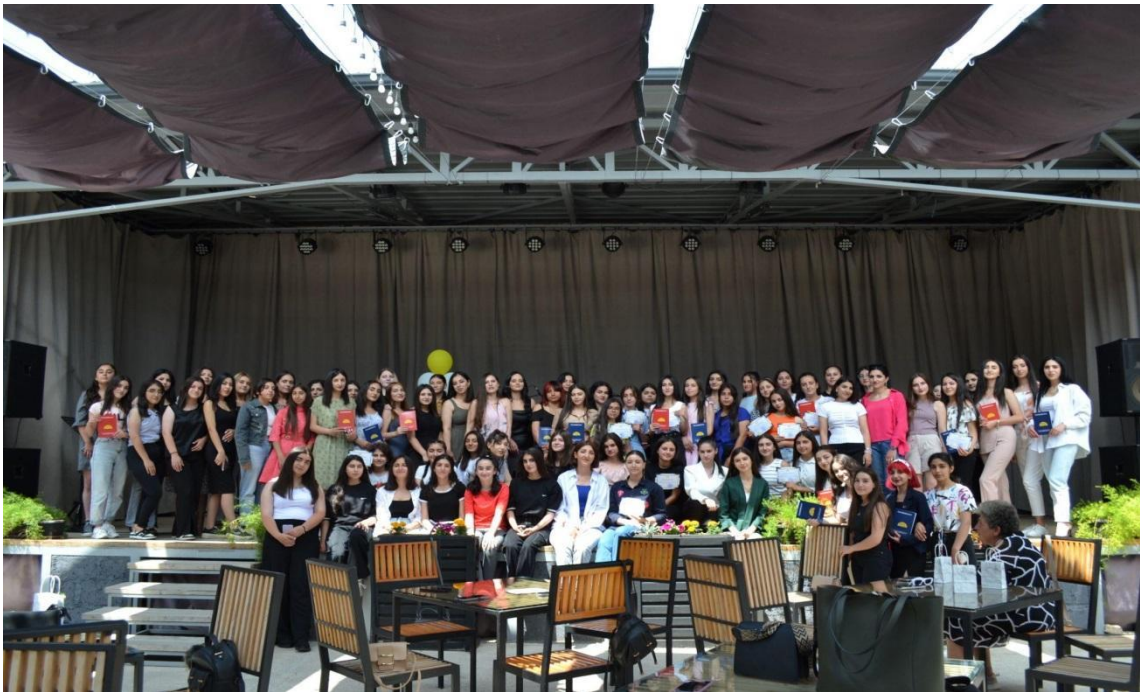




**Nor Luyce**  
**Mentoring Center for Youth NGO**



**2022-2023**  
**Gyumri**

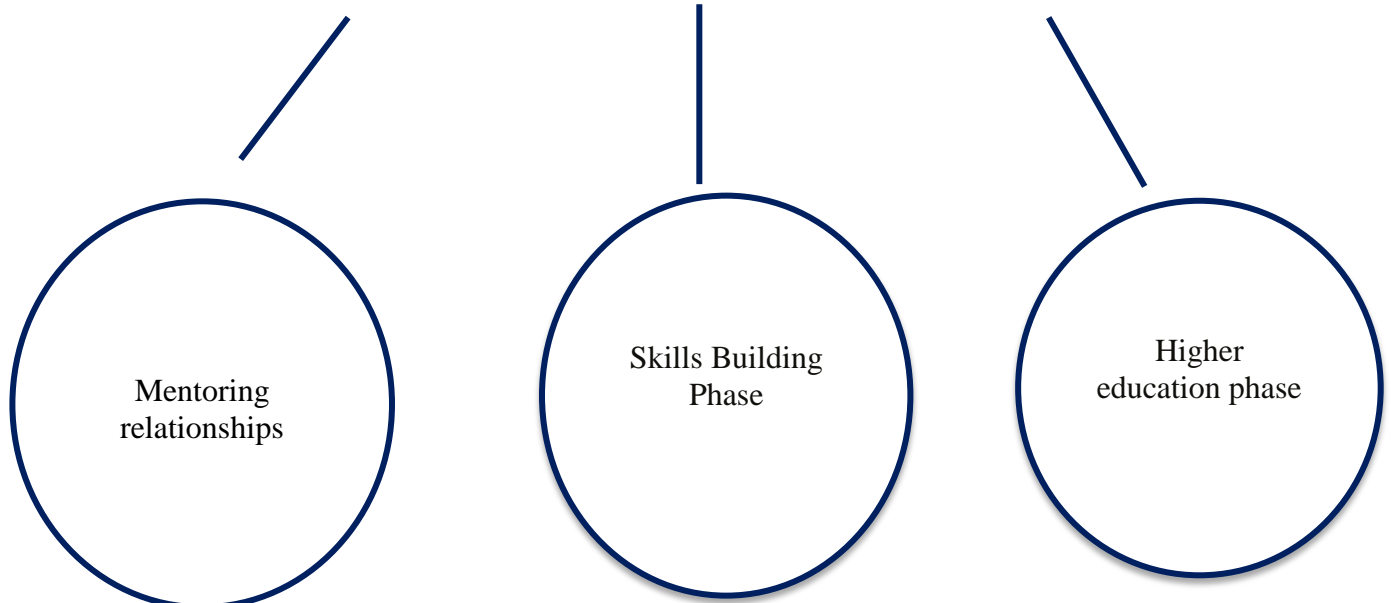
## *Our vision is:*

We believe that by empowering teenage girls, we will create a community of strong, intelligent, creative young women who are the future of Armenia.

## *It is our mission..*

to provide girls with the tools to become confident and knowledgeable young women who are capable of realizing their desired career goals and ideas.

## **The program is implemented in 3 main phases:**



- ❖ **Mentoring phase: stabilization of the emotional sphere**
- ❖ **Skill building Phase: Professional Orientation**
- ❖ **Higher Education Phase: Awarding of Scholarships**

# Phase I - Mentoring phase

## Teenagers reveal their.

- ✓ Personality
- ✓ Interests
- ✓ Emotional world
- ✓ Professional preferences
- ✓ Style

## They get :

- ✓ Skills to collaborate and communicate in a new environment
- ✓ A new circle of friends
- ✓ New knowledge

## Participating in:

- ✓ Educational meetings
- ✓ Various cultural events
- ✓ Intellectual games
- ✓ Fun activities
- ✓ Day camps
- ✓ Debates



# Phase II – Skill Building

## Teenagers get.

- ✓ Computer skills
- ✓ Presentation and presentation skills
- ✓ European and standard format CV and cover letter writing skills
- ✓ Essay writing skills
- ✓ Communication skills
- ✓ Teamwork skills
- ✓ Interview presentation skills

## They are meeting..

- ✓ With the director of the employment center Mrs. Adamyan
- ✓ With professors of Gyumri universities
- ✓ With different professionals
- ✓ During this stage, teenagers also form their career plans.



# Phase III – Higher education

Adolescents participate in courses, acquiring knowledge necessary for later life.

❖ Financial courses.

The best mentees, entering universities, receive scholarships from the organization. Currently, the organization has 46 teenage girls (mentees) and 45 volunteers.



## *MENTORING PHASE*

The 2022-2023 mentoring program started in September, the individual meetings started on October 7. The starting point of the program was 14 initial trainings, which were extremely useful and effective.

The year started with 50 mentor-mentee pairs, but ended with 46 mentor-mentee pairs, as both mentors and mentees dropped out of the program for various reasons. During the nine months, 1,874 individual meetings were held, corresponding to 3,190 hours of volunteer work. Quarterly evaluations and meetings became a matter of expected results. Both mentees and mentors reported personal growth, progress and positive change in the mentees, including:

- ❖ Overcoming difficulties and building self-confidence
- ❖ Development of communication skills, for free and easy communication
- ❖ Overcoming fears
- ❖ Redefining of their system of values
- ❖ Development of self-awareness skills
- ❖ Reduction of aggressiveness and conflict
- ❖ Development of time management skills
- ❖ Increase in purposefulness and initiative
- ❖ Expanding the range of interests
- ❖ Increased foresight and alertness
- ❖ Forming optimistic views
- ❖ Formation of emotion management mechanisms
- ❖ Stabilization of self-esteem

During the 2022-2023 program year, 14 mentoring group meetings were held in accordance with the 14 planned. The purpose of the group meetings was for the participants to get to know each other, involve them in the group, achieve self-knowledge, identify their own weaknesses and strengths, stabilize their self-esteem, overcome fears and complexes, develop strategies for overcoming conflicts, be able to find the right solutions to problems, be tolerant and friendly. , get motivated and, using all the potential, move forward, turning the dream into a goal.

