



# Annual Report 2020



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# Preface



The journey is the word which resonates with interdiac people and the life of interdiac. Journey literally meaning coming to old and new places, gathering the people from different backgrounds and discovering new worlds together became impossible in the year 2020 because of the pandemic situation.

COVID came into our lives as an uninvited and unexpected guest. The first reaction was hesitation which, after a while of getting know each other resulted into acceptance and some kind of co-living. This time of acquaintance with each other was turned into new opportunities and while looking back, we see it was also a time of some miracles.

Endurance to go through this unusual time, listening sensitively to our inner voice, the people behind the computer screens and reading the signs of the times were cornerstones which confirmed our hope. The hope that with God's help we will make it!

With gratitude in our hearts, the things we can see, appreciate and celebrate are the following achievements only when we could trust our inner call to create the learning community for convivial life together:

- interdiac Pedagogy took us on the journey to conceptualise two learning programmes, namely Peace Building for Convivial Life Together and Diaconia as Christian Social Practice.
- The Learning Programme Peace Building for Convivial Life Together has become vivid thanks to the engagement of a diverse group of 8 Expert Resource People and 11 Participants.
- From the innovative approach to Research we could harvest three research reports involving 20 desk researchers, practitioners and academics across the region.
- The Publication "Towards the diaconal church 2" available in Russian and English versions is the second of the series inviting us to explore a new concept of diaconia based on conviviality.
- The joint LWF & interdiac consultation process on conviviality has been reaching the end of its third phase with an expectation of 5 Story Books foreseen to be published in spring 2021. The journey of joint working and walking together in a new phase of the Seeking Conviviality process will continue for at least 3 more years.
- The idea of the learning community started to get a 'material form' in the development of the on-line space. The on-line space will offer a platform where you can find and share resources and programmes to develop Christian social practice.

Last but not least, we have been gifted by the people who have joined our teams and only with their engagement, we could mark these achievements and be open for new impulses.

You are invited to join us on this journey and see that things change when you are curious as to how to make a change within yourself and with others. This is also what interdiac is about!

Janka Adameova, Director

# Vision and Medium term strategy

The interdiac vision is to promote **learning, networking, and research & development** for diaconia & social action in the countries of Central and Eastern Europe and in a growing number of Central Asian countries.

interdiac aims to develop **learning programmes** which meet the needs of the region for the development of knowledge and skills for diaconia and social action. The vision of learning which informs the work of interdiac starts with the learners' own motivation and is grounded in diaconal values.

The interdiac **research platform** supports the creation of a more comprehensive understanding of diaconia, both in general and in relation to specific themes, in Central and Eastern Europe and Central Asia. The interest is in both congregational and organisational diaconia. It initiates and develops innovative research on diaconia and Christian social practice by the involvement of multidisciplinary teams in an intercultural and ecumenical environment.

In the future, interdiac aims to develop a research school for practitioner-researchers.

The interdiac brings together and links a wide spectrum of practitioners in the social, diaconal and youth field. It also includes members of diaconal organisations & community-based initiatives, academics and educational institutions, researchers and research institutes and practitioner-researchers. Together, they create a valuable resource for mutual learning and development for diaconia and Christian social practice.





Considering the nature of diaconal learning programmes, networking and research, the **development** of diaconia & Christian social action aims to build up a new profile of diaconal practice globally, built on the concept of conviviality.

interdiac publications result from the collective effort of learning, research and developmental activities.

**interdiac is a learning community for Christian social action and lived conviviality.**

The strategy reflects the voices of people engaged with interdiac. The issues which were stressed as important in the Honorary Council over recent years and especially during the work of the 10th Anniversary Conference are reflected in the priorities of our plan.

Learning, Research, Publication & Development are underpinned by continuous Networking. These elements are integrated and build on a phenomenon-based approach.



# interdiac as a learning community

## Networking and Partnerships

interdiac is a learning community for Christian social action and living conviviality. The interdiac working culture is guided by conviviality, meaning the art and practice of living together. It supports this by the mutual sharing of analysis, concepts, and practice and by promoting their creative use as well as by building up interdependent relations. Principles such as trust, respect and eye to eye communication imply a 'horizontal structure' for managing the resources and processes that are at the core of working together for change within ourselves and others and in the church and wider society!

The participatory and dialogical approach which underpins the learning and working processes of interdiac supports a culture of belonging & ownership and the creation and growth of a learning community.

15 partner organisations across Central and Eastern Europe and Central Asia represent a diversity of contexts and religious backgrounds which interdiac considers to be a richness to be explored and from which each participant can learn.

In the light of the practice of being a living & learning community, interdiac is also open for building up new partnerships in the region and for deepening the cooperation with diaconal actors worldwide.

### Networking and Partnerships

#### Organisations on the way to becoming partner organisations

- St Paul Rehabilitation Centre, Ukraine
- Ecumenical Council of Churches in Poland

#### Cooperation with other organisations in the region

- Lutheran Church in Poland
- Lutheran Congregation of St. Martin in Kiev
- Mission Association of Lutheran and Reformed Church Congregations in Ukraine
- Caritas, Ukraine

#### International Cooperation

- Bröt für die Welt, Kirchen helfen Kirchen
- Ecumenical Diaconal Year Network
- Eurodiaconia
- Evangelical Lutheran Church of America
- CABLE (Community Action Based Learning for Empowerment Network)
- CODE Research Forum (COmmunity DEvelopment and Diaconia)
- Gustav Adolf Werk
- International Labour Office
- Lutheran World Federation
- International Society for the Research and Study of Diaconia and Christian Social Practice (ReDi)
- Martin Luther Bund
- United Nations Development Programme





# COMMUNITY Development

1. LIVE WITH THEM
2. LISTEN TO THEM
3. LEAN ON THEIR STRENGTH
4. LET THEM WORK

- 'Seeking Conviviality' is a core concept for diaconia and interdiac has played a key role in developing this concept which is now basic its self-understanding and to its understanding of practice.
- The learning & developmental programmes of interdiac all have 'seeking conviviality' as a core theme, related to specific phenomena and practice.
- Strategically, the theme 'Conviviality and Community Development - with a focus on the 'service model' is one of 5 main themes of the interdiac medium term strategy (2019-2021). This implies that it is a cross cutting aspect of the interdiac learning model, which integrates research, learning, publication, networking and development in the field of diaconia & Christian social practice.
- The deep development of the diaconal concept, Seeking Conviviality, has been enriched by the involvement of interdiac in supporting a Lutheran World Federation process on local diaconia. In this and other ways, the LWF is a long-term strategic partner for interdiac and the interdiac team and members wish to continue with joint initiatives into the future.
- The value of networking as an integrating aspect of building up the learning & living community is one of the main pillars of interdiac because it emphasises:
  - A shared mission and values
  - The sharing of resources & expertise
  - Collective deepening of knowledge
  - New innovations in diaconal practice
  - Strength from working and being together
  - Enhanced credibility
  - Sustainable resourcing

## Research Theme 'Youth on the Margins'



Jouko Porkka



Marek Ilenin

Work on this research theme explored the practice of Youth Diaconia in Central and Eastern Europe and Central Asia, as reflected by the young people and professional workers.

Their voices shared with the reader stories of development of youth work, which seeks for the ways to create inclusive empowering environments in faith-based youth organisations. In such an environment young people in the "M" experience the feeling of safety, become active participants in the community and form their own identity through experiencing respect and acceptance.

The research process brought together the practitioner-researchers from 6 countries – Armenia (St. Mariane Social Centre, Ashtarak), Ukraine (Living Hope, Odessa), Armenia (Centre for street-connected children, Caritas, Yerevan), Slovakia (Relevant, Presov), Kyrgyzstan (Children of Tien-Shan, Balykchy), Estonia (Bethel Centre for Pastoral Care, EELK, Tallinn).

The research was coordinated by Ph.D. Jouko Porkka, (Diak, Finland) and was planned to be carried out over 18 months. The research approach was based on a qualitative, participatory methodology. The main research method was to produce case studies from the localities.

It included carrying out a desk-research on the local context, individual interviews and focus groups.

The data has been analysed using content analysis during summer 2020, by three Finnish researchers Dr. Pekka Launonen, Dr. Jouko Porkka, and youth work leader Riikka Hillebrand, who has participated in this research project as a part of her master studies in the Diaconia University of Applied Sciences. Mutual commitment, intensive distance communication and steering of the process have resulted in obtaining rich picture from the contexts and practice of diaconal organisations.

