



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

ANNUAL REPORT 2025

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Preface

This is an invitation to join the interdiac journey throughout the year 2025.

interdiac is an international academy which aims to promote learning, networking, research and development for diaconia and Christian social action. Its emphasis is on Christian social practice in Central and Eastern Europe and in a growing number of Central Asian countries.

interdiac sees itself as a learning community. In responding to the issues and challenges of Diaconia and Christian social practice, it is important to recognise both the novelty of the situation across different countries and among diaconal actors in the region. Therefore, we emphasise co-learning and mutual support. This leads to contextually relevant and sustainable practice.

interdiac has been on its way to co-design and co-create learning processes with and from each other, rooted in the contexts of our 17 partner organisations.

Throughout the year 2025, the concept and mechanism of the co-creative process of the 3 Thematic Support Groups were developed. It was open to consultation with the partners and their appointed experts in diaconia practice. Alongside this, the thematic focus was reflected through the lenses of individual and organisational learning needs in light of a culture of co-learning, mutuality and reciprocity.

The editorial work of the Programme Guide for the open learning programme “Conviviality – Diaconal Life in Diversity” has been finalised. The Learning Programme wants to support the movement towards an open, diverse diaconal church and to strengthen the diaconal practice of working for a convivial society.

Funding for the vision to learn throughout the stimulative learning was secured.

Our work together reflects the deep commitment of people to their personal calling. This is a hope which sees the invisible, feels the tangible, and can achieve impossible.

This is the faith dimension of our work together, which is a hopeful resource. There is a power which conveys something that grows from spirituality and the personal experience of everyday life.

We want to invite you to take some moment and enter to a space to explore the gifts of the diaconal engagement in the region and beyond.

Your impulses are very much welcome!

Janka Adameová
Director

Mission statement

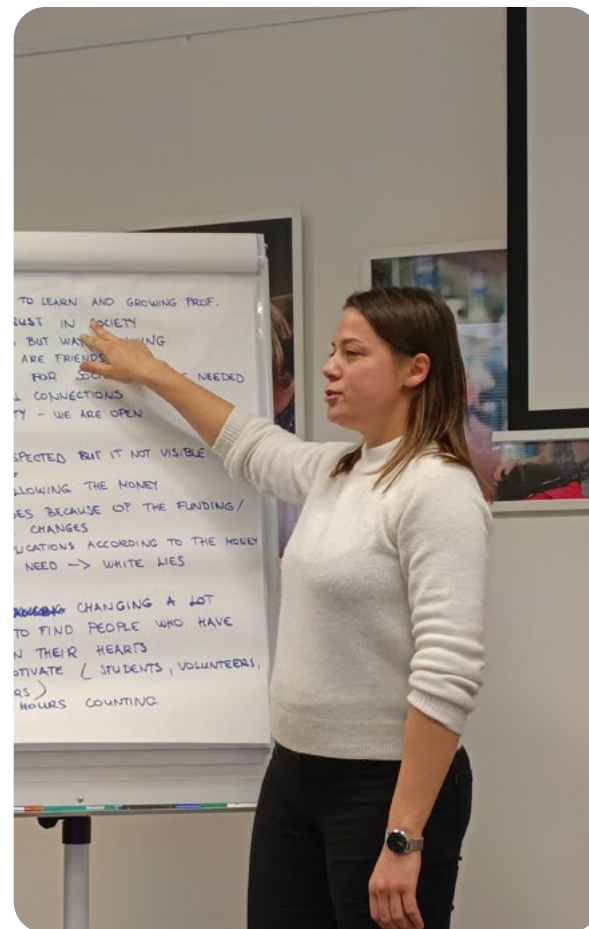
interdiac

- 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:
 - o co-creating spaces and opportunities for the development of knowledge and skills for practice;
 - o supporting research and innovation;
 - o empowering and accompanying people in their engagement for social transformation;
 - o supporting partners in action for change in church and society.

17 partner organisations in Central and Eastern Europe and Central Asia represent a diversity of contexts and religious backgrounds, which interdiac sees as a richness to be explored and from which each participant can learn.

The representatives of the partner organisations also act as intermediaries between individuals and organisations. This has led to a new kind of personal involvement, either as experts on particular topics or as participants in the learning programmes. This approach supports the organic development of the learning community.

