

ANNUAL REPORT

2024



interdiac

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

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Preface

interdiac work in 2024 has been characterized by collaborative and creative work, harvesting the fruits of previous years' reflective discussions.

At the same time, we have entered a space to draw the contours of co-creation of the learning community based on mutual support and inspiration.

The convivial learning of the pan European group of practitioners has been resulting into the elaboration of the Programme Guide for the open learning programme "Conviviality – Diaconal Life in Diversity". The Learning Program wants to support the movement towards an open, diverse diaconal church and to strengthen the diaconal practice of working for a convivial society.

Building on previous learning processes and new impulses arising from the interdiac research conference 2020, the process of writing the Practitioner Researcher Publication has been an invitation to connect a diverse range of practitioners and organizations in the social, diaconal, and youth sectors, along with academics, researchers, educational institutions, and research institutes, in collaboration with the International Society for the Research and Study of Diaconia.

We can see the high level of complexity of new challenges in an era of unpredictability and constant change that people face in their daily lives. These changes and challenges require new responses to support the work of Christian social and diaconal practitioners.

This is why we emphasize co-learning and mutual support, and the prioritized themes will be co-designed collaboratively and implemented in light of the understanding that interdiac is a learning community.

One of the key goals of the year 2024 was to secure the financial viability of the development of the learning community.

This annual report reflects the diverse activities of people involved with interdiac in various roles.

The activities reflect the deep commitment of people to their personal calling. The result is a hope that sees the invisible, feels the tangible, and can achieve the impossible.

This is the faith dimension of our work together, which is a hopeful resource. This power conveys a message that emerges from spirituality and the personal experiences of everyday life.

This is an invitation to take a moment and enter a space to explore the gifts of the diaconal engagement in the region and beyond. I also want to invite you for your engagement with us personally and professionally!

