



interdiac

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



**ANNUAL
REPORT
2023**

Content

• Preface	3
• Leitbild	4
- interdiac Strategy	4
- interdiac as Learning community	5
• Networking and Partnership	6
• Learning Programmes	8
• Peace Building	8
• Make Change Yourselves: Turning Challenges to Your Advantage! (MACY)	8
• Series of the Workshops	9
• Non-Violent Communication	9
• Walking with God: mutual support for the spiritual journey	9
• Joint interdiac & LWF consultation process	10
• On-line space	12
• Be with us	13
• interdiac Constituency	14
• Legal structure	16
• Core Team and Resource People	18
• Finances	31

Preface

Our journey with the people of interdiac community throughout 2022 was drastically disturbed by the aggressive war in the Ukraine. As the travellers on this journey, we were also shadowed by the Covid crisis. These events have created new life circumstances which have been affecting members of interdiac Core Team in different ways, as well as the work and context of most of our partner organisations across Central and Eastern Europe. Reflecting about our work together during the year, and reading the signs of the times, we have concluded that we are at a 'turning point'.

The times of multiple crisis, conflicts in the region of Central and Eastern Europe and war present new challenges for Christian social practice and diaconia which demand new responses to support the work of the people who work with those have been "forgotten" or who are forced to be on the move. As a consequence, the Core Team has been developing such new responses with partners through online & face to face workshops and webinars as well as in workshops and through an intervision group.

The interdiac new Leitbild has been developed which put into focus the self-understanding of interdiac as a learning community and centres on the mutually supportive aspect of its life which is anchored in a learning approach based on conviviality, reflective practice, dialogue and participation.

The work of Core Team had to be re-designed and the adjusted because of these crises and therefore the activities for 2022 had to be re-negotiated with the donor agencies.

This Annual Report relates the diverse programmes and activities of people involved with interdiac in various roles, The activities reflect the deep commitment of people to their personal call. This is the faith dimension of our work together, which is a hopeful resource. There is a power there which conveys something that grows from spirituality and the personal experience of everyday life.

You are invited to join interdiac on this journey and through participation discover the personal and professional adventures you can experience!

*Listening attentively to each other
and being open to share, learn and act for change
are the keys which enable the interdiac learning community to grow!*

Janka Adameová, Director

interdiac Leitbild

The Core Team at its AwayDays Away Days in April 2022 and September 2022 worked on clarifying the values and mission of interdiac which were encapsulated in a Leitbild or Mission Statement

The AwayDays meeting in April 2022 was attended by Matthew Ross, a member of Executive Board who joined the Core Team in the reflective process to create this "Leitbild".

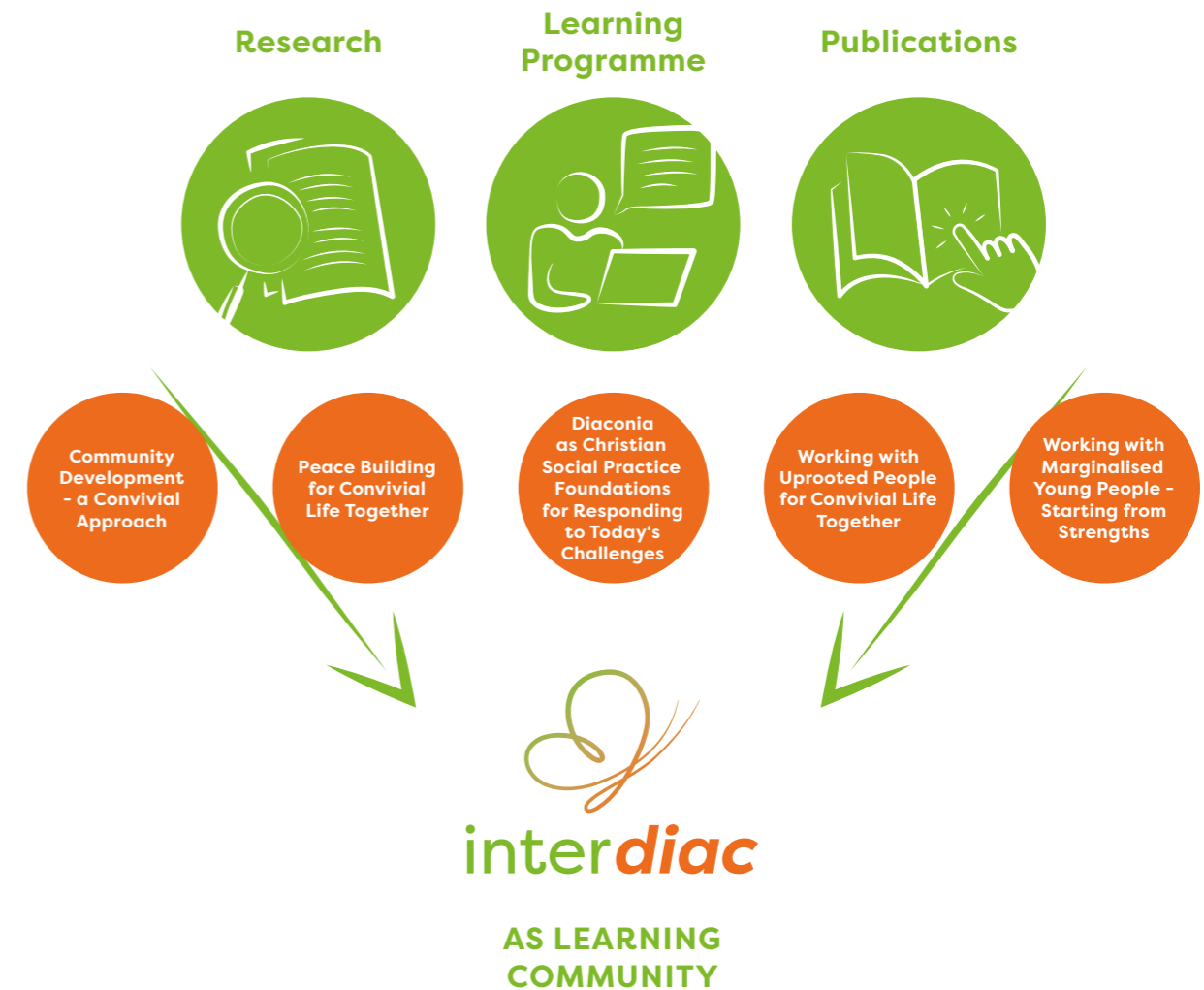
interdiac Leitbild

interdiac:

