country.

We bonded over Ugandan food and discussed gender issues in India, which she would like to cover during a future trip and I gave her tips on pitching international publications with local ideas. One of our potential collaborations is on two cross border stories on global issues from our respective countries.

Overall, I had a fruitful learning trip to Uganda thanks to Ruth's cooperation and helpful nature. Thank you, Bosch Alumni Network and Ruth for the experience!'



DECENTRALIZATION: STRENGTHENING THE GLOBAL NETWORK THROUGH REGIONAL GROUPS

As local contact points for network members, Regional Coordinators connect alumni in their regions through on- and offline activities and events and support the implementation of ideas.

The establishment of 26 regional networks by a total of 56 regional coordinators has progressed significantly. Besides smaller alumni meetings organized locally, Regional Coordinators in the USA, India, Algeria, Moldova, Portugal and

East Africa organized larger meetings to discuss the decentralization of the network and thus contribute to the overarching strategy of the Bosch Alumni Network.

The Regional Coordinators are also increasingly taking on the role as local contact points for other network members and employees of the Robert Bosch Stiftung, thereby acting as central nodes within the network structure.

EVALUATION

In September 2019, we launched a one-year process to evaluate the work and progress of the Bosch Alumni Network since its launch three years ago. This process is implemented together with the Social Entrepreneurship Center of Vienna University of Economics and Business. After kick-off talks with employees of the iac Berlin and the Robert Bosch Stiftung, sixteen interviews with network members were conducted as part of a first phase. The results of these conversations will form the basis of the network-wide survey which is planned for April/May 2020.



BOSCHALUMNI.NET

A GLOBAL COMMUNITY CONNECTED ONLINE

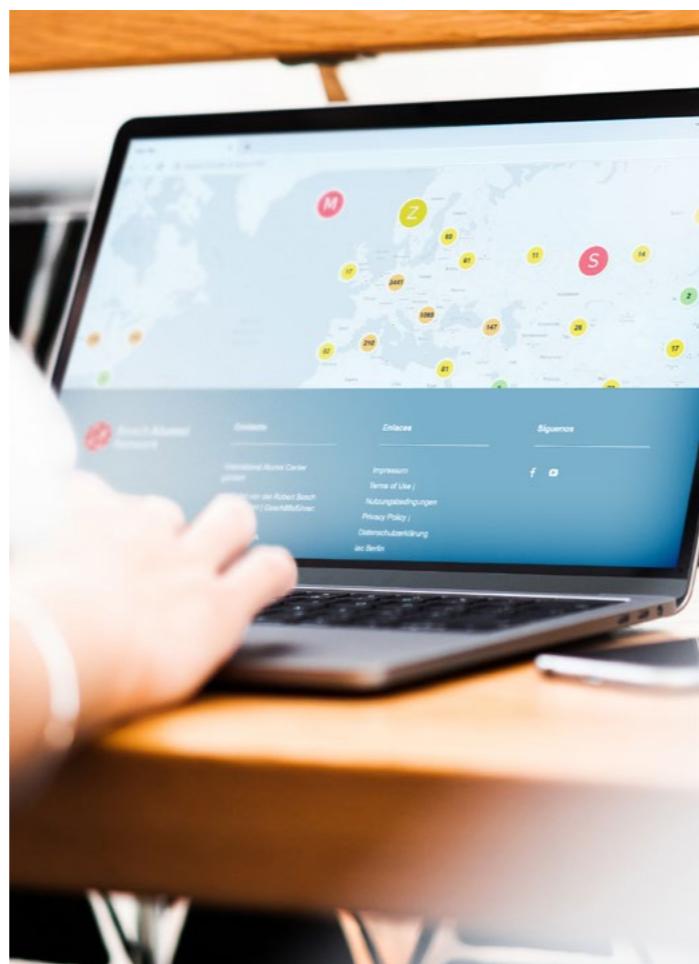
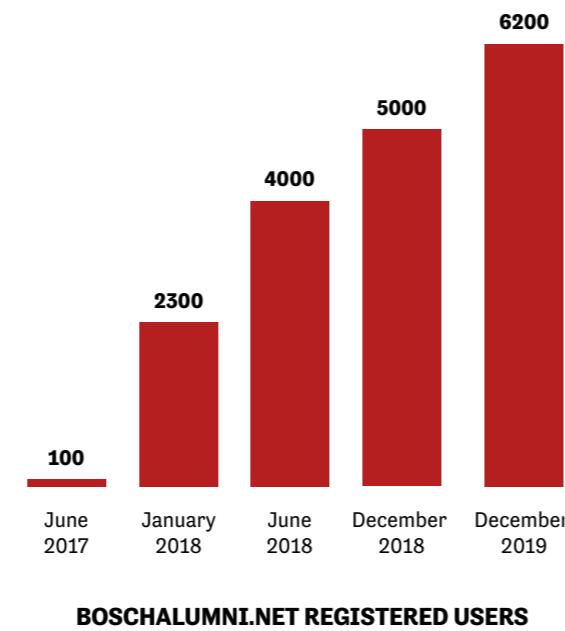
In spring 2017, we launched the online platform of the Bosch Alumni Network as an instrument for networking and knowledge-exchange for alumni of the Robert Bosch Stiftung. On boschalumni.net, network members can find information about current calls for applications and events, hold group discussions on various topics and find project partners and/or support for their own initiatives.

