

2008 PDCS ANNUAL REPORT

The economic crisis hit the world in late 2008. Still, PDCS has continued its work at an almost unchanged speed. At PDCS, major part of our activities goes back to our "roots" - topics which have traditionally concerned PDCS mission such as conflict transformation, cross-sector dialogue, peacebuilding, or international development. The year 2008 was not easy but we have undergone a rebirth in terms of our team's expertise and organization as such.

We managed to get secure a firm place in the company of European organizations dealing with conflicts, non-violent communication, and cross-cultural and international development programs. It turns out that in this company of nonprofit organizations from all of Europe, PDCS is a solid partner and we are certain this will continue to be the case.

We also see a shift in our internal organizational development. Again we see rising interest of young people in our organizations including several students doing their internships with us. We are hopeful that this will have positive impact on the development of our human resources potential and lead to renewal of the PDCS team. The organization is changing (three team members had babies born in 2008) and "parenting" spirit and related discussions became a common topic of nonformal dialogues. Even in the turbulent period PDCS remains a well-stabilized organization which is able to handle ever more demanding long-term contracts and topics not available in the past, to meet unexpected demands, and to respond to changing conditions of long-term international programs.

In 2008, areas of high priority for PDCS included:

1. Citizen participation and European citizenship
2. Peacebuilding, international development and development education
3. Training of trainers and consultants (Lifelong learning programs)
4. Organizational management
5. Corporate social responsibility, cross-sector cooperation, and social entrepreneurship
6. Minorities and tolerance

In 2008, we have continued our strategic collaboration with PANET Association which enriched our activities in topics of nonprofit financing and self-financing, corporate social responsibility, and cross-sector cooperation.

Research cooperation within the COPART Center of Excellence project as well as doctorate studies of two or team members caused even greater shift towards research-related activities. This trend is most likely to become even stronger in the coming years in PDCS.

The statistics we keep every year show that in 2008 we have conducted 109 training days (in 65 training courses), we have facilitated 67 meetings and strategic planning sessions and completed 18 long-term consultation processes. We brought out 17 publications (including 5 brochures and chapters in books, 10 articles, and 5 media appearances). We attended over 20 conferences and seminars to present the results of our work. We spent 108 days at international events. We are still convinced it is fitting for us to perform part of our work free of charge on a volunteer basis. In 2008, over 20% of our training and consultation activities were provided to other organizations on a non-paid volunteer basis.

With respect to the breadth and variety of our activities, we are unable to report on all of them in this document. Please refer to www.pdcs.sk and www.panet.sk for more detailed description.

Here we briefly mention some interesting projects implemented in 2008 to give you a picture of the direction we are taking.

Overview of select projects of PDCS in 2008

PDCS continued its activities in traditionally high-priority areas with greater additions of activities related to international development programs.

1. Citizen participation and European citizenship

In 2008, we continued for the fourth year our fruitful cooperation with the Ekopolis Foundation in the PrieStory Program, supported by the financial group CSOB. PDCS provided methodological guidance to the program and consultancy to the grantees in their efforts to implement public space (re)construction projects using participative approaches in their town or village. Our training and consultancy assistance contributed to very noteworthy new public spaces. For more information, please see www.priestory.sk.

For second year, we have worked with the Center of Excellence in Research and Development of Citizenship and Participation on the COPART project - Tackling Challenges of 21st Century. Within COPART, PDCS focuses on research of case studies of public conflicts in Slovakia at a local level. Further information on the Centre of Excellence can be found at www.kvsbk.sav.sk/indexslovak.php?id=skcentrumexcelentnosti.

In 2008, we provided facilitation and planning services for E.ON in connection to roundtable discussions of stakeholders to the planned construction of its gas-steam power plant in Malženice. The round table discussions were held in the neighboring villages of Malženice and Trakovice to give out information on the plans for the Malženice power plant, to allow for open discussion leading to achieving mutual understanding between the investor and stakeholders from both villages in terms of their opinions and interests, to give space for systematic clarification of open questions and controversial issues, and finally to create opportunity for finding shared solutions.