- seeks to be an ecumenical learning community which supports Christian social practice towards achieving fullness of life;
- affirms lived conviviality, where recognition, diversity and difference are the basis of mutual learning and common action;
- supports work for change towards a convivial society and economy through Christian social action by:
 - » co-creating spaces and opportunities for the development of knowledge and skills for practice;
 - » supporting research and innovation;
 - » empowering and accompanying people in their engagement for social transformation;
 - » supporting partners in action for change in church and society.



interdiac Strategy



The interdiac strategy is built on the needs and perspectives of people engaged with interdiac, especially programme participants and leaders and the members of the Honorary Council. Learning, Research, Publication & Development are underpinned by the continuous strengthening of already existing relationships and building new ones. These four elements are integrated, and they build on a phenomenon-based approach.

interdiac as learning community

Introduction

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 implements this approach 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 personal change and working for change with 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.

17 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.

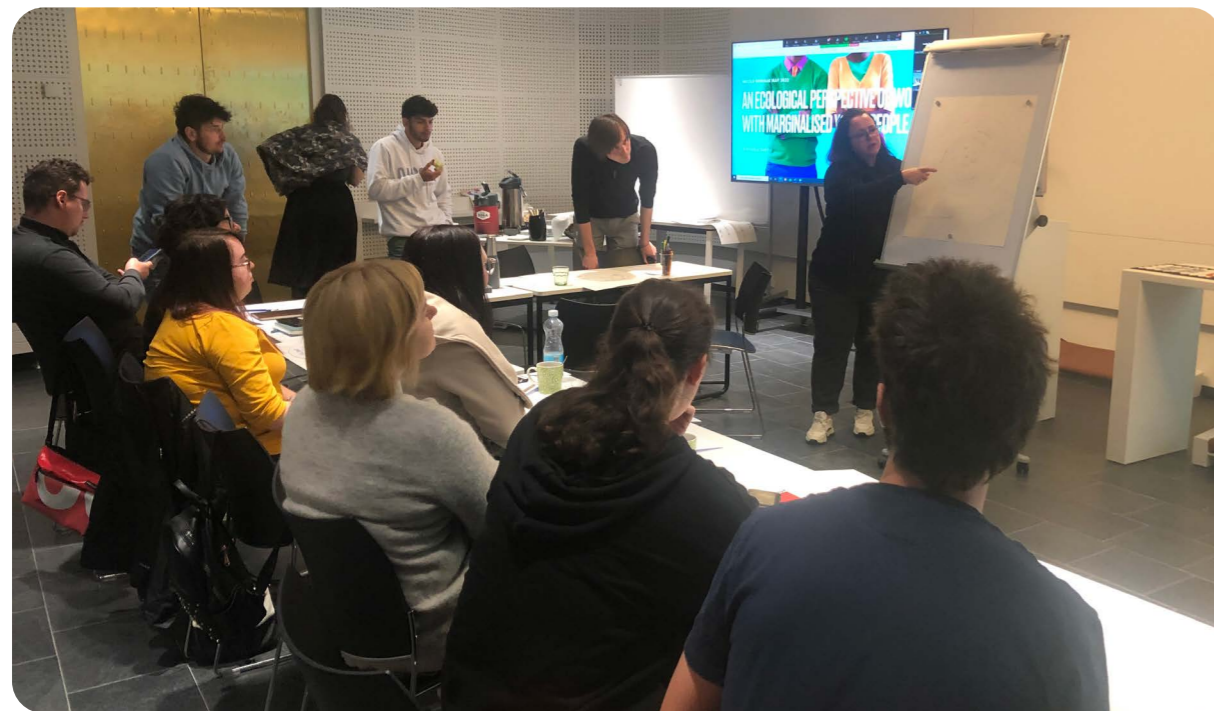
The representatives of the partner organisations, among others, serve as the facilitators of new contacts with people and organisations. This has resulted into a new kind of personal involvement as experts for particular themes and as participants in the learning programmes and research. This approach underpins the organic development of the learning community.

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.

On the basis 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.