Evaluations of group meetings indicated that 95.33% of mentees found the meetings useful.

During the 2022-2023 program year, there were also 17 ongoing trainings for mentors, instead of the planned 12, and we also had two additional meetings in the form of a discussion of the book "Self-defense" and "Don't eat the marshmallows for now".

During the process we also had 3 quarterly evaluations and 4 meetings.

During these trainings, volunteers were equipped with a lot of knowledge and began to master many skills, including: socialization skills, the ability to overcome children's fears and phobias, discovered how to identify a criminal, the psychology of a winner, got acquainted with new techniques of self-regulation in therapy, learned how to write a competitive CV, analyze gestures, implement effective parenting, perform psychological assessment and create a work plan, as well as observe the basic principles of self-care. In "Nor Luys" NGO, it is also important to transfer positive energy and smiles to the mentors and to encourage them. Our entertainment

meetings serve this purpose: the "Mafia" game, which was held three times, a visit to the cafe with mentors who always support the organization, "Secret Santa" and The "Empty Chair" games were recently held on New Year's Eve and Volunteer Day.

## What do our mentors say about us?



After volunteering at several centers, due to time constraints, I decided to take a break and focus on finding a job and studying. Until one day I met friend Shogher, the co-founder of "Nor Luys", again I had a great desire to participate in the most important program and become one of the volunteers who will act for the benefit of the teenager and the center. I personally had no idea how I would work with a teenager and how he would react and agree to dating. My very dear friend Karine and friend Arpi helped me get out of these and other uncertainties, they did a great job in training and increasing knowledge. There are many advantages in "New Light": experience, desire in relationships with people, ideological growth, broadening of worldview, self-confidence. Volunteering at Nor Luys gives me all of the above, plus friends, getting rid of a lot of complexities, and self-realization.

**Anahit Hovsepyan**

## What are our mentees saying about us?

I am very grateful to the staff of "Nor Luys" for being so warm and creating an interesting environment. I met and communicated with many people who became friends. I got a lot of knowledge from different topics, which will always guide me. And the most important achievement is my mentor, whom words are not enough to describe. I love everyone and I'm thankful to be from New Light.



**Araksya Avagyan**

*This year, the financial support provided by Nor Luys is as follows:*

<b>Scholarship</b>	<b>1,042,000</b>
<b>Travel expenses</b>	<b>952,100</b>

## **SKILL-BUILDING PHASE**

In the 2022-2023 program year, the meetings of the Skill Development phase started on September 4. At the beginning of the program, the number of mentees in the group was 29, at the end there were 21, because the mentees left the program halfway through for various reasons.

At the beginning of the year, we planned to hold 29 meetings, 6 additional meetings were held! 20 meetings were aimed at developing the participants' skills and 15 more were aimed at professional orientation and career planning, as a result of which the participants acquired an innovative, creative and analytical way of thinking, gained CV/resume writing, job application skills, work ethics, personal branding, self-education, self-development and a number of other important skills.





Career planning visits to universities and meetings with scholarship granting organizations were also carried out during the program year. Round trips were carried out to:

- YSU,
- YSBU,
- ASPU,
- SSU,
- ASUE,
- Vocational school No. 4 of Gyumri,
- Shirak Regional State College.

Scholarship meetings were held with the following organizations:

- Armenian educational institution,
- KAZA Foundation,
- DAAD German student exchange organization.

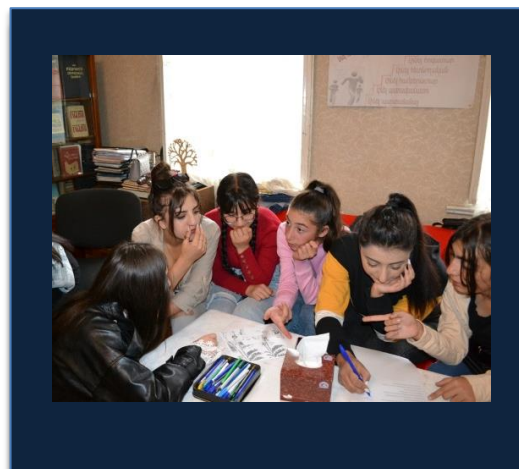
In parallel with all this, the mentees were introduced to 5 more scholarship-granting structures, university admissions, as well as the "Student's House" organization, which can provide accommodation to students living in regions and studying at Yerevan universities.

In order to get acquainted with the business sphere, a familiarization visit was made to "Nazuk" cafe, during which director Zara Karapetyan presented detailed steps, risks, positive and negative aspects of creating one's own business.

We also had a meeting with Amalya Adamyan, director of the Regional College, co-founder of the "Adamyan and Friends" agency, which contributed to the familiarization of the labor market mentees.

Throughout the year, the mentees' work, discoveries, goals and professional choices were summarized in "My Career Path" booklets, which were solemnly handed over to each mentee at the closing event on July 15. It was with that meeting that the entire program year was summed up and the Skills Development phase of the 2022-2023 program year became history.

During the year, the participants had a 96% increase in knowledge compared to when they started.



## OUR MENTEES ABOUT US

"Going through the skills development stage, I enriched my existing knowledge and skills and acquired new ones, which will be used a lot especially in the university and work environment. Having acquired many computer and everyday skills, I still use many of them today and attach great importance to them.

Being a member of the Career Planning Group gave me more focus and importance to my future and career. Being an adult, I am entering a new life, where I need a lot of theoretical and practical knowledge that I received during the meetings, and which certainly makes my job easier in any field."



**ANNA  
GALSTYAN**

## HIGHER EDUCATION PHASE

2022-2023 The Higher Education phase of the program year started on August 30 with an informational meeting. Next, there were challenges with famous guests under the title "The key to my success", which were distinguished by guests with different professions, age groups and different experiences. Instead of the planned 13 annual meetings, 14 were held.

In the program year, there were 14 mentees participating in the round.

Famous guests were:

- RA Honored Artist, Actress Narine Grigoryan,
- Actress Tatev Ghazaryan,
- Actress Tatev Hovakimyan,
- Actress Ani Kocharyan,
- Journalist, presenter Artak Vardanyan,
- RA People's Artist, actress Anahit Kocharyan,
- Armenian novelist, journalist, blogger Syune Sevan,
- Singer, songwriter Arame,
- RA Honored Artist, Actress Evelina Shahiryan,
- RA Honored Artist, Actress Luiza Ghambaryan,
- RA Honored Artist, Actor Artur Karapetyan,
- RA Honored Artist, Actress Lala Mnatsakanyan,
- Honored artist of RA, Armenian Davit Hakobyan.

During the year, the participants were also exposed to the features of "Cooperative relations/networking" within the group meeting and acquired the skills to establish proper cooperative relations.

The stage was concluded with a final report, during which the participants shared their impressions and it was recorded that as a result of the meetings, the participants acquired a more mature way of thinking, became free, relaxed, motivated, began to value self-education, gained self-confidence, began to set clear goals and determined to always fight and never give up.

The program year for Tertiary Phase mentees ended with a closing event, during which mentees who attended at least 80% of the meetings during the year received certificates of completion. The certificates summarized the general information about the mentee's 3-year criteria, individual meetings and the number of hours of volunteer work, and the color of the

certificate depended on it. As a result, 1 out of 14 participants received a red certificate, 9 received a blue certificate, and 4 did not receive a certificate due to large absences.

During the year, the participants had a 99% increase in knowledge compared to when they began.



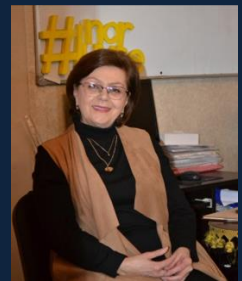
## OUR GUESTS' OPINION ABOUT US AND MESSAGE TO US



**TATEV  
GAZARYAN**

*"Wonderful environment, glorious generation, honest people. I love you all!"*

*"Every day given to us is an opportunity to love, create, empathize, be a hero and move forward. Let "Nor Luys" be a light on this path."*



**ANAHIT  
KOCHARYAN**



**ARTHUR  
KARAPETIAN**

*"Education, culture, determination... Our most important props for standing up. Never get tired, do not despair or be discouraged on the way to the goal. Light and good be with you."*

*"We have a very good generation. I am sure that thanks to them we will get back on our feet. The key to success is always with us. We have to be able to use it properly."*



**LALA  
Mnatsakanian**



**DAVIT  
HAKOBIAN**

*"Every time I get great pleasure from meeting with your "girls' school", because you always make me learn something new."*

## OUR MENTIES ABOUT US



**Shushanna  
Alikhanyan**

The higher education phase turned out to be my favorite phase. I got the most pleasant moments and life lessons during this phase.