Through its work, interdiac generated and supported a learning community in which people from many countries are welcome to share their experiences and insights gained through their engagement with 'forgotten people'. The learning community supports processes of learning together to influence realities in different local and national contexts and to improve practice with marginalised people and communities.



Core concept

We want to work towards a diaconia grounded in conviviality.

Choosing conviviality as the core concept through which we are developing diaconal thinking and strategy builds on the importance of encouraging relationships within organisations and with wider society as a springboard for diaconal action. It already brings in ideas that critically challenge the dominant individualistic view of the person and emphasise the importance of empathy and relationships.

As the 'art and practice of living together', conviviality provides an approach to diaconia grounded in everyday life.

The emphasis on 'living together' implies a change of service model towards activities which are reciprocal and where all are 'givers and receivers' at different moments. It implies a 'horizontal' rather than 'top-down' model of communication, where all can contribute ideas and practical action according to their capabilities, skills, and strengths.

Working with people on a new vision towards common living in mutual respect is seen as a strategic step towards building safe environments where life together can be explored anew.

Based on this perspective, diaconia has the task of building trusting communication in everyday life, across different experiences, and working through dissonance to support a dialogue across differences and find a common horizon for action.

Seeking conviviality is a process that "keeps the future open".

Through its work, interdiac generated and supported a learning community in which people from many countries are welcome to share their experiences and insights gained through their engagement with 'forgotten people'. The learning community supports processes of learning together to influence realities in different local and national contexts and to improve practice with marginalised people and communities.



interdiac as a learning community

Our understanding of the learning community

The interdiac learning community provides a space and structure for people who share a common interest in a particular issue. It connects people and organisations who want to learn and work across boundaries. In the interdiac learning community, people share their learning and practice, their questions and the problems they face. The learning community shares a common vision and interest in improving practice.

The learning community is based on the understanding that everyone can share and learn as we co-develop practice, reflection, research, and learning, and that connecting people & new practices for change can be developed. The learning community is based on shared leadership - everyone is a learner and can be a valuable resource for others. Learning flourishes when people share their stories and expertise.

The learning community is an expression of crossing boundaries of age, gender, denomination, and nationality and embraces diversity as an opportunity for an enriching dynamic of giving and receiving.

The learning community is a space where participants are invited to explore and deepen their connections with themselves, with ,others' and with God, and to create a sense of conviviality rooted in service to humanity and belonging to God.

The learning community is based on the understanding that knowledge is distributed through a wide network and that by connecting people, knowledge can be shared and new practices developed. In fact, interdiac is already an emerging learning community because all activities are co-created and resourced by people working in partner organisations and other local, national and international institutions and initiatives.

Aims of the Learning Community

We will

- invite people involved in Christian social practice across regions and countries to share ideas and learn from each other. The connection can be in person or virtual, and the invitation is always open to those who share the interdiac vision.
- provide opportunities to build and deepen knowledge and skills in areas of interest by sharing analysis, experience and reflection gained in daily practice and more widely with peers and colleagues.
- create opportunities for wider change within themselves and with the people, communities, organisations and churches they work with.

Thematic Support Groups

The challenges and new development trends require new responses to support the work of practitioners in churches and diaconal institutions.

We have established TSGs to support diaconia practitioners in their everyday practice and development of diaconia and Christian-social practice.

We see this process as a learning journey based on shared learning and mutual support.

We invite diaconal practitioners to explore their everyday work with people as active learning together with them towards mutuality and empowerment. This journey of reflection by diaconal practitioners will provide new impetus for the further development of an integrated approach to diaconal practice.

