

PDCS ANNUAL REPORT 2002

PDCS has lived through a demanding, fruitful and successful year. As an educational and consulting institution working in Slovakia and ever more also in Central Europe, it proves with its activities that "It can be done!" It is possible to survive and develop even when forms of support to nonprofit organizations change dramatically. It is possible to provide professional services in conditions of weaker stability in the society and it is possible to keep returning to "mission roots" of PDCS – "pioneerism", to the belief that society has enough power to develop in the right direction, to confidence in people and in their curiosity which drives them forward, and to the belief in healthy diversity and importance of education.

The main task of PDCS in 2002 was to maintain the colorful palette of programs implemented in the past and to strengthen organizational, human, and financial capacity to make it possible. This task has been successfully completed. PDCS increased the number of education and consultation activities and received institutional support from the Trust for a Civil Society in Central and Eastern Europe for the coming three years. This will make PDCS stronger and more stable in all aspects.

Our organization successfully changes its focus from individual training courses to long-term education series with a wide variety of training, supervision, and consultation activities. Instead of simple isolated consultations it is possible to win contracts for and provide consultation services over longer periods and of more comprehensive nature. We have also been more successful in providing training and consultation not only in Slovakia but also abroad. In 2002, 11 of internal and external PDCS staff worked in 12 countries. In addition to publishing books, we have successfully enriched education possibilities by CD-ROMs. We want to continue this trend.

Because of their scope and variety, it is not possible to describe all of our activities. The full list can be found at PDCS web site addresses:

http://www.pdcs.sk/mod/fileman/files/PDCS-Aktivity-2002-prehlady_s_tabulkami_aktivit.xls

and

<http://www.pdcs.sk/mod/fileman/files/PDCS-Aktivity-2002-prehlady.xls>

Briefly, we are going to mention some interesting projects implemented in 2002. They provide an idea of the organizational development trends.

Overview of selected projects of PDCS in 2002

□ **“Long-Term Education of Czech and Slovak Consultants”**

The goal of the project was to strengthen long-term stability and development of nonprofit sector in the Czech and Slovak Republics. The target group was 24 consultants. The participants came from environmental, youth, community, and support NGOs. They attended a 22-month education program accredited by the Ministry of Education of SR. Training courses and open seminars covered consultation process and consulting in various processes and areas. Even during the project, many of our participants became involved in 18 long-term consultation and facilitation processes in Czech and Slovak Republics which lasted from two months to one year. In addition, they provided consultation, facilitation, training, and program evaluation services. (program coordinator: Natália Kušnieriková; program supported by: Open Society Foundation Slovakia)

□ **Local Self-Governments**

We conducted a number of seminars, training courses and consultations for local self-governments and co-operating institutions (local organizations from state, business, and nonprofit sectors). Seminars and consultations focused on managing local self-governments in a radically changing external environment (delegation of powers, introducing the public service regime, etc.), increasing the level of professionalism in the work of public institutions (statute of the town, administrative proceedings, procurement, tenders for management positions, transfer of powers etc.). The training courses focused on involving public in the decision-making, cross-sector cooperation, alternative conflict resolution and elementary knowledge of law (Street Law). For the Ministry of Justice of SR we prepared an educational program designed for mediator and probators and conducted the introductory training for pilot project participants. (Ladislav Bristenský, trainer and consultant)

□ **Peer Mediation Program in Schools**

For the seventh year we continued with the peer mediation program for secondary and elementary schools in Levice, Nové Zámky, and Prešov. The program includes peer mediation training for teachers, school psychologists, methodology specialists, and organizations providing leisure-time activities for children. These “grown-ups” then constitute teams which lead and coordinate peer mediation program in their schools. Training in mediation and conflict resolution is provided to school students. In 2002, we conducted 20 training days for a total of over 150 participants. In some schools, students use mediation with success to resolve conflicts of their classmates. (program coordinator: Aleš Bednařík, project supported by: C.S. Mott Foundation)

□ **Conciliation Councils Project**

The main intention of the project is to strengthen existing conciliation councils in Levice and Nové Zámky and establish a new conciliation council in Prešov region. Volunteers interested in working in conciliation councils come from various social and professional groups. They are people of various nationalities, political orientation, and faith. As a part of the program, we provided a series of training courses for volunteers and representatives of local public administration focusing on effective communication, introduction of conflict resolution, team cooperation, and self-discovery. We also conducted supervision meetings for members of existing conciliation councils focused on consultation and mutual support of members.

