

PDCS ANNUAL REPORT 2007

The year 2007 was demanding and dynamic but in the 16-year history of PDCS it will most likely serve to prove that PDCS is a stable organization capable of handling also unexpected demands and changing conditions of long-term international programs.

The scope of PDCS activities gets ever richer. It is no longer true that we focus our efforts on training courses for nonprofit organizations. Currently, most of our clients are public institutions (e.g. Social Development Fund, UNDP, etc.) as well as cross-sector groups of participants sharing (and occasionally also being divided by) joint problems and seemingly diverse interests. In the past, training courses comprised a majority of PDCS activities. Today, of equal importance are long-term contracts related to development aid, in which training course form just one part of developmental efforts. Equally often provided service is also consultation to organizations requiring participation and dialogue for their own development. At times, these are nonprofit organizations or networks, occasionally they are public agencies and ever increasingly also major companies. Gradually taking a prominent place alongside training and consultancy work are also analytical, evaluation and publishing activities. To a greater degree PDCS is interested also in new topics related to European citizenship and new forms of citizen participation in deciding about own future in European framework. No doubt our past experience with supporting cross-sector partnerships and with training and facilitation services allowing for greater citizen participation, we have something to offer in these topics in the future.

Most recent strategic planning of PDCS resulted in re-formulation of high-priority areas of our interest. Their scope has increased and currently includes:

- 1.** Conflict transformation and non-violent support to conflict resolution
- 2.** Citizen participation and European citizenship
- 3.** International development and development education
- 4.** Training of trainers and consultants (Lifelong learning programs)
- 5.** Organizational management
- 6.** Corporate social responsibility, cross-sector cooperation, and social entrepreneurship
- 7.** Minorities and tolerance

The statistical data we keep every year indicate that in 2007 we conducted 221 days of training (in 92 training courses), facilitate 76 meetings and strategic planning meetings and completed 29 consultation processes. We issued 8 of our own publications and contributed our chapters for 5 publications of other publishers. We wrote 9 articles (while other wrote 12 articles about us) and published one DVD on the facilitation process in ECC project and one DVD on development aid as part of the Millennium Development Goals conference. We co-wrote and edited one issue of Community Development Journal on community conflicts. We attended 42 conferences and seminars, serving as speakers at some of them. 27 per cent of our activities were conducted abroad, i.e. 7 PDCS trainers and consultants trained and consulted in 14 countries in 2007 (with a total number of 241 days spent abroad).

We continue to strive to maintain our professionalism. We are still convinced it is fitting for PDCS to provide some of its activities free of charge, as volunteers. In 2007 we conducted 15.3% of our training and consulting activities as our volunteer contribution for other organizations.

In view of the breadth and variety of all of our activities, we are unable to write about all of them here. You are welcome to find a more detailed overview at our web site www.pdcs.sk.

In this report we are going to mention select noteworthy projects implemented in 2007. They provide an idea of the direction we are taking.

PDCS membership in networks and partnerships in 2007

In 2007, the PDCI (Partners for Democratic Change International) network, with PDCS as a member, continued to develop its office in Brussels, with Daniela Kolarova as the director and Barbara Slee as the coordinator of international programs. PDCS has worked intensively with the Brussels office and other European networks on the Initiative for Peacebuilding project delivering analytic work results and workshops.

PDCS continued in 2007 to actively work in organizations and networks Nonviolent Peaceforce, European Network for Civil Peace Services, as a member of the Slovak Nongovernmental Development Organizations Platform as well as in a long-term partnership with PANET Civic Association. Further details on the activities of PANET Civic Association in 2007 are available from the Annual Report at www.panet.sk.

Overview of PDCS projects implemented 2007

PDCS continued its activities in traditionally strong areas with new efforts expanded on international development activities.

1. Conflict transformation and non-violent support to conflict resolution

In 2007 we continued to cooperate with nonprofit organizations and businesses from several European countries concentrating on non-violent conflict resolution.

One of the projects to allow us to get to know the specifically orientated educational programs was the project A Learning Partnership in Conflict Management (ALPICOM) supported by the Grundtvig 2 programme. As part of the ALPICOM project we published the handbook *Teaching Tolerance through Play*.