Themes of the Thematic Support Groups

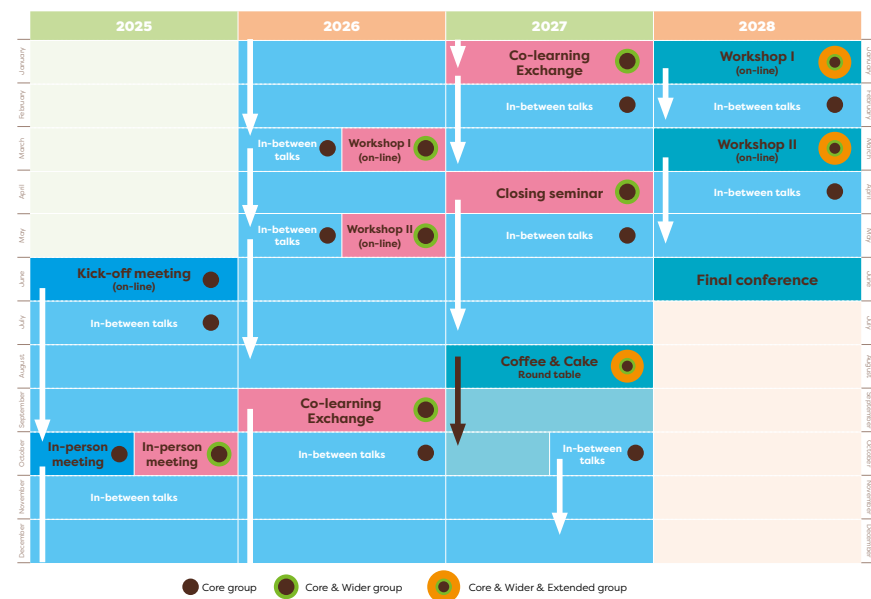
As we encourage co-learning and mutual support, the themes are rooted in practice and relevant to the needs of social action practitioners. This supports sustainability.

The Core groups have defined the thematic focus of the respective Thematic Support Groups as follows:

- Diaconia and Christian Social Practice in situations of war and frozen conflicts: a journey to discover how diaconal practitioners maintain a healing presence and personal well-being in the context of war and conflict situations, at a time when digital tools and artificial intelligence are increasingly shaping diaconal work.
- Spirituality in Christian Social Practice: a journey to grow together in understanding spirituality and community as a resource. It is about building a community where diaconia practitioners can learn from each other and develop their resources, while facing the needs, difficulties, and tragic circumstances of others, as well as sometimes their own powerlessness and wounds in our practice.
- Youth on the margins: a journey to deepen understanding of how social media shapes the lives of young people on the margins of society. The process focuses on key themes such as identity and belonging in the online environment, risk and resilience, and diaconal presence in the digital space.



Learning Process of the Thematic Support Group



Tailor-made learning programmes for each Thematic Support Group (TSG) are organised with the Core and Wider group members. Each learning programme is built on the participants’ interests and motivation, the integration of learning and practice, and the use of a blend of learning methods.

These can include:

- Webinars
- Workshops and Seminars
- In-between “talks”
- Use of the online platforms and communication tools
- Co-learning exchange

Between the online and in-person events, participants continue to deepen their understanding of the issues and support each other. The aim is to create a space for peer learning and group support that is relevant to the process of each TSG and, consequently, to the learning needs of the participants.

Co-learning is an innovative approach that goes beyond some more traditional approaches to job shadowing, which are often used as induction for new social work students or focus on organisational issues. It focuses on two aspects of social and diaconal work: firstly, how workers perform their service and its roots in their personal and professional vocation; and secondly, the context and organisation in which they work, which has its own concept of ‘service’.

The results of both personal and organisational learning will be discussed in 2 steps: first among the peers in the co-learning exchange, and then with other participants who have had a similar learning experience in the co-learning exchange. The „final“ results may lead to a change in working practice, which will indeed have a major impact on organisational learning.

The work of the TSG was launched at the hybrid event of all three TSGs on November 11-13, 2026, in Český Těšín.

The working processes and activities of the respective TSGs have followed the Operational Plan, which has reflected the communication dynamics with the individuals and organisations, as well as the specific aspects of the organisational structure & culture, and the contextual realities in which the organisations operate.

Virtual 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 online space offers

- The opportunity to download many resources, comment on an article, join a discussion or add material in the national language if you become a member.
- The opportunity to become a Partner. A partner is a member who expresses interest in finding partners for a project, discussion or exchange of experience.

The „online space“ will be built up gradually and will mark the organic development in relation to the ongoing learning programmes. Learning tools for interdiac programmes and events, as well as resources for interdiac activities (Learning Journal and Event Diary), have been actively used within the programmes and in the development of the new learning programme „Conviviality - Diaconal Life in Diversity“.

About the Thematic Support Groups, it has been proposed that the Theme Moderators will be an integral part of the Thematic Support Groups and will function as a key part of the interactive learning community in relation to the online space.

The vision is to make this platform live and available for use by people and organisations involved in diaconia and Christian social practice worldwide.



Seeking Conviviality - the art and practice of living together

Learning Programme “Conviviality – Diaconal Life in Diversity”

The fourth phase of consultative process of diaconia practitioners from the three European regions of the Lutheran World Federation 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.