As a part of the project and based on experience with alternative conflict resolution, the Association of Mediators of Slovakia (AMS) was established which associates people working as mediators, or people who use alternative dispute resolution methods in their professional work. (program coordinator: Zuzana Tordová, project supported by: C.S. Mott Foundation)

□ **Programs Supporting Co-Existence of Minorities and the Majority**

In 2002 we conducted within the programs the following training series:

- Series of training courses for managers of Roma projects working in nonprofit organizations. Topics included project management in an NGO, organizational development, legal basics for managers, cross-sector cooperation and conflict resolution. (The project was supported by the Civil Society Development Foundation Slovakia).

- Training for social field workers in selected Roma settlements in Eastern Slovakia. As lecturers, we provided education to social field workers from the Capacity Development Program of the Office of Plenipotentiary of the Slovak Government for the Roma Communities, financed from the state budget and World Bank grant. We also conducted an educational set for social field workers and community leaders working for the civic association Komunita – place for

everyone, in Kežmarok. The training included development of communication skills, conflict resolution, basics of social work, elementary knowledge of law, and supervision. (program coordinator: Ivana Tóthová)

□ **Long-Term Consultation Services for Developed Nonprofit Organizations**

Another program area we started to strengthen is provision of long-term consultation services to developed nonprofit organizations. This area includes mostly strategic planning processes and program and NGO evaluation. In regards to developing program evaluation, we have cooperated with the Children of Slovakia Foundation by providing education and consultation to evaluators of children and youth projects. The important long-term processes conducted by PDCS staff include evaluation of the program People and Places of the Via Foundation (Czech Republic), conducting strategic planning process for the Via Foundation (Czech Republic), Civic Association VOKA, Civic Association Hope to Children, and the Civic Association Truc spherique.

□ **Institutional Grant**

In 2002 PDCS received an institutional grant from the Trust for a Civil Society in Central and Eastern Europe which is administered by the consortium Ekolopis Foundation and ETP Slovakia. This grant will help our organization in taking internal changes leading to long-term sustainability from aspects of program direction, institutional development, and financial planning. Our goal is to provide professional educational services and long-term consultation to strong nonprofit organizations, communities and local self-governments, to publish books, handbooks and university textbooks in several series related to spreading the culture of democracy in the society. PDCS has re-defined its program areas as follows:

- **Organizational development and change** (in the nonprofit and public sectors...)
- **Minorities and tolerance** (besides ethnic minorities, we wish to give equal attention to women or religious communities)
- **„Learning about learning“** (facilitative approaches to learning, transformation of educational systems, etc.)
- **Community development** (particularly participation of citizens and cross-sector cooperation)
- **Prevention and conflict transformation** (particularly in regards to conflicts in schools and alternative approaches such as mediation or probation)

Who were our clients in 2002

Partners for Democratic Change Slovakia (PDCS) has provided services to clients from various sectors in Slovakia and abroad:

1. **Nonprofit sector:**

We provided training and consultation to major organizations such as Center of Education of Nonprofit Organizations, Civil Society Development Foundation, Council of Youth of Slovakia, Donors' Forum, Children of Slovakia Foundation, Integra Foundation, IOM, Mamila Civic Association, Návrat, Open Society Foundation Slovakia, Professional Women, Together Civic Association, The Carpathian Foundation, UNDP, ZOM Prešov, ZPMP, and a number of smaller organizations and civic initiatives.

