**Development Phase of the Capacity-Building Programme**

In the development phase (Stage 2) of the capacity-building programme, the National Foundation of Civil Society (NFCS) works together with a specially convened core team that applies the design thinking methodology. The aim is to co-create the most suitable solutions for strengthening NGOs’ competencies, while taking into account the changing needs of target groups and the diversity of community contexts.

**The core team’s tasks are to:**

* map and design appropriate development methods and formats,
* pilot and evaluate different activities (e.g. workshops, practical sessions, discussion circles),
* adapt the programme’s focus and format where needed, based on feedback gathered during testing.

For example, it may turn out that instead of traditional training formats, it is more effective to develop guidelines, learning materials, or information resources that reach a wider audience – including local authorities, entrepreneurs, and community members.

In addition, the core team proposes the conditions for NGOs that will participate in the future capacity-building programme.

**Composition of the core team**  
The core team consists of eight members with diverse knowledge and experience in the fields of civil society, community work, and entrepreneurship. Importantly, the team also includes people with different linguistic and cultural backgrounds, ensuring that the perspectives of target groups are integrated throughout the development process.

Members of the team

**Aare Rebban**  
Aare brings the TUUMIK team his long-standing and practical experience in Võrumaa – he has guided the birth and development of many communities. His work experience helps to find practical solutions in situations where groups are searching for clarity and direction.

**Marion Tamberg**  
Marion works daily with volunteers at the Estonian Refugee Council. She is an experienced trainer and mentor of NGOs and is interested in how community-driven processes and cooperation between people of different backgrounds can make society more resilient and create new opportunities.

**Polina Ljashova**  
Polina works as a volunteer coordinator at Lasnamäe District Government, coordinating the volunteer activities of people with different language and cultural backgrounds. Her heart beats for community-building and meaningful inclusion.

**Janika Hango**  
Janika tries to find different methods and approaches for bringing communities together. She is interested in how to combine traditional practices with modern solutions so that cooperation creates a sense of belonging.

**Saidmurod Saidov (Said)**  
Said has been active in Estonia for years in the non-profit sector, supporting integration and cooperation between different cultures. He is interested in how communities can take responsibility for their own development and how TUUMIK can support this.

**Mirjam Pikkmets**  
Mirjam is an active community leader in Märjamaa. She has long-term experience in supporting local development and is familiar with both the challenges and successes of community work. Mirjam knows how to combine different experiences and practical skills.

**Katre Tamm & Kerstin Rei**  
Kerstin and Katre work at the National Foundation of Civil Society (KÜSK). They are experienced trainers and consultants who have supported NGOs for many years. They are both skilled in facilitating group processes and strategic development. They bring a systemic perspective to TUUMIK, with a focus on cooperation and community sustainability.

**Pille Laub & Kaileen Palmsaar**  
Pille and Kaileen are the social design duo behind the visual identity of TUUMIK. They help make ideas visible in a way that supports cooperation and dialogue. Their work includes graphic solutions, illustrations, and participatory design methods, which encourage groups to think creatively and find new opportunities together.