Janka Adameová
Director

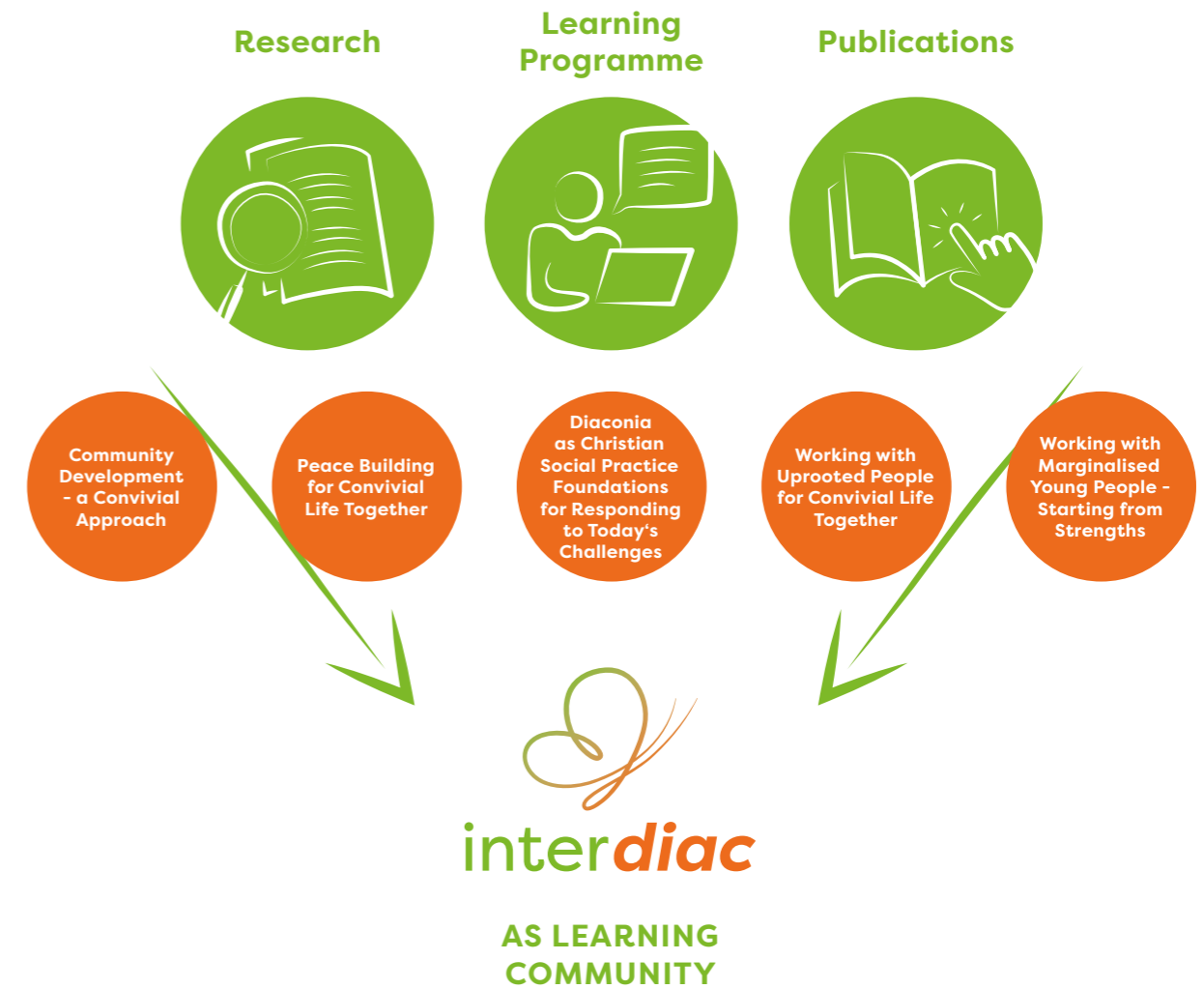
interdiac Leitbild

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 program participants, leaders, and the members of the Honorary Council.

The continuous strengthening of existing relationships and the establishment of new ones underpin learning, research, publication, and development.

interdiac as learning community

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 like trust, respect, and direct communication imply a 'horizontal structure' for managing the resources and processes that are fundamental to collaborating for personal transformation, as well as promoting change within the church and wider society.

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

17 partner organizations 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 organizations, among others, serve as the facilitators of new contacts with people and organizations.

This has led to a new form of personal involvement, where individuals act as experts on specific themes and participate in the learning programs 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 fields. It also includes members from diaconal organizations, community-based initiatives, academic institutions, 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 programs, 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.

Interdiac is on its way to co-designing and co-creating learning processes with and from each other, rooted in the contexts of our 17 partner organizations. Action-based learning is a cornerstone of our self-understanding, and our work together is shaped by the ongoing reflection that has been brought to the wider consultation process in the different programmatic areas.