The guests gave wise advice that I will never forget, for example, Lala Mnatsakanyan, Artur Karapetyan, who spoke about the importance of the power and role of a woman, thanks to which I felt more valued and capable, I realized that I can do what seemed impossible.

For me, "Nor Luys" is no longer just a structure where we learn many skills and spend happy time, but it has also become my big and lovely family.

I love you very much.

## GRADUATES:

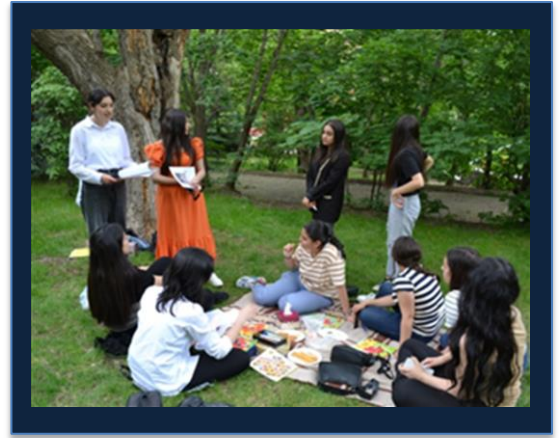
2022-23 In the program year, 29 graduates were enrolled in the institution, some of whom actively participated in the institution, being involved in meetings and carried out volunteer work.

4 of the 3 mandatory meetings scheduled in the program year were carried out:

- "Professional Orientation" - Shahane Beglaryan
- "International Mentoring Day"

- "Don't eat the marshmallows for now" by Joaquim de Posada - book discussion - Shahane Beglaryan,
- Summary meeting.

During the meetings, the graduates got in touch with the institution, got to know the representatives of other groups, and also had the opportunity to review and once again clarify their professional choice and career direction.



The graduates were actively involved in the events and other various meetings organized in the structure throughout the year.

At the beginning of the year, a "Council of Mentees" was created with the participation of several graduates under the leadership of senior Christine Hovhannisyan, who was elected by the group by vote. A few mentees from other groups were also included on the board, as desired. The main function of the council was to support the structure during the preparations for the events.

In total, 15 graduates from the entire group were active throughout the year.

For the graduates, the year was concluded with the closing ceremony, during which the active graduates received their graduation certificates during a celebratory event. The certificates summarized the volunteer work done by the graduates over the years, the number of hours of individual and group meetings. According to the criteria, the most active mentees received a red certificate, while others received a blue certificate. As a result, 8 participants received blue certificates, 10 participants received red certificates, and Nina Abgaryan and Heriknaz Amirkhanyan, who were in Nor Luys for 6-7 years, actively and dutifully participated in meetings and volunteered during those years, received the title of "Honorary Member of Nor Luyce".





## OUR MENTEES ABOUT US

I am Tosyan, one of the graduates of "Nor Luys" NGO. I have been in "Nor Luys" for 4 years. Becoming a part of New Light was one of the most important steps in my life. Thanks to Nor Luys, I have become an active young man. You would never see me in the framework of any youth work, but Nor Luys taught me to be active, not to be afraid to express my own opinion, to have my own position. Nor Luys also gave me the opportunity to do volunteer work. I acquired computer skills, communication, time management and other important life skills.

I am very happy that I learned about Nor Luys and became a part of it.

### GENERAL GROUP MEETINGS

2022-2023 During the program year, 12 General Group Meetings were held to facilitate familiarization, bonding and imparting new skills to mentees in the Mentoring and Skills Development phase.

During the 5 meetings held by Dr. Anna Shaboyan, a volunteer at the center, the participants got to know their body, discovered the rules of a healthy lifestyle, learned to provide first aid and acquired the skills of maintaining personal hygiene and leading a healthy lifestyle.

In addition to the mentioned meetings, the participants had the opportunity to study the Armenian culture, discovered the correct procedure for getting to know each other, introducing themselves, making a first impression, learned how to study properly, and studied the norms of speech ethics. During the program year, the mentees had 2 familiarization visits to Margahovit ATP ecocenter,



**TOSYA  
GYOZALYAN**



discovering the existing environmental problems in the region and got acquainted with several ways to solve them to some extent. The program year was concluded with a meeting on the topic of "Responsible Citizen" conducted by Gurgen Petrosyan, Major of the "Kumayri" Department of Shirak Marz of the RA Police, in which our mentees got to know what their main rights and responsibilities are as citizens of the Republic of Armenia.

During the year, the participants had a 94% increase in knowledge.



## DEBATE:

In the 2022-2023 program year, 4 debates were held under the theme "Innovative and technological development in the digital age of education promotes gender equality by empowering women and girls".

The debaters were selected through an interview. Out of 18 registered participants, 12 were selected. 2 group leaders were already selected from 5 registered mentors through an interview.

After the formation of the groups, training was carried out, as a result of which the participants gained knowledge about the basic steps, principles and rules of conducting the debate. After the training, 3 preliminary and one final debate were held on the following topics:

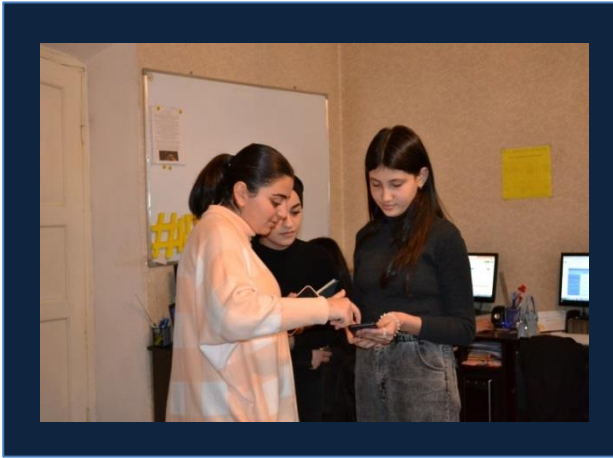
- The development of innovative technologies has increased the quality of education in Armenia.

- Women and men have equal participation in the field of public administration of the Republic of Armenia.
- Gender stereotypes in Armenia hinder the empowerment of women and girls.
- In the digital age of education, innovation and technological development promotes gender equality by empowering women and girls.

As a result of the debates, the participants gained skills in debating, analyzing and making judgments. They gained knowledge about the quality of education in Armenia, gender equality, opportunities for women's involvement in public positions and general women's rights.



## SUMMER CLASSES



In 2022-2023 the mentoring phase was concluded with computer lessons. The computer classes were conducted by Misha Kurghinyan, Karapet Mkrtychyan and Hrach Avoyan, interns of the 4th Vocational School. After the initial assessment, the mentees participated in 8 classes, during which they acquired skills in working with MS Word and MS Power Point text editors. At the

end of the classes, mentees and trainers received certificates of participation.

The summer classes also included the "Media Literacy" course conducted by the structure's mentees, Ani Harutyunyan and Lusine Barseghyan. During 10 online classes, participants learned about digital privacy, phishing, conspiracy theories, fact-checking, conflict, and principles of good Internet use. At the end of the course, the participants received certificates certifying the title of "Digital Citizen Ambassador".



During the summer, active mentees of the structure Anahit Mukoyan, Nvard Minasyan, Valentina Khachatryan and Tosya Gyozyalyan held a meeting on "How to prevent bullying in schools" during the camp organized by the Narek Charitable Foundation, during which the younger and middle age groups were informed about the term bullying, its causes and prevention methods.



## ENTERTAINMENT MEETINGS

To motivate active, conscientious mentees in the structure, to immortalize and encourage active leisure in the 2022-2023 year, 10 entertainment meetings were held in June. The meetings were conducted by Nina Abgaryan and

Tosya Gyozyan, members of the Board of Mentees. The best 5 mentees of each round according to the criteria took part in the meetings.

During 10 meetings, the participants had the opportunity to watch educational films, interesting and funny cartoons, as well as play intellectual and educational board games, as well as various entertainment and mutual discovery games.