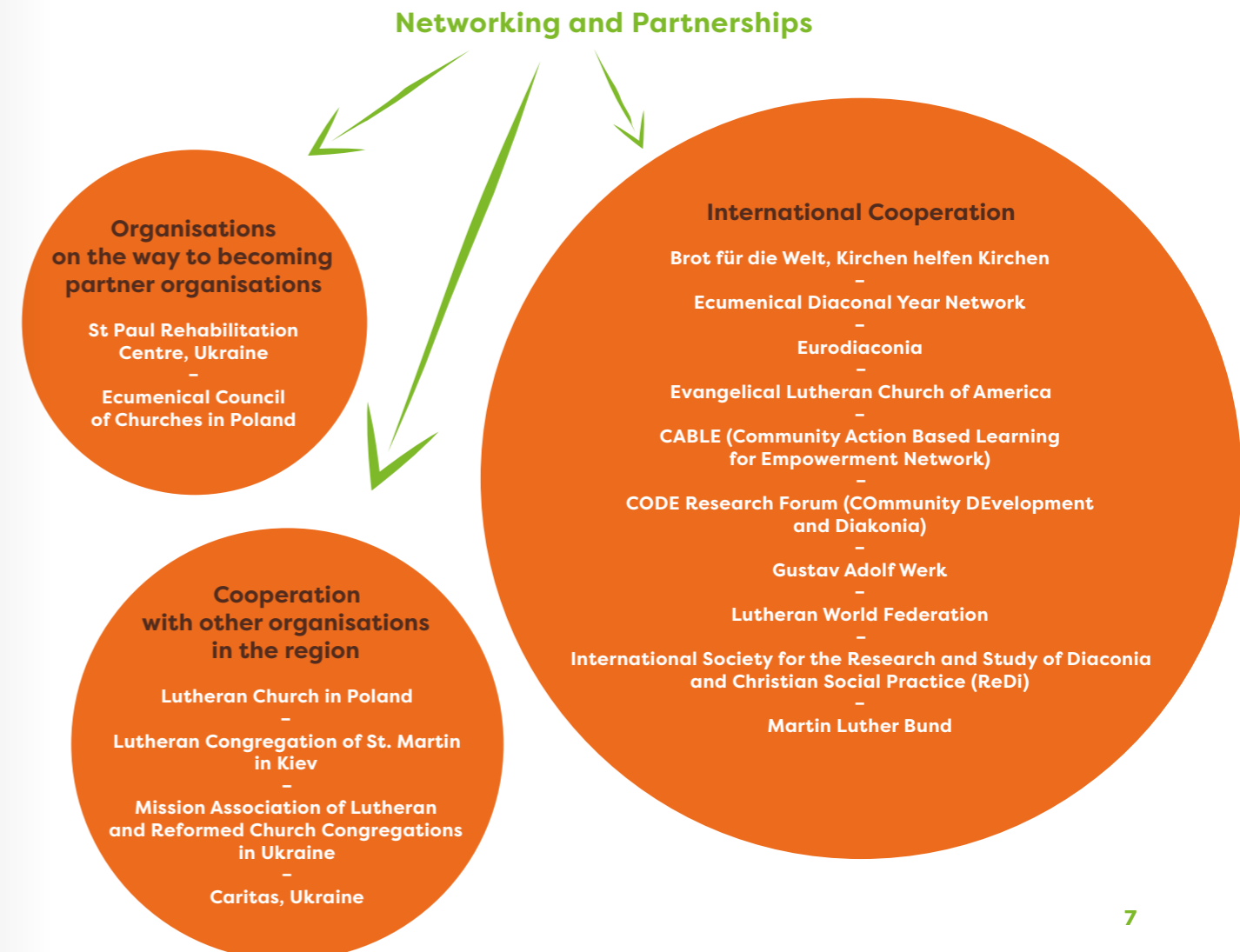
Networking and Partnership building

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.

The interdiac Leitbild is an essential part of our self-understanding as a learning community and is the result of the organic development rooted in our core concept of conviviality and participatory learning & working processes.

In addition, we are sharing the expertise arising from personal and organisational learning as a contribution to wider international communities, global networks and organisations.



Learning Programmes

Peace Building Towards Convivial Life Together

2022 has challenged our region with an unprecedented military catastrophe. The war of Russia against Ukraine threw the darkest shadow onto the hopes for a peaceful life, it endangered thousands of lives and homesteads. The evolving military action marked every day with new atrocities of human conduct against the other people. Within the same year, military conflict yet again shook Armenia. However, in these waves of human suffering, anger and rage we still could see a light of hope that was shaping communities, consolidating actors in providing mutual aid and strengthening solidarity.

The participants in the interdiac Learning Programme 'Peace Building towards Convivial Life together' stayed united over the borders in a manifestation of reciprocal support and witness for human resilience. During that year, a group of 11 programme participants established themselves as an 'intervision group' of grass-root practitioners working to develop a community of professionals who seek to follow peace building action in their everyday life and work. Over the year the group met monthly on-line for sharing their updates, discussing rising challenges, ongoing theological reflections and ideas for sustaining personal commitment and practice of conflict transformation. The group decided to continue with their work in the following year, 2023. This initiative has led to development of a new project idea within the interdiac team working on the strategy for engaging with interdisciplinary knowledge and practice in this thematic area.

Make Change Yourself: Turning Challenges to Your Advantage!

The interdiac Learning Programme 'Make Change Yourself: Turning Challenges to Your Advantage!' (MACY) has been in the focus of eight organisational partners' work during 2022. In the beginning of the year, in a joint consultation process with youth work practitioners from 8 countries who acted as an expert resource group, the Programme Concept and Operational Plan were finalised, resourced and set up for delivery of the programme. In May 2022 the Programme delivery stage was launched and was quickly followed by the first face-to-face contact teaching workshop in Helsinki, on the DIAK campus, for 16 programme participants. Since then, one more face-to-face contact teaching workshop was held in November 2022 with the Waldensian partners in Torre Pellice (Italy). Two practice periods were also carried out within that year. The programme participants meet on-line for discussion of their learning in practice. They also follow individual consultation with the programme Learning Supervisor.

The core-idea of the programme is built around the support of double-learning processes between youth workers and a group of marginalised young people. The constant engagement of workers with the groups of youngsters is informed by specific approaches, methods and reflective practices that open the space for reciprocal learning that is rooted in the 'life-worlds' of young people. The community development vector of this programme is set as the next step that empowers young people to analyse their context, plan and carry out a micro-project that would be beneficial for their needs as well as inviting them to explore the power of pro-active engaging action. This learning programme, which continues to the end of 2023, is co-funded by the Erasmus+ programme of the European Union.