In cooperation with the 1st Slovak Nonprofit Service Center with the financial support from the Trust for Civil Society in Central and Eastern Europe, we organized and facilitated three regional discussion meetings in Košice, Banská Bystrica, and Bratislava on possible legislation for voluntarism. At the same time, we started working on a social-economic analysis of voluntarism and its benefits for the society. These activities came as a follow-up to the successful international conference on legislation dealing with voluntarism in various European countries, which was organized in January 2008 by NOS-OSF, 1.SNSC, and C.A.R.D.O. and facilitated by PDCS.

2. Peacebuilding, international development and development education

The year 2008 was the year when we introduced a new topic to Slovakia – nonviolent conflict transformation. We put special emphasis particularly on its connection to international development work and peacebuilding. In the first half-year we organized an annual meeting in Bratislava of two international groups that PDCS is a member of. The first one is a network of European organizations promoting the model of civilian peace service - European Network for Civil Peace Services (EN.CPS). The second one is an international organization Nonviolent Peaceforce (NP), which deals with civilian interventions in violent conflicts. We have used the presence of experts on development and conflict transformation to present the topics at the conference and at subsequent seminars throughout the year.

This series of educational activities included also the training for developmental organizations to increase their sensitivity to conflicts using the “Do No Harm” methodology. It was the first training course of its kind in Slovakia. As a follow-up we offered individual consultation sessions to organizations to better apply the given approach in their programs. The introduction of new topics will be complete in early 2009 with the publication *Peacework - Working for Peace* to be introduced to experts in Slovakia.

Throughout the year 2008 we worked with the umbrella organization of European organizations working in the area of peacebuilding EPLO (European Peacebuilding Liaison Office) based in Brussels. Particularly within the Initiative for Peacebuilding project, we contributed to writing of peacebuilding case studies from seven EU countries as part of the official international development aid.

Our activities, which relate to the development and global development education, fall within the framework given by our membership in the Slovak Platform of Nonprofit Developmental Organizations (PMVRO). Along with PMVRO, we became involved in the three-year project “To Act You Have to Know”. The project aims to bring information to decision-makers, journalists and students on developmental issues and tries to sensitize them in their considerations about dilemmas brought by international development work. This project included coordination of a working group made up of nonprofit organizations representatives who consulted on and helped develop the official mid-term strategy for development aid of the Slovak Republic for 2009-2013. We also become involved in the

wider dialogue on the nature of development aid coming from Slovakia - for example, we facilitated the working meeting of representatives of the Development and Humanitarian Aid Section at the Ministry of Foreign Affairs of the Slovak Republic, the Slovak Agency for International Development Aid, and the PMVRO.

Traditionally, autumn is the period of the year for our *Autumn School on Development and Change*. In 2008, 23 students and young professionals learned on the topic of connections between development interventions and conflicts. We found a group of highly motivated and capable young people who continue in their joint meetings and professional development.

Also thanks to our contribution, the policies and capacities for intervention in conflicts and for developmental work have improved. Organizations increase their level of professionalism and their staff are better prepared.

3. Training of trainers and consultants (Lifelong learning programs)

In 2008, thanks to the accredited long-term training series for trainers and consultants, we prepared tens of trainers and lecturers for organizations such as Odysseus, AGNES (lecturers and consultants working for nonprofit organizations in the central region of the Czech Republic; the project has been funded by the European Social Fund) and the Seesame Ltd.

Another specific form of preparing teachers for interactive ways of teaching is also the long-term program which we implemented as part of the JPD3 "Arts Management" project for the Academy of Arts, Architecture, and Design in Prague.

We also consider very useful the training we provided to future professional trainers in facilitation and the training of facilitation for coordinators of Communities of Practice in UNDP programs. It appears on-line facilitation is a topic which will be relevant and of interest to an ever increasing number of people.

4. Organizational management

In 2008, we provided consultation to several nonprofit organizations. We provided them with strategic planning services and assisted in their organizational development. For example, we trained and facilitated strategic planning processes of the Košice Agency for Regional Development, VIA IURIS, International Youth Foundation Slovakia, KANET – Project Center, or KOMPAS Civic Association.

Another example was the training of organizational development support for a starting partner organization in Serbia – Partners Serbia. The one-week consultation and training strengthened their approach to the development strategy of their organization in the complex conditions of the Balkan region. We also received very favorable feedback for the training given to activists from Byelorussia implemented with the PACT Leadership Institute.