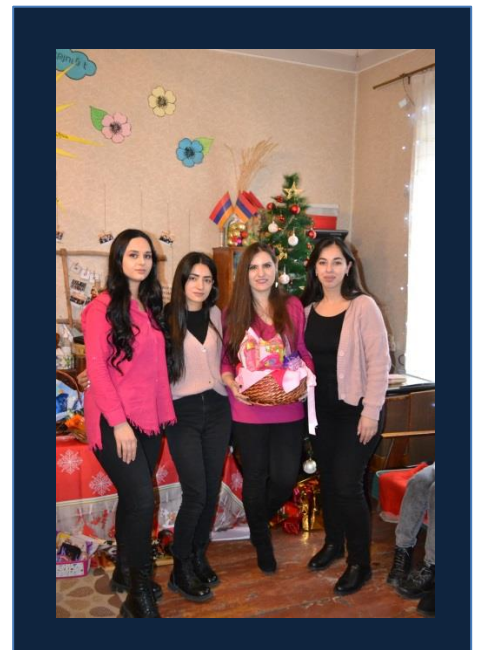


## HOLIDAYS

In the "New Light" program, a special place is allocated to holidays and events surrounded by love and light. This year was also distinguished by the most diverse and interesting festive events. The latter became the cause of the most sincere smiles and the most genuine happiness.

**During the year, the following holidays were celebrated in the structure:**

- **Halloween-** The celebration was attended by aspiring mentees from each stage who became a part of the fun story by participating in the event.



- **International Day of Volunteers-** during the event, the staff members expressed their gratitude to the mentors. The meeting was filled with humorous and entertaining segments as well as valuable and open discussions.



- **Secret Santa-** volunteer mentors participated in the event. The day was spiced up with a colorful mood, surprises and unexpected gifts as the participants appeared in colorful clothes and sweet baskets containing matching colors. The holiday brought with it sparkling bliss.

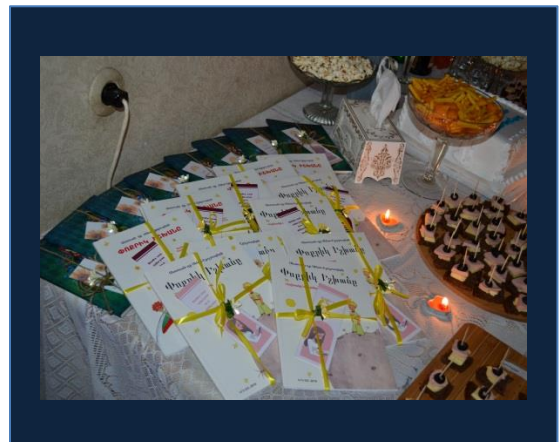
- **New Year-** The New Year retreats were conducted twice, separately for the Mentoring phase, separately for the Skills Development, Higher Education and Graduate phases.

- **International Mentoring Day-** the event provided an opportunity for graduates and mentors to get to know each other, exchange experience and have an interesting time.

- **Surb Sargis-** The holiday of the Intercessor of Love was celebrated in "New Light" with graduates and mentors.

- **Book giving and Valentine's Day** -the celebratory event was attended by creatives from all stages who shared their favorite or self-written works.

- **A day of humor and sarcasm** - The International Day of Humor was celebrated in a special way in the institution. During the event we had a stand-up performance, a humorous video with funny pictures and videos of the mentees throughout the year, and of course we concluded with entertaining games.



- **Exhibition-** "Nor Luys" has always encouraged and inspired its gifted students. Those mentees and mentors who had beautiful pictures presented their work in a non-sophisticated exhibition, where they summarized their thoughts, emotions and insightful ideas.

- **Closing events-** For mentees and mentors of the mentoring phase, the year was concluded with a beautiful closing event, during which the mentors were given

certificates and gifts documenting and appreciating their most important work, and the mentees received certificates documenting the participation in the computer course.

- **Closing events-** The program year for the Skills Development, Higher Education phases and Graduates was concluded with a closing event, during which the participants of the Skill phase received their career booklets and the mentees of the other 2 phases received their graduation certificates.



## ADDITIONAL MEETINGS

During the year, the additional meetings not planned by the program were no less than the mentees. They are:

- **"Financial Literacy"**- a one-day familiarization visit to the Central Bank, the Office of the Conciliator of the Financial System and Matenadara, as a result of which the mentees got a complete understanding of the financial management system, the activities of the Central Bank and got acquainted with ancient Armenian manuscripts, gospels and other historical samples. 41 mentees and mentors from all stages of the structure participated in the meeting.
- **"Professional orientation"**- Social psychologist Shahane Beglaryan, specialist of Methodical Center of Professional Orientation, conducted a meeting on professional orientation and career planning for mentees and graduates of the Higher Education stage of the institution. The meeting provided an opportunity for the mentees to review and once again clarify their career direction.
- **"Don't eat the marshmallow just yet"**- Joaquim de Posada - discussion of the book - The second meeting conducted by social psychologist Shahane Beglaryan, specialist of the Methodological Center of Vocational Orientation, was already aimed at the discussion of the book. The discussion gave an opportunity to analyze in detail the successive steps towards the realization of the goals and most importantly the delayed achievement will become a challenge for new goals and many successes.
- **English course-** From February 5 to July 30, graduate Aida Vardanyan conducted English lessons at the facility for willing mentees.
- **Russian language course-** Volunteer mentors of the structure, Ani Melkonyan and Meline Hayrapetyan, helped the willing mentees of the structure to master another important language, Russian, for about 4 months starting from February 6.
- **Familiarization visit to Gyumri Drama Theater-** another educational and familiarization visit gave the mentees the opportunity to discover the theater from a different perspective, to be behind the scenes and get acquainted with the preparatory work.





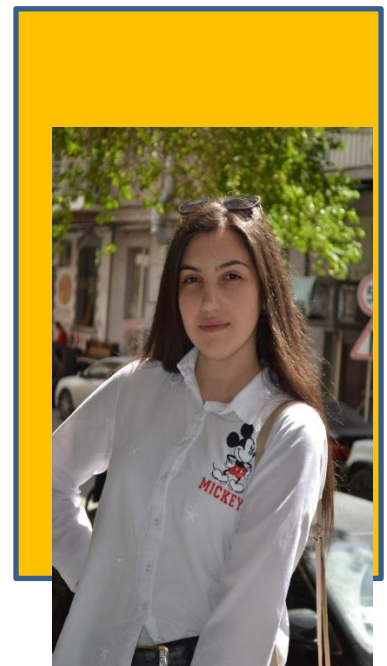
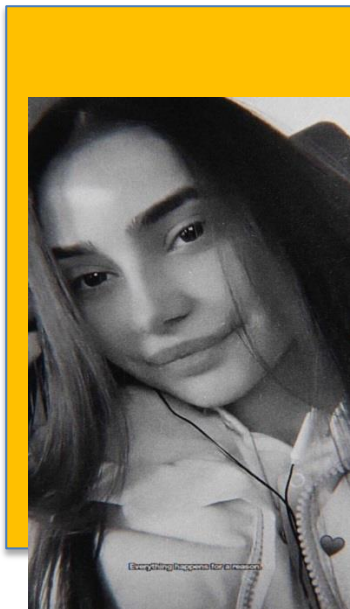
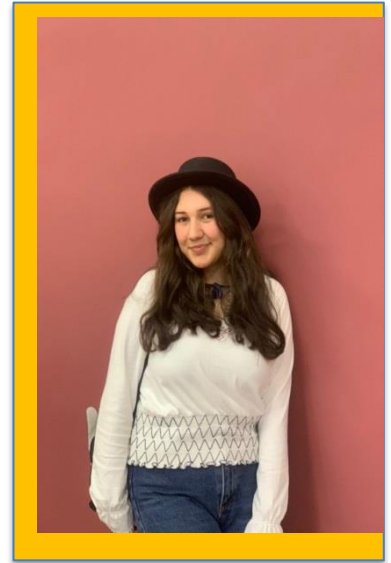


*The doors of university life are already open for our mentees.*

In 2023, 9 beneficiaries of the organization were admitted to higher educational institutions. "Nor Luys" is a constant supporter of every participant of the structure and encourages in providing psychological and material support.

- ❖ Sylvi Simonyan - University of Social Sciences, social work
- ❖ Siranush Papoyan - Valery Brusov State University, service
- ❖ Gohar Hovhannisyan - Shirak State University, service
- ❖ Anna Galstyan - Shirak State University, psychology
- ❖ Margarit Khachatryan - Gyumri branch of the Academy of Arts and Sciences, clothing modeling
- ❖ Irina Manukyan - Shirak State University, service
- ❖ Julieta Karapetyan - General Manager of ASUE, management
- ❖ Lusine Antonyan - Gyumri branch of the Academy of Arts and Sciences, applied art

❖ Liliana Grigoryan - Shirak State University, service



Summing up the year, we can note that 35.3% of the organization's beneficiaries (40 mentees: 24 in college, 16 in university) are studying in universities or secondary professional educational institutions. Last year, this figure was 49.4%.