Other projects included ARCA (*Associations and resources for conflict management skills*) and SISINE (*Sistema Integrato di Simulazione per la Negoziazione*). Within the ARCA project we worked with partners from 11 countries to complete a Europe-wide research of capacities and services provided by organizations training civilians to intervene in conflicts (www.peacetraining.org). The project resulted in training courses and seminars designed to train civilians in intervention in conflict areas. A handbook was also developed on how to prepare civilians for work in situations of conflict – it is now downloadable from our website.

SISINE project aimed to create a virtual environment – a computer game – to help users improve their negotiation skills. We modified some of our simulation exercises for use in the software and performed testing. The result is a basis for a training software for interactive simulated multi-party negotiation which we intend to further develop as part of a collaborative effort. (www.sisine.net)

2. Citizen participation and European citizenship

In 2007, we continued for the third year our fruitful cooperation with Ekopolis Foundation with the PriStory Program funded by the financial group ČSOB. PDCS provided methodology guidance for 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 in Pruské, Rajec, Rimavská Sobota and Stakčínska Roztoka. (www.priestory.sk)

In the European Citizens' Consultation (ECC) project we tried to manage a process of public discussions with citizens. Historically first all-European discussion of citizens from all 27 member countries, this activity was designed to discuss the future of European Union. Citizen's consultations and the follow-up processes aimed to impact European and national institutions and policy makers in the phase preceding further decisions on the future of Europe's development. The project was funded by a consortium of European foundation led by the King Baudouin Foundation and co-funded as part of the D-Plan communication strategy of the European Commission. (www.european-citizens-consultations.eu)

As part of the same D-Plan of the European Commission, we contributed in 2007 to the European Citizens Gremium on the Development of Rural Regions in Europe (as part of the internationally better-known project European Citizen's Panel). This initiative comprised discussions of a select and representative sample of citizens from the Bodva Valley on key issues of their region. The project was implemented by the Carpathian Foundation and PDCS provided facilitation services at the citizen meetings. (www.citizenspanel.eu)

3. International development and development education

In the area of international development activities and policies, we worked with the Slovak Nongovernmental Development Organizations Platform, with its board chaired by our member Ján Mihálik.

With the support of UNDP Regional Center and the European Commission, we held the conference "Millennium Development Goals – Ways to Reduce Poverty and Social Exclusion" in the Slovak Parliament. The conference was held under the auspices of the Boris Zala, Chairman of the International Affairs Committee of the Slovak Parliament. The event was attended by European Parliament MPs Anna Záborská, Monika Flašíková – Beňová, and Irena Belohorská but also Deputy Speaker of the Slovak Parliament Milan Hort, Slovak Parliament MPs, representatives of the Foreign Affairs Ministry of SR and Finance Ministry of SR as well as representatives of non-governmental organizations and international institutions.

The event included a video presentation of individual Slovak projects implemented in developing countries. The conference aimed to address experts but also wide public and stimulate public discussion on issues of international development aid.

As in previous years, in 2007 PDCS provided consultation services on issues of international development in foreign countries. Contracted by Chemonics International consulting firm, we worked in Jakarta and Bandung, Indonesia, on a stakeholder research and development of a PR strategy for introducing eGP (Electronic Government Procurement) system to help bring down high level of corruption in Indonesia.

In Cairo, Egypt, we conducted one training session at a workshop designed to consider implementation of democratic practices in Arab countries. The workshop was held by the Cairo Institute for Human Rights Research and we contributed also one chapter for the resulting publication.

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

Over 2007, we provided long-term accredited training of trainers series for dozens of trainers or lecturers at the request of organizations such as:

- ALK (Association of Lecturers and Consultants of Northern Moravia, Czech Republic, project financed by the European Social Fund)
- AGNES (lecturers and consultants working for nonprofit organizations in the region of Central Czech Republic, project financed by the European Social Fund)
- SŠS (Educational Services Center) - (lecturers and educational consultants working for schools and community organizations in Southern Moravia, project financed by the European Social Fund)
- NOS-OSF experts working for programs of the Open Society Foundation Slovakia
- Planned Parenthood Society - lecturers and consultants working with topics of gender equality and health prevention.