Co-funded by the
Erasmus+ Programme
of the European Union



Series of On-line Workshops

Two series of on-line Workshops were carried out in 2022 using the interdiac Zoom platform.

Non-Violent Communication

A series of Workshops on Non-Violent Communication was led by Ms. Snježana Kovačević (Croatia), who is an expert practitioner and trainer in non-violent communication, mediation and conflict transformation.

Key themes of the Workshop Programme were informed by the expressed needs of the practitioners to learn the practices to conflict transformation. The content was built around practising skills of non-violent communication (M. Rosenberg), in a supportive peer-learning space. Therefore, the programme blended the sharing of participants' experience with gaining fresh knowledge and practising new skills. Spirituality and theological reflection ran through the programme and underpinned the approach of empathic listening and empowering communication.

Walking with God: mutual support for the spiritual journey

This specific Workshop Programme followed the needs of practitioners which were expressed in the previous years of the COVID-19 epidemic. This was intensified by the war in Ukraine that shook the whole region of Central and Eastern Europe. Practitioners confessed to being exhausted and in need of spiritual support in their everyday engagement with vulnerable people. They recognised that their spirituality, as an important element of their work and life, was diminished by the prevailing anxieties in our societies today. The other reason mentioned was a need to work on personal biography in the light of undermined identities and changed lives caused by the pandemic and war. This informed the framework of the workshops and gave a 'spoken' name to them: Walking with God: mutual support for the spiritual journey.

The Workshop Programme was led by Emese Závodi, a theologian and pastor of the Reformed Church in Hungary. The programme was a blend of the sharing of participants' experience, the gaining of fresh reflection through Bible studies and various experiential methods. The emphasis was on creating a safe space and building an empowerment-based framework for recognising the energising presence of God in our lives. The participants in the workshop were working in the same group throughout the programme. They shared and reflected on their life journey, looked back at their biography as a resource that shaped them and was helpful in sustaining their journey in the future. At the same time by sharing in the group they received empathic listening and compassion and empowered each other to affirm their common humanity and their shared work for change.

Joint interdiac & LWF consultation process

Introduction

For more than ten years, interdiac has been working as the Partner of the Lutheran World Federation (LWF) in a long-term process of reflection on the understanding of diaconia and especially local diaconia. The process has involved more than seventy delegates from churches rooted in all three of the European regions of the LWF. Right now, there are eighteen people involved in the core group and they come from eleven different national churches, plus two staff members of LWF and Janka and Tony from interdiac.

The group has been challenged by direct experience of the many overlapping crises which challenge us in everyday life, in society and in our being church. Among the challenges are the large numbers of people on the move for different reasons, the covid pandemic and issues arising from our abuse of nature, most of all climate change. On top of this, in Europe we face regional wars which bring death and destruction, wiping out whole communities and leading to large numbers of refugees and displaced persons. The growing inequality and poverty and changes in health, education and welfare affect everyday life. This has an impact on diaconia on a concrete day to day practice level.

How can we live together?

Arising from these changes, which create increasing divisions in society, is a breakdown of trust that people have of each other, in their local place, in society, in politics and even in God and the church, there is on the one hand, less common experience and on the other, much isolation and even lonely death. In this context, more than 70 diaconal workers from across Europe have worked together to create an inspiring vision for diakonia and a diaconal church.

Conviviality is a word which has become central to the thinking of the group, as well as to interdiac. It arose in a time when people were living more or less at peace in a diverse context. Later it also began to be used about the relations with tools, with technology, with the economy and the environment.

Conviviality has implications for everyday life and for the diaconal church because it implies not depending on a common 'identity' or defining who is in or out! It is not about categorising people but creating 'safe and respectful spaces' and moments where people can develop trust, common understanding and action; It goes beyond 'binaries' to create common action across the usual divides.



Conviviality inspires practice and the vision of a better future!

'Conviviality – diaconal life in diversity' marks a practice which is open to surprise and innovation! It recognizes the ambiguity in the situation and the need for creativity. It supports common decision making and reflection on how the issue of power is handled by the diaconal or pastoral workers and among the diversity of people. Out of everyday experience, it supports efforts for empowerment in each locality and towards power holding institutions and organisations which shape life for good or ill.

During the LWF process we have published several resources and among the most important resources are four books, through which twelve participants share their stories. These were published at the end of 2021. During 2022, the continuing European group has been working on two main tasks. The most important task is to develop an open learning programme which will be available for local or regional use and geared to churches and diaconia as well as to colleges and university-based courses for diaconia and the diaconal church. The programme will have a published guide and also a web portal with all the needed resources on-line for download. The group is also tasked with developing ideas for the advocacy, not only of the programme but of the concept and practice of 'seeking conviviality'.

The main work of the group has already produced a concept for the whole programme which will embody the main ideas. The four steps are being worked on by small groups. The steps are seen to be:

Experience – the roots of the ways in which people see each other and their context

Conceptual Reflection – an exploration of the many facets of conviviality and convivial life together

Reflection on Practice – using the concept to reflect on everyday life, the life and work of the church and diaconia and the wider society and social and economic structures as well as the environment.

Working for Change – in the light of the experiential and conceptual work and the reflection on practice, participants will work out what they want to change personally, professionally, as churches and diaconia and in the society.

In October 2022, there was a meeting of all the LWF church leaders in the Central and Eastern Europe Region. Janka and Tony were invited to make a presentation of the process and the present programme development. This was discussed in small groups and in the plenary. There were many favourable and supportive comments and also concrete requests for the learning programme or for interdiac to lead workshops or training courses in the region. As an example of wider interest, members of the European conviviality group led a webinar on conviviality for the project 'World of Neighbours'.