2022-2023 During this period, 3 students received financial support from the organization in the form of tuition fees. A total of 1,042,000 drams of scholarship was provided for the year. Below is the form and amount of financial support given to mentees (AR AMD).

<b>Mentee</b>	<b>Travel expenses</b>	<b>Tuition fees</b>
<b>Aida Vardanyan</b>	<b>x</b>	<b>350,000</b>
<b>Nina Abgaryan</b>	<b>x</b>	<b>150,000</b>
<b>Gohar Maloyan</b>	<b>x</b>	<b>185,000</b>
<b>Siranush Papoyan</b>	<b>x</b>	<b>157,000</b>
<b>Valentina Khachatryan</b>	<b>x</b>	<b>200,000</b>
<b>Heriknaz Amirkhanyan</b>	<b>84,000</b>	<b>19,130</b>

The organization also took care of the travel expenses of dozens of teenage girls, providing them with money while visiting the office of "Nor Luys" NGO. In total, during the year, the mentees received 952,100 drams in travel expenses (taxi: 348,500, bus: 603,600).

***The staff experienced professional and personal growth during this year by participating in many trainings;***

At Nor Luys, promotion and development of staff members is considered a priority. Professional and non-professional trainings are considered to be the guarantee of each specialist's progress.

***Shoghik Mikayelyan, executive director of the structure, participated in 15 trainings, which gave her the opportunity to further develop professional knowledge and skills. She also presented the structure and its contribution to the implementation of the Sustainable Development Goals to the United Nations High-Level Political Forum twice. Information about the trainings is presented below.***

- Mariam Melkumyan, "The importance of skills development courses for employees of the organization"
- Garin Botilyan, "Socialization Skills"
- Shahane Beglaryan, discussion of the book "Don't eat the marshmallows for now" by Joaquim de Posada
- Gohar Khachatryan, "Self-defense course"
- Vahe Shahinyan, viewing and discussion of the film "Invisible Threads".
- Ani Shahnazaryan, "R project for statistical calculations" course
- Margo Sargsyan, "New techniques of self-regulation in therapy. how to help both client and therapist"
- Peter Janikyan, "Diagnostic and Statistical Manual of Mental Disorders"
- Alina Grigoryan, "Psychological assessment and creation of a work plan"
- "Parental Management", Armenuhi Kojibroyan
- Alina Grigoryan, "Crisis Intervention"
- Peter Janikyan, "Self Care"
- Alina Grigoryan, "Team Building"

➤ Alina Grigoryan, "Personal Growth" series of individual meetings

***Shoghik Mikayelyan, executive director of the structure*** On July 22, on the second day of the "Let's Prevent Bullying Together" course for teachers organized by the "Liberal Policy Institute", he delivered a speech entitled "Bullying in Schools and Applied Approaches to Prevention". The latter was an important collaboration for the organization, as well as a significant and remarkable opportunity in terms of the dissemination of vital topics.

On June 10, Shoghik Mikayelyan, in Vanadzor city at the initiative of YIC, gave a speech on "The influence of communication forms on the direction of a child's life". The latter was a very important collaboration and a great opportunity for participants to explore the impact of communication patterns on child development.

***Interview:*** Shogher Mikayelyan spoke on the air of "Radio Mariam" about overcoming uncertainty.

**Reference,** <https://fb.watch/mhYKqHCnyH/?mibextid=v7YzmG>

***Arpi Hambaryan , responsible for social media and evaluation of the structure participated in 21 trainings, during which he developed analytical thinking, acquired the skills of responding in a crisis situation, as well as social creativity and innovation.***

- "SMM. LinkedIn", Anush Apikyan, online course (Google meet)
- Peace Corps, "PACA" / available
- Mediator of the financial system, "Financial Literacy" / available
- Human Rights Office named after Sakharov, "Project Management" 2 meetings, project idea presentation/available
- Impact Hub Armenia, "Empowerment of Women for the Development of Social Innovation and Creativity in Marzes", available
- Content Creation Marketing, GITC/ 3 classes, 1- existing, 2 online
- For the sake of Gyumri and the people of Gyumri, "PR and SMM"
- Garin Botilyan, "Socialization Skills"
- Shahane Beglaryan, discussion of the book "Don't eat the marshmallows for now" by Joaquim de Posada
- Gohar Khachatryan, "Self-defense course"
- Vahe Shahinyan, viewing and discussion of the film "Invisible Threads".
- Lusine Harutyunyan, English course 8 months
- Ani Shahnazaryan, "R project for statistical calculations" course

- Margo Sargsyan, "New techniques of self-regulation in therapy. how to help both client and therapist"
- Peter Janikyan, "Diagnostic and Statistical Manual of Mental Disorders"
- Alina Grigoryan, "Psychological assessment and creation of a work plan"
- "Parental Management", Armenuhi Kojibroyan
- Alina Grigoryan, "Crisis Intervention"
- Peter Janikyan, "Self Care"
- Alina Grigoryan, "Team Building"
- Alina Grigoryan, "Personal Growth" series of individual meetings

***Karine Harutyunyan, responsible for the mentoring phase of the structure*** participated in 19 trainings, during which the acquired knowledge contributed to the strengthening of professional qualities and the implementation of higher quality work. The names of the trainers are shown below:

- Mariam Melkumyan, "The importance of skills development courses for employees of the organization"
- Candidate of Sciences, associate professor Nelly Adamyan, "Evaluation of the role of the environment in the development of the individual in Lewis Carroll's fairy tales"
- Grigor Badalyan, "Visual Psychodiagnostics", online course
- Grigor Badalyan, "Self-evaluation", online course
- Grigor Badalyan, "Personal maturity. Discover your interlocutor", online course
- Garin Botilyan, "Socialization Skills"
- Shahane Beglaryan, discussion of the book "Don't eat the marshmallows for now" by Joaquim de Posada
- Gohar Khachatryan, "Self-defense course"
- Vahe Shahinyan, viewing and discussion of the film "Invisible Threads".
- Lusine Harutyunyan, English course 8 months
- Ani Shahnazaryan, "R project for statistical calculations" course
- Margo Sargsyan, "New techniques of self-regulation in therapy. how to help both client and therapist"
- Peter Janikyan, "Diagnostic and Statistical Manual of Mental Disorders"
- Alina Grigoryan, "Psychological assessment and creation of a work plan"
- "Parental Management", Armenuhi Kojibroyan
- Alina Grigoryan, "Crisis Intervention"
- Peter Janikyan, "Self Care"
- Alina Grigoryan, "Team Building"
- Alina Grigoryan, "Personal Growth" series of individual meetings

On July 22, the person in charge of individual meetings gave a speech on the agenda of the second day of the "Let's Prevent Bullying Together" course for teachers organized by the

"Liberal Policy Institute", which had the title "Aggressive behavior in relationships as a type of hidden bullying".

*Naira Kocharyan, responsible for group meetings of the structure* participated in 13 trainings during the year, during which he gained complete knowledge in the field of career guidance and professional orientation, as well as team work and personal growth. The names of the trainings are given below:

- Candidate of Sciences, associate professor Nelly Adamyan, "Evaluation of the role of the environment in the development of the individual in Lewis Carroll's fairy tales."
- Staff.am, Career Factory - full career development course,
- Udemy-Become a trainer,
- All Rights Foundation - "Corruption: Shift+Delete" program,
- Shahane Beglaryan - "Professional Orientation",
- Shahane Beglaryan, discussion of the book "Don't eat the marshmallows for now" by Joaquim de Posada,
- Gohar Khachatryan, "Self-defense course",
- Vahe Shahinyan, watching and discussing the movie "Invisible Threads",
- Lusine Harutyunyan, English course 8 months,
- Ani Shahnazaryan, "R project for statistical calculations" course,
- Margo Sargsyan, "New techniques of self-regulation in therapy. how to help both the visitor and the therapist."
- Alina Grigoryan, "Team Building",
- Alina Grigoryan, "Personal Growth" series of individual meetings.