The Learning Programme aims to support the movement towards an open, diverse diaconal church and to strengthen the diaconal practice of working for a convivial society.

The objectives of the Learning Programme are:

- to develop a new understanding of diaconia 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 programme is intended for groups and congregations, deacons and other church workers, pastors, church members and church leaders, as well as 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.

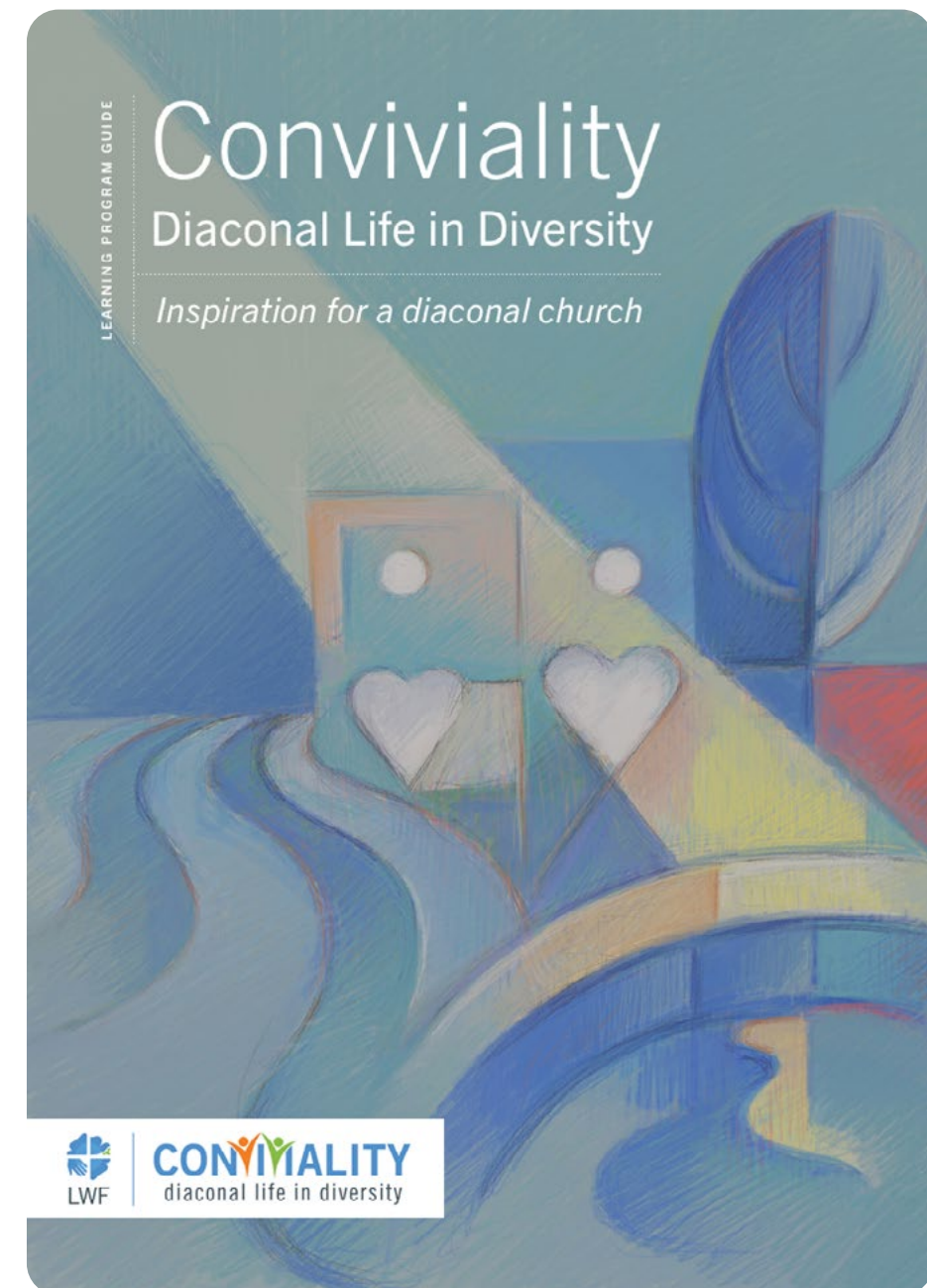
The four themes of the learning programme will build on the work of the conviviality group:

- Experiencing - based on sharing stories and reflecting on the diversity of experiences of the same reality. In this process, the group will learn about the differences in their own understandings of the same context and how their biographies shape these.
- 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 diaconia 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. The role of wider social, economic and ecclesial structures in supporting or undermining conviviality will be explored.
- Working for change - the final part of the programme 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 organisations, and indeed in wider social and economic structures and in relation to the environment.

