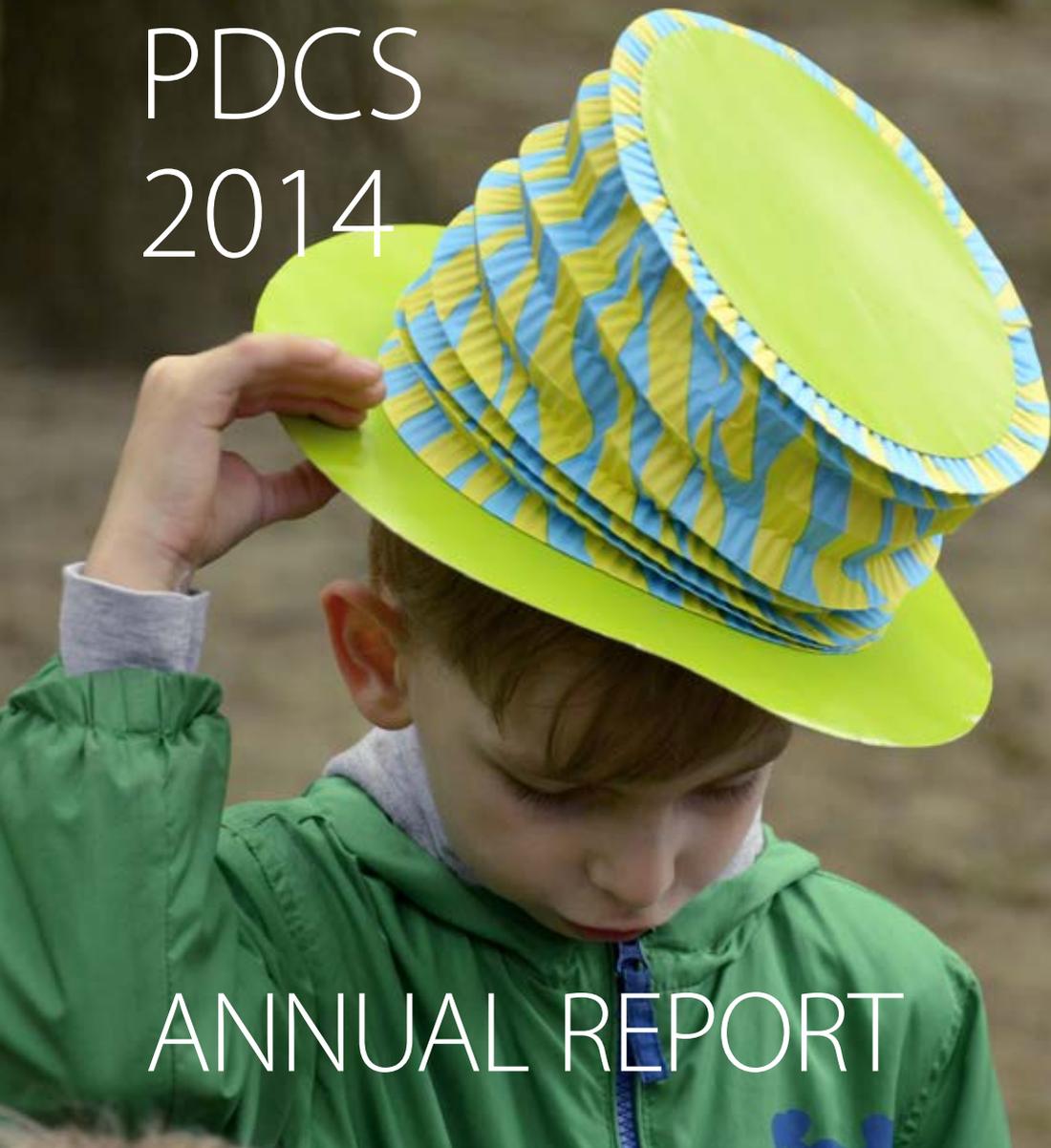


PDCS
2014



ANNUAL REPORT



The Joy of Learning,
Deliberation and Change ■



The past year has passed extremely quickly. In PDCS we feel as if it just flew by. Research on the perception of time talks about the so-called “Holiday Paradox”. If time is filled with many new moments, it is experienced unlike the daily routine and we have a feeling it just dashes forward ... But in our memories it is precisely this period which is experienced as longer than other periods from the same year.

The past year was filled with so many new events and it was so “dense” that we will certainly look back on it as being particularly long. Also 2014, PDCS moved forward. It was a very successful year.