In recent years we continue to provide ever more training courses for trainers, coaches and consultants working for mid-size and large international companies. For example in 2007 we started such a long-term training series for Seesame PR agency

Since 2006 we have conducted a specific form of education for teachers in interactive teaching methods as part of a two-year program in the Arts Management project JPD3 for the Academy of Arts, Architecture, and Design in Prague.

In 2007 we managed to publish two essential Slovak-language books on the topic of training of trainers: *Training? Training.* and *Teaching Tolerance through Play.*

5. Organizational Management

In 2007 we worked with a number of nonprofit organizations on issues of organizational development. We provided consultation services and facilitated their strategic planning processes.

In particular, we worked with organizations focusing on those who are socially excluded, on youth and on people with disability. For example, we provided training and facilitation of strategic planning for the Regional Development Support Agency Košice (ARR), VIA IURIS, International Youth Foundation Slovakia (NDS), World Wide Fund for Nature International – Danube-Carpathian Programme (WWF-DCP), Habitat for Humanity International Europe and Central

Asia, the Slovak Refugee Council or the Association of Asylum Seekers in Slovakia.

We also provided training to support organization development for nonprofit organizations and foundation from Uzbekistan, funded by USAID. The one-week training courses built up their skills in approaching issues of their own sustainability and strategic development on a more conceptual level. Participants appreciated the combination of lectures, interactive training sessions, and site visits to Slovak nonprofit organizations and state institutions active in similar areas.

In Spain we trained salespersons of Caterpillar machines and in Slovakia we trained management leadership of some major companies such as T-Mobile (also thanks to our cooperation with Neopublic Portel Novelli).

6. Corporate social responsibility, cross-sector cooperation, and social entrepreneurship

In the international research-oriented project *The Way It Works* of the Carpathian Foundation, we worked with partners from Romania, Hungary, and Poland to produce an analysis of and recommendations for development of corporate social responsibility in the Carpathian region.

Working with Hungarian organization NIOK we worked on a comparison research study on income tax assignment for nonprofits in Hungary and Slovakia. We prepared an analysis of political and societal changes and of their impact on the introduction and implementation of the income tax assignment in Slovakia.

We contributed to opening of discussion on public benefit status of NGOs in Slovakia in cooperation with the Open Society Foundation Slovakia. We prepared background materials, produced publications, developed a website and participated in discussion roundtables and conferences on this topic. Most of the planned activities continued well into 2008.

7. Minorities and Tolerance

In 2007, we made a successful completion of the 4-year Roma Integration Program funded by USAID and designed to support democracy development in Central and Eastern Europe.

As part of the project we organized 4 national roundtable events on the topics of community social workers, education, housing, and access to health care for the Roma.

At the national level, the media part of the program financed broadcasting of 10 shows on the public Slovak Television of the Roma magazine *So Vakeres* prepared in cooperation with the Roma Press Agency.

Also at the national level we organized a series of training course for teachers and university students studying education. Experience from this series has been used in the making of our manual for teachers *Teaching Tolerance through Play*.

At the local level we worked in three select communities (Kežmarok, Prešov and Rimavská Sobota) where we conducted a series of training courses on conflict resolution, and improvement of relations in the community. In each of the three communities we used a cooperation planning process to performs

community needs assessment. The planning process resulted in implementation of 59 projects supported from our grant-making program. All projects were designed to improve relations with the Roma.

In 2007 we started to implement the program *Educational and Advocacy Activities for Roma Activists*. The program ran at the local level in Hnúšťa, Rimavská Sobota, Toraľa, Klenovec, Levice, and Šárovce with the goal of training key local representatives to actively influence local policies and introduce positive systematic changes leading to integration and improvement of life of the Roma in villages. This would be achieved by searching for solutions and making joint recommendation on everyday problematic issues such as nonpayment of rent and utilities, unemployment, poor education of children etc. As part of the project we organized a round table event in Levice to address the Roma minority issues in the location "Ladislavov Dvor".

We brought an extensive contract to completion for the Social Development Fund Slovakia, which ran from 2005 to 2007. It comprised training and standards development. Altogether we conducted 112 training course for community social workers, their assistants and coordinators as part of the *Program for Supporting Community Social Work in Towns*. We brought to a successful end the work of an expert group who developed Standards for Field Social Work after receiving multiple rounds of comments from all stakeholders.