· *All staff members participated in the one-month statistics course organized by volunteer Ani Shahnazaryan from the USA, as well as in the series of "Team Building" meetings conducted by Alina Grigoryan from the USA.*



## ***"Prevention of bullying. applied approaches"***

- *This report presents the results of 2022 by "Nor Luys" NGO. from October to 2023 the entire process and results of the "Prevention of Bullying: Applied Approaches" project implemented in May.*

Bullying is one of the topical and multifaceted problems of today's society. Studies show that adolescence, being the most critical period of personality development, is also considered to be the critical stage for the spread of bullying. It was for the purpose of raising and solving these important problems that the idea of implementing the project arose, the main goal of which was to bring together 21 knowledgeable and conscientious psychologists and social workers, who, as a result of the lectures, will get to know the content and features of the topic in detail, will clearly master the tools for overcoming bullying through a psychological workbook, and will conduct 14 sessions of bullying. with victims and witnesses, during which they will contribute to reducing the consequences of bullying and creating healthy interpersonal relationships. As a result of this dedicated work, the awareness of the topic will increase throughout the territory of RA. The program took place in several stages: acceptance of applications, interview stage, participation in the camp, work through the workbook.

After a lot of preparatory work, on March 26, the first day of the camp took place. Upon arrival, the participants gathered in the main hall. Familiarization with the participants and group leaders took place. The initial evaluation of the project was carried out by Arpi Hambaryan.

The next day, Shogher Mikayelyan introduced herself with the opening speech, the purpose, necessity and urgency of the project, the expected results and the future work of the participants were also emphasized. The meeting started with an introduction, during which both participants and staff members introduced themselves. The participants are presented with the preliminary and final evaluations of the program for each day;

Shogher Mikayelyan brought up the statistics on bullying, which presented the situation in the whole world and in Armenia. **This was followed by a presentation of the scientific definition, myths and facts, definition, types, roles and psychological effects of bullying.** It



was also very important to examine in detail how bullying can affect bullies, victims and bystanders.

During the next session, **the bullying-trauma-suicide connection**, symptoms of bullying and traumatic stress, coping mechanisms, myths and facts of suicide, principles of assessing suicidal thoughts, signs of suicide in teenagers, as well as the importance of creating a safety project were presented.

The next part of the meeting focused on **the importance of asking the right psychological questions**, the stages of questions, "Socratic dialogue". At the end of the day, there was a final evaluation.

Then, during Karine Harutyunyan's speech, she reflected on the right and wrong perceptions of **relative aggression**, the difficulties of identification, causation, types, forms and signs of manifestation, consequences, factors that promote aggression, as well as the necessary tools and steps to overcome it.

The next part of the meeting was aimed at highlighting the importance of **creating an atmosphere of trust**. The key to successful work with any group is first of all creating an atmosphere of trust, which is formed through mutual trust, emotional openness and the achievement of inner psychological freedom.

Next, Armenuhi Kojibroyan presented **the role of parenting** in the prevention of bullying. The pedagogical collective-parent-child relationship was presented, parenting styles were also addressed, the influence of parenting models on the formation of the victim's psychological characteristics was revealed.

At the end of the day, Karine Harutyunyan presented the importance of the point of support, **the 5 principles of self-defense**, the importance of the formula for saying "No", possible reasons that make it difficult to say "no". the role of voice in self-defense. On the second day of the camp, there was also a final evaluation.

The last day of the camp began with a discussion of the purpose of the meeting, followed by a **detailed discussion and demonstration of the psychological workbook**. At the end of the day, Shogher Mikayelyan made a closing speech, after which Arpi Hambaryan carried out a final evaluation of the program, after which the participants left.

The ongoing process of the project ensured the implementation of 14 sessions of the psychological workbook with 8 children, the latter were victims or witnesses of bullying. The 21 participants of the program included 8 children in their group, implemented the planned sessions in their community, completed the required assessments and tests, recording numerous and

visible results. As a result of the project, the group psychological workbook "**Practical Approaches to Overcoming and Preventing Bullying**" was published, as well as "**The Comprehensive Book on Bullying**". According to the data obtained and processed as a result of the evaluation, the effectiveness of the program is 94.8%.



***We actively cooperate with the following organizations and individuals:***

"Nor Luys" NGO has always had an open cooperation with Armenian and international structures, during the year Nor Luys continued its cooperation with schools, universities, public organizations, foundations, structures and individuals of Gyumri city and surrounding communities.

***UNO and Lehigh University***

***"New Light" continues the important cooperation between UNO and Lehigh University and registers joint successes on this platform.***

- On November 25, Caroline Mierzva, Young Representative of "Nor Luys" NGO, presented the activities of Nor Luys at the UN conference at Lehigh University. <sup>[1]</sup>
- On December 13, at Lehigh University, the youth representative of "Nor Luys" NGO, Julianna Caskey, spoke on behalf of Nor Luys during the consultations with the UN NGO Committee. <sup>[2]</sup>
- On March 9, "Nor Luys" NGO appeared at the NGO CSW 67 event, during which it spoke about what steps Nor Luys is taking towards the UN's sustainable development goals. <sup>[3] [4]</sup>
- On April 25, Marissa Hastings, the young UN representative of "Nor Luys" NGO, presented the activities of Nor Luys, the mission and the goals of the United Nations, the implementation of which our organization supports, during the International Bazaar festival.
- In April, at the ECOSOC Youth Forum 2023, the representatives of "Nor Luys" NGO presented the activities and upcoming goals of Nor Luys. <sup>[5]</sup>
- In March, at another international event, "Nor Luys" NGO presented all the steps that Nor Luys takes in providing digital literacy to mentees in the media sector and using technologies correctly.

***Lehigh University***

Starting in June 2023, Lehigh University student Brianna Banful volunteered at Nor Luys for 2 months, helping to edit the site's texts.

"Gyumri Youth Initiative Center" NGO issued an invitation for an interview in the framework of the "youth are speaking" media project in August, in which the person in charge of social media and evaluation of the structure participated.

<sup>[1]</sup> <https://fb.watch/mhXo96Zrix/>

<sup>[2]</sup> <https://fb.watch/mhXs-m-hzS/>

<sup>[3]</sup> [https://youtu.be/SJX\\_IYKOsy4](https://youtu.be/SJX_IYKOsy4)

<sup>[4]</sup> <https://youtu.be/V86why6X5k>

<sup>[5]</sup> <https://youtu.be/Kqj9O1RNc9A>

### *"Depi Hayk" Foundation*

During the year, 9 volunteers of the foundation carried out volunteer work in the structure, participated in one forum, during which the executive director of "Nor Luys" NGO Shoghik Mikayelyan presented the history, path, activities and goals of the only mentoring structure operating in Armenia, also during the closing events, the foundation provided its support by providing space to "New Light".

### *ASU:*

From November to May, 16 or more students spent passive and active internships in our office within the framework of the cooperation between ASU and "Nor Luys". During the internship, students received significant and advanced knowledge and skills every day, which they can apply in work activities and contribute to the spread of science in the region. In April, 2023, several mentees from the Career Planning Group had the opportunity to visit Shirak State University. During the familiarization visit, the participants visited the Faculties of Natural Sciences, Humanities and Social Sciences. They had a meeting with deans and professors, got acquainted with the opportunities provided by the university and received answers to their questions. The cooperation with the ASU provided the opportunity to conduct outreach visits starting in March to recruit volunteer-mentors.

### *YIC*

On June 10, Shoghik Mikayelyan, co-founder and executive director of "Nor Luys" NGO, in Vanadzor city, at the initiative of YIC, gave a speech on "The influence of communication forms on the direction of a child's life". The latter was a very important collaboration and a great opportunity for participants to explore the impact of communication patterns on child development.

### *Financial System Mediator*

In October, the mentors and mentees of Nor Luys NGO had the opportunity to enrich their knowledge base with new knowledge about the financial sector.

### *All for Equal Rights NGO*

"Corruption. The "Shift+Delete" program is implemented by the BSHI Foundation within the framework of the Armenia Welfare Project, with the support of the American people, through the United States Agency for International Development (USAID). During the cooperation with the NGO All for Equal Rights, the mentees and mentors of our structure participated in the debate, recording excellent results.

As a result of the cooperation with the above-mentioned NGO, the executive director of the NGO, lawyer Vanuhi Gasparyan, held a meeting on the topic of "Labor Code" for the mentees of the "Skills Development" phase. Also, in February, mentors and mentees of "Nor Luys" NGO participated in a debate within the framework of cooperation.

### *Armenian Educational Foundation*

"Nor Luys" NGO also cooperates with institutions that provide scholarships. The goal is to provide support to high-achieving students who have shown their best, as a result of such cooperation, the students of "Nor Lyim" participated in the online meeting with the representative of "Armenian Educational Institution" in March, during which the representative of the foundation spoke about the scholarship program offered by them and it about the application procedure. Information about the activities of the organization, the work done and the scholarship program was presented through the slide. It was presented who can apply, what conditions are necessary, what is the structure of the application and how should it be filled out?