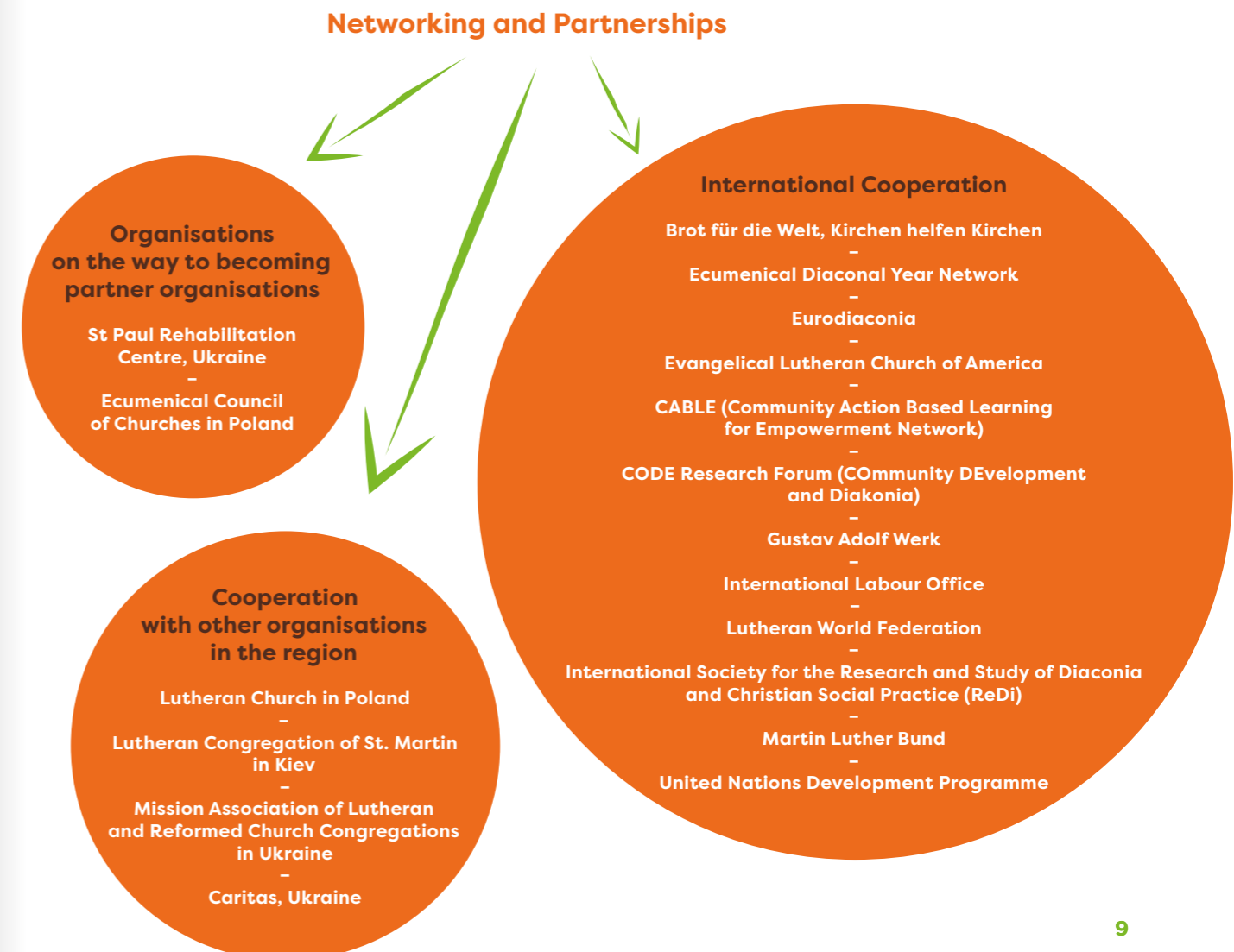
Networking and Partnership building

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

Make Change Yourself: Turning Challenges to Your Advantage! (MACY)

“MACY” has been a three-year process of learning, meetings, and sharing experiences among the participants, experts, and partner organizations from 9 countries. The program focused on work with marginalized youth, and it came to an end in January 2024. The program of face-to-face events included learning workshops, consultation meetings of the program leaders and experts, and co-learning exchange visits and was followed by many online meetings with various program participants.

The multiplier event organized by interdiac and Slezska Diakonie in December 2023 was followed by dissemination activities throughout the year 2024 in the local, national, and international working and living contexts of the partner organizations.

Diaconal practitioners view dissemination as an ongoing process that has developed organically and complements their other activities with young people.

The reporting for a large project of 3 years, both narrative and financial, was quite a complex process in terms of content and demanding in terms of administration and communication with the National agency managing the EC program Erasmus+.

Building on the learning outcomes of the „MACY“ project, interdiac, together with four other partner organizations, most of which participated in „MACY“, was involved in the co-writing of the project concept for the newly submitted project „Agents of Change - Empowered by Experience“. The international partner university Diak coordinated the process.

You can download (see the Qr code) the program materials, including the curriculum, handbooks for the program leaders and participants, and the learning outcomes for youth work and pedagogy. There is also a book of stories from the learning authored by the program participants. Interdiac is committed to developing diaconal youth work as one of its organizational strategic priorities.



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



Online-space

The online space is an innovative approach to using virtual space to build a living and learning community through the sharing of resources and the mutual exchange of practice in Diaconia and Christian social practice worldwide. The site is part of the process of building up interdiac as a living and learning community. It will support the learning and development of diaconia and Christian social practice based on the idea of a learning community.

It is possible to join the online space to explore online resources, participate in online discussions, and explore possibilities to establish partnerships for sharing experience and expertise across borders. Members can contribute to discussions and also suggest new resources, as well as have free access to resources and materials.

In the year 2024 the subpage for the Learning Program on Conviviality-Diaconal Life in Diversity was built up. The material will be uploaded to it as soon as the Learning Program Guide is finalized in the year 2025.

You can check out the online space here: www.on-line-space.eu

Conviviality - Diaconal Life in Diversity

Introduction

Seeking conviviality is a core concept for the work of Interdiac, and through this, 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 fourth phase of the process began on 1 December 2021. The aim was to develop the new learning programme „Conviviality: Diaconal Life in Diversity,“ which is seen as a result of the collective efforts of the consultative group. We formed a new group of 15 diaconal workers from 12 countries. A core group of five participants had already been involved in the consultative process in previous phases. This approach helped to strengthen mutuality and reciprocity between and among participants with different starting points of involvement in the process.