We also gave a series of consultation sessions and training courses to Timus Safety Ltd. in addition to an organizational audit which we performed to identify difficult areas and to formulate recommendations for organizational improvements and increase effectiveness. Through the public relations agency Neopublic Portell Novelli, we conducted training for managers of select major companies in Slovakia (e.g. Microsoft).

For the fourth year we worked on the EASY-ECO training-conference program dealing with evaluation in the context of sustainable development. The EASY-ECO program (Evaluation of Sustainability: European Conferences and Training Courses) was initiated by the Research Institute for Managing Sustainability at the Vienna University of Economics and Business Administration. The program involves twelve top-notch research institutions and aims to build capacities for evaluation of sustainability and facilitation of exchange of relevant experience. PDCS contributed mostly through development of content and materials for the e-learning program as well as the consultation part for students participating in this program. Further information can be found at <http://www.sustainability.eu/easy/>.

5. Corporate social responsibility, cross-sector cooperation, and social entrepreneurship (in cooperation with PANET Civic Association)

In the field of corporate social responsibility, we were contracted by the United Nations Development Programme and performed also successful facilitation of the meeting of managers and staff of the

SCA Hygiene Products, Inc. in Gemerská Hôrka with the goal of identifying areas for CSR strategy development. Working with UNDP, we then provided a series of consultation sessions to and conducted a series of meetings of the cross-sector expert group made up of representatives of governmental, business, and non-profit organizations who formulated the national CSR strategy. The *Corporate Social Responsibility Support Strategy in the Slovak Republic for 2008-2018*, which was developed within the UNDP project *Accelerating CSR Practices in the New EU Member States and Candidate Countries*, was introduced in September 2008 at the time of launch of *The Global Compact Network Slovakia* and at the time Slovak companies and organizations adopted the *UN Global Compact initiative*. That initiative represents a global commitment of companies to weave into their strategies and activities the 10 universally accepted principles on human rights, employment, environment, and anti-corruption to the benefit of the economy and the entire society.

In relation to the funding for nonprofit non-governmental organizations, PDCS became the national Slovak partner for the first International Fundraising Festival held in Prague in March 2008, along with other international partners and the main organizers the Czech Fundraising Center and the Resource Alliance. Thanks to this event and our participation at the largest and most prestigious fundraising event in the world – the 28th International Fundraising Congress in Noordwijkerhout, Netherlands, in October – we expanded our international contacts, improved our know-how and strengthened our capacity to further develop the topic of fundraising in the future.

We have dealt also with the cross-sector dialogue between public and civil sectors in Slovakia and its development in the form of a single chapter written for the publication of the Warsaw Public Affairs Institute. In addition, we presented this topic at a specialized conference in Warsaw in October.

6. Minorities and tolerance

We have successfully completed the program Educational and Advocacy Activities for Roma Activists. The program was implemented at the local level in Hnúšťa, Rimavská Sobota, Tornaľa, Klenovec, Levice and Šárovce. The goal of the project was to train key local representatives to actively influence local policies and develop positive systematic changes leading to integration and improvement of life of Roma communities in the villages by looking for solutions and suggesting joint steps to address everyday problems such as failure to pay rent and utilities, unemployment, poor education for children etc. Within that project, a roundtable discussion was held in Levice to address the issues related to Roma minority in the location Ladislavov Dvor.

We believe that recent unfavorable developments in the Slovak-Hungarian relations should be commented on also by people working in conflict resolution and intercultural communication. Whether Slovaks or Hungarians, we do not wish to see our relations get worse. We respect one another and look for opportunities for dialogue and shared preventive steps which may help stop the recent trend towards deterioration of our relations. Therefore as two nonprofit organizations working in conflict resolution – Partners Hungary (Budapest) and PDCS (Bratislava) we organized a two-day workshop with nonformal discussions among Slovak and Hungarian professionals and activists titled *Bridges over the Danube: Opportunities for Civic Diplomacy in the Joint Slovak-Hungarian Efforts towards Conflict Prevention*. The workshop was very successful and will be followed by more frequent activities planned for 2009.

In 2008, PDCS started to cooperate with the British Council as a partner to its three-year international programme Intercultural Navigators. This program for 450 young leaders from 13 European countries (24 from Slovakia) promotes diversity in Europe by strengthening intercultural communication and leadership skills of young people with the potential to effect social change.