A new book in the interdiac Research series, "Voices of the young people in the "M" *A Study of Youth Diaconia in six interdiac member organisations in Central and Eastern Europe and Central Asia*" introduces readers to the outcomes of this Thematic Research. We invite you to read about the experiences both of "Youth on the Margins" ("M") and those from churches and faith-based organisations who work with them.

In the concluding chapters of the publication, you will find ideas for the development of youth Diaconia expressed by the young people and professionals. The discussion and concluding chapter were written by Dr. Jouko Porkka and integrate the comments and reflections from the Theme Research Group made up of the active practitioner-researchers, who conducted the research in their respective local organisations in each country

We would like to hear of your reactions to this research. interdiac will be following up this theme through our Research Platform, learning programmes and by networking.



7  
desk  
researchers



1  
research  
publication

*“At the core of this effort lies the desire of the professionals in youth diaconia to hear the voices of the young people, with whom they are actively engaged in their workplace, and reflect on their working methods and approaches in the light of these ‘voices’. A study of this scope could of course never cover all the basics of youth diaconal practice. Therefore, the findings and insights from the data invite those, who are interested in the development of youth diaconia practice with the young people, to read and think what can be done differently so that youth diaconia can sustain itself as an active, enabling, and vivid practice.”*

*Dr. Jouko Porkka (Finland)  
Theme Coordinator*

*“The most relevant gain from our participation in the research is finding that our “service model”, which is based on unconditional acceptance, building trust and a sense of belonging and to empower youth is what young people they really appreciate. We have learned also that we are blessed by possibilities we can use for our work and a quite well functioning social system. At the same time, we realised that in order to stay relevant partners for today’s youth we need to find younger co-workers to be able to stay in picture with their world or get some more training in areas of new technologies and its influence. But the fact that generation gap is always here helped us to decide to develop a new peer programme and find new connections with church youth and try to connect these two groups so they could mutually influence each other.”*

*Marek Ilenin (Slovakia)  
Local Practitioner-Researcher*

# Diaconia and Christian Social Practice for Convivial Life Together

## Research



*Herman Noordegraaf*



*Igor Shemigon*

The first publication in the interdiac Research Series “Ecclesiology & the Theology of Diaconia and Christian Social Practice – Case Studies from Central and Eastern Europe & Central Asia” is the result of the interdiac research programme devoted to the theme ‘Ecclesiology and the Theological Understanding of Diaconia’. It gathers together chapters produced by desk researchers, some of whom are engaged in local diaconia and others who are engaged in diaconal organisations or in research. There are case studies from six countries and the confessional backgrounds include Lutheran, Orthodox, Pentecostal, and Reformed. Therefore this publication provides a window into diaconia across the region, produced by people with first-hand knowledge, who take an inquisitive look at their own church and its self-understanding and practice.

Reading the text, you will discover how ‘diaconia’ is an intrinsic part of all the churches and how in many different contexts diaconia operates as an embedded part of the churches’ life. It reveals how the churches in the region aspire to give an answer to the call of those who are in need, with integrated love and compassion.

The collection is introduced by the Coordinator for this theme, Herman Noordegraaf who, in an introductory essay situates the different chapters in the overall field. He also contributes the concluding analytical chapter which relates the diverse concepts to the approaches to diaconia in the Bible and searches for common ground and differences as well as raising some further questions. This research and the resulting publication aim to stimulate the mutual exchange of experience, rooted in practice as a powerful resource for facilitating ecumenical cooperation and supporting development of the field of Diaconia and Christian social action.

In the first edition of Talking Points in 2020, Herman Noordegraaf argues that the biblical vision of the human being (anthropology), which leads to the concept of human dignity and the worth of every human being takes precedence over every other characteristic.

## Learning Programme

Building on this research as well as the previous experience of interdiac and following up the expressed wish of the participants in the Anniversary Conference in Kyiv, interdiac has started to develop a new learning programme. This working title is Diaconia and Christian Social Practice for Convivial Life Together, and the curriculum is designed for people working as volunteers or as employed workers in the field, and who would wish to develop their understanding of both approaches to diaconal work practice and to the theology of diaconia. The learning process is based on the core concept ‘Seeking



6

desk  
researchers



2

research  
publications

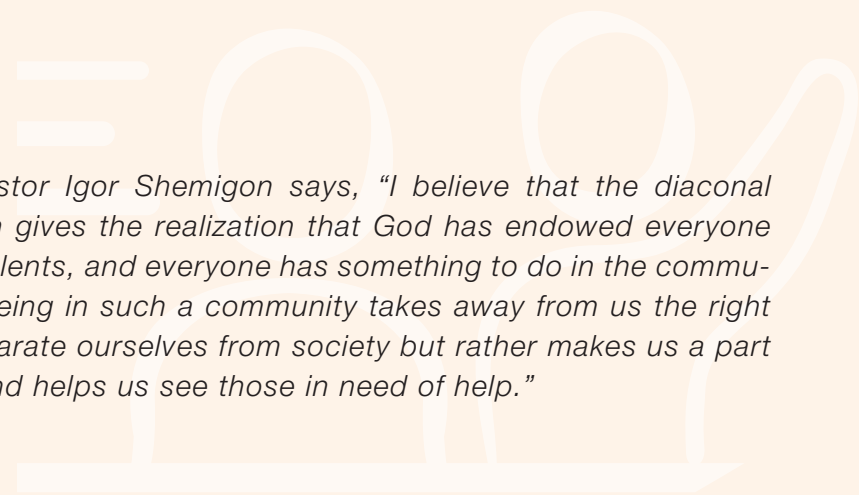
Conviviality' and it will last for eighteen months. The programme follows the regular interdiac pattern with 5 linked workshops and practice periods in-between. A Steering Group has been formed to oversee the process and the programme curriculum and plan is finalised. The course will be launched in autumn 2021.

## Publication

interdiac is developing different models for 'being a diaconal church', where the identity of a local congregation forms around and includes people who are normally seen as the beneficiaries of diaconal social services. This process also aims to encourage congregational life, which is expressly diaconal, in other words where there is a congregational strategy for and practice of social engagement. As part of this process a series of small story books from local diaconal congregations is being produced. The second story was produced in 2020. It tells the amazing story of a church that, being in serious internal crisis, found that the way to overcome it was by developing a diaconal community. A new relationship with a voluntary organisation helped the church find its ministry and current identity by serving and including people who lost their homes.

The booklet, written by Pastors Igor Shemigon and Pavel Schwartz, tells the story of the St. Martin congregation in Kyiv, Ukraine. As well as acquainting readers with the pastor's understanding of the diaconal community, the book includes what the parishioners, volunteers and staff say and you will also hear the voices of the homeless people for whom the church community has become a real home, showing in practice that all people have gifts which can be used with and for the others.

The booklet is published in English and Russian and is available on the interdiac web site.



*As Pastor Igor Shemigon says, "I believe that the diaconal church gives the realization that God has endowed everyone with talents, and everyone has something to do in the community. Being in such a community takes away from us the right to separate ourselves from society but rather makes us a part of it and helps us see those in need of help."*

# People on the Move

## Research



Anna Bu



Ulla Siirto

The theme 'People on the Move' – brings to focus migrant and refugee experiences in Central and Eastern Europe. At the heart of the research process was the aim was to investigate how churches and religious organisations meet and support 'people on the move' in that region. There is very little collected data and hardly any actual research on this issue except the reports produced by specific organisations and churches in their local contexts. This research and the related report fills this gap by examining church and faith-based organisations across several countries and confessions. The Armenian Round Table, the Evangelical Church of the Czech Brethren in the Czech Republic, the Lutheran churches in Hungary and Poland, the Ecumenical Humanitarian Organisation EHO from Serbia and the Volunteer Psychological Service of the Rehabilitation Centre of St Peter and St Paul from Ukraine responded to the call to participate in this research. The research was coordinated by Dr. Ulla Siirto (Finland). A practitioner-researcher from each country joined the research team.

Over an 18-month period, using a qualitative participatory approach to research, the researcher- practitioners were engaged in listening to the voices of the 'people on the move': refugees, internally displaced persons and migrants. They heard their stories about the challenges and needs in their search for a better life. Questions about the professional response to and practice with 'people on the move' were also addressed to workers from faith-based organisations and churches. These experiences were put in the context of the policies in each country.