The statistics we keep reveals that we managed to maintain the trend of growing number of activities on a year-to-year basis. Overall, we conducted 136 training courses (190 training days), 119 facilitations, 86 consultations and evaluations, 7 days of teaching and gave 29 presentations at national and international conferences. About one-third of the time we worked abroad – in 17 countries. We successfully continued in our publishing activities, having written four booklets, published 6 chapters in books and conference proceedings and 16 articles in printed and electronic media.

It turned out, it was very important to keep running activities that we are not obliged to do, that are not included in any program, that we have no funding for, but that still bring pure joy of dialogue and understanding over and beyond that in all other projects. Such activities included regular lunch seminars with noteworthy guests (14 of them in 2014), two discussions on notable films (film seminars) as well as five meetings to discuss books that we read together. In 2014, over a quarter of our training, consulting and project-related activities for other organizations were performed by us on a voluntary basis.

AREAS OF OUR WORK

In 2014, our efforts focused on five areas:

- conflict prevention and resolution
- the development of civil society
- civic participation and public policy-making
- development cooperation
- participatory education

Projects, contracts and innovative steps in each of these areas will be described in some detail even though we are aware that their diversity, variety and our related feelings of meaningfulness cannot be expressed in words only. We believe that in the future the impact of these efforts will transform into energy and positive approach of those participating in and co-working on these programs.

Conflict Prevention and Resolution

The project “**Student Simulation Saturdays – Learning by Doing**” has been running for three years. The existing two groups of students from previous years were joined by a third group, so we had three parallel groups working in the project, which was extremely demanding. Participants had a chance to try and intervene in simulated conflicts from various regions, each time using different forms of conflict transformation. In most workshops, the more experienced participants (a group of seven students who had completed the first training series) took over the role of facilitators – they also joined a training group for future trainers of PDCS. The program is set to continue also in 2015.

In early November 2014 we organized a successful international conference titled “**Civic Actors in Conflict**” whose aim was to map out and share experiences with intervening in current social conflicts from a position of civic actors. The theme of the conference was largely determined by various current events and rising tensions in the society in Slovakia and in neighbouring countries. The conference promoted principles of non-violent intervention into conflict based on dialogue, an appreciation of diversity and participation, as well as the belief in the need to protect and enforce the rights of the weak in situations of power asymmetry. During two days packed with interactive presentations, workshops and simulations, more than 80 participants opened a discussion on the prevention and resolution of cultural and value-based conflicts, which currently attract the attention of the media and the public in Central Europe, as well as the various ways in which civic actors may get involved in them. Several interesting videos were created from the conference – available on YouTube channel “PDCS, o.z.”



As in previous years, also in 2014 we conducted courses and lectures on the topic of negotiation and civic actors in conflict for Slovak and Czech universities, such as the course **“Negotiation and Mediation with American Partners”** at the University of Economics in Bratislava, the course **“Civic Participation and Public Conflict”** at the Comenius University, or the modules **“Management and Development of NGOs – Exchange of Experience and Good Practice”** and **“Strategic Planning for NGOs”** in the course European Capital of Culture Pilsen 2015. We also delivered a public lecture **“Facilitation and Resolution of Intercultural Conflicts”** for approximately 100 participants and a one-week-long course for 22 students at the Socratic Institute – a program of the Faculty of Ecology and Environmental Sciences at the Technical University in Zvolen.

The Development of Civil Society

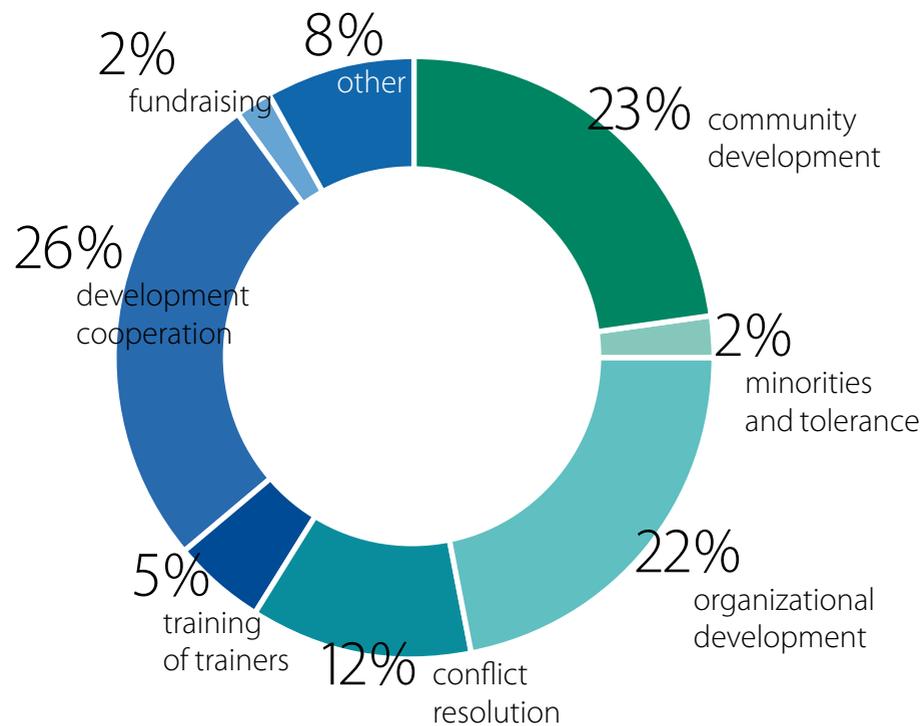
In 2014 we worked with the Office of the Plenipotentiary for Civil Society Development and launched the national project **“Enhancing the transparency of non-profit sector and the quality of services provided to non-profit organizations through the mechanism of accreditation of NGOs”**. The project aims to create an open information system for NGOs to ensure greater transparency, professionalism, quality of human resources and quality of services provided by NGOs, as well as to improve preconditions for efficient management of public finances on the part of both providers and recipients. The project will result in a new open electronic information system for NGOs, which makes use of data information systems available in the government registries and other databases. It should be available in the format of Open Data. Public administration and NGOs will be able to use this system for effective classification of applicants for public funds in terms of their transparency, as well as for other purposes, such as information-sharing,