Learning Programme Development

During 2024, the group has been working on the finalization of the Learning Program Guide for the Program Leaders and related handouts.

The aim of the Learning Program is to support the movement toward an open, diverse diaconal church and to strengthen the diaconal practice of working for a convivial society.

The objectives of the Learning Program are

- to develop a new understanding of diakonia that gives direction to diaconal work and a diaconal church;
- to share ideas about conviviality as a core concept for Christian social practice in a diverse society;
- relate conviviality to reciprocity and mutuality;
- relate conviviality to society and politics, economy and work;
- stimulate thinking about conviviality in relation to creation and the environment.

The learning program is intended for groups and congregations, deacons and other church workers, pastors, church members and church leaders, and students of ministry or diaconia. It is for people who want to reflect on their diaconal practice and on church or diaconia as open to the various „others“, and who want to develop a new approach to diaconia and the diaconal church.

The four themes of the learning program were further elaborated by the conviviality group:

- **Experiencing:** Experiencing involves sharing stories and reflecting on the diverse ways people perceive the same reality. In this process the group will learn about the differences in their own understanding of the same context and how their perspective is shaped by their biography.
- **Conceptual reflection:** on conviviality, how it is understood and how it can be used to reflect on practice and reality, and how it shapes what is hoped for. Groups will reflect on diakonia through the lens of seeking conviviality, including in relation to the social practice of people of different faiths and motivations.
- **Reflection on practice:** having reflected on conviviality, participants will explore what conviviality means in practice – the practice of everyday life and ‚pastoral‘ or ‚professional‘ practice. Participants will explore how wider social, economic, and ecclesial structures support or undermine conviviality.
- **Working for change:** the final part of the program will support people to put their ideas into practice in everyday life and professional work and also to work for change in the structures or culture of organizations and indeed in wider social and economic structures and in relation to the environment.

The Learning Program is flexible and can be used as a workshop, a series of day events, or an evening program.

The program handouts can be translated into different languages and accessed from the online space, as the learning program will be linked to a special section of the online space, which will contain all the necessary resources.

The seminar from April 8-12, 2024, in Budapest created a space for the participants to reflect on all 4 chapters of the Program Guide and to make final remarks on the process.

The webinar integrated into the seminar invited the wider public to get acquainted with the new learning program. The webinar offered the opportunity to participate in a „tasting“ of the learning process and programme.

As originally planned, the joint work on the program guide for group leaders was to be completed. Objective circumstances necessitated several extensions to the writing process. These circumstances led to the adjustments in the work plan and a reorganization of internal and external resources by both organizations.

In light of the adjusted plan, the final remarks on the text were incorporated in December 2024, followed by proofreading. The designer and IT person will work with all the material in the year 2025.



Advocacy for Conviviality

Since the summer of 2024, we have been exploring how to advocate for conviviality in a wider international context. The core group met several times to discuss the applications for the „Market of Possibilities“ and „Workshop“ at the „Kirchentag“ event (30 April - 4 May 2025 in Hanover, Germany). After the applications were approved by the „Kirchentag“ committee, a larger international group of 15 people was built up.

The group will get together in January 2025 to continue planning and produce creative work for this international church event.

A workshop on the „People on the Move“ was organised at LWF European Regions meeting on the 10th October 2024 in Prague. The participants responded positively to the workshop, particularly the topic's relevance and the innovative nature of the learning process.

The workshop allowed participants to experience one session of the learning program, and the very lively discussions illustrated the value of engaging in dialogue.

These processes, from the local to the European level, representing personal, ecclesial, and organizational commitment, can be considered beacons that shine and inspire others to live together.

Here you can find a link to all the publications from the Conviviality process:



Research with a focus on the practitioner-researcher

The interdiac research conference in the autumn of 2020 was an important milestone in the development of the idea of the practitioner-researcher, building on previous learning processes and new impulses arising from the conference.

The process of writing the Practitioner-Researcher publication has expressed an invitation to connect a wide range of practitioners and organizations in the social, diaconal, and youth fields, together with academics and researchers, educational institutions, and research institutes.

Practitioner-Researcher emphasizes the need to focus on practitioners' competence in research.

It is a result of the reflective journey of practitioners who have engaged in education, research, and development processes in the intercultural and ecumenical context of interdiac and related organizations.