In 2019, the number of registered users grew from 5000 to 6200. Network members come from more than 130 different countries and more than 160 programs of the Robert Bosch Stiftung. This corresponds to a 24% increase in new users during the reporting period. In total, the activation rate of the invited users stands at over 50%.

Due to the steady increase in user activity, we implemented a number of formats and processes to improve orientation and site navigation on boschalumni.net: regular Q&A webinars during which team members answer questions about the functionalities of the platform; quarterly announcements on upcoming events activities and an improved categorization of the growing number of groups by regions and thematical areas. A newly created 'about page' now provides general information on the mission, vision and purpose of the network and an overview of contact people within the coordination team as well as on a regional level.

During the reporting period...

- » **2844 posts** were published in the Live Feed;
- » **757 events** were published; 575 of them by users;
- » **482 jobs and opportunities** were posted, 405 of those created by users.



Organizational Structure & Team

The "International Alumni Center gGmbH" was established on December 14, 2016 with the Robert Bosch Stiftung as sole shareholder. Darius Polok was appointed managing director. The organization coordinates the Bosch Alumni Network and is a platform for cooperation with partners from foundations, civil society, administration and the scientific community. The International Alumni Center develops learning opportunities in the field of impact-oriented alumni work and for networks in philanthropy, thereby contributing to the development of competencies and structures for positive social change.



GENERAL INFORMATION ABOUT THE ORGANIZATION

Name	International Alumni Center
Registered office	Stuttgart, Germany
Foundation	2017
Legal form	Non-profit limited company
Register entry	Amtsgericht Stuttgart, HRB 759544
Contact	International Alumni Center gGmbH Linienstr. 65a 10119 Berlin
Telephone	+49 (0)30 288 85 80 00
E-Mail	info@iac-berlin.org
Statute	Charter from 14th December 2016

Non-profit status

The International Alumni Center operates in the fields of international understanding; welfare; education and vocational training; art and culture; science and research; youth welfare and care for the elderly; civic commitment to charitable and ecclesiastical purposes; the democratic state within the scope of the Basic Law; development cooperation and environmental protection. In accordance with the separate determination of compliance with the statutory requirements pursuant to Sections 51, 59, 60 and 61 German Fiscal Code (according to section 60a (1) German Fiscal Code) the International Alumni Center gGmbH is entitled to issue donation confirmations.

GOVERNANCE OF THE ORGANIZATION

Shareholder meetings

The shareholders' meeting is the central supervisory body of the International Alumni Center gGmbH. The shareholders' meeting supervises the work of the organization. The permanent representatives of the sole shareholder are Prof. Dr. Joachim Rogall (Management Board) and Roland Bender (Human Resources). Further participants include Markus Lux, who was appointed project responsible by the shareholder meeting. Employees of department 'Z' as well as employees of the iac Berlin gGmbH are consulted on specific topics. In addition to the two annual meetings, the founding phase will see additional meetings take place, which serve the strategic advancement of the organization.