The learning programme is flexible and can be used as a workshop, a series of day events or an evening programme.

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

The online meeting of the conviviality group on 30 January 2025 expressed an invitation to celebrate the fruits of the collaborative work and draw the ideas for the future initiatives of the conviviality process, with a focus on learning and advocacy for conviviality.



Advocacy for Conviviality

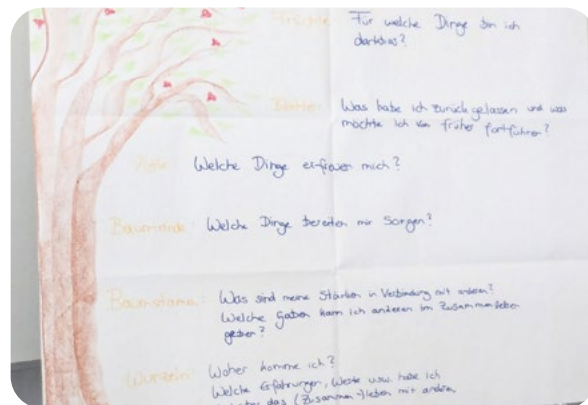
Since the summer of 2024, we have been exploring how to advocate for conviviality in a wider international context. The planning group met several times to discuss the applications for the „Market of Possibilities“ and „Workshop“ at the „Kirchentag“ event (30 April - 4 May 2025 in Hanover, Germany).

After the applications were approved by the „Kirchentag“ committee, a larger international group of 15 people, was formed.

The group has met monthly since January 2025 to plan and create work to be presented at this international church event.

The „Kirchentag“ event provided a space to highlight the high relevance of conviviality as the art and practice of living together as a response to the ongoing challenges facing diaconia and the church today.

The Workshop was fully booked, and the participants mainly appreciated the creativity with which the content was presented while engaging a group of more than 20 people, who met for the first time.



Networking and Partnership

interdiac partner organisations

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

Bilateral consultations with the respective representatives of the partner organisations, the founders and the partner university took place throughout the year. They led to the definition of areas of cooperation within the framework of concrete initiatives and projects that are currently being planned.

The partners' meeting took place from the 24th to the 26th of November 2025 in Český Těšín and some partners joined the meeting on-line due to the objective reasons which hindered them to travel.

It became very clear in the discussions that Christian social and diaconal practitioners are challenged in their daily lives by phenomena related to the impact of multiple crises. The crises affect not only the people with whom diaconia works, but also the workers themselves and the respective churches and organisations. The impact of the Russian invasion of Ukraine and the wars and conflicts in Armenia, Moldova, Georgia, as well as the increasing tensions in some Visegrad countries and the Baltic and Balkan region, has a great impact.

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

This is why we emphasise co-learning and mutual support in the spirit of the learning community.

The partner's meeting has been a collective learning journey in diversity, inspired by individual stories and reflection on diaconal practice in very different contexts, and by togetherness and mutual sharing of resources. The participants have left with a renewed motivation, uplifting energy, and hope to make a change in their surroundings and organisations.

The open and hopeful vision for the learning journeys of 3 TSGs serves as a beacon of hope – empowering individuals in partner organisations and inviting others seeking ways to make an impact on communities and societies.

International cooperation and external events

- International Society for the Research and Study of Diaconia and Christian Social Practice (ReDi): Janka's term as a board member finished in April 2025, representing the interests of the region. interdiac is recognised as the ReDi's regional network.
- Lutheran World Federation: interdiac is a partner in the joint consultation process on conviviality.
- EDYN: Former and current volunteers as well as staff of the coordinating organisations for long-term voluntary service are invited to participate in the interdiac learning programme and development initiatives.

Be with us!

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

You can follow 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.

If you would like to receive e-news, 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



Rev. Dr. Ireneus Lukas
Regional Secretary for Europe, Lutheran World
Federation, Switzerland



Romana Belová
Deputy Director for Social Work, Silesian Diaconia,
Czech Republic

The Advisory Board members are:



Ondrej Stroka
Pastor, 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

- 24th-26th February 2025, in-person, Český Těšín

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.