Practitioner-researcher links practice and research. This approach emphasizes practices that align with the agendas of the communities served, achieved through experiential exposure to diverse perspectives and realities. It further develops the concept of the practitioner-researcher.

The publication highlights different approaches to practitioner research and to the ethics of research. It stresses the need for learning and support and the need for diaconal organizations and churches to include this approach in their organizational culture.

A series of CODE webinars has supported and complemented the work on the publication, which is a valuable resource for mutual learning and development for diaconal and Christian social practice.

interdiac, as a regional network of ReDi, will participate in and complement research on diaconia in other regions and globally.

The representative of interdiac is a member of the ReDi Board and has regularly attended its meetings. She has been involved in the preparation of the ReDi biennial conference „Diaconia and Christian social practice: challenging contexts and emerging trends“ to be held in Wellington, Western Cape Province, South Africa, 1-4 April 2025.

The Practitioner-Researcher. An Integrated Approach to Diaconal Practice publication is a joint interdiac & Redi publication, and its presentation took place in the webinar on 22 November 2024.

The work on the publication will be finalized in terms of content and layout and will be published on the interdiac online space in January 2025.

Towards building the learning community through a public launch of the Thematic Support Groups

The focus was on raising funds from the LWF, ELCA, and EC agencies.

It is envisaged that the concept and mechanism for the development of the Thematic Support Groups will be developed from 2025 onwards. It will open the discussion on how to synergize with program activities and resources of the partner organizations, founders, and partner university to promote a culture of co-learning, mutuality, and reciprocity.

We will conduct ongoing consultations and discussions, synthesizing their results throughout the year 2025.



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 new 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 are twice-yearly short essays that address topical issues related to diaconia and Christian social action.

If you would like to receive these regular publications, please send your email address to: mirek.sedlacek@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 Constituency

The executive members are:



Jiří Ziętek
CFO, Jihlavské kotelny, s.r.o.,
Czech Republic



Heidi Zitting
Head of Research and Development, Diaconia
and Diversity program, 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 Piętak
Pastor, Vice bishop, Silesian Lutheran Church,
Czech Republic



Nicole Borisuk
Director, 'Living Hope',
Ukraine



Maija Hyle
Director of Diaconia and Social Responsibility,
Helsinki Deaconess Institute, Helsinki, Finland

The Joint Board Meeting and Board and Management Team meeting took place on

- 4th-6th March 2024, in-person

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 website 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

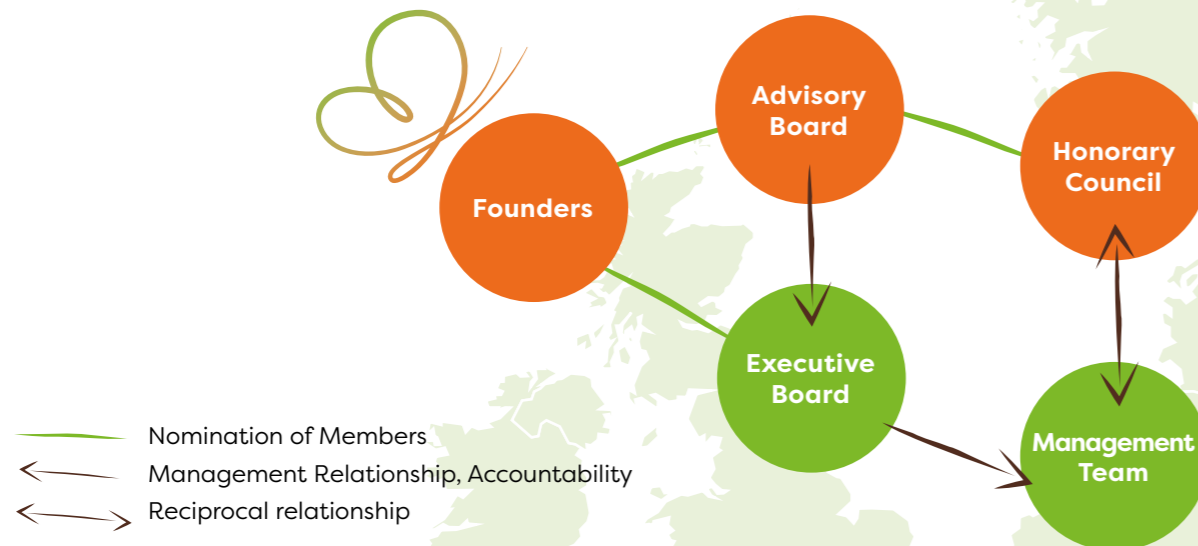
The life and work of interdiac are founded on the need to develop programs and processes to support the members of the Honorary Council and others in the region in their engagement with marginalized and vulnerable people and communities.