A further outcome of the work is that we have distilled some important 'Marks of Conviviality'. They point to a diaconal church, to a new perspective on everyday life and to a renewed diaconia. There is a personal dimension but also an emphasis on the change needed in church and society to enable convivial life together. This will be published as part of the learning programme.

The group has met bi-monthly on line and once face to face in Helsinki. The small theme groups are working continually. During 2023 the learning programme will be finalised and the work of advocacy will begin, Europe wide and in other regions of the LWF.

The launch of the learning programme marks the start of a long-term effort of advocacy, support, networking and the development of the theology, theory and practice of 'conviviality – diaconal life in diversity', Europe wide and in other world regions of LWF.

All the resources from this programme of work can be accessed and downloaded from the interdiac on-line space (<https://www.online-space.eu/conviviality-as-a-core-concept-for-diaconia>).

on-line space

The interdiac on-line space is an innovative approach to using a virtual space for resource sharing and the mutual exchange of practice in Diaconia and Christian social practice globally. The site is part of the process of building up interdiac as a living and learning community. It is possible to join the on-line space to explore on-line resources, participate in on-line discussions and explore possibilities to establish partnership for sharing experience and expertise across the borders. Members can contribute to discussions and also suggest new resources as well as having free access to resources and materials.

The 'on-line space' was launched in September 2021 and one meeting of Moderators was held on 20th September 2022.

It has been proposed that the Theme moderators will be an integral part of 'Thematic Support Groups' (built up around several key themes) and will function as an important part of the interdiac learning community in relation to the on-line space.

The vision is to make this platform 'live' as it is open for the use of people and organisations involved in Diaconia and Christian social practice globally.

Learning tools for interdiac programmes and events as well as resources for interdiac activities which are accessed through the on-line space, such as the Learning Journal and Event Diary have been actively used in the frame of the on-going learning programmes.

You can check out the online space here:

www.on-line-space.eu



Be with us!

We are always pleased to receive your news, information and feedback!

You can follow our news on Facebook: <https://www.facebook.com/interdiac>

as well as on our website: <https://www.interdiac.eu/>

And you can contact us by e-mail: office@interdiac.eu
or visit us 'face to face' at our office address: Dukelská 264/5 Český Těšín, Czechia.

We have two regular publications:

- E-news which gives regular updates of all activities, programmes and developments
- Talking Points – twice yearly short essays on topical issues for diaconia and Christian social action.

If you would like to receive these regular publications, please send your email address to: projectcoordinator@interdiac.eu and we will enter your subscription in our mailing list.

Visit our resources page and become a member of our learning community!

Here you will get free access to many learning resources and materials: www.online-space.eu

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

interdiac Board Members

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 director, 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 – Diaconia 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:

- 4th June 2022, on-line

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

- 29th November 2022, 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.

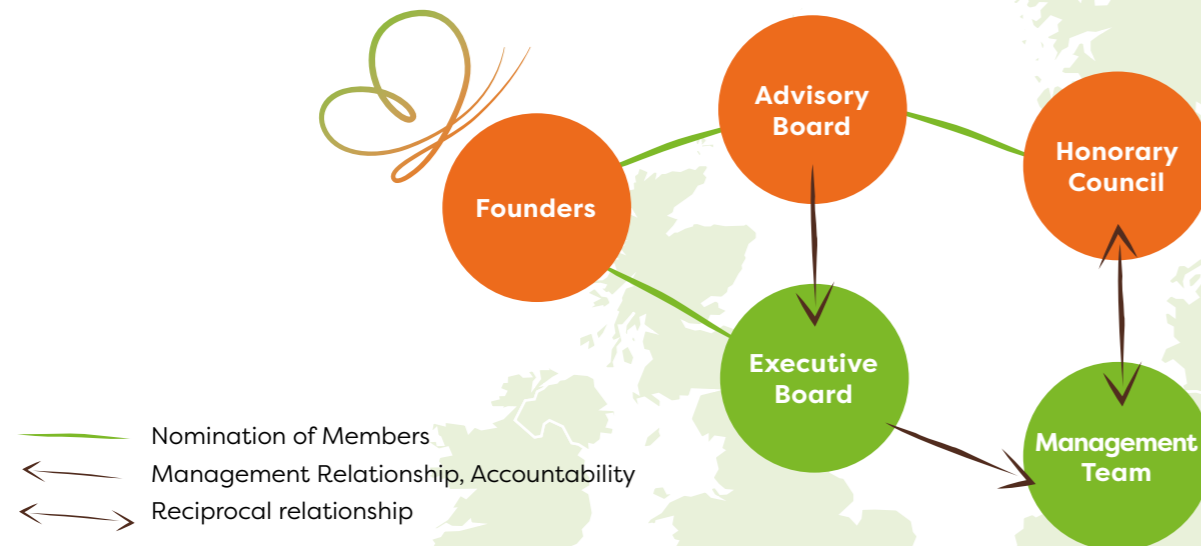
Legal structure of interdiac

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 17 partners in 13 countries of the region, which are represented in an Honorary Council. They actively participate in the development of training concepts, learning processes and research themes, 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 Manchester (originally from Odessa, Ukraine) is appointed as the Senior Lecturer for the Learning Programmes.

Mr Miroslav Sedláček was appointed as Project Coordinator.

