

## **ANNUAL REPORT PDCS 2005**

If success of an organization were measured by the number of job applications from people wishing to join the team, PDCS could be considered very successful in 2005. It is a pity that we cannot accommodate all young ambitious and capable people. Our capacity (space, programs and positions) have their limits even if the number of issues worthy of our attention certainly does not decrease.

Also in 2005 the success of our programs was based on fundamental principles we in PDCS rely on in our work. The programs we start must be meaningful in the long-term perspective and must comply with our mission to contribute to social change. Our work and our program activities should not be just handled professionally but should also be fun. Sustainability and effective professional methods are essential and still open and fair behavior get more appreciation than financial profit or visibility. It is our intention to move in this direction for years to come.

Because of the scope and variability of our activities, we cannot describe all of them in detail in this report. Their detailed listing may be found at our web site [www.pdcs.sk](http://www.pdcs.sk).

What we mention here are some noteworthy projects implemented in 2005 to give the reader an idea about our direction.

### **Overview of selected projects of PDCS in 2005**

The first year of Slovakia's membership in EU has been reflected in PDCS functioning and financing. It brought new programs, changes to our target groups and new challenges. Those we handled beyond our expectations. In previous years we discussed how EU membership would require consideration of new EU project funding, greater networking with similar organizations in Western Europe and better professional readiness to manage long-term projects. In 2005 there was not much time left for the talking, we had to act quickly and the acting was successful. PDCS won a major contract with the Social Development Fund (FSR), perhaps the largest contract ever in our history, and we became involved in several networks and partner projects with western European NGOs focused on peace building and peace education. Also strengthened was our financial and administrative readiness for managing long-term projects.

In 2005, PDCS continued its own development also by joining the PDCI Association – newly registered organization based in Brussels, to associate PDC centers in 14 countries. This step is going to bring further expansion of programs and strengthening of long-term sustainability of PDCS in terms of its programming strategy and institutional establishment. PDCS budget increased enough for us to become VAT paying organization. Most of our income no longer comes from grants, nor do NGOs create majority of our clients. To a much greater degree, the clients of our training and consultancy ser-

ices are now public institutions and cross-sector clients brought together in order to solve their common problems. The increase in number of consultation days in long-term projects makes PDCS currently more a consultancy than a training institution.

**PDCS continued its work in traditional high-priority areas.** (The scope of this report does not allow us to mention all activities so in each area we provide just one key project and several other high-priority activities. Further information is available at [www.pdcs.sk](http://www.pdcs.sk).)

- **Organizational Development and Change (in nonprofit sector, in public sector, etc.)**

In 2005 we worked as consultants with several nonprofit organizations, particularly providing strategic planning services and assisting with organizational development.

Our primary focus was on youth organizations. We consulted long-term to Intenda Foundation (previously called Youth of Slovakia Foundation). The long-term consultancy focused on developing the strategic plan of Intenda Foundation up until 2010. We also facilitated strategic planning processes for the Youth of Slovakia Council and eRko – Christian Child Society Movement, with both organizations clarifying their long-term direction.

We provided coaching to the executive director of Brána do života (Gateway to Life Civic Association), covering specific management topics of a social-service-providing organization.

We applied our accumulated experience with NGO organizational development support in a series of training courses and consultation sessions to IREX consultancy company. Based on their invitation we provided training on self-financing to a network of Civil Society Support centers in Uzbekistan and Tajikistan. Similarly positive evaluation was received for a series of training courses on advocacy and functioning of intermediary NGOs for Counterpart Armenia.

PDCS performed evaluation of the Trust Program by the consortium of Open Society Foundation, Jan Hus Educational Foundation and International Youth Foundation Slovakia. PDCS evaluated fulfillment of program goals through program activities in six subprograms. The final evaluation report (of around 100 pages) has been well received by the client, together with its recommendations.

- **Minorities and Tolerance**

Starting in July 2003, the US-based Partners for Democratic Change USA, in cooperation with partner organizations in Hungary, Czech Republic and Slovakia implements a comprehensive 4-year program of integration of Roma communities in the greater society and enhancement of cross-sector cooperation in selected regions.

