



**interdiac**

diaconal learning  
for conviviality, dignity  
and justice in Central  
and Eastern Europe

# ANNUAL REPORT 2021



The journey of the interdiac learning community continued through 2021 and it was marked by the adaptation of activities due to the second year of the Covid crisis. As travellers on this journey, there have been moments where we faced the shadow of uncertainty and we also mourned of loss of our colleagues and friends.

Where there is a shadow, there is also a light. The journey was enlightened by enthusiasm and deep commitment of the people to their personal call. The hope and energy springing out of the hearts and souls of the interdiac people created a wave fuelled by the desire for change and growth of something new.

Looking back on the year's journey 2021, we can see the following clearly marked footprints:

- The Learning Programme “Peace Building for Convivial Life Together” has continued with a diverse group of 11 Participants and 8 members of the Expert Team.
- The initiative to develop the new learning programme “Make Change Yourself: Turning Challenges to Your Advantage!” has been launched with the involvement of 9 partner organisations.
- The research conference which brought about 40 people together from around the globe was a way to express the learning and living community with flourishing ideas rooted in personal and professional experience. An important vision of the research platform is to support reflective practice and to develop the role of practitioner-researcher so that it may become the norm of each diaconal worker and for a diaconal church and organisation. The conference underlined this perspective and made proposals to support this vision.
- Another angle to look at understanding of learning community has been the consultative seminar of an Expert Team of 16 people, devoted to the newly planned learning programme Diaconia and Christian Social Practice.

- The English text for the Publication “Walking and Dancing Together. An Invitation to lived spirituality” was produced and the illustrations to guide the reader were made.
- The on-line the space, a platform where you can find and share resources and programmes to develop Christian social practice was launched.
- Three articles reflecting the learning approach and diaconal practice of interdiac were published in the International Handbook on Ecumenical Diaconia. They covered conviviality and social vision, interdiac pedagogy and diaconia and conviviality in Central and Eastern Europe.
- The joint LWF & interdiac consultation process on conviviality entered its fourth phase. Four books, each with four stories were launched by the public webinar organised by LWF.

The new 3 years phase will be devoted to the development of a learning programme on conviviality and other products as well as a celebration of the fruits of the conviviality process at the LWF Assembly meeting in 2023.

There are definitely more footprints left in our lives which bring us together and which invite us to further personal reflection and consequent action!

You are invited to join interdiac on this journey and see how things develop, when you are curious as to how to make a change within yourself and with others.

This is also what interdiac is about!

**Janka Adameová**, Director



## Vision and medium-term strategy

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

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, especially 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 through the involvement of multidisciplinary teams in an intercultural and ecumenical environment.

In the future, interdiac aims to develop the concept of practitioner-researcher and launch a research school for practitioner-researchers.

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.