The Learning Supervisors and Expert Resource People were appointed and paid 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

**interdiac Make Change Yourselves Expert Resource People
and Learning Supervisor**



Marek Ilenin
Director, Relevant, n. o.,
Slovakia



Harutyun Karapetyan
Program Officer, Armenia Round Table,
Armenia



Jouko Porkka
Theme Expert, Diakonia
- Ammattikorkeakoulu oy, Finland



Nicole Borisuk
Director, Living Hope,
Ukraine



Anete Ankmane
Head of the day center „Dživibas aka“, Learning
supervisor, Nodibinajums Latvijas evangeliski
luteriskas Baznicas Diakonijas centrs, Latvia



Nicola Salusso
Worker in Inclusion Services, Commissione
Sinodale per la Diaconia, Italy



Věra Hlávková
Secretary for administrative, Slezská diakonie,
Czechia



Pavel Lukin
Pastor, Bractva u gonar Vilenskih muchanikau
w g. Minsku, Belarus



Alessia Colombari
Youth worker, Commissione Sinodale
per la Diaconia, Italy



Merle Krigul
Expert person - Macy, EELK Diakoonia
- ja Ühiskonnatöö SA, Estonia

The Annual Report was discussed and approved by the Executive Board
at its on-line meeting on the 27th June 2023.

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 31st December 2022 (in full thousands of CZK), IČ: 285 67 919

Item	TEXT	Line no.	Action		
			Main	Economic	Total
			5	6	7
A.	Costs	1	0	0	0
A.I.	Consumed purchases and purchased services	2	2 869	0	2 869
A.I.1.	Consumption of materials, energy and other unstored supplies	3	85	0	85
A.I.2.	Cost of goods sold	4	0	0	0
A.I.3.	Repairs and maintenance	5	0	0	0
A.I.4.	Travel expenses	6	356	0	356
A.I.5.	Representation	7	12	0	12
A.I.6.	Other services	8	2 416	0	2 416
A.II.	Change in inventory of own production and activation	9	0	0	0
A.II.7.	Change in internally produced inventory	10	0	0	0
A.II.8.	Activation of materials, goods and own services	11	0	0	0
A.II.9.	Activation of fixed assets	12	0	0	0
A.III.	Personnel costs	13	956	0	956
A.III.10.	Labour expenses	14	719	0	719
A.III.11.	Social insurance stipulated by law	15	237	0	237
A.III.12.	Other social insurance	16	0	0	0
A.III.13.	Social expenses stipulated by law	17	0	0	0
A.III.14.	Other social expenses	18	0	0	0
A.IV.	Taxes and charges	19	0	0	0
A.IV.15.	Taxes and charges	20	0	0	0
A.V.	Other costs	21	15	0	15
A.V.16.	Stipulated damages, interests on delayed payments, other fines and penalties	22	0	0	0
A.V.17.	Bad debts written-off	23	0	0	0
A.V.18.	Interests expenses	24	0	0	0
A.V.19.	Loss on exchange rates	25	3	0	3
A.V.20.	Donations	26	0	0	0
A.V.21.	Deficits and damages	27	0	0	0
A.V.22.	Other taxes and charges	28	12	0	12
A.VI.	Write-offs, property sold, reserves creation, adjusting entries	29	0	0	0
A.VI.23.	Fixed assets write-offs	30	0	0	0
A.VI.24.	Fixed assets sold	31	0	0	0
A.VI.25.	Securities and shares sold	32	0	0	0
A.VI.26.	Material sold	33	0	0	0
A.VI.27.	Creation of reserves and provisions	34	0	0	0
A.VII.	Provided fees total	35	0	0	0
A.VII.28.	Provided fees cleared within organization sections	36	0	0	0
A.VIII.	Income tax total	37	0	0	0
A.VIII.29.	Income tax	38	0	0	0
COSTS TOTAL		39	3 840	0	3 840

Item	TEXT	Line no.	Action		
			Main	Economic	Total
			5	6	7
B.	Revenues	40	0	0	0
B.I.	Operational subsidies	41	1 918	0	1 918
B.I.1.	Operational subsidies	42	1 918	0	1 918
B.II.	Received contributions	43	1 044	0	1 044
B.II.2.	Received contributions from other organizational units	44	0	0	0
B.II.3.	Received contributions and donations	45	1 044	0	1 044
B.II.4.	Received membership fees	46	0	0	0
B.III.	Revenues from operations and goods	47	0	0	0
B.IV.	Other revenues total	48	878	0	878
B.IV.5.	Stipulated damages, interests on delayed payments, other fines and penalties	49	0	0	0
B.IV.6.	Revenues from written-off debts	50	0	0	0
B.IV.7.	Interests income	51	0	0	0
B.IV.8.	Profit on exchange rates	52	0	0	0
B.IV.9.	Funds clearing	53	875	0	875
B.IV.10.	Other revenues	54	3	0	3
B.V.	Sales of assets	55	0	0	0
B.V.11.	Revenues from sales of tangible and intangible assets	56	0	0	0
B.V.12.	Revenues from sales of securities and shares	57	0	0	0
B.V.13.	Revenues from sales of material	58	0	0	0
B.V.14.	Revenues from short-term investments	59	0	0	0
B.V.15.	Revenues from long-term investments	60	0	0	0
	REVENUES TOTAL	61	3 840	0	3 840
C.	Profit before taxation	62	0	0	0
D.	Profit after taxation	63	0	0	0

Note:

Legal form of the accounting entity: Public benefit organisation
Scope of business: Educational support activities
Assembled on: 8th March 2023
Prepared by: Karin Heczková
Approved by: Mgr. Janka Adameová, M.A.