New publications in 2007

PDCS experts published 8 books and contributed their own chapters to 5 publications of other institutions:

Publications issued by PDCS:

- Terénna sociálna práca v sociálne vylúčených komunitách, 95 pages, Eva Litavská, Monika Grochová and Milada Bohovicová (in Slovak)
- Proces terénnej sociálnej práce v sociálne vylúčených komunitách, 75 pages, Alena Ambrozová a kol. (in Slovak)
- Efektívna komunikácia v terénnej sociálnej práci, 95 pages, Dušan Ondrušek
- Tréning? Tréning., 230 pages, Dušan Ondrušek, Vladimír Labáth
- Výchova k tolerancii hrou, 84 pages, Dušan Ondrušek, Dana Potočková a Juraj Hipš
- Program integrácie Rómov. Čo sa podarilo., (in English and Slovak)
- Millennium Development Goals and Official Development Assistance of the Slovak Republic, project 12 MDGs debates, editor Eduard Marček, (in English and Slovak)
- Nenásilná transformácia konfliktov, 164 pages, Ruth Mischnick (in English, Slovak, German, Italian, and Romanian)

Chapters published in publications issued by other organizations:

- Verejná politika a samospráva, Inštitút pre verejnú politiku, Karolína Miková a Dušan Ondrušek, kap.: Riešenie verejných konfliktov (in Slovak)
- Peace Training, ARCA projekt, Ján Mihálik, chapter: Preparing adults for Non-violent Intervention in Conflicts (in English)
- Komunikácia, prejavy, protokol, Raabe Publishing, Karolína Miková, kap.: Formy participácie občanov (in Slovak)

- Slovakia's percentage mechanism, Percentage Philanthropy Project, NIOK-Sasakawa, Eduard Marček, elektronická publikácia: <http://www.onepercent.hu/research.htm> (in English)
- The Way it Works, Karpatská nadácia, Eduard Marček, final report for Slovakia, chapter on CSR in Slovakia in the regional report

In addition to book publications, we published dozens of articles about our programs and our activities in 2007 (e.g. article on field social work standards in the Integrácia 3/2006 journal, articles on Egypt and Indonesia in *.týždeň* weekly and on the Changenet portal). We also made several appearances on radio and television.

As part of the ECC project, we produced a 9-minute DVD on the process of citizen participation and as part of the Community Development project we published one issue of *the Community Development Journal*.

Main donors of PDCS in 2007

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,.....

King Baudouin Foundation

Open Society Foundation Slovakia

Carpathian Foundation

USAID

Our clients and partners in 2007

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 2007 we provided training courses and consultations to organizations such as the Agency for Regional Development Support Košice (ARR), People in Peril Association, DOMKA, EKUNET, Youth Information Center, Carpathian Foundation, LAURA, MEMO 98, Center for Contemporary Art Foundation, Ekopolis Foundation, Intenda Foundation, International Youth Foundation Slovakia, Open Society Foundation, Citizen and Democracy Civic Association, Odysseus Civic Association, Slovak Council for Refugees, Planned Parenthood Society, Union of the Blind and Visually Impaired of Slovakia, VIA IURIS, Horná Nitra Region Development Association, Miesto v Dome Levice, Hnúšťa Club of Roma Activists, CESPOM Lučenec and many other small organizations and civic initiatives.

2. Partners of PDCS in Europe

- Austrian Study Center for Peace and Conflict Resolution, Austria
- Bund für Soziale Verteidigung e.V. (BSV), Germany
- Centro Studi Difesa Civile (CSDC), Italy
- forum ZFD, germany

- Fundación Secretariado Gitano, Spain
- IFAK – Institut für angewandte Kulturforschung e.V., Germany
- Institut De Recherche Sur La Résolution Non-Violente Des Conflits, France
- International Alert – Peaceworkers program, Great Britain
- Mouvement pour une Alternative Non-violente (MAN), France
- Nederlands Expertisecentrum Alternatieven voor Geweld (NEAG), the Netherlands
- Nonviolent Peaceforce, Belgium
- Norges Fredslag (NFL), Norway
- NoVA - NoViolenciaActiva, Catalonia, Spain
- Partners for Democratic Change International (PDCI)
- PATRIR, Peace Action, Training and Research Institute of Romania, Romania