Community Space (Event space & network-hub)

Bosch Alumni Network

Alumni are partners of the foundation; they create lasting impact beyond the completion of their programs and solve environment and societal challenges.

Networks in Philanthropy

Networks are part of the strategy and a key asset and powerful tool for foundations to create sustainable impact.

Innovator and Initiator

The iac Berlin is a competence center in the areas of networks, impact and human resource development.

International Alumni Center gGmbH

Robert Bosch Stiftung as Founder and sole shareholder

TEAM

The team of the iac Berlin in April 2019.



TEAM
in December 2019

**NUMBER OF
EMPLOYEES**

27

full-time

13

working students

8

part-time staff

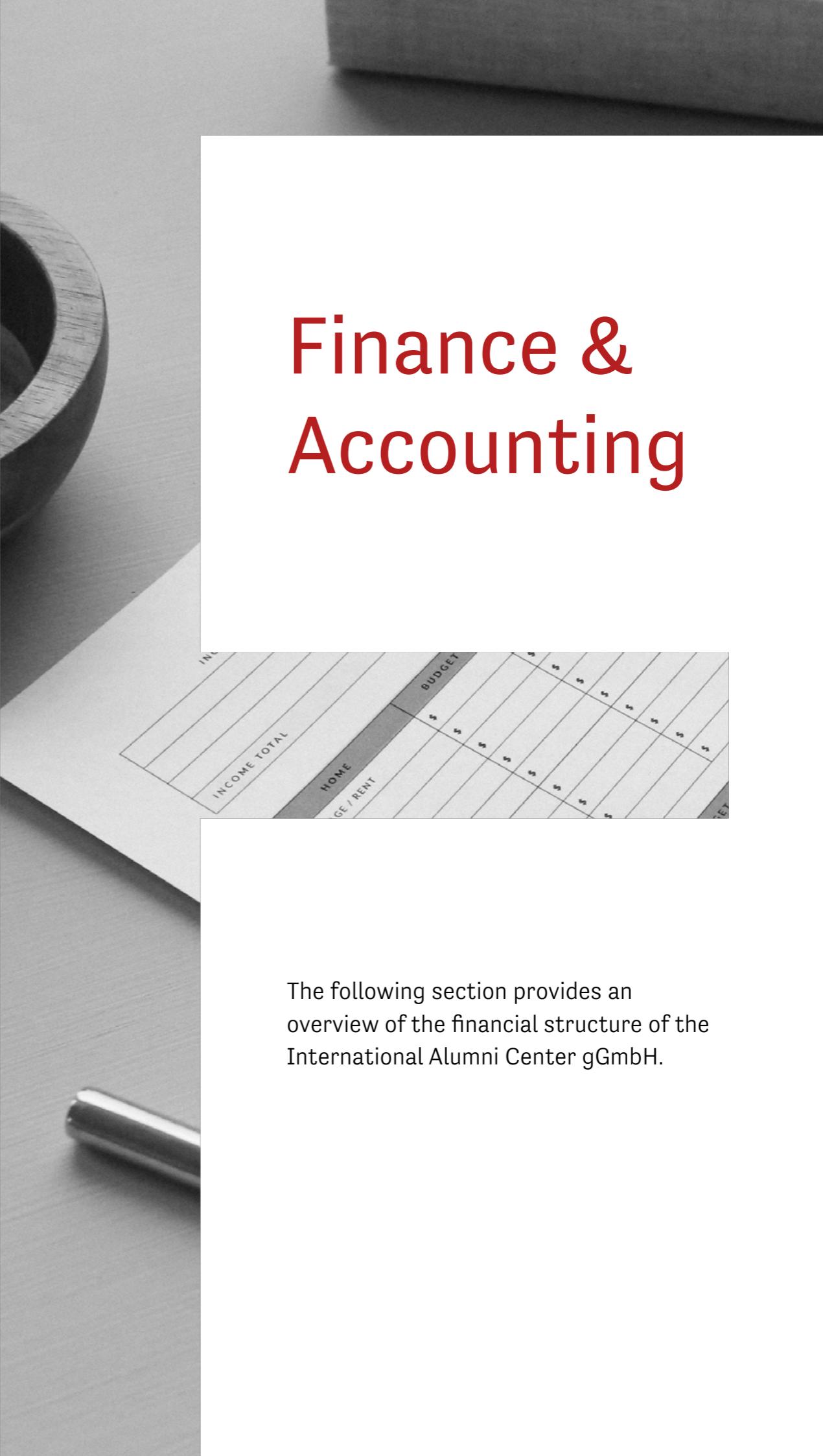
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freelance staff