research, monitoring and summarization purposes, or to provide general overview of organizations receiving public funding. The activities and outcomes of the project will serve members of NGOs, representatives of grant-making foundations and people from public administration. The project is implemented with the Office of the Plenipotentiary for the Development of Civil Society with cooperating partners including PDCS, the Centre for Philanthropy, the SOCIA Foundation for supporting social change and the First Slovak Non-Profit Service Centre. It has been supported from the European Social Fund in the Operational Programme Employment and Social Inclusion, and will continue until the end of 2015.

During 2014 we also fully developed our nationwide project **“Active Citizens Everywhere”** which we implement in cooperation with the Carpathian Foundation with the support of the Active Citizenship and Inclusion Programme under the auspices of Ekopolis Foundation in partnership with the Foundation for Children of Slovakia and SOCIA Foundation to promote social changes. The purpose of the project is to contribute to the development of civil society in all regions of Slovakia through the following specific activities and results in 2014:

- In early stages of the project we conducted and published on PDCS website a survey of educational and networking needs of NGOs, which aimed to map the current training and networking needs of NGOs and civic initiatives from various regions of Slovakia. Based on the survey results, we then designed other educational activities in the project with respect to the current needs of the Slovak civil sector.
- Since long-term and sustainable development of civil society in Slovakia is largely dependent on the development of non-profit organizations and initiatives, in one of the activities we focused on professional training of people active in consulting topics relevant to the NGO sector. During 2014,

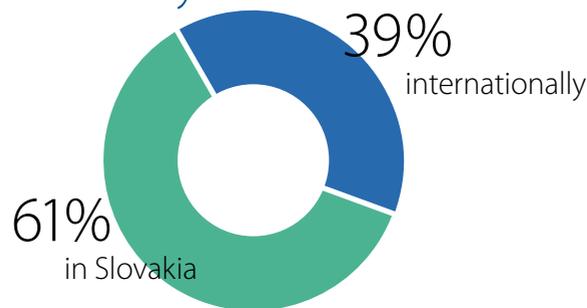
Proportion of activities by topic



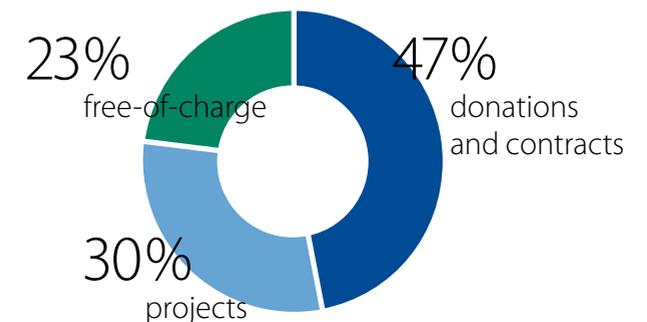
we conducted 4 training courses for 20 consultants from various regions of Slovakia, on the topics: consultation process, the community and community development, fundraising and self-financing. In order to develop the competencies of NGOs and their staff as well as other active citizens in Košice and Banská Bystrica we also organized some open training courses on topics such as civil advocacy or facilitation of meetings for civic activists that we had identified as needed in the initial survey.