A publication in the interdiac Research Series, 'People on the Move – stories from churches and faith-based organisations in Central and Eastern Europe' summarises and presents a reflection on the stories of 'uprooted people' and the outcomes of research into practice related to this phenomenon in the regional context.

In the first part of the publication, you may read about the phenomenon of migration and uprootedness in six countries: Armenia, the Czech Republic, Hungary, Poland, Serbia and the Ukraine. In short reports local practitioner-researchers present readers with the situation on migration in their country, the relevant policies and the work of faith-based organisations with uprooted people. In the following chapters Dr. Ulla Siirto presents a thematic research data analysis. In it you may read about the stories of uprooted people sharing their experience in their search for a better life, and then about the perspective of the professional workers whose focus is on the issues of practice with uprooted people in churches and faith-based organisations, societal challenges and the urgent need for a consistent response from the churches and society to growing hostile moods towards uprooted people.

In the 2<sup>nd</sup> edition of interdiac 'Talking Points' of 2020 Ulla Siirto shared the experience and feedback of her involvement with the research.

The overall experience with the research theme 'People on the Move' highlighted the relevance of the further development of such research in the region



7

desk  
researchers

*“Through this research new needs for co-operation and learning from each other were discovered. Noticing that professionals in different countries were doing similar kind of work with very similar challenges gave rise to the idea of enhancing networking and co-operation in future. The participatory research method applied allowed participants to investigate their practices critically and evaluatively and brought up ideas how to improve their practices.”*

*Dr. Ulla Siirto (Finland)  
Theme Coordinator*



1

research  
publication

*“A valuable new experience of working in a team of regional researchers with different background and representing different contexts. The main question for me: how to follow up to conclusions drawn from the research? What can we do to change the negative attitude and narratives toward people on the move (hostility, exclusion, prejudices, hate speech)?”*

*Anna Bu (Serbia)  
Local Researcher*



# Peace Building for Convivial Life Together

## Learning Programme



*Snjezana Kovačević*

This new learning initiative is being undertaken by interdiac and its partners in Central and Eastern Europe. It forms a response to the numerous challenges to peaceful living in this region. It aims to revisit the underlying grounds and conditions of relations between people, seeking the answer to 'how can we live together' through turbulent times, what innovative practices support social justice and how can we become active peace-builders in our relations with other people at our work, in our communities or in personal relations.

The Learning Programme was developed through a consultative process by a multicultural and multidisciplinary Steering Group in conjunction with the Expert Consultative Group of active practitioners from partner-organisations. This process ensured that the Programme is rooted in the regional context and builds on the experience of interdiac partner-organisations from several countries. All through the Programme, on different levels of society varying from the very close environmental surroundings to the societal and cross-border macro-level, our goal is to reveal new ways of recognising and handling differences and diversity through work on conflict transformation. We then explore approaches to building up vision and practice towards a higher quality of well-being of people and for the promotion of new developments in society. The Programme also invites theological reflection on dynamic peace, based on justice and equality (shalom), and by doing so, develops a Biblical and theologically grounded understanding of peace as a basis for peace-making.

The Programme lasts for one year plus a little more than a month for finalisation of the studies and it is built around four contact teaching on-line workshops. In between the contact teaching workshops there are three periods for workplace practice and the production of assignments. This process supports the aim of integrating the theory and practice of conflict transformation which runs through it. Programme participants in their workplace utilise and reflect on the learning from the contact teaching workshops in their everyday practice. They also have reading, complementary assignments singly or with other participants and regular consultations with the Learning Supervisor, who supports them in the practice of conflict transformation.

In the learning process, the active involvement and reflection of the participants are key principles of interdiac pedagogy. Therefore, the programme aims to create a double learning process whereby the participants develop their knowledge and understanding of practices to reduce or resolve conflict through working with people in conflict to enable them to understand the roots of their conflict and work through them to resolution.





learning  
programme

9

Expert  
Resource  
People

15

applicants

14

selected  
participants

*“In August 2020 I was privileged to be invited to become a part of the team preparing training workshops of the Interdict learning programme Peace Building for Convivial Life. Our international team, consisting of professionals from all over Europe, was fast to agree that various conflicts have developed everywhere in spite of the fact we have been facing lockdowns and restrictions for people to socialize in person. It was a huge but finally pleasing challenge for all of the team members to meet only online and develop a workshop program that is to do with personal discoveries, overcoming boundaries and practicing new skills within a training framework that usually gathers people in person.”*

*Snježana Kovačević (Croatia)  
Learning Supervisor*



# Seeking Conviviality – the art and practice of living together



*Ulla Siirto*



*Igor Shemigon*

Seeking Conviviality is a core concept for the work of interdiac and through this, we have been very pleased to have a collaboration and partnership with the Lutheran World Federation, especially the three European regions of LWF. The ongoing process started with meeting together among around 25 workers involved in diaconia from Finland in the north to Serbia in the south and from Great Britain in the west to Russia in the east. The process led up to the LWF Assembly in Namibia in 2017. Participants have developed the concept and practice of seeking conviviality and expanded it so that local practice is also situated in the wider social and economic context. Conviviality has implications for the economy and the environment and for justice and political life.

During the past three years, the theme at the centre of the work in this process has focussed on People on the Move, meaning not only migration and refugee movements and internally displaced people but also the idea that people's self-understanding is 'on the move'. It was hoped that we would follow up the 2020 workshop of the group with a workshop in Iceland. Due to covid the workshop was cancelled and moved online. This was the third workshop in the present series and included a detailed evaluation of the whole process and planning for the future. During the year, sixteen participants in the group produced case studies based on their local engagement and they have been edited into four small books:

- Conviviality and the Diaconal Church
- Conviviality and People on the Move
- Conviviality, Diakonia and the Church
- Conviviality and Radical welcome

In each book four case studies are introduced and there is a reflection on the implications written by Tony Addy. Also, in each book he has drawn out the 'marks' of conviviality, specific to that book. The publications will be finalised and launched in early 2021.

The next step is to publish an overview of the theory and practice related to conviviality and identifying the core marks of a convivial church, conviviality and diaconia and a convivial vision for society and economy.

At the time of writing, the follow up steps in collaboration between interdiac and LWF have been agreed and with LWF, interdiac is engaged in the planning process. This will include promoting the marks of conviviality and developing a learning programme which will be widely accessible. Through the partnership with LWF the programme will be expanded to all the world regions of LWF.



consultation  
process

16  
participants

*“Conviviality....an attitude of living together in justice and solidarity strengthened and deepened in my thoughts...I understand the concept and think how it is visible in my work and I renew my work by using the concept as a mirror. The process gave words for things which were unknown earlier. I also got a wide network of people thinking similarly (but not exactly the same, because there was the challenge of difference). I feel privileged but the thing which has bothered me is: should we give a possibility for others to experience this, too. I participated from the very beginning, it means about ten years or something. It benefited me a lot, but should somebody else get this chance, too. We need to advocate towards church leaders to mainstream conviviality.”*

*Ulla Siirto*

*“The Conviviality process showed me new visions of community building in Lutheran Churches in Europe and perhaps all over the world. It enabled me to exchange models of the practice how to live together in a plural, diverse and secular society. Conviviality is one of the best future approaches for our churches. It is a cultural border crossing, open for people in need. Conviviality is also a diaconal concept; it is open for others, believers and non-believers, well known and hidden people, rich and poor. The concept of conviviality teaches us a new role of churches in society but there is a lot to do in next time. Finally, it was a rich experience for now 10 years and hopefully it will not end!”*

*Fritz Blanz*



# Innovative Development to promote interdiac as learning community

## on-line space

The on-line space is an innovative approach to using virtual space to build up the living and learning community through resource sharing and the mutual exchange of practice in Diaconia and Christian social practice globally.

The on-line space offers:

- possibility to download many resources, comment on an item, join a discussion or add material in your national language, if you become a member.
- possibility to become a Partner. A partner is a member who registers their interest in finding partners for a project, for discussion or for sharing of experience.

The 'on-line space' will be launched in June 2021.