An Honorary Council represents the diverse network of 17 partners from 13 countries in the region, which is the strength of interdiac.

They actively participate in the development of the learning aims, content, and processes as well as organizing the logistics and infrastructure for the locally held events.

They identify individuals who can join expert teams to deliver the learning programs and evaluate them.

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 Reformatus Egyház, Hungary
- 5 Latvijas evaņģēliski luteriskas baznīcas diakonijas centrs, Latvia
- 6 Diakonia Cieszyńska Kościoła Ewangelicko-Augsburskiego, Poland
- 7 Erdélyi Reformatus 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 programs.

Officially, Ms. Janka Adameová is named Director and Rev. Tony Addy is named Program Advisor.

Ms. Oksana Prosvirina, living in Manchester (originally from Odessa, Ukraine) was appointed as the Program and Research Leader. Her contract with Interdiac expired in December 2024.

Mr. Miroslav Sedláček was appointed as the Program and Event Manager.

The director appointed the Expert Resource People and paid them on an honorarium basis.

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



Core Team



Janka Adameová
Director



Tony Addy
Program Advisor



Oksana Prosvirina
Program and Research Leader



Miroslav Sedláček
Program and Event Manager

Expert Resource People



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



Harutyun Karapetyan
Program Officer, Armenia Round Table,
Armenia



Jouko Porkka
Theme Expert, Diaconia
- Ammattikorkeakoulu oy, Finland



Nicole Borisuk
Director, Living Hope,
Ukraine



Anete Ankmane
Head of the day center „Dzīvības aka“, Learning
supervisor, Nodibinājums Latvijas evangeliski
luteriskas Baznīcas 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 Diaconia
- ja Ühiskonnatöö SA, Estonia

At its online meeting on the 22nd May 2025, the Executive Board discussed and approved the Annual Report.

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 2024 (in full thousands of CZK) IČ: 285 67 919

Item	TEXT	Line no.	Action		
			Main	Economic	Total
			5	6	7
A.I.	Consumed purchases and purchased services	2	850	0	850
A.I.1.	Consumption of materials, energy and other unstored supplies	3	3	0	3
A.I.4.	Travel expenses	6	72	0	72
A.I.5.	Representation	7	22	0	22
A.I.6.	Other services	8	753	0	753
A.III.	Personnel costs	13	1193	0	1193
A.III.10.	Labour expenses	14	916	0	916
A.III.11.	Social insurance stipulated by law	15	269	0	269
A.III.14.	Other social expenses	18	8	0	8
A.V.	Other costs	21	20	0	20
A.V.19.	Loss on exchange rates	25	12	0	12
A.V.22.	Other costs	28	8	0	8
COSTS TOTAL		39	2 063	0	2 063

Item	TEXT	Line no.	Action		
			Main	Economic	Total
			5	6	7
B.I.	Operational subsidies	41	145	0	145
B.I.1.	Operational subsidies	42	145	0	145
B.II.	Received contributions	43	315	0	315
B.II.3.	Received contributions and donations	45	315	0	315
B.III.	Revenues from operations and goods	47	244	0	244
B.IV.	Other revenues total	48	1 359	0	1 359
B.IV.8.	Profit on exchange rates	52	1	0	1
B.IV.9.	Funds clearing	53	1 336	0	1 336
B.IV.10.	Other revenues	54	22	0	22
REVENUES TOTAL		61	2 063	0	2 063

Note:

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

Public benefit organisation
Educational support activities
1st May 2025
Karin Heczková
Mgr. Janka Adameová, M.A.