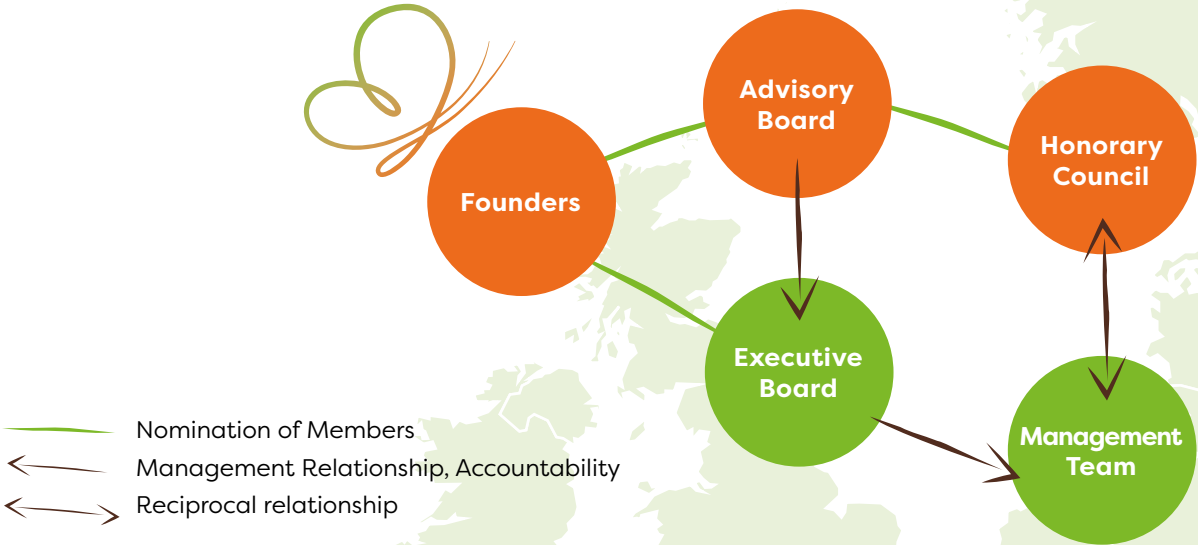
Legal structure of interdiac

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 the learning aims, content and processes as well as organising the logistics and infrastructure for the locally held events.

They identify people who can join Expert Teams for delivering the learning programmes and their evaluation. The partners' expertise facilitates further developments and guarantees the relevance of all interdiac activities.



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



Resource People

The Executive Board appoints the interdiac Director. Ms Janka Adameová’s role focused on managing the overall development process for the learning community.

Three Convenors, namely Kinga Lakatos, Amelia Carmelle Neame, and Lilian Hazel Corro-Navarra, each for the Thematic Support group, and three Advisors, Emese Zavodi, Nicole Borisuk, and Snjezana Kovačević, were appointed in the late spring of 2025 by the interdiac Director.

Ms Amelia Carmelle stopped working with interdiac in late October 2026 due to different expectations regarding practical arrangements.

Based on internal consultation with Nicole, considering the group dynamics and the stage of joint developmental work, it has been decided that Nicole will take the lead in a process through active engagement with the Core group.

The role of Convenor is to co-create the Core and Wider groups, develop the groups’ processes, and steer their learning.

The role of the Advisor is to advise on and contribute to the development of the interdiac learning community.

Mr Miroslav Sedláček has continued working as the Programme and Event Manager and online space Administrator (part-time job).

Mr Tony Addy was supposed to work as a consultant and to complete the Publication “Diaconia Handbook”. Due to the health issues, the Contract for Service and Contract with the Publisher “Regnum” have remained open.

Ms Janka Adameová and Mr Miroslav Sedláček work part-time.

Convenors and Advisors are paid an honorarium.

Core group members for each Thematic Support Group (in total 18) have been appointed by the partner organisation. The aim is to foster a collective, creative co-creation process in a learning community based on mutuality and reciprocity, owned by its participants.

The Annual Report was discussed and approved by the Executive Board at its on-line meeting on the 26th May 2026.