## Convivial Spirituality

- interdiac as a learning community is a space where participants are invited to explore and deepen manifold connections (self, God, the other), to create a sense of conviviality rooted in belonging to God and service to humanity. The essence of interdiac spirituality can be summed up through three practices: contemplation, compassion and action.
- Contemplation: practice of personal connection with God, in relation to practice and seeing that of God in the "other".
- Compassion: practice of care and loving kindness for self and the "other".
- Action: practice of conviviality, responsibility, participation, empowerment and working for justice.
- The Publication "Convivial Spirituality" is intended to support learning in practice and to catch the eyes and heart of the reader for the importance of compassion and action out of contemplation. The use of the new publication is integrated with theoretical, theological and practice-based learning and both aspects make for a holistic approach to diaconia.
- "Convivial Spirituality" will be published at the end of 2021. The internal and external editorial working groups were created in order to bring the input to the author and provide feedback from the perspective of the interdiac pedagogical approach as multisectoral and which considers diverse confessions and understandings of diaconia and spirituality.

**on-line space** Search ...

**An Open Space for Resource Sharing**

The interdiac learning community offers a space where you can find and share resources and programmes to develop Christian social practice. Interdiac has a special focus on Central and Eastern Europe and Central Asia but has a global orientation.

**How to start?**

**LATEST POSTS**

**Working with young people – podcasts and videos**  
Good videos which are easy to understand, also for non-english-native-speakers; wonderful

**Seeking Conviviality – podcasts and videos**  
Two videos have been added to the theme Conviviality as a core concept for diaconia

**The concept of conviviality – history and meaning**  
New materials have been added, including a flyer which introduces conviviality. In a popular form, four stories illustrate the concept and the basis of conviviality is introduced...

**OUR THEMES**

- Diaconia
- Diaconal Work
- Social Analysis

**NEW ON THIS SITE**

**PARTICIPATING**

- What are the ground rules for this site?
- Building up the Learning community
- Who is responsible for this web site?
- Interdiac Common Concepts

For learning programme participants *Learning Journal...* *Event diary...*

interdiac community Explore Personal Data Protection Principles

© 2023 © interdiac on-line space office@interdiac.eu

Created by [EU99024](#)

Link : <https://www.online-space.eu/>

**Convivial Spirituality**

interdiac

## Be with us!

We are always glad to receive your feedback.

You can follow our news on

 Facebook <https://www.facebook.com/interdiac>

as well as on our

 website <https://www.interdiac.eu/>

We also have regular publications:

- **E-news** which gives regular updates of all activities, programmes and developments
- **Talking Points** each of which focusses on one issues of importance to Diaconia and Christian social practice
- **Research e-news** which shares information and new about interdiac research programmes, approaches to research and the activities of the research platform

If you would like to receive any or all our regular publications, please send your email address to [programmecoordinator@interdiac.eu](mailto:programmecoordinator@interdiac.eu) and we will enter your subscription to our mailing list.

**interdiac welcomes you to join the learning community and invites you to help us to build it together!**



**Introduction**

Dear colleagues,

For more than a year we have been working together on development of the collaborative research processes. It has been time of interactive communication, sharing experience and learning from each other, reflecting on the practice in different places and, of course, coming up with more questions! We believe that this experience has confirmed the utter importance of the research in our professional practice. For the ReDi conference 2020 we crystallized our findings and argued that we see the research as a vital element for the development of Diaconia as a service for marginalized and vulnerable people. The stance of the 'practitioner-researcher' allows us to examine our work through a critical and even a self-critical lens, while communication with those whom we serve brings us the most valuable feedback and can be empowering for both parties.

With these thoughts in mind, we would like to bring you periodical editions of the research news which would explicate the relevance of qualitative research in the practice by re-visiting the essence of the methodology and epistemology of the qualitative research. And in these editions we would like to invite the evaluative feedback from our local practitioner-researchers, who contributed to the interdiac research programme so far. We have planned three such publications over the year 2021. We view them also as a part of preparation for interdiac Research Conference, where we intend to explore together with you the core ideas for research in practice and reflect on how research can contribute to our learning and continuous improvement.

interdiac Research Conference is planned on **September 22-24th** on on-line Zoom platform. Please, expect more information from us about the Event later in email.  
Save the date!

**Qualitative research as an approach with relevance and for empowerment**

Recent literature in the field argues that qualitative research has advantages over a purely quantitative approach<sup>1</sup> (Gwintton 2006, Skovdal & Cornish, 2017). In the work of interdiac, we would like to point out that qualitative research allows us to involve a relational and interpretative approach to a particular phenomena, which is researched in its 'natural setting and understood in terms of the meaning that people in different positions bring into it. In this way, in the first place, we can learn from the 'other' in the context of their own 'life world' in a dialogical way all the while focusing on their understanding and 'story'. And by doing so, we thereby show our appreciation of and respect for the 'other'. As a second step, we then launch a reflective process to comprehend and interpret of what we, as professionals, have heard and learnt. This demands that we are open and critical to ourselves and that we revisit our own attitudes and practice. Then in a creative way we can look for the possibilities to embrace the complexity of phenomena, see nuances and build work towards sustainable meaningful change together with the 'other'.

Now let us see how we pursued this approach in the Research Theme 'Youth on the Margins' together with local practitioner-researchers. We set out to learn more about young people, who are service-users of the organisations that work with young people in the margins. Even though each person in the Research Group had been working extensively with the young people for a number of years, it was crucial not to take over their voice, even with the best intentions, but to explore their experience and views. The research aim was to hear and understand what difference Diaconia may make in lives of the young people, but in order to build an in-depth

<sup>1</sup> Swinton, J., & Mowatt, H. (2006). *Practical Theology and Qualitative Research*. SCM Press.  
Skovdal, M., & Cornish, F. (2015). *Qualitative Research for Development: A Guide for Practitioners, Practical Action*.

**FROM CONFRONTATION TOWARDS CONVIVIALITY**

by Pia Rinne & Ulla Siirto

**Introduction**

We live in a time where communication is fast and where both good and bad messages can be shared in a fraction of a second. The deliberate creation of polarization and confrontation is certainly present, but many people also firmly hold polarizing news to be true and share and disseminate them, thinking they are doing the right thing. Those who want to correct polarizing news can also do that in a provocative or rude way. In this way, the dividing lines deepen and confrontation increases.

Polarization always exists in groups of people. It is a thought construct that becomes stronger, as the lines we divide against are strengthened. How, then, can we work to break the confrontation and build a good common or convivial life?

In this edition of Talking Points, we offer a few perspectives. In recent years, the Kone Foundation has funded a Depolarization project led by Miriam Atlas. Atlas has years of experience in neighborhood mediation, especially with regard to issues of multicultural housing. Her work has crystallized last year into two publications (in Finnish): 'Us and Them: Tools in the age of polarization' and 'Identity' and 'Conflict and Mediation'.

The book 'Us and Them...' is a compilation from different authors. In her articles, Atlas highlights factors related to polarization, based on a model developed by the Dutch trainer Bart Brandsma.

From this point of view, it is important to direct the work of de-polarization to those who are not already locked into their position or who prefer to 'remain silent' in the middle. It is already much more difficult to change the thoughts of those who are already locked into their positions.

**Constructive Dialogue in Polarizing Times**

It is typical for parish workers to act as bridge-builders, between people who strongly disagree with each other (in Brandsma and Atlas' terms 'pushers'). Atlas notes that the bridge builder's attempt to develop a dialogue between 'instigators' or 'pushers' is often futile and supports and increases rather than dismantles the polarization. This is important to consider for those of us who like to build bridges!

Dialogue cannot be established with those who consciously or unconsciously seek to create polarization and add fuel to polarizing flames by producing identity speech. Opposite 'poles' have an interest in getting more followers and subscribers to their side and to win the debate. Facts, dialogue, and positive counter-narratives do not dismantle polarization because thinking is guided by instinctive emotional dynamics, or a 'gut feeling', as Brandsma puts it.