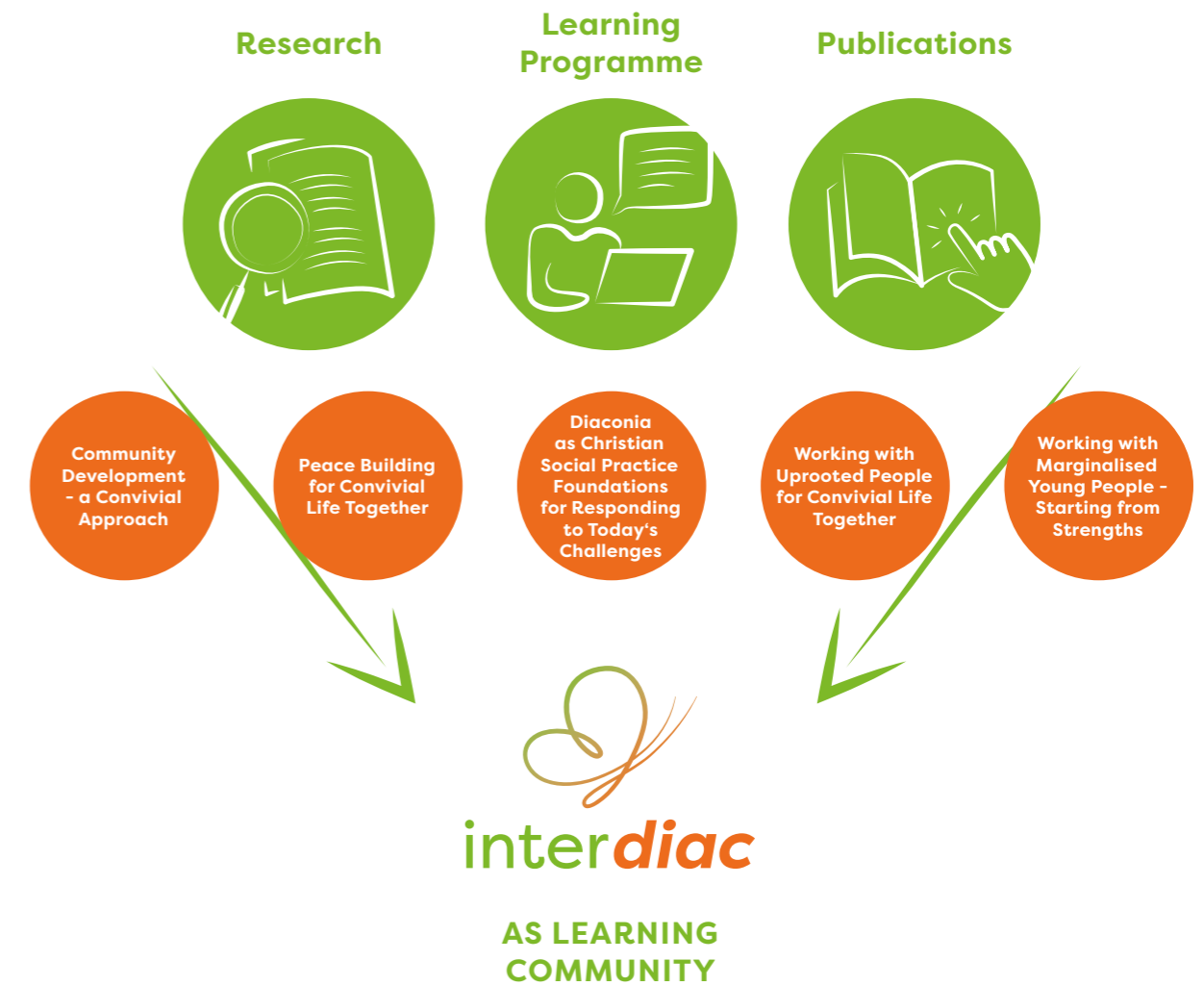
Together, they create a powerful and effective learning community for the development of diaconia and Christian social practice.

Considering the nature of diaconal learning programmes, networking and research, interdiac supports the development of diaconia & Christian social action, aiming 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.

The interdiac strategy reflects the views of the many people engaged with interdiac. The issues which have been stressed as important in the Honorary Council over recent years and especially during the work of the 10<sup>th</sup> Anniversary Conference are reflected in our priorities for action.

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



## interdiac as learning community

### Networking and partnership

The interdiac working culture is guided by conviviality, meaning the art and practice of living and working together.

interdiac 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.

16 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.

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.

## Networking and Partnerships



## 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.
- possibility to use learning tools for interdiac programmes and events as well as resources for interdiac activities (Learning Journal and Event Diary).
- possibility to integrate the on-line space into the interdiac learning programmes by making the resources available for learning purposes and for disseminating the resources produced by the learning programme Expert Teams and participants as a result of the collective effort.
- possibility to offer stand-alone courses (on-line) for the personal and / group learning.

The 'on-line space' was launched in the autumn 2021. The first meeting of the Moderators took place on the 15<sup>th</sup> December 2021.

## Walking and Dancing Together An Invitation to lived 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 of service to humanity. This publication, the text of which was finalised in 2021 has four parts:

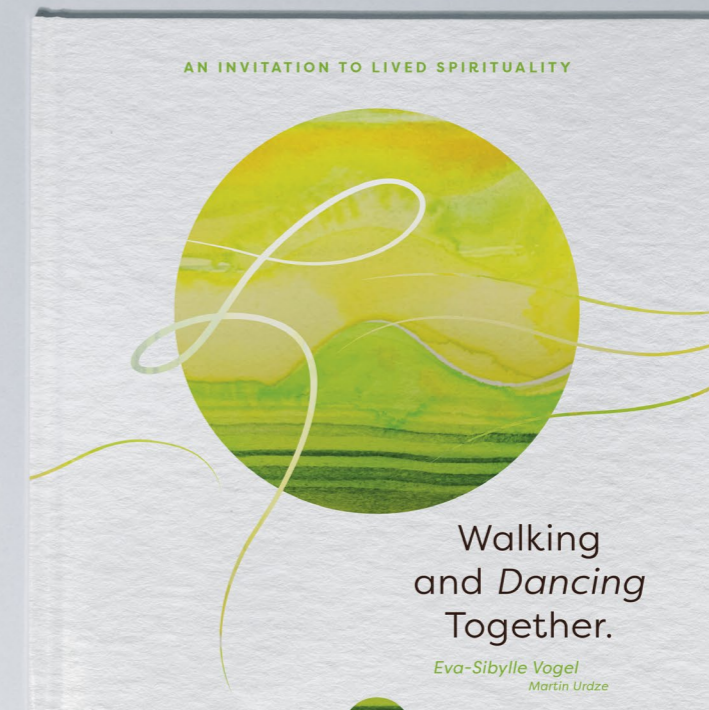
This publication has four parts:

1. Spirituality – a personal journey
2. Inspired by the sources of faith
3. Growing through challenges
4. Receiving joy in our living together

This book is for any who would like to dig into resources for spirituality linked to Christian social action. Participants in interdiac programmes are invited to reflect together on the spiritual dimension of their learning processes, using this book.

The text in English was finalised by the main author Eva-Sybille Vogel and the illustrations were made by Ursula Glienecke.

The Book will be published In English and translated into the Russian language in 2022.



## Learning Programmes

### Peace Building for Convivial Life Together

This new Learning Programme was launched in February 2021 on-line. Participants from 13 countries came together and started a one-year journey. They were working towards developing the professional and personal skills and expertise needed for responsible practice of conflict transformation. The Learning Programme covered the theme of conflicts on different levels. The learning process in 2021 was built around three on-line events with inputs from expert practitioners who sustained a lively and committed discussion and engagement with the themes and issues. The Learning Supervisor, Snježana Kovačević (Croatia) facilitated and supported the practice-related learning of the participants. In individual consultations she ensured the integration of personal, professional reflections in the process of applying of new knowledge in practice. The diversity of the group (countries, age, professional expertise) accelerated learning from different contexts and living and working perspectives. At the same time, the welcoming atmosphere and safe space created by the international group enabled the participants to feel confident in relating to the situations of otherness and to develop empathy and courage for greater social interconnectedness and conviviality.

On-going theological reflection helped to sharpen the understanding and ideas of peace-making practices towards conviviality, peace in society and towards a just economy. The perception and understanding of conflict were revised anew in the perspective of the concept of transformation. This helped to reveal the latent layers and even the hidden value of conflict. On this basis, participants could draw up potential action plans for the restoration of relations, the promotion of a culture of peace keeping and peace-making in communities and workplaces.

### Working with Marginalised Young People – starting from strengths

Over the year interdiac was actively preparing for the new programme 'Make Change Yourself: Turning Challenges to Your Advantage!'. This programme is a joint initiative of interdiac partners and other organisations working with marginalised young people. 'Make Change Yourself' is co-funded by the Erasmus+ Programme of the European Union.

'Make Change Yourself' offers a unique possibility for lecturers and resource people to combine knowledge and practice and bring 'first-hand' experience into the learning process. The organisations which have been working together under the umbrella of interdiac are:

- WCC Armenia Round Table Foundation, Armenia
- Bractva u gonar Vilenskih muchanikau w g. Minsku, Belarus
- Slezská Diakonie, Czech Republic
- EELK Diakoonia- ja Ühiskonnatöö SA, Estonia
- Diakonia-Ammattikorkeakoulu oy, Finland
- Commissione Sinodale per la Diaconia, Italy
- Nodibinajums Latvijas evaņģēliski luteriskās Baznīcas Diakonijas centrs, Latvia
- Relevant n.o., Slovakia
- Living Hope, Ukraine

The programme is based on a 'double learning process' as professional youth workers and long-term voluntary youth workers will develop new approaches to their work whilst engaging young people in a change process. It will support new ways to empower them to shape their own lives and find ways to contribute to changes of their 'living & working context'. Therefore, one outcome of this project is expected to be seen in the lives of young people, who will be involved in this programme and in their context. The results of this programme will be published in a series of story books, two handbooks and learning material all of which will be shared with interdiac learning community and more widely. The launch of the Learning Programme is planned for May 2022.