The program is a project of United States Agency for International Development (USAID) and is implemented as a part of **Roma Integration Program** financed by SEED funding of the US Department of State to support and develop democracy in Central and Eastern Europe. The Slovakia-related part of the program at community and national levels is implemented by PDCS. The international level comprises mostly exchange of experience among individual countries in which the project is implemented.

At the community level, a series of training courses was given in three select locations (Kežmarok, Prešov and Rimavská Sobota) to improve skills in communication, presentation, conflict resolution, proposal writing and coalition building. Also a facilitated process was undertaken of cooperative planning with the goal to create joint

development and integration projects for Roma communities and to strengthen cross-sector cooperation.

The cooperation planning process was followed by a small grants program, in which 60 projects received combined funding of SKK 8,093,300 in three grant rounds.

At the national level and as part of the media program, we worked with the Office of Government Plenipotentiary for Roma Communities and ECCE Civil Association to produce four documentary films from Roma communities. The films aim to reduce prejudices against Roma and encourage discussion on the life of Roma in Slovakia.

At the national level, two working groups have been created and used. The first group focuses on Roma access to education. Based on its output, we worked with the Ministry of Education and organized a national conference "Education of Roma Youth: How to Proceed?" The second group focuses on access of Roma community to health care services.

In 2005 we worked with the Social Development Fund in the area of socially excluded groups. We continued to provide **education to local consultants on topics related to community work**, to create local and regional partnerships, and to involve target groups in community needs assessment and in local project development. We also provided the first seven training courses from the series of 88 courses for community social workers, their assistants and coordinators. This extensive contract with Social Development Fund will run through 2006 and 2007.

Another example was the organizational development support training requested by CIRA, Macedonia, for representatives of Macedonian Roma organizations and companies implementing USAID-funded projects. One-week training course strengthened their skills in approaching the minority issue in a conceptual way. Favorable feedback of the participants was earned by a combination of lectures, training sessions and study visits to Slovak NGOs and state institutions dealing with Roma.

In 2005 we partnered with FSG organization, Spain, in the project **Reducing Inequality in Health Care in Roma Communities**. The program operates on two levels – international and national. At the international level, meetings are held for representatives of partnering organizations and of individual working groups.

As part of the implementation at national level, a working group has been established to include representatives of institutions, organizations and NGOs with working experience from Roma communities related to health and health care. The main goal of the working group has been to define the issue and organize a roundtable/national seminar in June 2006.

In 2005, we provided two 2.5-day training courses for a group of 28 community social workers and assistants, titled *Health of the Roma*, covering topics such as child health (before and after birth), motherhood, hygiene, introduction to addictions, sexuality, and sexual education in school.

A working version has been prepared of a publication/brochure on health care in Roma communities for mid-level health care personnel.

- **Learning on Learning**

We expressed our interest in supporting consultants working for nonprofit and public sectors in several training courses and facilitated meetings for Consultants' Guild in Czech Republic, for APIS or Center for Contemporary Arts in Slovakia.

- **Citizen Participation and Community Development**

Of great importance to PDCS was our cooperation with Ekopolis Foundation in the PrieStory program. Our part of the program is to provide guiding to grant recipients in participative construction of public spaces in their cities or towns. We have successfully completed the first year of the program, with five noteworthy public spaces and methodology adopted to Slovak conditions as the results also thanks to our training and consultancy services.

- **Conflict Prevention and Transformation**

In Slovakia, as part of international development education we organized the Autumn School on Development and Change for university students with interest in international development aid projects. We invited into the project also officials from the Ministry of Foreign Affairs of Slovakia and representatives of Developmental NGO Platform to discuss the state and future priorities of development aid and development education in Slovakia.

One remarkable and very enriching experience was the series of three one-week-long training courses given in Yemen on topics of conflict resolution and cooperative planning for local sheiks, local government officials and representatives of NGOs. In the culturally different environment, and with interpretation into Arabic, the training courses were unusually dynamic. Similarly, on request of Pontis Foundation, we provided short training courses on communication and conflict transformation to three groups of leaders from Iraq during their study visits to Slovakia.