- In order to enable mutual transfer of inspiration and cooperation among organizations and initiatives throughout Slovakia we organized 8 networking activities in 2014 for various representatives of NGOs and for civic initiatives in Bratislava, Nitra, Banská Bystrica, Humenné, Bardejov and Košice, on topics of current interest such as participation in public policy making, conspiracy theories, communities and neighborhoods and civic actors in conflict. We also helped launch the tradition of meetings of civil society leaders in Bratislava and Košice, who have attended our “peer-coaching groups” regularly since August 2014 in an informal setting in order to reflect and consult each other on the specific problems related to management and leadership issues.

The ratio of activities performed internationally and in Slovakia



The ratio of trainings and consultancy days



Civic Participation and Public Policy-making

In 2014 we established cooperation with the Ministry of Culture of the Slovak Republic and the CENTIRE company on developing the Strategy for *Culture Development for the years 2014–2020* (adopted last year). We **facilitated the development of the Action Plan** which approved by the Government of the Slovak Republic at the end of the year. In addition, we developed ***The Guidelines for Public Involvement in Public Policy-Making*** for the Office of the Plenipotentiary for Civil Society Development which were approved by the Government of the Slovak Republic in December 2014 by resolution no. 645/2014.

During 2014 we continued with **participatory planning** – creating space for residents of Bratislava to be able to co-create public spaces or be involved in decision-making on the development of the city. For example we helped draft a brief for a design competition for the park to be created in the territory of former bicycle stadium, map the identity of Šafárik Square, stimulate neighbourhood discussions called “On the roof” or design a process for involving public in planning of the central development axis of Petržalka for the office of the main architect of Bratislava.

Development Cooperation

Since 2012 we have worked in Tunisia, where we have been trying, together with local partners, to contribute to capacity building of local civil society, which has been growing spontaneously since the revolution in 2011. In 2014 we and the Association Femme et Citoyenneté (AFC) conducted a series of training courses and consultation sessions for young leaders from northwestern regions of Tunisia (El Kef, Siliana, Jendouba

and Beja) from non-governmental organizations (NGOs) and political parties. We addressed issues of participation, leadership and nonviolent conflict resolution. We also made a short documentary film about the training courses and post-training activities of the participants – young leaders. The training topics, enriched with examples from Tunisian civil society, were processed also in the form of publication “Active Citizen’s Guide”, scheduled to come out in 2015 in English and Arabic languages. In the summer we tried to use a new form of education for university students from the regions of Visegrad and North Africa – the NAVISS Summer School (North African Visegrad Summer School) on leadership and active citizenship: “Youth 4 Change”. It was attended by 20 students from seven countries. In 2014 we also continued to support networking of NGOs from the El Kef region to build the informal platform



“Citoyen Acteur Kef”. The platform members used the help of Slovak and Tunisian consultants to plan activities for the upcoming year, design a proposal for a joint project and to prepare to give out microgrant to newly established NGOs from the El Kef and Jendouba regions.

Preceding the key parliamentary election in Tunisia in October, we held a series of three training courses **in Tunis within the LEND programme** for journalists, election observers and leaders of nonprofit organizations who strive for democratization and civic education in Tunisia.

We also welcomed several groups of NGO leaders and students from various countries in the office of PDCS for whom we prepared lectures or training sessions, mostly on the issues of conflict transformation, social transition, and processes of civil society development and democratization in Slovakia. In 2014 we welcomed in PDCS office and offered **training programs for groups from Australia, Cuba and an intern from Tunisia**.

Development aspects related to the issue of human rights and conflict transformation were also covered in several of our training courses abroad. We continued our cooperation with Partners for Democratic Change (PDC) in the STAND project. The project is designed to **train leaders of non-profit organizations from Yemen, Bahrain and Kuwait**. In Istanbul we conducted a weekly seminar designed for exchange of experience and development of action plans for the program’s future.

We also trained **in Nigeria on of strategic planning, partnerships and fundraising** for NIPSS (National Institute for Policy and Strategic Studies) within another project implemented by PDC.

In a joint project “Community Media” run by DemNet, we trained and consulted several local organizations **in Serbia, Bosnia and Herzegovina and Albania**. They were training courses and consultancy sessions focusing on civic advocacy,



advocacy campaigns, working with the media, but also working with the community. In **Bosnia and Herzegovina** we also trained civil society leaders on “How to work with stakeholders” in the Civil Society Sustainability Project, in cooperation with the Civil Society Promotion Centre.

More training courses for nonprofit organizations were also given in **Bishkek in Kyrgyzstan** on the topic of civic advocacy. In **Doha, Qatar** we have trained cross-sector cooperation in the transition period and in **St. Petersburg, Russia** we were involved in strategic planning for the Center for NGO Development.