3. Training and facilitation services requested by international organizations

- Agnes, Czech Republic
- AGORA CE, Czech Republic
- Aliance lektorů a konzultantů, Czech Republic
- Carpathian Foundation
- CIRA - Center for Institutional Development, Macedonia
- Habitat for Humanity International Europe and Central Asia
- OSCE Uzbekistan
- Partners for Democratic Change International (PDCI)
- Středisko služeb školám, Czech Republic
- UNDP
- World Wide Fund for Nature International – Danube-Carpathian Programme (WWF-DCP)

4. State and public administration institutions and local governments

Social Development Fund (FSR), Management School of the Comenius University, College of Social and Economic Sciences of the Comenius University, Political Science Faculty of the Comenius University, College of Industrial Design Prague, St. Elizabeth University Slovakia, Secretariat of Ministries for Drug Addiction Issues and some city and town local governments – e.g. VÚC Košice.

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

- Seesame, s.r.o.
- Neopublic Portell Noveli

International activities of PDCS (countries, in which we provided training or consultation services in 2007)

Bulgaria, Belgium, Czech Republic, Egypt, Estonia, Germany, Hungary, Indonesia, Italy, Macedonia, Poland, Romania, Serbia, Spain, and Ukraine.

Who was who in 2007:

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 Guštafík

Ján Mihálik

Lenka Rapošová

Mirka Hašková

Eduard Marček (PANET, PDCS partner)

Financial Manager:

Renáta Ferstlová

Accountant:

Mária Nagyová

Network Administrator:

Samuel Vališ

Assistant:

Miroslav Tóth

Overview of PDCS activities in 2007

	Number of events	Number of days	Number of participants
Training	157	221	1269
Facilitation and strategic planning	110	92	1556
Lectures	15	22	172
Consultation and evaluation	33	29	85

In line with the PDCS mission and traditions, PDCS members provided over 40 days of volunteer work for public benefit activities in 2007. Several PDCS members work on boards of foundation and in various advisory bodies.

PDCS budget in 2007

BALANCE SHEET

000's SKK
as at
Dec. 31,2007

Assets	
Assets total	3188
Long-term assets total	
Long-term intangible assets	
Software	
Long-term tangible assets	3188
Property	2968
Machinery, equipment	220
Inventory total	239
Goods	239
Short-term accounts receivable	115
Business accounts receivable	
Financial assets	2987
Cash and cash equivalents	119
Bank accounts	2868
Temporary asset accounts	721
Future expenditures	26
Future income	370
Estimated accounts active	325
Assets total	7249

Equity and Liabilities	
Own capital	4460
Capital funds	
Equity	187
Earnings	-165
Retained earnings, Unpaid loss of previous years	4439
Profit and loss account	
Loans	1526
Long-term liabilities	1500
Social fund	26
Short-term liabilities	387
Business liabilities	84
Liabilities towards employees	
Liabilities to social insurance institutions	63
Tax liabilities	130
Other liabilities	110
Bank loans	400
Short-term loans	400
Estimated accounts passive	476
Future expenditures	67
Future revenues	409
Estimated accounts passive	
Liabilities total	7249

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

Activity

**as at
Dec. 31,
2007**

Expenditures	Nontaxable	Taxable	Total
Materials	501	98	599
Utilities	48	16	64
Cost of goods sold		47	47
Maintenance and repairs	78		78
Travel	873	320	1193
Presentation expenditures	41		41
Other services	3662	4470	8132
Salaries	2167	1527	3694
Mandatory social insurance	373	185	558
Other social insurance			
Mandatory social expenditures	27		27
Real estate tax	2		2
Other tax and fee expenditures	3	24	27
Write-off of uncollectible receivables			
Interest costs	3		3
Exchange rate loss	212	3	215
Donations	16		16
Shortages and damages	47	9	56
Other expenditures	36	58	94
Depreciation of long-term intangible and tangible assets	172	43	215
Contributions provided	847		847
Expenditures total			15908

Revenue			
Sale of services		7714	7714
Sale of goods		45	45
Interest revenue	4	24	28
Exchange rate gain	12		12
Other revenues	33	214	247
Contributions received from organizations	8342	71	8413
Contributions received from individuals	53		53
Revenue total			15972
Profit/loss before taxes			64
Income tax			229
Profit/loss after taxes			-165