Towards Equality

As a member of the consortium of four organizations (OaD, IVO, Hlava 98, PDCS) we implemented the project Towards Equality for increasing awareness and multi-level promotion of civil society and public actors in anti-discrimination. The project was supported by the PROGRESS - EU's employment and social solidarity programme (2007 – 2013) and the Office of Government of the Slovak Republic. Within this programme, we conducted meetings of the working group in Košice which during one year developed "Proposed Principles for Promotion of Equality and Diversity" to be applied in the provision of services to citizens in the Košice region. In Levice and Nové Zámky, we worked with local partnerships for social inclusion comprised of community representatives and persons representing key partner organizations, stakeholders, civic associations of various types, and individuals. In the meetings, participants discussed organizational and psychological framework for anti-discrimination as

practiced in organizations, the experiences and examples of well-functioning workplaces, structural measures and organizational culture elements which may be introduced to prevent mobbing, signs of social exclusion and ways to implement diversity management. One of the specific activities was assisting and advising on topics such as anti-discrimination legislation in the Rules and Procedures of the Secondary Technical School Pod amfiteátrom in Levice.

Publications issued in 2008

PDCS issued two of its own publications, prepared one manuscript and contributed seven chapters to publications of other institutions:

Books (written or published by PDCS):

- Eduard Marček: *Dobrovoľníctvo a právna úprava (Voluntarism and Related Legislation)*. OSF, Bratislava 2008
- Mirka Hašková: *Štandardy terénnej sociálnej práce (Standards for the Field Social Work)*. PDCS, Bratislava 2008. (electronic version only)
- Eduard Marček: *Verejné zdroje pre verejnosprospešné aktivity na úrovni krajských samospráv v Slovenskej republike (Public Funding for Public-Benefit Activities at the Level of Regional Governments in the Slovak Republic)*. PANET, Bratislava 2008.

Books – chapters contributed to publications of other institutions:

- Dušan Ondrušek – three chapters for the publication *Management umění (Art Management)*. VŠUP Praha 2008
- Dušan Ondrušek – one chapter for the publication *EU Democracy building*. PDCI Brussels, July 2008
- Dušan Ondrušek: chapter *Koučování jako součást organizační kultury (Coaching as Part of the Organizational Culture)* in *Cesta ke skrytému bohatství (The Way to Hidden Treasure)*. Spiralis, Praha, June 2008
- Peter Gušťačík: chapter *Sociální audit (Social Audit)*. Spiralis, Praha, June 2008
- Eduard Marček: *Dialóg medzi vládou a občianskou spoločnosťou na Slovensku (Government-Civil Society Dialogue in Slovakia)* in the publication of the Instytut Spraw Publicznych in Warsaw: Grzegorz Makowski, Tomasz Schimanek (ed.): *Organizacje pozarządowe i władza publiczna*. Warsaw 2008.

In addition to printed publications, we had several news stories published and shows broadcast, which covered PDCS programs and activities in 2008 and we made several appearances in radio and television shows.

Main donors of PDCS in 2008

Many of our projects could not have been possible without financial assistance. Our thanks for funding goes primarily to these organizations:

CEE TRUST

European Commission, Socrates Grundtvig 2 Programme partnerships in adult education,.....

EuropeAid

European Commission PROGRESS

Office of the Government of the Slovak Republic

King Baudouin Foundation

Open Society Foundation Slovakia

SlovakAid

Carpathian Foundation

USAID

Our clients and partners in 2008

PDCS, o.z., Partners for Democratic Change Slovakia works with organizations and provides services to institutions in several sectors in Slovakia and internationally.

1. Slovak nonprofit organizations

In 2008 we provided training courses and consultations to organizations such as the Agency for Regional Development Support Košice (ARR), People in Peril Association, DOMKA, EKUNET, the Carpathian Foundation, the Ekopolis Foundation, the Intenda Foundation, the International Youth Foundation Slovakia, the Open Society Foundation, the Citizen and Democracy Civic Association, the Odysseus Civic Association, VIA IURIS, and many other small organizations and civic initiatives.