Similarly, we helped with consultancy and training to **Slovak institutions** active in development cooperation or working with minorities, such as the NGDO Platform (PMVRO), the International Organisation for Migration (IOM) or the Slovak Agency for International Development Cooperation (SAMRS).

Throughout the year, we trained **junior and senior diplomats**, especially negotiation and presentation skills for presenting the work of the Ministry of Foreign and European Affairs of the Slovak Republic.

Other

In 2014, also the **PDCS open training courses** – paid training open to anyone – were very successful. Systematically we strive for their continuous innovation and high quality. We repeatedly ran training courses on time-tested topics such as Training of Trainers, Facilitation, Creativity, Presentation Skills or Evaluation. We also piloted new topics, such as Gamification or Conflict as a Gift.

PDCS PUBLICATIONS

In 2014 we also managed to publish several books or chapters as well as numerous articles and made a number of appearances in electronic media. The list includes:

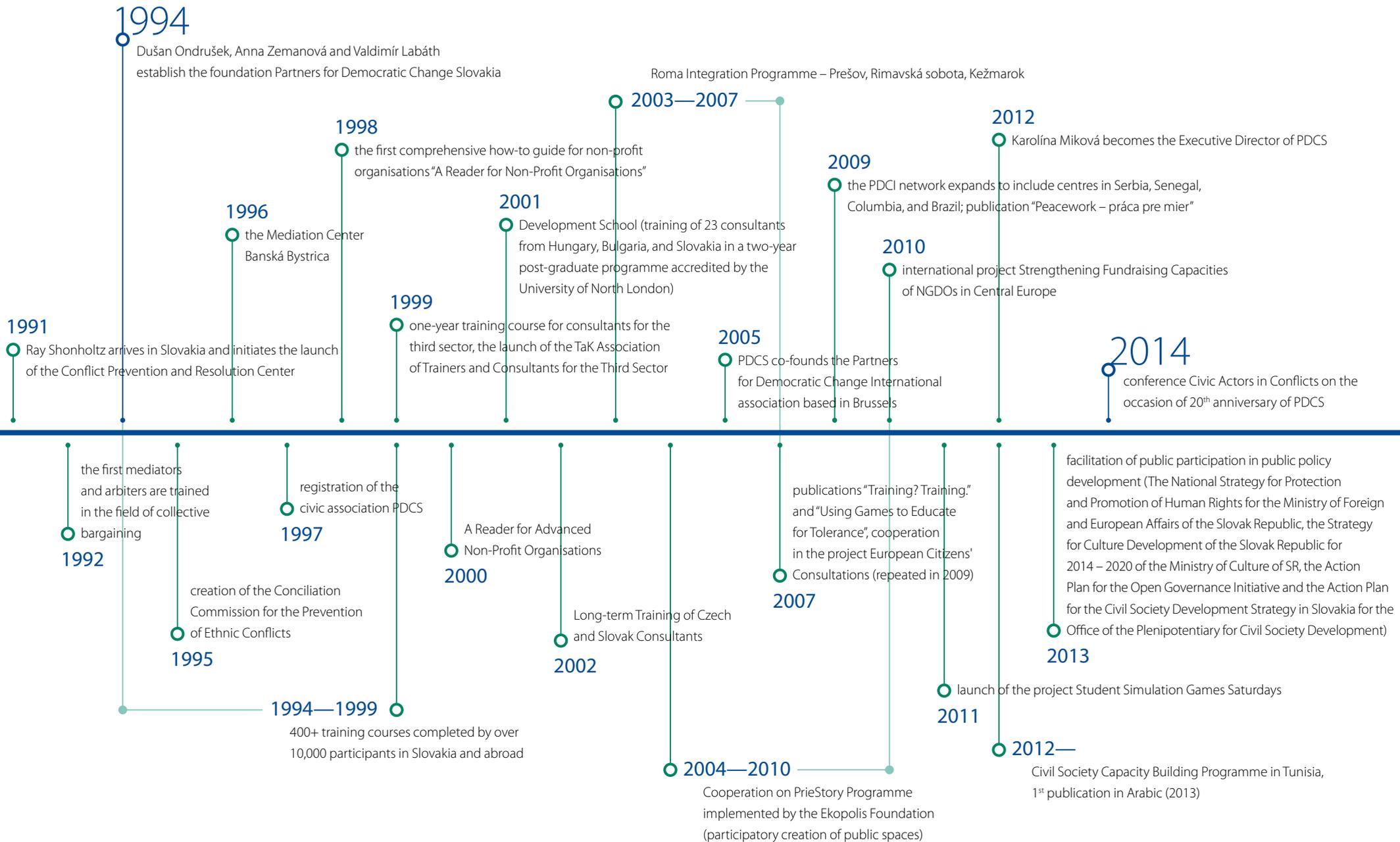
- K. Miková: *Participácia a zdôvodňujúca diskusia zainteresovaných aktérov v diskusných fórach pri tvorbe verejných politík. Dizertačná doktorandská práva. FiFUK, Bratislava 2014 (163 pages)*
- D. Ondrušek, M. Králiková, Z. Pauliniová: *Civic Advocacy – A Collection of Activities for NGOs in Kyrgyzstan. IWI Bishkek, 2014 (80 pages)*
- T. Cárová, D. Ondrušek, J. Vlašičová: *Vzdelávacie potreby 3. sektora a občianskych iniciatív na Slovensku v rokoch 2014–2018. PDCS, Bratislava 2014 (cca 30 pages)*