### *Kaza Swiss Foundation*

As part of the scholarship program, our mentees got acquainted with the foundation's scholarship programs with the help of a representative of the "Kasa" Swiss Foundation in April. The meeting was held by Anzhela Gevorgyan, who is in charge of the educational programs of the KAZA Foundation, who presented the activities of the organization, implemented programs and scholarships. The content of the programs, application prerequisites and procedure were presented in detail. At the end of the meeting, a tour of the foundation building was conducted, during which the participants got acquainted with the social programs implemented in the structure.

### *Nazuk cafe*

In June, the mentees of the Career Planning Group of the NGO "Nor Luys" Mentoring Center for Youth conducted a familiarization visit to the "Nazuk" cafe on the topic "My business from 0". The purpose of the meeting was to acquaint the participants with the principles of the business sector, the main difficulties and existing problems. During the meeting, the participants had the opportunity to talk with the founder of the cafe, Zara Karapetyan, and get answers to their questions. The founder presented the history of the creation of the cafe, choosing the name and color, talked about the research done, the next steps, the accompanying difficulties, the presence of supporters and the positive aspects of owning your own business.

### *State Economic Institute of Armenia*

#### *Gyumri Branch of the University*

On May 15, a tour of the ASTU Gyumri Branch was conducted for the mentees of the Career Planning Group of Nor Luys Mentoring Center for Youth NGO. The purpose of the tour was to acquaint the mentees with the admission conditions and give them the opportunity to get answers to their questions. During the visit, Arpine Mkhitarian, the public relations officer of the university, presented what departments there are in the university, what opportunities are offered to those students, the principles of discounting fees were detailed and emphasis was placed on additional groups. After the presentation, the participants toured the university, visited the QR

library, got acquainted with the work of the admission committee, public relations officers and chairs.

### *YSU:*

On April 11, 2023, an Introductory Tour to YSU was conducted with the participation of mentees of the Career Planning Group. The purpose of the visit was to acquaint the mentees with the universities, the opportunities, advantages, admission procedure and conditions. At YSU, the mentees had a meeting with Mr. Grigoryan, a lecturer at the Department of Geography. The lecturer talked about the peculiarities of the profession, opportunities, and demand in the labor market.

### *YSMU*

On April 11, 2023, an Introductory Tour to YSSU was conducted with the participation of mentees from the Career Planning Group. Together with Lilit, a specialist from the scientific and cultural department of YSSU, we toured the university, got acquainted with the branches, visited the museum and got acquainted with the history of the university in detail.

### *NPUA*

On April 11, 2023, a familiarization tour of the National Polytechnic University of Armenia was carried out. The university's structure and admission requirements were presented by the Career Guidance Center at the university. Next, the participants visited the university's "Anel" laboratory, where technical education in accordance with the modern requirements of university students was carried out. The participants also had a meeting with the head of the Department of Information Technologies, who spoke about the demand for the profession and university-employer cooperative relations at the university.

### *Narek Charitable Foundation*

As a result of the cooperation with the above foundation, the mentees of "Nor Luys" NGO presented the topic of Bullying at the "Narek" charitable foundation, conducting a very impressive and effective meeting.

## *"ArevVan"*

As a result of the cooperation with the above-mentioned fund, the mentees of "Nor Luys" NGO presented the topic of Bullying, conducting an effective meeting. The beneficiaries of "Arev-Van" Public Organization are the children of Arevik region and neighboring regions, young people who have finished school and students of various universities.

### *Vocational school No. 4 of Gyumri*

On May 8, 2023, the mentees of the Career Planning Group of "Nor Luys" participated in the open-door day organized at Vocational School No. 4 in Gyumri. The purpose of the familiarization visit was to acquaint the mentees with the university's admission conditions and give them the opportunity to get answers to their questions.

During the tour, he presented the school and the departments, the educational process carried out in them, its special stages and features.

### *Gyumri State Regional College*

On May 12, 2023, the mentees of "Nor Luys" Mentoring Center for Youth NGO participated in the open door day organized by Gyumri State Regional College. During the event, the participants listened to the opening speech of the director of the college, attended the process of signing memorandums with other colleges and universities and tree planting. Then they toured the college and got acquainted with the works of the students of "Cooking", "Collection Operations", "Clothing Modeling" and other departments. In order to recruit mentors, we also visited the college, adding the necessary number of participants.

### *Institute of Liberal Politics*

The course for teachers "Let's prevent bullying with joint efforts" was held on July 21-23. Shogher Mikayelyan - by psychotherapist, co-founder and executive director of "Nor Luys" Mentoring Center for Youth NGO, the topic of the speech: "Bullying in schools and applied approaches aimed at prevention" and Karine Harutyunyan gave speeches as part of the "Let's prevent bullying with joint efforts" course. "Nor Luys" Mentoring Center Responsible for the

mentoring phase of the NGO for youth, the topic of the speech is "Aggressive behavior in relationships as a form of hidden bullying".

### *Tsaghkadzor Rossia Hotel*

On March 26-29, Hotel Rossia in Tsaghkadzor opened its welcoming doors to "Nor Luys" Mentoring Center for Youth NGO, welcoming the participants and staff members of the "Prevention of Bullying: Applied Approaches" program under its hospitable roof.

### *US Embassy*

"Prevention of Bullying" carried out by "Nor Luys" Mentoring Center for Youth NGO. The "Applied Approaches" program was funded by the US Department of State's Office of Public Affairs grant program.

### *Together Foundation*

On March 10, psychologist Margo Sargsyan of the Together Foundation conducted a current training for mentors of the "New Light" Mentoring Center for Youth NGO: "New techniques of self-regulation in therapy: how to help both the visitor and the therapist.

### *DAAD Scholarship Program*

On April 4, a program meeting with Arevik Harutyunyan, a representative of the DAAD German international exchange program, was held at the "Nor Luys" Mentoring Center for Youth NGO. The meeting was intended for the students of the Career planning group and all other stages. Arevik Harutyunyan presented about the activity of the organization, the works done and the scholarship program through a slide show.

### *Women's Support Center*

Volunteers and mentees of "Nor Luys" NGO were given the opportunity to participate in a four-day course on "Girls' self-defense", during which they learned to defend themselves in case



of unforeseen situations, the meetings were conducted by the representative of "Women's Support Fund" Gohar Khachatryan.

### *Kamo Secondary school*

As part of regular cooperation, we were hosted by the students of Kamo secondary school in Shirak region, accompanied by social studies teacher Elena Shahinyan. During the meeting, the students got acquainted with the activities and goals of our NGO, then they performed exercises aimed at revealing the personality, the meeting was conducted by psychologist Karine Harutyunyan, responsible for the Mentoring phase.

### *Schools number 1, 7, 11, 28, 29, 38, 41. Amasiya Secondary School, ASSU GM, University of Economics, SSU, Academy of Fine Arts*

The above universities and schools were visited to recruit mentors and mentees. Karine Harutyunyan, responsible for the mentoring department of the structure, and Soc. media and assessment officer Arpi Hambaryan presented the content, requirements, and opportunities of the program, then the interested participants expressed their desire to be included in the program.

### *Margahovit*

2023 on June 6, a familiarization visit was made to the Margahovit eco-center for the mentees of the Mentoring and Skills Development phase of the "Nor Luys" Mentoring Center for Youth NGO. During the visit, the participants took part in a seminar discussion, during which they presented the environmental problems in their communities, and Gayane, the person in charge of the center, presented the most widespread environmental problems, from which the problems of water, soil and atmosphere pollution, their consequences and some steps to be taken, which will contribute to some of the problems, were highlighted. to the extent of prevention.

### *Adamyanyan and friends*

On June 30, 2023, the mentees of the Career Planning group of the NGO "Nor Luys" Mentoring Center for Youth had the opportunity to meet with Amalya Adamyanyan, the director of

the Shirak Regional College, the founder of the "Adamyán and Friends" agency. Answering the participants' questions, Mrs. Adamyán presented the professions that are most in demand, as well as the next steps to register in their agency and the opportunities provided.

### *Emily Aregak*

2022 We have been cooperating with Emily Aregak Center since September. As a result of the cooperation, the Emily Aregak center is leased to "New Light" NGO on Saturdays and Sundays.

### *"Araks" Hotel Complex*

Thanks to the high service of the "Araks" Hotel Complex, the closing event of the mentoring phase became more colorful and exclusive.

### *"Kumayri" department of Shirak Marz of RA Police*

Gurgen Petrosyan, the major of the "Kumayri" police department, at "New Luys" NGO, held a meeting on the topic "Responsible Citizen", as a result of which our mentees got to know what their main rights and responsibilities are as citizens of the Republic of Armenia.