5

**MEMBERS OF THE BOSCH
ALUMNI NETWORK:**

6200



Finance & Accounting

The following section provides an overview of the financial structure of the International Alumni Center gGmbH.

Resource allocation

In 2019, iac Berlin gGmbH used a total of EUR 2,515,000 (total expenditure) in financial resources to achieve the charitable goals. Personnel costs accounted for EUR 838,000 and material costs for EUR 1,677,000.

In addition, the approximately 6,000 network members and the Regional Coordinators invested volunteer hours for the organization through the implementation of projects, local events and the development of the network.

Supporters

In 2019, the iac Berlin gGmbH received institutional funding from the Robert Bosch Stiftung. In addition, the Robert Bosch Stiftung provided the iac gGmbH with legal advice within the framework of a cooperation agreement and supported the organization in setting up the administration. The BMW Foundation Herbert Quandt supports the iac Berlin in the capacity of a long-term cooperation. The Global Diplomacy Lab is supported by the Federal Foreign Office, the BMW Foundation Herbert Quandt, the Mercator Foundation, the Robert Bosch Stiftung, and the GiZ Global Leadership Academy.

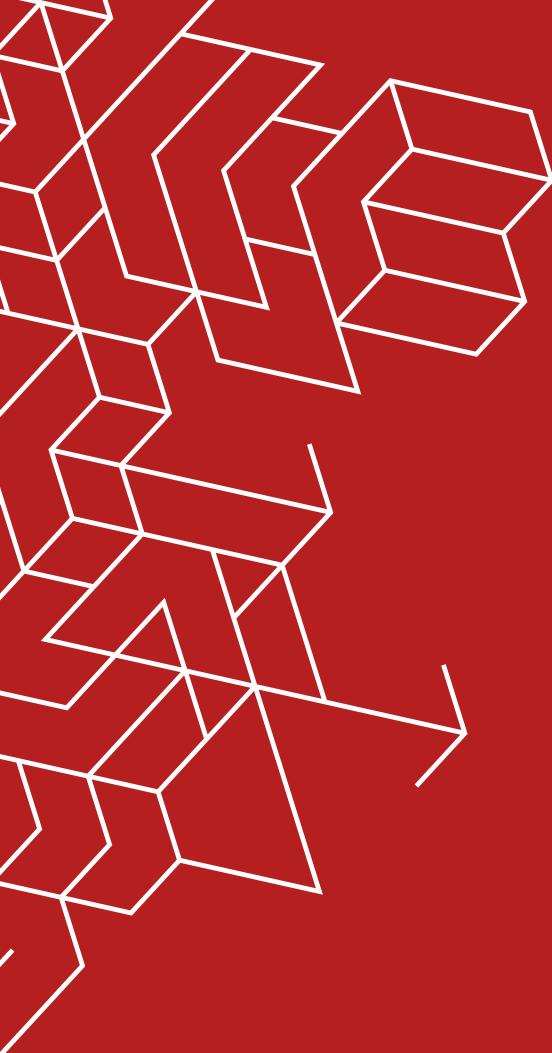
Accounting

The annual financial statements were audited in 2019 by the tax consultancy Ebner & Stolz, taking into account German commercial accounting regulations and the supplementary provisions of our articles of association. The audit of the 2019 financial statements was carried out by Ernst & Young GmbH.

Further planning

For the financial year 2019, we are aiming for a turnover of EUR 2,833,000.





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