In addition to book publications, we also published 6 chapters in publications issued by other organizations:

- B. Smieška: *Občianska Spoločnosť. Hlavné zistenia z hodnotenia vývoja kvality demokracie v SR v 2., 3. a 4. štvrtroku 2014 pre jednotlivé oblasti. Barometer hodnotenia demokracie. 2., 3. a 4. štvrtrok. IVO, 2014*
- D. Ondrušek: *Psychologické poradenstvo v práci s menšinami. Psychol. Poradenstvo, FFUK, 20 pages In: Smitková a kol.: Kapitoly z poradenskej psychológie, UK Bratislava, 2014*
- D. Ondrušek: *Spájanie nezvyklého. 10 pages In: L. Szigeti: V službe demokracie. Kalligram, 2014*
- D. Ondrušek: *Tvorivosť v práci učiteľov. 10 pages In: Programy pre učiteľov, Partners Polska, Warszawa 2014*
- D. Ondrušek: *Ako spoznať budúceho trénera. Zborník z konferencie o environmentálnom vzdelávaní. Banská Štiavnica, Špirála 2014*

We also published several articles in print and electronic periodical.

20 YEARS OF PDCS – MILESTONES ON OUR WAY



KEY DONORS OF PDCS IN 2014

Many of our projects would not have been possible without financial assistance. Our thanks for funding goes primarily to these organizations:

European Social Fund

The International Visegrad Fund

Ekopolis Foundation – the NGO Programme included in the EEA Grants Programme

SlovakAid – SAMRS

ALF (Anna Lindh Foundation)

SAAIC

Tatra Banka Foundation



OUR CLIENTS AND PARTNERS IN 2014

PDCS worked with many organizations in the nonprofit, business and public sectors in Slovakia and internationally

1 Slovak non-profit organizations:

Fair-Play Alliance, Agency for Regional Development Košice (ARR), Center for Philanthropy, Education Center for Non Profit Organizations, People in Peril, The Children's Fund, IOM – International Organization for Migration, Jem iné, the Carpathian Foundation, Ekopolis Foundation, Open Society Foundation – OSF, Nitra Community Foundation, Via Iuris, Milan Šimečka Foundation, Pontis Foundation, Socia Foundation, NGDO Platform, Odysseus Civic Association, Proti Prúdu, Slovak Governance Institute, Slovak Debate Association, First Slovak Non-profit Service Center, the Slovak Blind and Partially Sighted Union, Voices, CEEV Živica

2 International organizations

Partners for Democratic Change International (PDCI), Anna Lindh Foundation, DemNet, Masaryk University Brno, the Via Foundation, PATRIR, the United Nations Association of Georgia (UNAG) IFOK, University of West Bohemia in Pilsen