### Diaconia and Christian social practice for convivial life together

In the vision of interdiac, promoting high professional standards and strategically relevant practice in the field of diaconia and Christian social action is of utmost importance. Therefore, a thematic on-line meeting of an international team of practitioners-experts on diaconia was held on-line. It was aimed at supporting their participation in relevant learning events and programmes. On September 16<sup>th</sup>, 2021, this expert group came together to outline expectations from their engagement in the learning processes and confirm commitment to particular themes. They discussed relevant approaches, concepts and the content of diaconal learning in response to the more recent contextual and global challenges which both burden marginalised and vulnerable people and disturb social cohesion. The creation of common action and the search for ways to promote advocacy and campaigning, together with people in need was recognised as fundamental.

It was concluded that it is important that thematic learning in interdiac is built on the recognition of the diversity of the diaconal engagement of the participants, as well as of the various contextual conditions which underly and inform diaconal practices in Central and Eastern Europe and Central Asia. Thus, the pedagogical approaches will promote 'learning by difference', using different contexts, peer-learning and reflective personal learning which will in turn contribute to transformative sustainable practice through blending theory, theology and practice experience. In this way, interdiac aims to bring together the best practice from grass-root work with marginalised people, promote meaningful changes in their lives and local communities and, at the same time, enhance mutual learning of churches and Faith Based Organisations in order to strengthen church responses to inequality and growing injustice.

### interdiac Research

The on-line Research Conference 'Conviviality in Research: challenges and prospects for diaconia in diversity' was aimed to:

- Reflect on the importance of the research on practice and the role of the 'practitioner-researcher'.
- Draw conclusions for the development of the research concept which links practice, action and theology.
- Explore the possibilities to expand the Research Platform.
- Identify the ways in which conviviality contributes to research in practice.

The event was held on-line September 22-24 and brought together 33 participants from 20 countries. The wealth of experience and expertise shared during the sessions over these days has been built around the concept of practitioner-researcher. There was a common agreement that research should be a part of good practice and organisational development. It should embrace critical reflection on the context and the traditional 'ways of doing' of diaconal organisations and on the wider context. Research should be beneficial for everyone involved in it, supported by trust-building and horizontal relations between the practitioners and service-users.

The conference also reflected on the planning and development of learning with interdiac and partner-organisations on the theme of research, as a constituent pillar of interdiac. It was concluded that the concept and model of 'practitioner-researcher' should be further developed and supported in order to create a more effective research base in the region and beyond. Advocacy for both these ideas as well as training and networking will play an important role for the future.

Personal dedication to this new transformative action and openness to share resources are at the heart of realising this vision as a key contribution to seeking convivial life together! Conference participants agreed to invite others to join the process in their own place and in the interdiac learning community!



## Joint interdiac and LWF process 'Seeking Conviviality'

### Third Phase of the Process

During 2021 the members of the European Group which has been developing the Seeking Conviviality process finalised the last step of this phase. This involved the production of four books which are commonly known as 'the story books'. These are inspiring books which inform readers about the work being done on the local level in diverse European contexts to promote convivial life together,

Each book has four stories with an introduction and commentary, ending with the criteria which emerge from these stories which can inform future diaconal work. The books deal with:


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

The books, which were edited by Tony Addy, were launched at a special webinar on

Organised by the Lutheran World Federation in Geneva on 16th November 2021. Representatives of the story book writers, interdiac core team and LWF staff took part. The books can be downloaded here: <https://www.lutheranworld.org/content/resource-conviviality-stories-diaconal-life-diversity-lwfs-european-regions>

At the same time the LWF launched a new sub-page on the process with links to all the publications and some background information and news. You can access it here: <https://www.lutheranworld.org/content/diaconal-life-diversity>