With whom, then, should a constructive dialogue be pursued? The answer can be found, according to the Brandsma model, in the middle. The strategy is to talk to the 'silent' people in the middle about the themes that unite them. It is not about identities,

**“People on the Move”**

stories from churches and faith-based organisations in Central and Eastern Europe

# interdiac Constituency

## The Executive Board members are:



**Jíří Ziętek**

*Executive Head, Třinecké gastroslužby, s.r.o, Czech Republic*



**Jouko Porkka**

*Senior Lecturer, Diak, Helsinki, Finland*



**Tsovinar Ghazaryan**

*Programme officer, World Council of Churches, Armenia Inter-Church Charitable Round Table Foundation, Armenia*



**Anca Enache**

*Development manager, Helsinki Deaconess Institute, Helsinki, Finland*



**Matthew Ross**

*Programme Executive – Diakonia and Capacity Building, World Council of Churches, Switzerland*



**Romana Belová**

*Deputy Director for Social Work, Silesian Diaconia, Czech Republic*





## The Advisory Board members are:



**Martin Pietak**

*Pastor, Vice bishop, Silesian Lutheran Church, Czech Republic*



**Nicole Borisuk**

*Director, 'Living Hope', Ukraine*



**Eija-Riitta Kinnunen**

*Director, International Affairs, Helsinki Deaconess Institute, Helsinki, Finland*

Executive Board and Management Team meeting took place on:

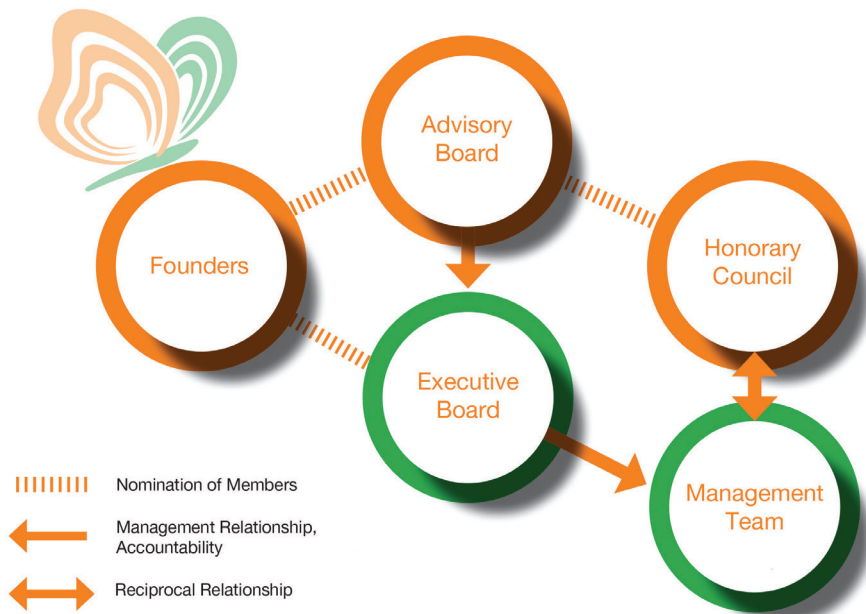
- 9th March 2020, on-line

The Joint Executive and Advisory Board and Management Team meetings took place on:

- 18th November 2020, on-line

NOTE: Minutes of meetings of the Executive and Advisory Board and the Honorary Council, as well as narrative reports from each interdiac event are recorded and are available on the interdiac web site or in a print version from the interdiac office. Notes of planning meetings for all processes and projects are also available in digital form from the interdiac office.

# Legal structure of interdiac



## Honorary Council

The life and work of interdiac is founded on the need to develop programmes and processes to support the members of the Honorary Council and others in the region, in their engagement with marginalised people and communities.

The strength of interdiac is a diverse network of 15 partners in 13 countries of the region, which are represented in its Honorary Council. They actively participate in the development of the training concepts and learning processes as well as organising the logistics and infrastructure for the locally held events.

They identify trainers and lecturers and deliver evaluation of the seminars and training. The partners' expertise facilitates further developments, such as the Research Platform and guarantee the relevance of all interdiac activities.

- 1 Armenia Inter-Church Charitable Round Table Foundation, Armenia 
- 2 NDOBA, Georgia 
- 3 Fund TAOBA, Georgia 
- 4 Magyarországi Református Egyház, Hungary 
- 5 Latvijas evanģeliski luteriskas baznīcas diakonijas centrs, Latvia 
- 6 Diakonia Cieszyńska Kościoła Ewangelicko-Augsburskiego, Poland 
- 7 Erdélyi Református Egyházkerület, Romania 
- 8 Ecumenical Humanitarian Organisation, Serbia 
- 9 Evanjelická Diakonia na Slovensku, Slovakia 
- 0 Living Hope, Ukraine 
- 1 DELKU, Ukraine 
- 2 Moldovan Christian Aid, Moldova 
- 3 Slezská diakonie, Czech Republic 
- 4 Evangelical Lutheran Church, Estonia 
- 5 Evangelical-Lutheran Church of European Russia, Russia 



# Staff & Resource People

The Executive Board appoints the interdiac Management Team. The role of Ms Janka Adameová is focused on managing the overall development process and Rev. Tony Addy concentrates on the methodological and content development of the study and other programmes.

Officially, Ms Janka Adameová is named Director and Rev. Tony Addy is named Head of Education.

Ms Oksana Prosvirina, living in Odessa (Ukraine) was appointed as the Senior Lecturer for the Learning Programmes. She also was appointed as the Research Coordinator.

Ms Irina Trofimova, living in Balykchy (Kyrgyzstan) was appointed as Programme & Event Coordinator.

Ms Tsovinar Ghazaryan, living in Yerevan (Armenia) was appointed as a voluntary member of the research steering group.

The steering group for the learning programme on “Peace building for a Convivial Life Together” was built up.

The members are Maria Parnicky, Joanna Koleff Pracka, Avo Uprus and the interdiac Team.

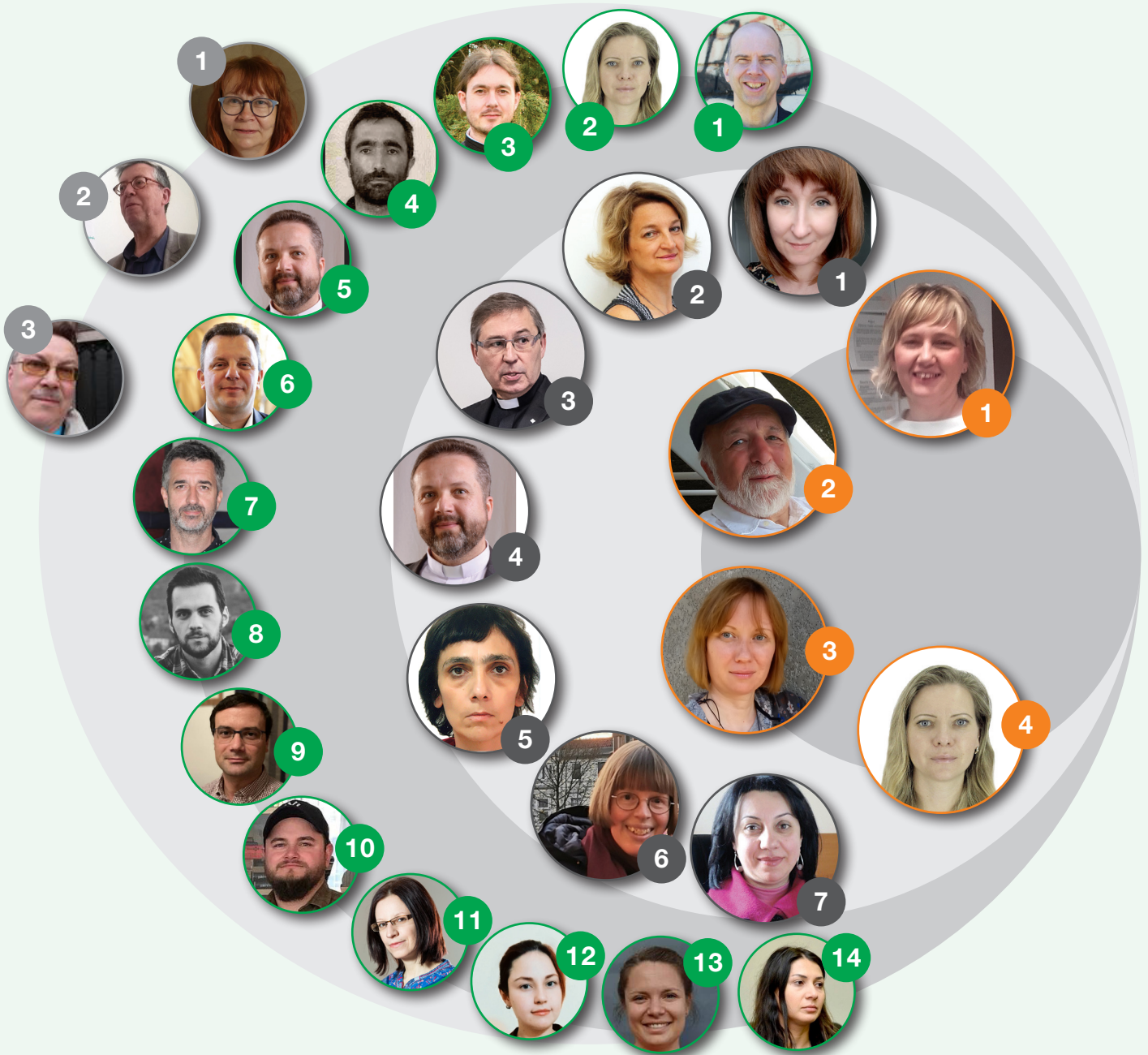
The membership in the steering group is voluntary.