BALANCE SHEET in its entirety

to 31st December 2022 (in full thousands of CZK), IČ: 285 67 919

Item	ASSETS	Line no.	State to the first day	State to the last day
			of the accounting period	of the accounting period
a	b	c	1	2
A.	Total Fixed Assets	1	0	0
A. I.	Total Fixed Intangible Assets	9	0	0
A. I. 1.	Research and development	2	0	0
A. I. 2.	Software	3	0	0
A. I. 3.	Royalties	4	0	0
A. I. 4.	Low value intangible fixed assets	5	0	0
A. I. 5.	Other intangible assets	6	0	0
A. I. 6.	Intangible assets in progress	7	0	0
A. I. 7.	Provided advances for intangible assets	8	0	0
A. II.	Total Fixed Tangible Assets	20	0	0
A. II. 1.	Grounds	10	0	0
A. II. 2.	Artworks, objects and collections	11	0	0
A. II. 3.	Buildings	12	0	0
A. II. 4.	Tangible movable assets and sets of tangible movable assets	13	0	0
A. II. 5.	Cultivated areas	14	0	0
A. II. 6.	Adult animals and groups of adult animals	15	0	0
A. II. 7.	Low value tangible fixed assets	16	0	0
A. II. 8.	Other tangible assets	17	0	0
A. II. 9.	Tangible assets in progress	18	0	0
A. II. 10.	Provided advances for tangible assets	19	0	0
A. III.	Total Long-term Financial Assets	28	0	0
A. III. 1.	Shares - controlled or controlling person	21	0	0
A. III. 2.	Shares - substantial influence	22	0	0
A. III. 3.	Debt securities held till maturity	23	0	0
A. III. 4.	Loans to organizational units	24	0	0
A. III. 5.	Other long-term loans	25	0	0
A. III. 6.	Other long-term financial assets	26	0	0
A. IV.	Total Accumulated Depreciation of Fixed Assets	40	0	0
A. IV. 1.	Adjustments to intangible results of research and development	29	0	0
A. IV. 2.	Adjustments to software	30	0	0
A. IV. 3.	Adjustments to royalties	31	0	0
A. IV. 4.	Adjustments to low value intangible assets	32	0	0
A. IV. 5.	Adjustments to other intangible assets	33	0	0
A. IV. 6.	Adjustments to buildings	34	0	0
A. IV. 7.	Adjustments to tangible movable assets and sets of tangible movable assets	35	0	0
A. IV. 8.	Adjustments derived from the cultivation of permanent crops	36	0	0
A. IV. 9.	Adjustments to breeding and draft animals	37	0	0
A. IV. 10.	Adjustments to low value tangible fixed assets	38	0	0
A. IV. 11.	Adjustments to other tangible assets	29	0	0

Item	ASSETS	Line no.	State to the first day of the accounting period	State to the last day of the accounting period
a	b	c	1	2
B.	Total Short-term Assets	41	9 002	7 146
B. I.	Total Reserves	51	0	36
B. I. 1.	Material in stock	42	0	0
B. I. 2.	Material in transit	43	0	0
B. I. 3.	Production in process	44	0	0
B. I. 4.	Semi-finished own products	45	0	0
B. I. 5.	Finished products	46	0	0
B. I. 6.	Young and other animals and groups of animals	47	0	0
B. I. 7.	Products in stock and on sale	48	0	0
B. I. 8.	Products in transit	49	0	0
B. I. 9.	Advance payments for stock	50	0	36
B. II.	Total Receivables	71	9	8
B. II. 1.	Accounts receivable	52	0	0
B. II. 2.	Notes receivable	53	0	0
B. II. 3.	Discounted securities receivable	54	0	0
B. II. 4.	Advance payments on operational activities	55	0	0
B. II. 5.	Other receivables	56	0	0
B. II. 6.	Receivables towards employees	57	0	0
B. II. 7.	Receivables towards social security and public health insurance institutions	58	0	0
B. II. 8.	Income tax	59	0	0
B. II. 9.	Other direct taxes	60	0	0
B. II. 10.	Value added tax	61	0	0
B. II. 11.	Other taxes and charges	62	0	0
B. II. 12.	Claims on subsidies and payments from the national budget	63	0	0
B. II. 13.	Claims on subsidies and payments from municipal and territorial budgets	64	0	0
B. II. 14.	Receivables towards association members	65	0	0
B. II. 15.	Receivables related to fixed forward transactions	66	0	0
B. II. 16.	Receivables related to bonds payable	67	0	0
B. II. 17.	Other receivables	68	9	8
B. II. 18.	Active unbilled revenue	69	0	0
B. II. 19.	Adjusting entry concerning receivables	70	0	0
B. III.	Total Current Financial Assets	80	8 993	7 083
B. III. 1.	In cash register	72	79	41
B. III. 2.	Securities	73	0	0
B. III. 3.	Financial means in accounts	74	8 914	7 042
B. III. 4.	Equity securities available for trading	75	0	0
B. III. 5.	Debt securities available for trading	76	0	0
B. III. 6.	Other securities	77	0	0
B. III. 7.	Money in transit	79	0	0
B. IV.	Other Assets	84	0	19
B. IV. 1.	Accrued expenses	81	0	19
B. IV. 2.	Accrued income	82	0	0
	ASSETS TOTAL	85	9 002	7 146