 **CONVIVALITY**  
diaconal life in diversity

**Conviviality, Diakonia,  
and the Church**

Seeking Conviviality  
- A Core Concept for Diakonia

Number 3



 **CONVIVALITY**  
diaconal life in diversity

**Convivial Church  
and Radical Welcome**

Seeking Conviviality  
- A Core Concept for Diakonia

Number 4



### Conviviality and the Diaconal Church

Seeking Conviviality  
– A Core Concept for Diakonia  
Number 1



### Conviviality with People on the Move

Seeking Conviviality  
– A Core Concept for Diakonia  
Number 2

#### Fourth Phase – Conviviality, Diaconal life in Diversity

In the second half of 2021, the LWF agreed to continue the process for a further period which will lead up to the LWF Assembly in Poland in 2023. New members were nominated to the international group and several members continued from the previous group, to ensure learning was not lost. This new phase of the programme has as one main aim which is to produce a learning on conviviality and diakonia. The idea is to make this available on line and for people to use it locally or regionally. The interdiac on-line space will be used for these resources.

As well as this, the group will also prepare for the LWF Assembly which will be held in Krakow, Poland. September 2023. It is hoped that some members of the group can be there and that new materials and the learning programme will be available, and that there will a chance for workshops and presentations.



### Be with us!

We are always glad to receive your feedback but below we highlight our main channels of communication and information sharing.

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 focuses on one issues of importance to Diakonia 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 [projectcoordinator@interdiac.eu](mailto:projectcoordinator@interdiac.eu) and we will enter your subscription to our mailing list.

Visit our page [www.online-space.eu](http://www.online-space.eu) and become a member of our learning community and get free access to many learning resources and other material.

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



## interdiac Constituency

### The Executive members are:



**Jiří 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:

- 10<sup>th</sup> June 2021, on-line

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

- 23<sup>rd</sup> November 2021, on-line

NOTE: Minutes of meetings of the Executive and Advisory Board and the Honorary Council (see below), 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.

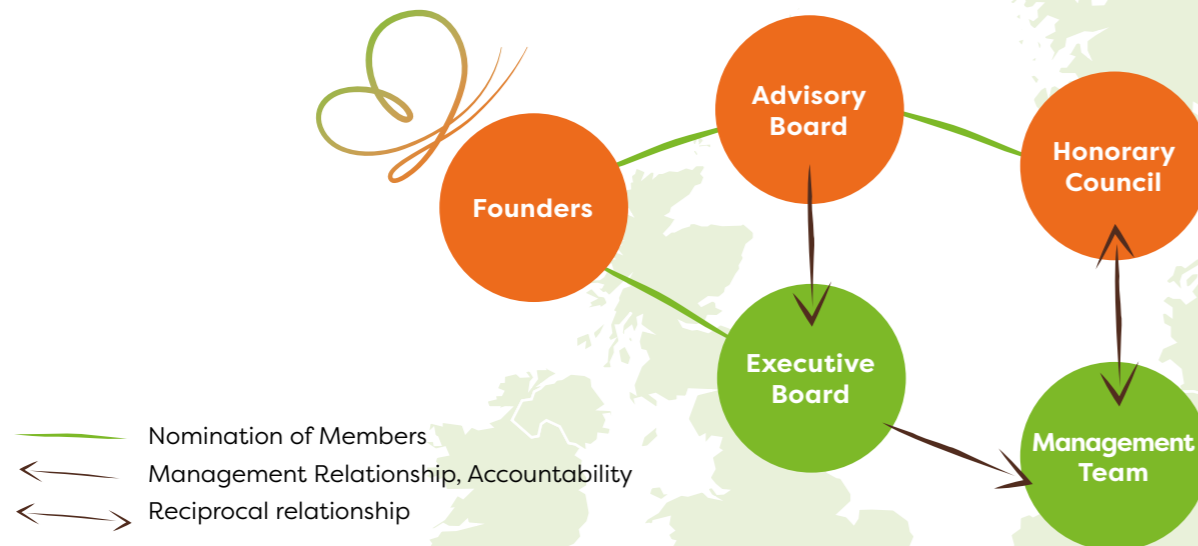
## Legal structure of interdiac

### 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 and vulnerable people and communities.

The strength of interdiac is a diverse network of 16 partners in 13 countries of the region, which are represented in an 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 people who can join Expert Teams for delivering the learning programmes and their evaluation. The partners' expertise facilitates further developments and guarantees 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 evaņģēliski luteriskās 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
- 10 Living Hope, Ukraine
- 11 DELKU, Ukraine
- 12 Moldovan Christian Aid, Moldova
- 13 Slezská diakonie, Czech Republic
- 14 Evangelical Lutheran Church, Estonia
- 15 Evangelical-Lutheran Church of European Russia, Russia



## Core Team & 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.

Ms Irina Trofimova, living in Balykchy (Kyrgyzstan) was appointed as Programme & Event Coordinator till the middle of May 2021.