The Research Theme Coordinators, Desk researchers and Local researchers were appointed on an honorarium basis.

The steering group for the learning programme “Strengthening Basic Diaconia” was built up. The members are Nana Agapishvili, Andrii Nahirniak, Drea Fröchtling and the interdiac Team.

The membership in the steering group is voluntary.

To use the expertise and resources of the partner organisations effectively, some tasks have been decentralised and the representatives of partner organisations who were asked and agreed worked to accomplish them. The aim is to contribute more widely to the capacity building of the resources in Central & Eastern Europe and Central Asia.



### interdiac Core Team

- 1 Janka Adameová**  
*Director*
- 2 Tony Addy**  
*Head of Education*
- 3 Oksana Prosvirina**  
*Senior Lecturer,  
Research Coordinator*
- 4 Irina Trifomova**  
*Programme  
& Event Coordinator*

### Steering groups members

- 1 Joanna Kollef Pracka**
- 2 Maria Parnicky**
- 3 Avo Uprus**
- 4 Andrij Nahirnjak**
- 3 Nana Agapishvili**
- 6 Drea Froechtlich**
- 7 Tsovinar Ghazaryan**

### Researchers

- 1 Martin Urdze**
- 2 Irina Trifomova**
- 3 Ilija Jovic**
- 4 Dalibor Petrovic**
- 5 Andrej Nahirniak**
- 6 Vladislav Volny**
- 7 Attila Meszaros**
- 8 Bertalan Decmann**
- 9 Peter Sobalik**
- 10 Vaclav Radoš**
- 11 Kate Rebrova**
- 12 Knarik Martirosyan**
- 13 Riikka Hillebrand**
- 14 Teona Gotsiridze**

### Research Theme Coordinators

- 1 Ulla Siirto**
- 2 Hermann Noordegraaf**
- 3 Jouko Porkka**

The Annual Report was discussed and approved by the Executive Board at its on-line meeting on the 10.6.2021.

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# Finances

The Name of the accounting entity:  
International Academy  
for Diaconia and Social Action,  
Central and Eastern Europe, o.p.s.

The Head Office of the accounting entity:  
Dukelská 264/5  
737 01 Český Těšín



# STATEMENT OF THE OVERALL TOTAL INCOME AND EXPENDITURE

to 31st December 2020  
(in full thousands of CZK)  
IČ: 285 67 919

	Item		Action		Total
			Main	Economic	
<b>A.</b>	<b>Costs</b>				
<b>A.I.</b>	<b>Consumed purchases and purchased services</b>		1 161	0	1 161
A.I.1.	Consumption of materials, energy and other unstored supplies	501-3	6	0	6
A.I.2.	Cost of goods sold	504	0	0	0
A.I.3.	Repairs and maintenance	511	0	0	0
A.I.4.	Travel expenses	512	23	0	23
A.I.5.	Representation	513	0	0	0
A.I.6.	Other services	518	1 132	0	1 132
<b>A.II.</b>	<b>Change in inventory of own production and activation</b>		0	0	0
A.II.7.	Change in internally produced inventory	561-4	0	0	0
A.II.8.	Activation of materials, goods and own services	571-2	0	0	0
A.II.9.	Activation of fixed assets	573-4	0	0	0
<b>A.III.</b>	<b>Personnel costs</b>		327	0	327
A.III.10.	Labour expenses	521	246	0	246
A.III.11.	Social insurance stipulated by law	524	81	0	81
A.III.12.	Other social insurance	525	0	0	0
A.III.13.	Social expenses stipulated by law	527	0	0	0
A.III.14.	Other social expenses	528	0	0	0
<b>A.IV.</b>	<b>Taxes and charges</b>		0	0	0
A.IV.15.	Taxes and charges	531-8	0	0	0
<b>A.V.</b>	<b>Other costs</b>		15	0	15
A.V.16.	Stipulated damages, interests on delayed payments, other fines and penalties	541-2	0	0	0
A.V.17.	Bad debts written-off	543	0	0	0
A.V.18.	Interests expenses	544	0	0	0
A.V.19.	Loss on exchange rates	545	1	0	1
A.V.20.	Donations	546	0	0	0
A.V.21.	Deficits and damages	548	0	0	0
A.V.22.	Other taxes and charges	549	14	0	14
<b>A.VI.</b>	<b>Write-offs, property sold, reserves creation, adjusting entries</b>		0	0	0
A.VI.23.	Fixed assets write-offs	551	0	0	0
A.VI.24.	Fixed assets sold	552	0	0	0
A.VI.25.	Securities and shares sold	553	0	0	0
A.VI.26.	Material sold	554	0	0	0
A.VI.27.	Creation of reserves and provisions	556-9	0	0	0
<b>A.VII.</b>	<b>Provided fees total</b>		0	0	0
A.VII.28.	Provided fees cleared within organization sections	581	0	0	0
<b>A.VIII.</b>	<b>Income tax total</b>		0	0	0
A.VIII.29.	Income tax		0	0	0
	<b>COSTS TOTAL</b>		<b>1 503</b>	<b>0</b>	<b>1 503</b>



	Item		Action		Total
			Main	Economic	
<b>B.</b>	<b>Revenues</b>				
<b>B.I.</b>	<b>Operational subsidies</b>		0	0	0
B.I.1.	Operational subsidies	691	0	0	0
<b>B.II.</b>	<b>Received contributions</b>		587	0	587
B.II.2.	Received contributions from other organizational units	681	0	0	0
B.II.3.	Received contributions and donations	682	587	0	587
B.II.4.	Received membership fees	684	0	0	0
<b>B.III.</b>	<b>Revenues from operations and goods</b>		0	0	0
B.III.	Revenues from operations and goods	601-4	0	0	0
<b>B.IV.</b>	<b>Other revenues total</b>		916	0	916
B.IV.5.	Stipulated damages, interests on delayed payments, other fines and penalties	641-2	0	0	0
B.IV.6.	Revenues from written-off debts	643	0	0	0
B.IV.7.	Interests income	644	0	0	0
B.IV.8.	Profit on exchange rates	645	1	0	1
B.IV.9.	Funds clearing	648	900	0	900
B.IV.10.	Other revenues	649	15	0	15
<b>B.V.</b>	<b>Sales of assets</b>		0	0	0
B.V.11.	Revenues from sales of tangible and intangible assets	652	0		0
B.V.12.	Revenues from sales of securities and shares	653	0		0
B.V.13.	Revenues from sales of material	654	0		0
B.V.14.	Revenues from short-term investments	655	0		0
B.V.15.	Revenues from long-term investments	657	0		0
	<b>REVENUES TOTAL</b>		1 503	0	11503
<b>C.</b>	<b>Profit before taxation</b>		0	0	0
<b>D.</b>	<b>Profit after taxation</b>		0	0	0

Note:

Legal form of the accounting entity: Public benefit organisation

Scope of business: Educational support activities

Assembled on: 2<sup>nd</sup> March 2021

Prepared by: Ester Pospíšilová

Approved by: Mgr. Janka Adameová, M.A.