3 Government, public institutions and government:

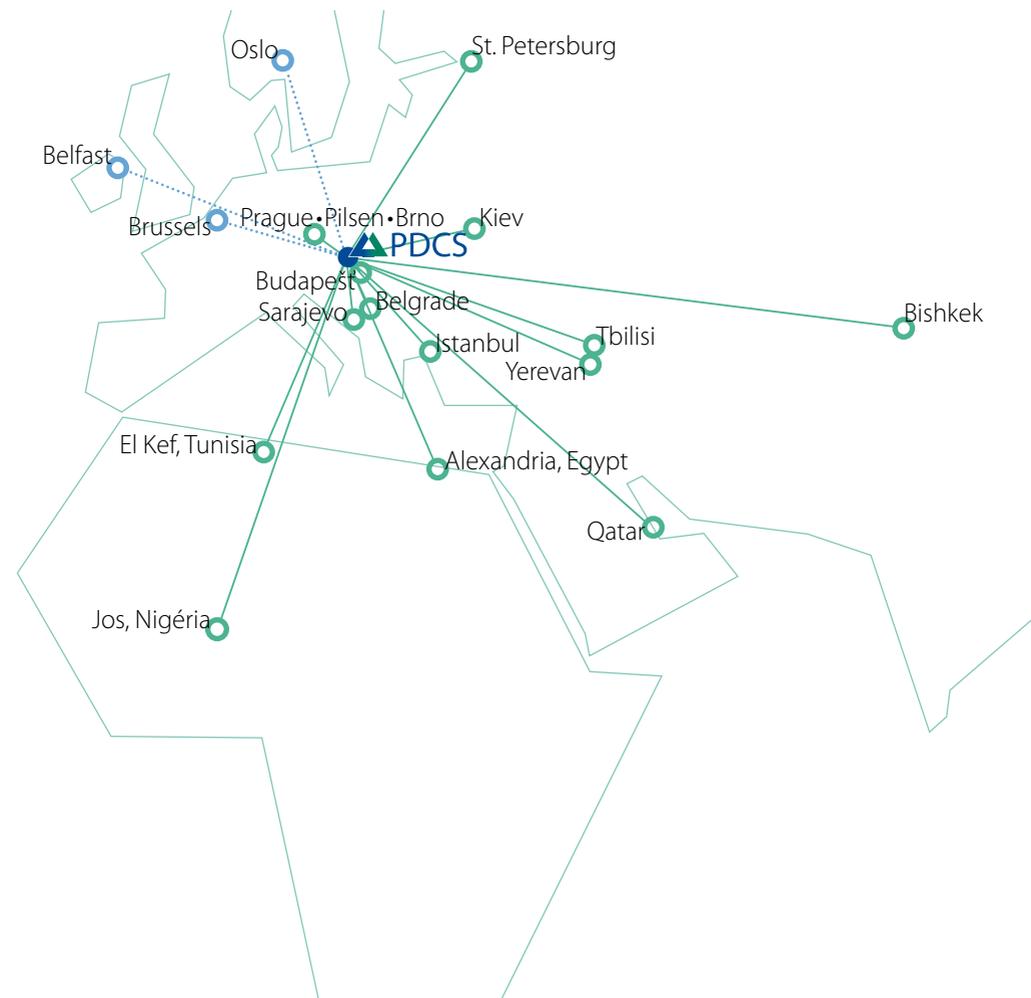
Several faculties of the Comenius University (Faculty of Philosophy, Faculty of Social and Economic Sciences), The Faculty of Architecture of Slovak University of Technology, and the University of Economics in Bratislava, some city and local governments, such as OÚ Bratislava III., Bratislava Old Town, LITA, the Ministry of Interior of the Slovak Republic, the Office of the Plenipotentiary for Civil Society Development, Office of the Plenipotentiary for Roma Communities, Ministry of Culture, Ministry of Foreign and European Affairs of the Slovak Republic, Slovak Youth Institute – Iuventa, the Slovak National Museum, The Association of Towns and Villages of Slovakia.

4 Private institutions and organizations from the business sector (directly or through other entities), for example:

C. S. Lewis Bilingual High School in Bratislava, CENTIRE, Neopublic Portell Noveli, Seesame, TIMAN s.r.o.

International activities of PDCS in 2014

- Training courses, consultancy and Workshops
- Conferences



WHAT WAS WHO IN PDCS IN 2014

Chairmand of the Board:

Dušan Ondrušek

Director:

Karolína Miková

Deputy Director:

Anna Zemanová

Event manager:

Adela Tihlářková

Project managers, trainers, and consultants:

Katarína Bajzíkóvá

Zora Pauliniová

Táňa Cárová

Bohdan Smieška

Peter Gušťařík

Accountant:

Renáta Ferstlová

Long-term interns:

Hana Podobová

Ivana Petrisková

Filip Čúzy

Mário Čopák

Michaela Šuhajdová

Katarína Šimková

Natália Volentová

Martin Pauliny

Jana Labáthová

BUDGET OF PDCS IN 2014

Balance Sheet	as of 31 st Dec. 2014, rounded
Assets	
Long-term tangible assets	59 216
Long-term financial assets	31 215
Inventory	5 290
Short-term accounts receivable	7 170
Bank accounts	90 186
Temporary asset accounts	12 567
Assets total	205 644
Equity and liabilities	
Equity and capital funds	6 200
Earnings	49 731
Retained earnings, Unpaid loss of previous years	65 548
Profit/Loss	-9 324
Reserves	3 499
Long-term liabilities	506
Short-term liabilities	32 420
Bank loans and loans	14 937
Temporary liabilities accounts	42 127
Liabilities total	205 644