Mr Miroslav Sedláček was appointed as Project Coordinator from the 1<sup>st</sup> June 2021.

Selected representatives of the partner organisations were appointed as voluntary members of the steering groups for the Learning and Research programmes.

The Learning Supervisor and Expert Resource People were appointed on an honorarium basis.

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



**Janka Adameová**  
Director



**Tony Addy**  
Head of Education



**Oksana Prosvirina**  
Senior Lecturer,  
Research Coordinator



**Miroslav Sedláček**  
Project Coordinator

The Annual Report was discussed and approved by the Executive Board at its on-line meeting on the 4<sup>th</sup> June 2022.



## 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

## ACCOUNT STATEMENT OF TOTAL EXPENDITURE AND INCOME IN ITS ENTIRETY

to 31<sup>st</sup> December 2021  
(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>	<b>2 227</b>	<b>0</b>	<b>2 227</b>
A.I.1.	Consumption of materials, energy and other unstored supplies 501-3	19	0	19
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	49	0	49
A.I.5.	Representation 513	0	0	0
A.I.6.	Other services 518	2 159	0	2 159
<b>A.II.</b>	<b>Change in inventory of own production and activation</b>	<b>0</b>	<b>0</b>	<b>0</b>
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>	<b>692</b>	<b>0</b>	<b>692</b>
A.III.10.	Labour expenses 521	517	0	517
A.III.11.	Social insurance stipulated by law 524	175	0	175
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>	<b>0</b>	<b>0</b>	<b>0</b>
A.IV.15.	Taxes and charges /072/	0	0	0
<b>A.V.</b>	<b>Other costs</b>	<b>24</b>	<b>0</b>	<b>24</b>
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	2	0	2
A.V.20.	Donations 546	5	0	5
A.V.21.	Deficits and damages 548	0	0	0
A.V.22.	Other taxes and charges 549	17	0	17
<b>A.VI.</b>	<b>Write-offs, property sold, reserves creation, adjusting entries</b>	<b>0</b>	<b>0</b>	<b>0</b>
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>	<b>0</b>	<b>0</b>	<b>0</b>
A.VII.28.	Provided fees cleared within organization sections 581	0	0	0
<b>A.VIII.</b>	<b>Income tax total</b>	<b>0</b>	<b>0</b>	<b>0</b>
A.VIII.29.	Income tax 553	0	0	0
<b>COSTS TOTAL</b>		<b>2 943</b>	<b>0</b>	<b>2 943</b>

Item	Action		Total
	Main	Economic	
<b>B. Revenues</b>			
<b>B.I. Operational subsidies</b>	<b>288</b>	<b>0</b>	<b>288</b>
B.I.1. Operational subsidies	691	288	288
<b>B.II. Received contributions</b>	<b>478</b>	<b>0</b>	<b>478</b>
B.II.2. Received contributions from other organizational units	681	0	0
B.II.3. Received contributions and donations	682	478	478
B.II.4. Received membership fees	684	0	0
<b>B.III. Revenues from operations and goods</b>	<b>0</b>	<b>0</b>	<b>0</b>
B.III. Revenues from operations and goods	601-4	0	0
<b>B.IV. Other revenues total</b>	<b>2 177</b>	<b>0</b>	<b>2 177</b>
B.IV.5. Stipulated damages, interests on delayed payments, other fines and penalties	641-2	0	0
B.IV.6. Revenues from written-off debts	643	0	0
B.IV.7. Interests income	644	0	0
B.IV.8. Profit on exchange rates	645	0	0
B.IV.9. Funds clearing	648	2 163	2 163
B.IV.10. Other revenues	649	14	14
<b>B.V. Sales of assets</b>	<b>0</b>	<b>0</b>	<b>0</b>
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>	<b>2 943</b>	<b>0</b>	<b>2 943</b>
<b>C. Profit before taxation</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D. Profit after taxation</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Note:**

Legal form of the accounting entity: Public benefit organisation  
Scope of business: Educational support activities  
Assembled on: 18<sup>th</sup> March 2022  
Prepared by: Ester Pospíšilová  
Approved by: Mgr. Janka Adameová, M.A.