# BALANCE SHEET in its entirety

to 31st December 2020  
(in full thousands of CZK)  
IČ: 285 67 919

ASSETS			State to the first day of the accounting period	State to the last day of the accounting period
	a		1	2
<b>A.</b>	<b>Total Fixed Assets</b>		0	0
<b>I.</b>	<b>Total Fixed Intangible Assets</b>		0	0
	1. Research and development	/012/	0	0
	2. Software	/013/	0	0
	3. Royalties	/014/	0	0
	4. Low value intangible fixed assets	/018/	0	0
	5. Other intangible assets	/019/	0	0
	6. Intangible assets in progress	/041/	0	0
	7. Provided advances for intangible assets	/051/	0	0
<b>II.</b>	<b>Total Fixed Tangible Assets</b>		0	0
	1. Grounds	/031/	0	0
	2. Artworks, objects and collections	/032/	0	0
	3. Buildings	/021/	0	0
	4. Tangible movable assets and sets of tangible movable assets	/022/	0	0
	5. Cultivated areas	/025/	0	0
	6. Adult animals and groups of animals	/026/	0	0
	7. Low value tangible fixed assets	/028/	0	0
	8. Other tangible assets	/029/	0	0
	9. Tangible assets in progress	/042/	0	0
	10. Provided advances for tangible assets	/052/	0	0
<b>III.</b>	<b>Total Long-term Financial Assets</b>		0	0
	1. Shares - controlled or controlling person	/061/	0	0
	2. Shares - substantial influence	/062/	0	0
	3. Debt securities held till maturity	/063/	0	0
	4. Loans to organizational units	/066/	0	0
	5. Other long-term loans	/067/	0	0
	6. Other long-term financial assets	/069/	0	0
<b>IV.</b>	<b>Total Accumulated Depreciation of Fixed Assets</b>		0	0
	1. Adjustments to intangible results of research and development	/072/	0	0
	2. Adjustments to software	/073/	0	0
	3. Adjustments to royalties	/074/	0	0
	4. Adjustments to low value intangible assets	/078/	0	0
	5. Adjustments to other intangible assets	/079/	0	0
	6. Adjustments to buildings	/081/	0	0
	7. Adjustments to tangible movables and sets of tangible movable assets	/082/	0	0
	8. Adjustments derived from the cultivation of permanent crops	/085/	0	0
	9. Adjustments to breeding and draft animals	/086/	0	0
	10. Adjustments to low value tangible fixed assets	/088/	0	0
	11. Adjustments to other tangible assets	/089/	0	0

		State to the first day of the accounting period	State to the last day of the accounting period
<b>a</b>		1	2
<b>B Total Short-term Assets</b>		3 835	4 336
<b>I. Total Reserves</b>		0	0
1. Material in stock	/112/	0	0
2. Material in transit	/119/	0	0
3. Production in process	/121/	0	0
4. Semi-finished own products	/122/	0	0
5. Finished products	/123/	0	0
6. Young and other animals and groups of animals	/124/	0	0
7. Products in stock and on sale	/132/	0	0
8. Products in transit	/139/	0	0
9. Advance payments for stock	/from account 314/	0	0
<b>II. Total Receivables</b>		1	8
1. Accounts receivable	/311/	1	8
2. Notes receivable	/312/	0	0
3. Discounted securities receivable	/313/	0	0
4. Advance payments on operational activities	/314 except item I.,9./	0	0
5. Other receivables	/315/	0	0
6. Receivables towards employees	/335/	0	0
7. Receivables towards social security and public health insurance institutions	/336/	0	0
8. Income tax	/341/	0	0
9. Other direct taxes	/342/	0	0
10. Value added tax	/343/	0	0
11. Other taxes and charges	/345/	0	0
12. Claims on subsidies and payments from the national budget	/346/	0	0
13. Claims on subsidies and payments from municipal and territorial budgets	/348/	0	0
14. Receivables towards association members	/358/	0	0
15. Receivables related to fixed forward transactions	/373/	0	0
16. Receivables related to bonds payable	/375/	0	0
17. Other receivables	/378/	0	0
18. Active unbilled revenue	/388/	0	0
19. Adjusting entry concerning receivables	/391/	0	0
<b>III. Total Current Financial Assets</b>		3 819	4 328
1. In cash register	/211/	99	96
2. Securities	/213/	0	0
3. Financial means in accounts	/221/	3 720	4 232
4. Equity securities available for trading	/251/	0	0
5. Debt securities available for trading	/253/	0	0
6. Other securities	/256/	0	0
7. Money in transit	/+/-261/	0	0
<b>IV. Other Assets</b>		15	0
1. Accrued expenses	/381/	15	0
2. Accrued income	/385/	0	0
<b>ASSETS TOTAL</b>		3 835	4 336

LIABILITIES		State to the first day of the accounting period	State to the last day of the accounting period
a		3	4
<b>A. Total Own Resources</b>		3 738	4 272
<b>I. Total Assets</b>		3 738	4 272
1. Basic capital	/901/	177	177
2. Funds	/911/	3 561	4 095
3. Evaluation differences after assets and receivables revaluation	/+/-921/	0	0
<b>II. Total Economic Outturn</b>		0	0
1. Economic outturn	/+/-963/	0	0
2. Economic outturn, items in process	/+/-931/	0	0
3. Retained earnings, accumulated losses from previous years	/+/-932/	0	0
<b>B. Total Third-party Resources</b>		97	64
<b>I. Total Reserves</b>		0	0
1. Reserves	/941/	0	0
<b>II. Total Long-term Liabilities</b>		0	0
1. Long-term bank credits	/951/	0	0
2. Issued bonds	/953/	0	0
3. Lease liabilities	/954/	0	0
4. Received long-term advances	/955/	0	0
5. Long-term notes payable	/958/	0	0
6. Estimated passive accounts	/389/	0	0
7. Other long-term liabilities	/959/	0	0
<b>III. Total Short-term Liabilities</b>		97	64
1. Suppliers	/321/	30	30
2. Notes payable	/322/	0	0
3. Advances payable	/324/	0	0
4. Other liabilities	/325/	0	0
5. Employees	/331/	14	14
6. Other liabilities to employees	/333/	0	0
7. Social security and public health insurance institutions	/336/	7	9
8. Income tax	/341/	0	0
9. Other direct taxes	/342/	3	4
10. Value added tax	/343/	0	0
11. Other taxes and charges	/345/	0	0
12. Liabilities related to the state budget	/346/	0	0
13. Liabilities related to budgets of municipal and territorial authorities	/348/	0	0
14. Liabilities related to subscribed unpaid securities and shares		0	0
15. Liabilities related to association members	/368/	0	0
16. Liabilities from fixed term operations and options	/373/	0	0
17. Other liabilities	/379/	43	7
18. Short-term bank credits	/231/	0	0
19. Discounting bank credits	/232/	0	0

	20. Issued short-term bonds	/241/	0	0
	21. Own bonds	/255/	0	0
	22. Estimated liability accounts	/389/	0	0
	23. Other short-term borrowings	/249/	0	0
<b>IV.</b>	<b>Total Other Liabilities</b>		<b>0</b>	<b>0</b>
	Accrued expenses	/383/	0	0
	Accrued incomes	/384/	0	0
	<b>LIABILITIES TOTAL</b>		<b>3 835</b>	<b>4 336</b>

Note:

Legal form of the accounting entity: Public benefit organisation  
Scope of business: Educational support activities  
Assembled on: 2<sup>nd</sup> March 2021  
Prepared by: Ester Pospíšilová  
Approved by: Mgr. Janka Adameová, M.A.

# Final Account: Appendix

to 31st December 2020  
IČ: 285 67 919

## a)

**Name of the legal entity: International Academy for Diaconia and Social Action,**  
Central and Eastern Europe, o.p.s.

Head office: Dukelská 264/5, 737 01, Český Těšín

Legal form: Public benefit organisation  
registered in the register of public benefit organisations  
administered by the Municipal Court in Ostrava  
Item O, rider 270  
since 28th November, 2008

### **Type of public utility services provided:**

(according to the Statute of the International Academy for Diaconia and Social Action, Central and Eastern Europe, o.p.s.)