The topic of conflict prevention and resolution was taken to academic environment also where we provided several lectures and seminars in 2005:

- to students of European Studies from the Comenius University, College of Social and Economic Sciences,
- to students of The Society for Higher Learning,
- to students of Comenius University, College of Political Science,
- and in the Czech Republic to students of Public Administration at Ostrava University, College of Philosophy and Arts

## **Our clients and partners in 2005**

PDCS, o.z., Partners for Democratic Change Slovakia offers its services to clients in several sectors both nationally and internationally:

1. **Nonprofit sector:**

We provided training and consultancy to organizations such as Fair Play Alliance, Brána do života, CVNO (Center for Education of Nonprofit Organizations), People in Peril Association, DOMKA, Ekopolis, eRko – Movement of Christian Communities of Children, Intenda Foundation, NCSU (Center for Contemporary Art Foundation), NDS (International Youth Foundation Slovakia), Integra Foundation, Pontis Foundation, NOS - OSF, Občan

a Demokracia, Odysseus, OZ Kultúra, OZ Proti príúdu, OZ Spolu, REC Slovensko, Revia – Small Carpathian Community Foundation, RMS (Council of Youth of Slovakia), Outward Bound Slovakia, Jan Hus Educational Foundation, and a number of smaller organizations and civic initiatives.

2. **Training and consultancy contracted by international organizations:**

AED Croatia  
APIS, VIA Foundation, CHKO Broumovsko Administration Office, Consultants' Guild Czech Republic (training and consultancy in the Czech Republic)  
Bosch Stiftung  
CDF Yemen  
CIRA Macedonia  
Counterpart Armenia  
Change Facilitation, Germany  
East-West Institute  
IREX Uzbekistan and Tajikistan  
OSI Budapest  
PDCI (Partners for Democratic Change International)  
UN Secretary  
UNDP  
US Embassy Prague  
World Bank (Slovakia)

3. **State, public and local government institutions:**

Social Development Fund (FSR)  
Methodological centers, secondary schools, universities: C.S. Lewis bilingual secondary grammar school, College of Social and Economic Sciences at Comenius University, College of Political Science at Comenius University, Society for Higher Learning associated with the Comenius University  
some city and town local governments – VÚC Prešov

4. **Training and facilitation for private institutions and businesses**

(directly or through other organizations):  
AVON, Maya s.r.o, T-mobile, Omnipublic s.r.o.

## **New publications in 2005**

We managed to publish the following new books:

- Dušan Ondrušek: S tekvicou priviazanou o nohu a iné klebety z ciest (Pumpkin tied to a foot and other travel stories)
- Peter Guštafík and Marcel Fukas: Neziskovky a zisk (Nonprofits and Profit)
- CGNO Association Kyrgyzstan issued a substantial part of our Reader for Nonprofit Organizations (in Russian language)

PDCS team members contributed their chapters to publications of other institutions:

- Ján Mihálik wrote the chapter "Three Intrareligious Challenges to Interreligious Dialogue" for the book *Medi(t)ations, (re)conciliations* in Ecumenical Anthology III of the WSCF Central European Subregion), Bratislava 2004, pp. 135-144

- Ján Mihálik wrote the chapter "Islam and Christianity: Debate or Dialogue?" for the MOZAIK journal, 2/ 2004, pp. 14 – 16, and
- Zora Paulíniová wrote a chapter on youth participation for the publication "National Policy on Youth" issued by the Ministry of Education of the Slovak Republic

In addition to books, we also published TaK Newsletter Issue no.8 and dozens of articles on programs and activities of PDCS in 2005 (articles on Kyrgyzstan and Yemen in Týždeň weekly, interviews in the Formát magazine). We made TV appearance in "Pod lampou" discussion program of the Slovak Television.

As part of the PIR project, we worked with TA3 TV channel and completed the first four 20-minute video films showing portraits of Roma.