## BALANCE SHEET in its entirety

to 31<sup>st</sup> December 2021  
(in full thousands of CZK)  
IČ: 285 67 919

ASSETS	a	State to the first day	State to the last day
		of the accounting period	of the accounting period
<b>A. Total Fixed Assets</b>		<b>0</b>	<b>0</b>
<b>I. Total Fixed Intangible Assets</b>		<b>0</b>	<b>0</b>
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. Total Fixed Tangible Assets</b>		<b>0</b>	<b>0</b>
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. Total Long-term Financial Assets</b>		<b>0</b>	<b>0</b>
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. Total Accumulated Depreciation of Fixed Assets</b>		<b>0</b>	<b>0</b>
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

ASSETS		State to the first day of the accounting period	State to the last day of the accounting period
a		1	2
<b>A. Total Fixed Assets</b>		<b>4 336</b>	<b>9 002</b>
<b>I. Total Reserves</b>		<b>0</b>	<b>0</b>
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>		<b>8</b>	<b>9</b>
1. Accounts receivable	/311/	8	0
2. Notes receivable	/312/	0	0
3. Discounted securities receivable	/313/	0	0
4. Advance payments on operational activities	/314 except item 1.,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	9
18. Active unbilled revenue	/388/	0	0
19. Adjusting entry concerning receivables	/391/	0	0
<b>III. Total Current Financial Assets</b>		<b>4 328</b>	<b>8 993</b>
1. In cash register	/211/	96	79
2. Securities	/213/	0	0
3. Financial means in accounts	/221/	4 232	8 914
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>		<b>0</b>	<b>0</b>
1. Accrued expenses	/381/	0	0
2. Accrued income	/385/	0	0
<b>ASSETS TOTAL</b>		<b>4 336</b>	<b>9 002</b>

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 Fixed Assets</b>		<b>4 272</b>	<b>3 189</b>
<b>I. Total Assets</b>		<b>4 272</b>	<b>3 189</b>
1. Basic capital	/901/	177	177
2. Funds	/911/	4 095	3 012
3. Evaluation differences after assets and receivables revaluation	/+/-921/	0	0
<b>II. Total Economic Outturn</b>		<b>0</b>	<b>0</b>
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>		<b>64</b>	<b>5 813</b>
<b>I. Total Reserves</b>		<b>0</b>	<b>0</b>
1. Reserves	/941/	0	0
<b>II. Total Long-term Liabilities</b>		<b>0</b>	<b>0</b>
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>		<b>64</b>	<b>197</b>
1. Suppliers	/321/	30	13
2. Notes payable	/322/	0	0
3. Advances payable	/324/	0	0
4. Other liabilities	/325/	0	0
5. Employees	/331/	14	46
6. Other liabilities to employees	/333/	0	0
7. Social security and public health insurance institutions	/336/	9	26
8. Income tax	/341/	0	0
9. Other direct taxes	/342/	4	5
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/	7	107
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. Total Other Liabilities</b>		<b>0</b>	<b>5 616</b>
Accrued expenses	/383/	0	0
Accrued incomes	/384/	0	5 616
<b>LIABILITIES TOTAL</b>		<b>4 336</b>	<b>9 002</b>

**Note:**

Legal form of the accounting entity:  
Scope of business:  
Assembled on:  
Prepared by:  
Approved by:

Public benefit organisation  
Educational support activities  
18<sup>th</sup> March 2022  
Ester Pospíšilová  
Mgr. Janka Adameová, M.A.

## Final Account's Appendix

to 31<sup>st</sup> December 2021  
(in full thousands of CZK)  
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 28<sup>th</sup> 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.)