Item	LIABILITIES	Line no.	State to the first day of the accounting period	State to the last day of the accounting period
a	b	c	3	4
A.	Total Own Resources	86	3 189	3 172
A. I.	Total Assets	90	3 189	3 172
A. I. 1.	1. Basic capital	87	177	177
A. I. 2.	2. Funds	88	3 012	2 995
A. I. 3.	3. Evaluation differences after assets and receivables revaluation	89	0	0
A. II.	Total Economic Outturn	94	0	0
A. II. 1.	1. Economic outturn	91	0	0
A. II. 2.	2. Economic outturn, items in process	92	0	0
A. II. 3.	3. Retained earnings, accumulated losses from previous years	93	0	0
B.	Total Third-party Resources	95	5 813	3 974
B. I.	Total Reserves	97	0	0
B. I. 1.	1. Reserves	96	0	0
B. II.	Total Long-term Liabilities	105	0	0
B. II. 1.	1. Long-term bank credits	98	0	0
B. II. 2.	2. Issued bonds	99	0	0
B. II. 3.	3. Lease liabilities	100	0	0
B. II. 4.	4. Received long-term advances	101	0	0
B. II. 5.	5. Long-term notes payable	102	0	0
B. II. 6.	6. Estimated passive accounts	103	0	0
B. II. 7.	7. Other long-term liabilities	104	0	0
B. III.	Total Short-term Liabilities	129	197	276
B. III. 1.	1. Suppliers	106	13	105
B. III. 2.	2. Notes payable	107	0	0
B. III. 3.	3. Advances payable	108	0	0
B. III. 4.	4. Other liabilities	109	0	0
B. III. 5.	5. Employees	110	46	58
B. III. 6.	6. Other liabilities to employees	111	0	0
B. III. 7.	7. Social security and public health insurance institutions	112	26	28
B. III. 8.	8. Income tax	113	0	0
B. III. 9.	9. Other direct taxes	114	5	6
B. III. 10.	10. Value added tax	115	0	0
B. III. 11.	11. Other taxes and charges	116	0	0
B. III. 12.	12. Liabilities related to the state budget	117	0	0
B. III. 13.	13. Liabilities related to budgets of municipal and territorial authorities	118	0	0
B. III. 14.	14. Liabilities related to subscribed unpaid securities and shares	119	0	0
B. III. 15.	15. Liabilities related to association members	120	0	0
B. III. 16.	16. Liabilities from fixed term operations and options	121	0	0
B. III. 17.	17. Other liabilities	122	107	79
B. III. 18.	18. Short-term bank credits	123	0	0
B. III. 19.	19. Discounting bank credits	124	0	0
B. III. 20.	20. Issued short-term bonds	125	0	0
B. III. 21.	21. Own bonds	126	0	0
B. III. 22.	22. Estimated liability accounts	127	0	0
B. III. 23.	23. Other short-term borrowings	128	0	0
B. IV.	Total Other Liabilities	133	5 616	3 698
B. IV. 1.	Accrued expenses	130	0	0
B. IV. 2.	Accrued incomes	131	5 616	3 698
	LIABILITIES TOTAL	134	9 002	7 146

Note:

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

Public benefit organisation
Educational support activities
8th March 2023
Karin Heczková
Mgr. Janka Adameová, M.A.

Appendix to the Final Accounts

to 31st December 2022
(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 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
MATTHEW ZACHARY ROSS, Switzerland
TSOVINAR GHAZARYAN, Armenia
ANCA ENACHE-KOTILAINEN, Finland
ROMANA BĚLOVÁ, Czech Republic
JOUKO OLAVI PORKKA, Finland
- 2) Advisory Board members: MARTIN PIĚTAK, Czech Republic
NICOLE UTE BORISUK, Germany
EIJA-RIITTA SINIKKA KINNUNEN, Finland
- 3) Statutory Body: director: Mgr. JANKA ADAMEOVÁ, M.A., Slovakia
The director acts and signs independently on behalf of the organisation.
- 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 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) Liabilities related to insurance	Commencement	31.12.2022	Maturity
- Liabilities related to social insurance and national employment policy subsidy		19 089 CZK	20.01.2023
- Liabilities related to public health care insurance		8 934 CZK	20.01.2023
- Liabilities related to other types of direct tax		6 540 CZK	20.01.2023

l) Earnings: (in thousands of CZK)	Expenses in 2022	Revenues in 2022	Loss-/Profit+
- economic activities	0	0	0 CZK
- main non-taxable activity	3 840 CZK	3 840 CZK	0 CZK
TOTAL	3 840 CZK	3 840 CZK	0 CZK

- m) **Average registered number of employees recalculated** (classified by category):
employees 2

- n) **The costs of labour** for the accounting period amounted to: 719 257 CZK
paid to the statutory representative: 359 742 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) Subsidies received to cover operational costs (in compliance with project rules):		<u>Received in 2021</u>	<u>Drawn in 2021</u>	<u>To be drawn</u>
Project	BIFE	- CZK	-	3 687,38 CZK
Project	BIDA	- CZK	-	97 690,42 CZK
Project	CAA	- CZK	64 400,78 CZK	32 121,37 CZK
Project	DELKU	- CZK	-	210,93 CZK
Project	DIAK2	- CZK	-	35 000,00 CZK
Project	DIAK-HAN	- CZK	-	- CZK
Project	HO	- CZK	331 778,43 CZK	535 022,74 CZK
Project	KICON	- CZK	-	24 457,76 CZK
Project	PRINT	- CZK	-	5 352,66 CZK
Project	REHE	- CZK	-	597 111,45 CZK
Project	ÜBE	- CZK	-	102 937,76 CZK
Project	LP DIACONIA	631 974,91 CZK	799 756,38 CZK	627 743,88 CZK
Project	LP PEACE	598 441,40 CZK	66 757,18 CZK	828 536,56 CZK
Project	LC	105 800,85 CZK	6 CZK	105 794,85 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 2022:	0, 00 CZK
		drawn in 2022:	1 918 496,99 CZK
		to be drawn:	3 697 677,91 CZK

Assembled on:
Prepared by:
Approved by:

30th April 2022
Karin Heczková
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

2022

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 2022, and the income statement, for the year ended 31. 12. 2022, 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 2022, 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. 05. 2023

.....
Auditor's signature





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

Contact Information

Address

**Mezinárodní akademie pro diakonii a sociální činnost,
střední a východní Evropa, o.p.s.,
interdiac**

Dukelská 264/5

737 01 Český Těšín

Czech Republic

Phone / Telefon: +420 558 764 341

E-mail: office@interdiac.eu

www.interdiac.eu

FOUNDERS



PARTNER UNIVERSITIES



Evangelická teologická fakulta
Univerzita Karlova v Praze