- a) Offering and providing supportive programmes for training and exchange of trainers, in order to strengthen the provision of education, courses and trainings within the Church, diaconia and similar entities that support social cohesion on national and international level;
- b) Offering and providing training activities to those who are engaged or who wish to be engaged in social action and diaconia (professional staff, volunteers and users/participants);
- c) Offering and providing information and knowledge in order to promote social cohesion and equal opportunities and thereby contributing to intercultural dialogue and creation of society in diversity;
- d) Promoting efficiency & equity in training systems & supporting a higher quality of provision;
- e) Accepting, promoting and publishing results of social care research;
- f) Developing learning activities (specific modules) for diaconia in the EU framework (Central and Eastern European Region);
- g) Developing, offering and providing programmes that combine education and training with work experience as an important factor for the development of lifelong learning;
- h) Supporting the exchange of professional staff and volunteer workers in diaconia and social action in order to improve work practice and develop new forms of practice;
- i) Supporting the development of joint projects and implementing pilot and innovative projects in the field of diaconia and social action;
- j) Ensuring accreditation and recognition of the training offered;
- k) Developing and supporting the cooperation with public sector, non-governmental and governmental sector and private sector at regional, national and international level.

**b)****The activities of the International Academy are governed by:**

- 1) Executive Board members: JIŘÍ ZIĚTEK, Czech Republic  
ANCA ENACHE, Finland  
TSOVINAR GHAZARYAN, Armenia  
JOUKO OLAVI PORKKA, Finland  
LUCIE LIŽIČKOVÁ, Czech Republic  
MATTHEW ZACHARY ROSS, Switzerland
- 2) Advisory Board members: MARTIN PIĚTAK, Czech Republic  
NICOLE UTE BORISUK, Germany  
EIJARIITTA SINIKKA KINNUNEN, Finland
- 3) Statutory Body: director: Mgr. Janka Adameová, M.A., Slovakia  
The director acts as the statutory body.
- 4) Founder: Slezská diakonie, Český Těšín, Czech Republic  
Helsingin Diakonissalaitoksen saatio, Helsinki, Finland  
Members of Executive Board and Advisory Board are appointed by the founders.

**c)**

**The accounting period** of the International Academy is a 12-month period (calendar year).

**The accounting methods and the accounting data treatment** follow the Act concerning accountancy No. 563/1991 Coll., the directive no. 504/2002 Coll. and the Czech national standards No. 401–414.

The accounting entity keeps off-balance-sheet accounts (class No. 9) concerning the acquisition, flow and disposal of small fixed tangible and intangible assets. These accounts do not enter into Final Accounts and are not mentioned in the Balance Sheet and Account Statement of Total Expenditure and Income.

**g)**

<b>Liabilities related to insurance</b>	Commencement	12/31/20	Maturity
- Liabilities related to social insurance and national employment policy subsidy		6 349 Kč	1/20/21
- Liabilities related to public health care insurance		2 738 Kč	1/20/21
- Liabilities related to other types of direct tax		4 080 Kč	1/20/21

**l)**

<b>Earnings: (in thousands of CZK)</b>	Expenses in 2020	Revenues in 2020	Loss-/Profit+
- economic activities	0	0	0 Kč
- main non-taxable activity	1 502 568 CZK	1 502 568 CZK	0 Kč
TOTAL	1 502 568 CZK	1 502 568 CZK	0 Kč

**m)****Average registered number of employees recalculated (classified by category):**

employees	1
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**n)**

<b>The costs of labour</b> for the accounting period amounted to:	245 561 Kč
paid to the statutory representative:	240 161 Kč

**r)**

In order to assess the income tax base, the activities are divided into: non-taxable activities, economic activities and supplementary activities (production, commerce and services). The economic and taxable activities are kept under the special accounts (Class No. 5) indicated in the analytical section.

The option of decreasing the tax base was used while elaborating the tax declaration. 0 Kč

**t)**

**Subsidies received** to cover operational costs (in compliance with project rules):

	<b>Drawn in 2020</b>	<b>To be drawn</b>
Project BIFE	10 026,46 Kč	74 782,91 Kč
Project CAA	6,00 Kč	248 682,79 Kč
Project DELKU	0,00 Kč	1 077,93 Kč
Project DIAK2	0,00 Kč	35 000,00 Kč
Project DIAK-HAN	406 597,18 Kč	0,00 Kč
Project HO	92 552,40 Kč	596 939,87 Kč
Project KICON	0,00 Kč	28 661,76 Kč
Project PRINT	0,00 Kč	5 352,66 Kč
Project REHE	9 446,36 Kč	1 242 214,30 Kč
Project RESEA	326 198,83 Kč	1 436 336,52 Kč
Project ŮBE	0,00 Kč	134 273,00 Kč

*Drawing on the earnings of 2017*

Project INVY ( <i>decreased tax base in 2017</i> )	54 930,00 Kč	37 688,00 Kč
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*Contributions to new projects:*

Project BIDA	576 056,38 Kč	253 956,60 Kč
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Assembled on:	2 <sup>nd</sup> March 2021
Prepared by:	Ester Pospíšilová
Approved by:	Mgr. Janka Adameová, M.A.



# Auditor's report



## **AUDITOR'S REPORT**

**Verification of the Financial Statements of the:**

**International Academy  
for Diaconia and Social Action, Central and Eastern Europe,  
o.p.s.**

**Dukelská 264/5, 737 01 Český Těšín**

**IČ: 285 67 919**

**2020**

**INDEPENDENT AUDITOR'S REPORT**  
Verification of the Financial Statements for the:  
**International Academy for Diaconia and Social Action,**  
**Central and Eastern Europe, o.p.s.**

**Opinion**

We have audited the accompanying financial statements of the International Academy for Diaconia and Social Action, Central and Eastern Europe, o.p.s. (hereinafter also the "Company") prepared in accordance with accounting principles generally accepted in the Czech Republic, which comprise the balance sheet as at 31 December 2020, and the income statement, for the year ended 31. 12. 2020, along with notes to the financial statements, including a summary of significant accounting policies and other explanatory information. For details of the Company, see Note 1 to the financial statements.

In our opinion, the financial statements give a true and fair view of the financial position of International Academy for Diaconia and Social Action, Central and Eastern Europe, o.p.s. as at 31 December 2020, and of its financial performance for the year then ended in accordance with accounting principles generally accepted in the Czech Republic.

**Basis for Opinion**

We conducted our audit in accordance with the Act on Auditors, Regulation (EU) No. 537/2014 of the European Parliament and of the Council, and Auditing Standards of the Chamber of Auditors of the Czech Republic, which are International Standards on Auditing (ISAs), as amended by the related application clauses. Our responsibilities under this law and regulation are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Act on Auditors and the Code of Ethics adopted by the Chamber of Auditors of the Czech Republic and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Other Information in the Annual Report**

In compliance with Section 2(b) of the Act on Auditors, the other information comprises the information included in the Annual Report other than the financial statements and auditor's report thereon. The Director of Company is responsible for the other information.

Our opinion on the financial statements does not cover the other information. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable law or

regulation, in particular, whether the other information complies with law or regulation in terms of formal requirements and procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with these requirements could influence judgments made on the basis of the other information.

Based on the procedures performed, to the extent we are able to assess it we can report that:

- The additional information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements;
- The additional information is prepared in compliance with the applicable law or regulation.

In addition, our responsibility is to report, based on the knowledge and understanding of the Company obtained from the audit, as to whether the other information contains any material misstatement of fact. Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement of fact.

#### **Responsibilities of the Director, Executive Board and Advisory Board for the Financial Statements**

The Director is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the Czech Republic and for such internal control as the Director determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Director is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting, unless the Director and the Executive Board either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

The Executive Board and Advisory Board are responsible for overseeing the Company's financial reporting process.

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

The Auditor's objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but it is not a guarantee that an audit conducted in accordance with the above-mentioned laws and regulations will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the above law or regulation, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting

a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the overriding of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Director.
- Conclude on the appropriateness of the Director's use of the going concern basis of accounting and, based on the audit evidence obtained, determine whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Director, the Executive Board and the Advisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Audit firm

**Finaudit Třinec, s.r.o.**  
738 01 Frýdek-Místek, Zámecké náměstí 1263  
Certificate number of the audit firm 100

Names of the auditors that prepared the report on behalf of the audit firm

**Ing. Lumír Ivánek**  
Certificate numbers of the auditors 2369

Date of preparation

09. 03. 2021

  
.....  
Auditor's signature









## Contact Information / Kontakt

Address / Adresa

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## FOUNDERS



## PARTNER UNIVERSITIES

**Diak**



**Evangelická teologická fakulta**

*Univerzita Karlova v Praze*