- 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;
- 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);
- 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;
- Promoting efficiency & equity in training systems & supporting a higher quality of provision;
- Accepting, promoting and publishing results of social care research;
- Developing learning activities (specific modules) for diaconia in the EU framework (Central and Eastern European Region);
- Developing, offering and providing programmes that combine education and training with work experience as an important factor for the development of lifelong learning;
- 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;
- Supporting the development of joint projects and implementing pilot and innovative projects in the field of diaconia and social action;
- Ensuring accreditation and recognition of the training offered;
- Developing and supporting the cooperation

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

- Executive Board members: JIŘÍ ZIĚTEK, Czech Republic  
MATTHEW ZACHARY ROSS, Switzerland  
TSOVINAR GHAZARYAN, Armenia  
ANCA ENACHE-KOTILAINEN, Finland  
ROMANA BÉLOVÁ, Czech Republic  
JOUKO OLAVI PORKKA, Finland
- Advisory Board members: MARTIN PIĚTAK, Czech Republic  
NICOLE UTE BORISUK, Germany  
EIJA-RIITTA SINIKKA KINNUNEN, Finland
- Statutory Body: director: Mgr. JANKA ADAMEOVÁ, M.A., Slovakia  
The director acts and signs independently on behalf of the organisation.
- Founder: Slezská diakonie, Český Těšín, Czech Republic  
Helsingin Diakonissalaitoksen saatio, Helsinki, Finland  
Members of Executive Board and Advisory Board are appointed by the founders of the International Academy.

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	31.12.2021	Maturity
- Liabilities related to social insurance and national employment policy subsidy		17 604 CZK	20.01.2022
- Liabilities related to public health care insurance		7 593 CZK	20.01.2022
- Liabilities related to other types of direct tax		4 585 CZK	20.01.2022

l) <b>Earnings: (in thousands of CZK)</b>	Expenses in 2021	Revenues in 2021	Loss-/Profit+
- economic activities	0	0	0 CZK
- main non-taxable activity	2 943 481 CZK	2 943 481 CZK	0 CZK
TOTAL	2 943 481 CZK	2 943 481 CZK	0 CZK

m) **Average registered number of employees recalculated (classified by category):**  
employees 1

n) **The costs of labour** for the accounting period amounted to: 517 404 CZK  
paid to the statutory representative: 325 175 CZK

- 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 CZK

t) <b>Subsidies received</b> to cover operational costs (in compliance with project rules):		Received in 2021	Drawn in 2021	To be drawn
Project	BIFE	83 567,39 CZK	154 662,92 CZK	3 687,38 CZK
Project	BIDA	- CZK	156 266,18 CZK	97 690,42 CZK
Project	CAA	- CZK	152 160,64 CZK	96 522,15 CZK
Project	DELKU	- CZK	867,00 CZK	210,93 CZK
Project	DIAK2	- CZK	0,00 CZK	35 000,00 CZK
Project	DIAK-HAN	- CZK	0,00 CZK	0,00 CZK
Project	HO	- CZK	281 127,87 CZK	315 812,00 CZK
Project	KICON	- CZK	4 204,00 CZK	24 457,76 CZK
Project	PRINT	- CZK	0,00 CZK	5 352,66 CZK
Project	REHE	- CZK	645 102,85 CZK	597 111,45 CZK
Project	RESEA	- CZK	779 293,29 CZK	657 043,23 CZK
Project	ÜBE	- CZK	31 335,24 CZK	102 937,76 CZK

**Drawing on the earnings of 2018**

Project	INVY (decreased tax base in 2018)		37 688,00 CZK	0,00 CZK
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**Contributions to new projects:**

Project	LP DIACONIA	801 563,57 CZK	20 455,68 CZK	781 107,89 CZK
Project	LP PEACE	627 123,75 CZK	331 575,33 CZK	295 548,42 CZK

**Grant agreement - Czech National Agency for International Education and Research (DZS); for the period 2021-2023**

Project	YOU (Make Change Yourselves: Turning Challenges to Your Advantage)			
		received in 2021 :	5 904 505,33 CZK	
		drawn in 2021:	288 330,43 CZK	
		to be drawn :	5 616 174,90 CZK	

Assembled on:  
Prepared by:  
Approved by:

18<sup>th</sup> March 2022  
Ester Pospíšilová  
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

**2021**

## 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 2021, and the income statement, for the year ended 31. 12. 2021, 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 2021, 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

15. 03. 2022

Auditor's signature





diaconal learning  
for conviviality, dignity  
and justice in Central  
and Eastern Europe

### Contact Information

Address

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### FOUNDERS



### PARTNER UNIVERSITIES



**Evangelická teologická fakulta**  
*Univerzita Karlova v Praze*