2. Training and facilitation services requested by international organizations

- Agnes, Czech Republic
- AGORA CE, Czech Republic
- Partners for Democratic Change International (PDCI)
- UNDP Regional office
- The British Council

3. State and public administration institutions and local governments

Slovak National Museum, several faculties of the Comenius University, the Academy of Arts, Architecture, and Design in Prague, St. Elizabeth University Slovakia, some city and town local governments, e.g. VÚC Košice

4. Training and facilitation services provided to private institutions and businesses (directly or through other organizations)

SCA Ružomberok, Decom, s.r.o., E.ON elektrárne s.r.o., Seesame, s.r.o., Microsoft, Timus Safety, s.r.o., Neopublic Portell Noveli

International activities of PDCS (countries, in which we provided training or consultation services in 2008)

Ukraine, Czech Republic, Jordan, Serbia

Who was who in PDCS in 2008:

Director:

Dušan Ondrušek

Deputy Directors:

Anna Zemanová, Karolína Miková

Office Manager and Project Manager:

Monika Straková

Project Managers, Trainers, and Consultants:

Andrea Chorváthová

Pavol Makyš

Peter Gušťačík

Ján Mihálik
Lenka Rapošová
Mirka Hašková
Eduard Marček (PANET, partner of PDCS)
Katka Babicová
Petra Szeghy

Accountant:

Mária Nagyová

IT Administrator:

Samuel Vališ

Assistant:

Miroslav Tóth

Viktória Antalová (internship)

Overview of PDCS activities in 2008

	Number of events	Number of days	Number of participants
Training	97	109	852
Facilitation and strategic planning	67	68	1416
Lecturing	18	26	252
Consultation and evaluation	18	22	168

In line with the PDCS mission and traditions, PDCS members provided over 30 days of volunteer work for public benefit activities in 2008. Several PDCS members work on boards of foundation and in various advisory bodies.

PDCS budget in 2008

BALANCE SHEET

000's SKK
as at
Dec. 31,2008

Assets	
Assets total	2965
Long-term assets total	18
Long-term intangible assets	
Software	18
Long-term tangible assets	2947
Property	2799
Machinery, equipment	148
Inventory total	207
Goods	207
Short-term accounts receivable	649
Business accounts receivable	649
Financial assets	1909
Cash and cash equivalents	51
Bank accounts	1858
Temporary asset accounts	835
Future expenditures	33
Future income	802
Estimated accounts active	
Assets total	6565

Equity and Liabilities	
Own capital	4027
Capital funds	
Equity	187
Earnings	-433
Retained earnings, Unpaid loss of previous years	4273
Profit and loss account	
Loans	1188
Long-term liabilities	1100
Social fund	37
Short-term loans	51
Short-term liabilities	184
Business liabilities	41
Liabilities towards employees	
Liabilities to social insurance institutions	
Tax liabilities	143
Other liabilities	
Bank loans	400
Short-term loans	400
Estimated accounts passive	766
Future expenditures	2
Future revenues	764
Estimated accounts passive	
Liabilities total	6565

PROFIT AND LOSS STATEMENT
(000'S SKK)

Activity

as at Dec. 31,
2008

Expenditures	Nontaxable	Taxable	Total
Materials	235	25	260
Utilities	57	24	81
Cost of goods sold		160	160
Maintenance and repairs	79	9	88
Travel	524	164	688
Presentation expenditures	11		11
Other services	2441	572	3013
Salaries	2081	539	2620
Mandatory social insurance	474	191	665
Other social insurance			
Mandatory social expenditures	45		45
Real estate tax	2		2
Other tax and fee expenditures	11		11
Write-off of uncollectible receivables	26	4	30
Interest costs	21		21
Exchange rate loss	115	25	140
Donations		119	119
Special costs	592	6	598
Shortages and damages		12	12
Other expenditures	59		59
Depreciation of long-term intangible and tangible assets	175	92	267
Contributions provided	107		107
Expenditures total	7055	1942	8997

Revenue			
Sale of services		2670	2670
Sale of goods		158	158
Interest revenue	2	40	42
Exchange rate gain	10		10
Other revenues			
Contributions received from organizations	5849	8	5857
Contributions received from individuals	16		16
Revenue total	5877	2876	8753
Profit/loss before taxes	-1178	934	-244
Income tax	1	204	205
Profit/loss after taxes	-1179	730	-449