## *"Nor Luyce online"*

In the program year 2022-2023, the number of followers of the Facebook page of "Nor Luys" started with 2563, by the end of the program year, the number of Facebook followers reached 2923 followers.

- ★ **Instagram-** The number of followers of the official page of Nor Luys is now 969, up from 762.
- ★ **LinkedIn-** 361, up from 351
- ★ **Twitter-** 137, up from 136
- ★ **YouTube-** 78, up from 77.

During the year, "Nor Luys" also opened its official pages on Threads platforms, where there are 70 followers.

★ **Telegram** - we have 66 followers:

★ **TikTok**- 356, up from 263.

*Nor Luyce" is encouraged and supported.*

*Board members*



**Ara Chakeryan**



**Richard Chakeryan**



**Tanya Ephraim**



**Rachel Najarian**



**Nushig Hovannisian**



**Armand Charkhutyan**

***MEMBERS  
OF THE  
ADVISORY  
COUNCIL***



**Aileen Adamia**



**Marissa Hasting**



**Whitney Szmodis**

**SPONSORS:**

"Paros" Foundation  
Ara Chakeryan  
Herman Hintiryan  
Women's Support Center  
Gohar Khachatryan  
US Embassy  
JHM Foundation  
Globalgiving

*This year, 45 mentors did their valuable work with the utmost dedication.*

<i>Amalia Harutyunyan</i>	<i>Shushan Eloyan</i>
<i>Narine Melkonyan</i>	<i>Emma Sargsyan</i>
<i>Narine Hovakimyan</i>	<i>Heriknaz Amirkhanyan</i>
<i>Ani Arakelyan</i>	<i>Christine Hovhannisyan</i>
<i>Mariam Grigoryan</i>	<i>Hripsime Davtyan</i>
<i>Ani Melkonyan</i>	<i>Nyura Muradyan</i>
<i>Margarita Torosyan</i>	<i>Mariam Karapetyan</i>
<i>Lily Mozyan</i>	<i>Irina Igityan</i>
<i>Alicia Shahbazyan</i>	<i>Suzy Mkrtchyan</i>
<i>Sona Apinyan</i>	<i>Christine Mahlamyan</i>
<i>Angela Tarkhanyan</i>	<i>Lusine Harutyunyan</i>
<i>Lyuba Hakobyan</i>	<i>Nara Hamazaspyan</i>
<i>Ashken Harutyunyan</i>	<i>Valya Petrosyan</i>
<i>Alina Hakobyan</i>	<i>Anush Vardanyan</i>
<i>Hrachuhi Margaryan</i>	<i>Susanna Mkrtchyan</i>
<i>Lamara Elbakyan</i>	<i>Emilia Hovhannisyan</i>
<i>Anahit Hovsepyan</i>	<i>Armine Mkrchyan</i>
<i>Diana Manukyan</i>	<i>Inessa Khurshudyan</i>
<i>Meline Hayrapetyan</i>	<i>Lilya Poghosyan</i>
<i>Anahit Grigoryan</i>	<i>Azniv Karapetyan</i>
<i>Ani Poghosyan</i>	<i>Gohar Hovhannisyan</i>
<i>Suzy Harutyunyan</i>	<i>Nush Hovhannisyan</i>

Ani Voskanyan



***This year, 46 mentees joined the big and warm family of the institution.***

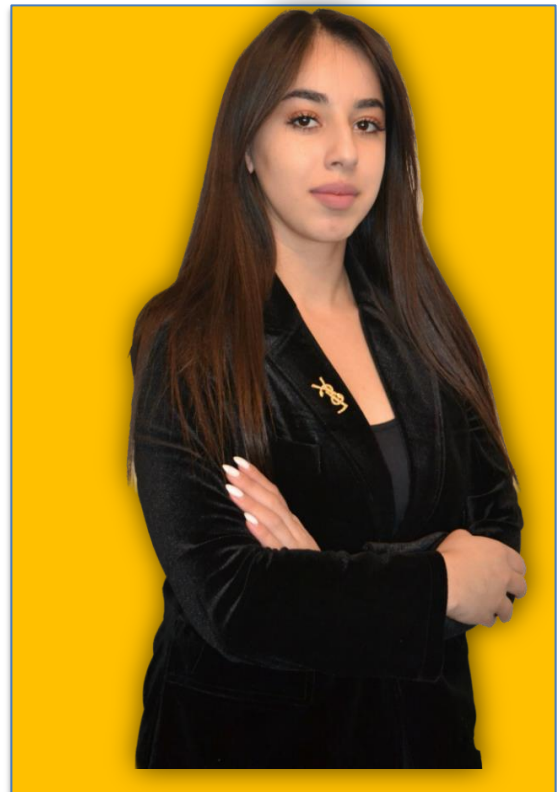
<i>Agapi Sargsyan</i>	<i>Kima Sargsyan</i>
<i>Anahit Hovhannisyan</i>	<i>Lusine Ayunts</i>
<i>Heghine Harutyunyan</i>	<i>Angin Harutyunyan</i>
<i>Tatev Papikyan</i>	<i>Mariam Simonyan</i>
<i>Mariam Martirosyan</i>	<i>Susanna Sargsyan</i>
<i>Tsovinar Martirosyan</i>	<i>Shushan Stepanyan</i>
<i>Anush Martirosyan</i>	<i>Gayane Harutyunyan</i>
<i>Anna Manukyan</i>	<i>Alvina Aleksanyan</i>
<i>Lida Kocharyan</i>	<i>Arpine Aleksanyan</i>
<i>Araksya Avagyan</i>	<i>Tsovinar Arakelyan</i>
<i>Susanna Arakelyan</i>	<i>Fatima Arakelyan</i>
<i>Hasmik Tarboshyan</i>	<i>Edlen Tumasyan</i>
<i>Lida Tserunyan</i>	<i>Julia Hovhannisyan</i>
<i>Angela Tserunyan</i>	<i>Lusine Barseghyan</i>
<i>Vergine Margaryan</i>	<i>Angelina Stepanyan</i>
<i>Araksya Kyoroghlyan</i>	<i>Ophelia Karakhanyan</i>
<i>Mariam Yengoyan</i>	<i>Donara Papikyan</i>
<i>Mona Vardanyan</i>	<i>Ani Sargsyan</i>
<i>Suzanna Sargsyan</i>	<i>Shushan Baghdasaryan</i>

<i>Agapi Sargsyan</i>	<i>Kima Sargsyan</i>
<i>Astghik Baboyan</i>	<i>Ani Manukyan</i>
<i>Lusine Nadoyan</i>	<i>Goharik Harutyunyan</i>
<i>Maria Ghukasyan</i>	<i>Amalia Khachatryan</i>
<i>Knarik Anakhasyan</i>	<i>Arpine Khachatryan</i>





# *STAFF*



## *International volunteers*

### **Debi Hayk Foundation**

1. Natasha Vardanyan - 30 hours
2. Karin Kotilian - 60 hours
3. Ariel Amarkanyan - 140 hours
4. Alina Grigoryan - 70 hours
5. Christina Abrel - 190 hours



### **Lehigh University**

1. Marissa Hastings – 12 hours
2. Whitney Szmodis - 21 hours
3. Caroline Mierzwa – 130 hours
4. Juliana Caskey – 140 hours
5. Claire Kioschenbaum – 60 hours
6. Briana Banful – 80 hours

**Certified Financial Statement**  
**Fiscal Year January 1, 2023 – December 31, 2023**

Total income	\$ 79,296
Total Expenses	\$ 76,048
<b>Difference</b>	<b>\$ 3,248</b>

Beginning Balance \$ 29,683

REVENUES	2023
Private Donors	\$1,777
Grants	\$14,377
Foundation Contributions	\$59,449
Paros Foundation	\$0
In-kind donation	\$
Scholarships	\$3,693
<b>Total Revenues</b>	<b>\$79,296</b>
EXPENDITURES	2023
Employee costs	\$39,057
Office costs	\$1,867
Program Expenses	\$19,467
Marketing costs	\$113
Bullying prevention project costs	\$12,394
Scholarships	\$3,150
<b>Total Expenses</b>	<b>\$76,048</b>

We certify that to the best of our knowledge, this is a true and accurate record of 2023 revenues and expenditures of Nor Luyce Mentoring Center for Youth NGO.

Accountant: Gayane Gomtsyan

27/02/2024  
Date

Executive Director: Shoghik Mikayelyan

27/02/2024  
Date

*To provide feedback*

*Founders: Richard and Ara Chakerian*

*Executive director and co-founder: Shoghik Mikayelyan*

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