2. **Training and facilitation services provided upon request of foreign organizations:**

CAP (training in Georgia)

BAF (training in Lithuania, Latvia, and Estonia)

Partners Baltic (training in Lithuania)

ABA CEELI (training in Bosnia, Monte Negro, Serbia, and Kosova)

COLPI (facilitation in Azerbaijan)

IZV, CpKP, Partnerství Foundation, VIA Foundation (consultation and training in the Czech Republic)

Instituut voor Publiek en Politiek (trainings in Slovakia)

DROM (training in the Czech Republic)

3. State and public administration institution and local self-government:

- ❑ methodical centers, educational institutions, primary and secondary schools, universities
- ❑ labor offices in the Slovak Republic
- ❑ district office in the Slovak Republic, numerous city and local self-governments
- ❑ regional educational centers of local self-governments
- ❑ Office of the Plenipotentiary of the Slovak Government for the Roma Communities

Publications issued in 2002

- Občianska participácia, 2nd edition, authors: Karolína Miková and Zora Paulíniová, PDCS, Bratislava 2002
- Riešenie konfliktov, 2nd edition, author Aleš Bednařík, PDCS, Bratislava 2002
- Program of Education in Public Politics, textbook texts, CD-ROM, selected authors: Zora Pauliniová, Ladislav Briestenský, Dušan Ondrušek, Vladimír Labáth and others, published by AI NOVA
- In addition, in 2002, we issued 4th issue of TaK Newsletter for trainers and consultants in the nonprofit sector. We published 17 articles in magazines and daily newspapers and offered 10 interviews to radio and television.

Who is who in PDCS:

Director:

Dušan Ondrušek

Deputy Directors (and trainers/consultants):

Hana Zemanová, Karolína Miková, and Aleš Bednařík

Office Manager:

Monika Straková

Branch Office Directors:

Zuzana Tordová (Levice Branch Office)

Tomáš Földi (assistant Levice Branch Office)

Luboš Klimek (Prešov Branch Office)

Project Managers, Trainers, and Consultants:

Peter Gušťařík

Natália Kušnieriková

Ján Mihálik

Peter Robl

Ivana Tóthová

Mária Zelenáková (currently on maternity leave)

Ladislav Briestenský (until 31st December 2002)

Financial Manager:

Renáta Ferstlová

Financial Assistant:

Lucia Halandová

Assistant:
Miroslav Tóth

System Administrator:
Samuel Vališ

Key donors and contractors of PDCS in 2002

A great number of projects could not have happened without the financial help of our supporters. Our thanks goes to:

Civil Society Development Foundation Slovakia (NPOA)
Charles Stuart Mott Foundation
Ekopolis Foundation - ETP Slovakia Consortium
Open Society Foundation Bratislava
Open Society Foundation Prague
The British Council

PDCS Budget in 2002

Income (SK)	16.026.687
Expenditures (SK)	14.443.923
Purchases and reconstruction of fixed assets (from institutional support from the Trust Fund)	853.449
Purchases of publications	102.395
Salaries expences and seriveces costs	620.479
Travel expenses	110.149
Office expenses	757.080
Project implementation (services)	11.003.183
Exchange Rate Loss	997.188

The difference between income and expenditures is due to projects extending over two calendar years.

Overview of PDCS activities in 2002

	no. of events	no. of days	no. of participants
Training	239	335	4979
Facilitation	103	119	1615
Consultation	153	104	386
Teaching	38	36,5	889

In the spirit of mission and tradition PDCS and its members have donated their work as volunteers for more than 110 days in 2002. In addition, PDCS provided non-material and direct financial support in various campaigns (such as gift to support people affected by floods in Czech Republic). Several PDCS members serve on boards and advisory bodies of other nonprofit organizations.

PDCS activities abroad in 2002



List of countries where PDCS provided training and consultations in 2002

- | | |
|----------------|-----------|
| Abchasia | Kosovo |
| Albania | Lithuania |
| Azerbaijan | Latvia |
| Belgium | Macedonia |
| Bulgaria | Hungary |
| Czech Republic | Poland |
| Monte Negro | Romania |
| Estonia | Serbia |
| Georgia | |