Profit and Loss Statement (rounded to Euros)	Activity		For the period ending 31 st Dec. 2014
	Nontaxable	Taxable	
<i>Expenditures</i>			
Materials	9 048	5 085	14 133
Utilities	1 212	548	1 760
Cost of goods sold	691	662	1 353
Maintenance and repairs	1 864	1 001	2 865
Travel	22 266	1 121	23 387
Presentation expenditures	446		446
Other services	74 243	35 751	109 994
Salaries	56 785	11 547	68 332
Mandatory social insurance	20 169	3 903	24 072
Mandatory social expenditures	679		679
Real estate tax	121	120	241
Other tax and fee expenditures			
Interest costs			
Exchange rate loss	83	103	186
Donations received	200		200
Special costs	32 891		32 891
Other expenditures	2 807	2 807	5 614
Depreciation of long-term intangible and tangible assets	28 698		28 698
Contributions provided to other institutions	584	4	588
Contributions provided to individuals	1 500		1 500
Expenditures total	254 287	62 652	316 939

Revenue			
Sale of services		66 029	66 029
Sale of goods		11	11
Interest revenue		696	696
Exchange rate gain	438		438
Donations received	249		249
Donations received from organizations	209 066		209 066
Membership dues received			
Donations	31 519		31 519
Contributions from income tax assignation	514		514
Revenue total	241 786	66 736	308 522
Profit/loss before taxes	-12 498	4 082	-8 416
Income tax		908	908
Profit/loss after taxes	-12 498	3 174	-9 324

SPRÁVA NEZÁVISLÉHO AUDÍTORA

Štatutárnemu orgánu občianskeho združenia PDCS o.z.:

Uskutočnili sme audit príloženej účtovnej závierky občianskeho združenia PDCS o.z., ktorá obsahuje súvahu k 31. decembru 2014, výkaz ziskov a strát za rok končiaci k uvedenému dátumu a poznámky, ktoré obsahujú súhrn významných účtovných zásad a účtovných metód a ďalšie vysvetľujúce informácie.

Zodpovednosť štatutárneho orgánu za účtovnú závierku

Štatutárny orgán je zodpovedný za zostavenie tejto účtovnej závierky, ktorá poskytuje pravdivý a verný obraz v súlade so Zákonom o účtovníctve č. 431/2002 Z. z. v znení neskorších predpisov (ďalej len „zákon o účtovníctve“) a za interné kontroly, ktoré štatutárny orgán považuje za potrebné pre zostavenie účtovnej závierky, ktorá neobsahuje významné nesprávnosti, či už v dôsledku podvodu alebo chyby.

Zodpovednosť audítora

Našou zodpovednosťou je vyjadriť stanovisko k tejto účtovnej závierke na základe nášho auditu. Audit sme uskutočnili v súlade s Medzinárodnými audítorskými štandardmi. Podľa týchto štandardov máme dodržiavať etické požiadavky, naplánovať a vykonať audit tak, aby sme získali primerané uistenie, že účtovná závierka neobsahuje významné nesprávnosti.

Súčasťou auditu je uskutočnenie postupov na získanie audítorských dôkazov o sumách a údajoch vykázaných v účtovnej závierke. Zvolené postupy závisia od úsudku audítora, vrátane posúdenia rizík významnej nesprávnosti v účtovnej závierke, či už v dôsledku podvodu alebo chyby. Pri posudzovaní tohto rizika audítor berie do úvahy interné kontroly relevantné pre zostavenie účtovnej závierky účtovnej jednotky, ktorá poskytuje pravdivý a verný obraz, aby mohol vypracovať audítorské postupy vhodné za daných okolností, nie však na účely vyjadrenia názoru na účinnosť interných kontrol účtovnej jednotky. Audit ďalej zahŕňa zhodnotenie vhodnosti použitých účtovných zásad a účtovných metód a primeranosti účtovných odhadov uskutočnených štatutárnym orgánom, ako aj vyhodnotenie prezentácie účtovnej závierky.

Sme presvedčení, že audítorské dôkazy, ktoré sme získali, poskytujú dostatočný a vhodný základ pre náš názor.

Názor

Podľa nášho názoru, účtovná závierka vo všetkých významných súvislostiach poskytuje pravdivý a verný obraz finančnej situácie občianskeho združenia PDCS o.z. k 31. decembru 2014 a výsledku jej hospodárenia za rok končiaci sa k uvedenému dátumu v súlade so zákonom o účtovníctve.

Bratislava, 19. marca 2015

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Čermicová 6, 831 01 Bratislava
Licencia SKAU č. 140

Obchodný register Okresného súdu
Bratislava I, odd. Sro, vl. č. 23006/B



Ing. Jana Paulenová
Audítorka
Licencia SKAU č. 442

ANNUAL REPORT PDCS 2014



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