## **Who is who in PDCS in 2005:**

Director:

**Dušan Ondrušek**

Deputy Directors:

**Anna Zemanová, Karolína Miková**

Office Manager and Project Manager:

**Monika Straková**

PIR Director:

**Andrea Chorváthová**

PIR Coordinator:

**Pavol Makyš**

Project managers, trainers, and consultants:

**Peter Guštafík**

**Ján Mihálik**

**Lenka Rapošová**

**Mirka Hašková**

**Ján Odzgan**

Financial Manager:

**Renáta Ferstlová**

Accountant:

**Marika Nagyová**

Assistant:

**Miroslav Tóth**

IT Administrator:

**Samuel Vališ**

## Key Donors of PDCS in 2005

A great number of our projects would not be possible without financial assistance. Our thanks goes particularly to these supporters:

European Commission (Programs Socrates and Leonardo da Vinci)  
 Open Society Foundation Slovakia (NOS – OSF)  
 Jan Hus Educational Foundation  
 USAID

## PDCS activities in 2005 at a glance

	Number of events	Number of days	Number of participants
<b>Training</b>	142	227	1681
<b>Facilitation</b>	88	70	1381
<b>Consultation</b>	25	14	129
<b>Strategic planning</b>	41	69	40
<b>Lectures</b>	18	23	210

In line with the PDCS mission and traditions, PDCS members provided over 40 days of volunteer work for public benefit activities in 2005. Several PDCS members work on boards of foundation and in various advisory bodies.

## PDCS budget in 2005

### BALANCE SHEET

000's SKK  
 as at  
 Dec. 31,  
 2005

<b>Assets</b>	
Long-term assets total	1449
Long-term intangible assets	12
Software	12
Long-term tangible assets	1437
Property	1131
Machinery, equipment	306
Current assets	3881
Inventory total	122
Goods	122
Short-term accounts receivable	800
Business accounts receivable	800
Financial assets	2815
Cash and cash equivalents	261
Bank accounts	2554
Temporary asset accounts	144
Future expenditures	19
Future income	23
Estimated accounts active	102
<b>Assets Total</b>	<b>5330</b>

<b>Equity and Liabilities</b>	
Own capital	5031
Capital funds	187
Equity	187
Earnings	4844
Retained earnings, Unpaid loss of previous years	5227
Profit and loss account	-383
Loans	299
Long-term liabilities	12
Social fund	12
Short-term liabilities	251
Business liabilities	76
Liabilities towards employees	27
Liabilities to social insurance institutions	1
Tax liabilities	16
Other liabilities	131
Temporary accounts passive	36
Estimated accounts passive	36
<b>Liabilities Total</b>	<b>5330</b>

**PROFIT AND LOSS STATEMENT  
(000'S SKK)**

Activity

as at Dec.  
31, 2005

<b>Expenditures</b>	<b>Nontaxable</b>	<b>Taxable</b>	<b>Total</b>
Materials	305	40	345
Utilities	71	1	72
Cost of goods sold		48	48
Maintenance and repairs	88		88
Travel	1064	19	1083
Presentation expenditures	50		50
Other services	5437	758	6195
Salaries	2042	280	2322
Mandatory social insurance	305		305
Other social insurance	11		11
Mandatory social expenditures	26		26
Real estate tax	2		2
Other tax and fee expenditures	1	5	6
Write-off of uncollectible receivable	128		128
Exchange rate loss	34		34
Donations	194		194
Other expenditures	91		91
Depreciation of long-term intangible and tangible assets	341	20	361
Contributions provided	1384		1384
<b>Expenditures total</b>	<b>11574</b>	<b>1171</b>	<b>12745</b>

<b>Revenue</b>			
Sale of services		1189	1189
Sale of goods		55	55
Interest revenue	4	22	26
Exchange rate gain	137	1	138
Donations received	7		7
Contributions received from organizations	10752	17	10769
Contributions received from individuals	194		194

<b>Revenue total</b>	<b>11094</b>	<b>1284</b>	<b>12378</b>
<b>Profit/loss before taxes</b>	<b>-480</b>	<b>113</b>	<b>-367</b>
Income tax	16		16
<b>Profit/loss after taxes</b>	<b>-469</b>	<b>113</b>	<b>-383</b>

## **International Activities of PDCS in 2005 (list of countries)**

Armenia	Macedonia
Bulgaria	Poland
Croatia	Tajikistan
Czech Republic	Turkey
Germany	Uzbekistan
Hungary	Yemen
Italy	