BALANCE SHEET in its entirety

to 31st December 2024 (in full thousands of CZK) IČ: 285 67 919

Item		ASSETS		
a	b	Line no.	State to the first day of the accounting period	State to the last day of the accounting period
		c	1	2
B.	Total Short-term Assets	41	4 968	5 988
B.II.	Total Receivables	71	39	185
B.II.1.	Accounts receivable	52	0	177
B.II.5.	Other receivables	56	31	0
B.II.17.	Other receivables	68	8	8
B.III.	Total Current Financial Assets	80	4 924	5 795
B.III.1.	In cash register	72	51	47
B.III.3.	Financial means in accounts	74	4 873	5 748
B.IV.	Other Assets	84	5	8
B.IV.1.	Accrued expenses	81	5	8
ASSETS TOTAL		85	4 968	5 988

Item		LIABILITIES		
a	b	Line no.	State to the first day of the accounting period	State to the last day of the accounting period
		c	3	4
A.	Total Own Resources	86	2 996	3 568
A.I.	Total Assets	90	2 981	3 553
A.I.1.	Basic capital	87	177	177
A.I.2.	Funds	88	2 804	3 376
A.II.	Total Economic Outturn	94	15	15
A.II.1.	Economic outturn	91	15	15
A.II.2.	Economic outturn, items in process	92	15	x
A.II.3.	Retained earnings, accumulated losses from previous years	93	0	15
B.	Total Third-party Resources	95	1 972	2 420
B.III.	Total Short-term Liabilities	129	472	107
B.III.1.	Suppliers	106	1	0
B.III.5.	Employees	110	59	60
B.III.7.	Social security and public health insurance institutions	112	29	30
B.III.9.	Other direct taxes	114	7	7
B.III.17.	Other liabilities	122	376	10
B.IV.	Total Other Liabilities	133	1 500	2 313
B.IV.1.	Accrued expenses	130	292	6
B.IV.2.	Accrued incomes	131	1 208	2 307
LIABILITIES TOTAL		134	4 968	5 988

Note:

Legal form of the accounting entity: Public benefit organisation
 Scope of business: Educational support activities
 Assembled on: 1st May 2025
 Prepared by: Karin Heczková
 Approved by: Mgr. Janka Adameová, M.A.

Final Account's Appendix

to 31st December 2024 (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.)

- 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 at 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 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 BÉLOVÁ, Czech Republic
HEIDI ZITTIG, Finland
- 2) Advisory Board members: MARTIN PIĚTAK, Czech Republic
NICOLE UTE BORISUK, Germany
MAIJA HYLE, 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	31.12.2024	Maturity
- Liabilities related to social insurance and national employment policy subsidy		20 764 CZK	13.01.2025
- Liabilities related to public health care insurance		9 488 CZK	13.01.2025
- Liabilities related to other types of direct tax		7 155 CZK	13.01.2025

l) Earnings: (in thousands of CZK)	Expenses in 2024	Revenues in 2024	Loss-/Profit+
- economic activities	0 CZK	0 CZK	0 CZK
- main non-taxable activity	2063 CZK	2063 CZK	0 CZK
TOTAL	2063 CZK	2063 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: 916 224 CZK
paid to the statutory representative: 459 820 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	Received in 2024	Drawn in 2024	To be drawn
(in compliance with project rules):			
Project BIFE	- CZK	- CZK	3 687,38 CZK
Project BIDA	- CZK	- CZK	97 690,42 CZK
Project CAA	- CZK	- CZK	32 121,37 CZK
Project DELKU	- CZK	- CZK	210,93 CZK
Project DIAK2	- CZK	- CZK	35 000,00 CZK
Project HO	- CZK	40 037,46 CZK	463 469,43 CZK
Project KICON	- CZK	- CZK	24 457,76 CZK
Project PRINT	- CZK	- CZK	5 352,66 CZK
Project REHE	- CZK	174 218,49 CZK	422 892,96 CZK
Project ÜBE	- CZK	- CZK	102 937,76 CZK
Project LP DIACONIA	1 669 021,83 CZK	- CZK	1 669 063,77 CZK
Project LP PEACE	0 CZK	1 121 341,63 CZK	171 755,46 CZK
Project LC	0 CZK	78 986,31 CZK	26 808,54 CZK
Project WO	81 966,74 CZK	- CZK	81 966,74 CZK
Project SPC	238 585 CZK	- CZK	238 585 CZK

**Grant agreement - Czech National Agency for International Education and Research (DZS);
for the period 2021-2024**

Project YOU	(Make Change Yourselves: Turning Challenges to Your Advantage)
received in 2024 :	1 243 499,84 CZK
drawn in 2023:	145 140,91 CZK
to be drawn :	2 306 685,6 CZK
	5 682 685,78 CZK

Assembled on:
Prepared by:
Approved by:

1st March 2025
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

2024

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 2024, and the income statement, for the year ended 31. 12. 2024, 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 2024, 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

20. 05. 2025

Auditor's signature





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

Contact Information

Address

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Evangelická teologická fakulta
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