Core Team



Janka Adameová
Director



Miroslav Sedláček
Program and Event Manager



Snjezana Kovačević
Advisor



Kinga Lakatos,
Convenor of the Thematic Support Group,
Spirituality in Diaconia and Christian Social Practice



Nicole Borisuk
Convenor of the Thematic Support Group,
Youth on the margins



Lilian Hazel Corro-Navarra
CConvenor of the Thematic Support Group,
Diaconia and Christian Social Practice in situations
of war and frozen conflicts



Emese Zavodi
Advisor

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 2025 (in full thousands of CZK) IČ: 285 67 919

ItemTEXTLine no.			Action		
			Main	Economic	Total
			5	6	7
A. I.	Consumed purchases and purchased services	2	1 024	0	1 024
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	1 193	0	1 193
A. III. 10.	Labour expenses	14	1 007	0	1 007
A. III. 11.	Social insurance stipulated by law	15	299	0	299
A. IV.	Taxes and charges	19	2	0	2
A. IV. 15.	Taxes and charges	20	2	0	2
A. V.	Other costs	21	13	0	13
A. V. 19.	Loss on exchange rates	25	2	0	2
A. V. 22.	Other costs	28	11	0	11
A. VII.	Fees	35	2	0	2
A. VII. 28.	Membership fees and other fees	36	2	0	2
	Costs total	39	2 347	0	2 347

ItemTEXTLine no.			Action		
			Main	Economic	Total
			5	6	7
B. II.	Received contributions	43	1 583	0	1 583
B. II. 3.	Received contributions (donations)	45	1 583	0	1 583
B. III.	Revenue from operations and from the sale of goods	47	503	0	503
B. IV.	Other revenues	48	261	0	261
B. IV. 9.	Funds clearing	53	260	0	260
B. IV. 10.	Other revenues	54	1	0	1
	REVENUES TOTAL	61	2 347	0	2 347

Note:

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

Public benefit organisation
Educational support activities
1st May 2026
Karin Heczková
Mgr. Janka Adameová, M.A.

BALANCE SHEET in its entirety

to 31st December 2025 (in full thousands of CZK) IČ: 285 67 919

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	5 988	6 313
B. II.	Total Receivables	71	185	116
B. II. 1.	Accounts receivable	52	177	107
B. II. 5.	Other receivables	56		1
B. II. 17.	Other receivables	68	8	8
B. III.	Total Current Financial Assets	80	5 795	6 187
B. III. 1.	In cash register	72	47	33
B. III. 3.	Financial means in accounts	74	5 748	6 154
B. IV.	Other Assets	84	8	10
B. IV. 1.	Accrued expenses	81	8	10
ASSETS TOTAL		85	5 988	6 313

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	3 568	3 858
A.I.	Total Assets	90	3 553	3 843
A.I.1.	Basic capital	87	177	177
A.I.2.	Funds	88	3 376	3 666
A.II.	Total Economic Outturn	94	15	15
A.II.3.	Retained earnings, accumulated losses from previous years	93	15	15
B.	Total Third-party Resources	95	2 420	2 455
B.III.	Total Short-term Liabilities	129	107	111
B.III.5.	Employees	110	60	67
B.III.7.	Social security and public health insurance institutions	112	30	35
B.III.9.	Other direct taxes	114	7	9
B.III.17.	Other liabilities	122	10	
B.IV.	Total Other Liabilities	133	2 313	2 344
B.IV.1.	Accrued expenses	130	6	38
B.IV.2.	Accrued incomes	131	2 307	2 306
LIABILITIES TOTAL		134	5 988	6 313

Note:

Legal form of the accounting entity:Public benefit organisation

Scope of business:Educational support activities

Assembled on:1st May 2026

Prepared by:Karin Heczková

Approved by:Mgr. Janka Adameová, M.A.

Final Account’s Appendix

to 31st December 2025 (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 at 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.
- 27

b) and private sector at regional, national and international level.

- 1) Executive Board

members: JIŘÍ ZIĚTEK, Czech Republic
IRENEUSZ LUKAS, Switzerland
TSOVINAR GHAZARYAN, Armenia
ANCA ENACHE-KOTILAINEN, Finland
ROMANA BÉLOVÁ, Czech Republic
HEIDI ZITTIG, Finland
- 2) Advisory Board

members: ONDŘEJ STROKA, 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	<u>Commencement</u>	31.12.2025	<u>Maturity</u>
	- Liabilities related to social insurance and national employment policy subsidy	23 870 CZK	13.01.2026
	- Liabilities related to public health care insurance	10 102 CZK	13.01.2026
	- Liabilities related to other types of direct tax	8 610 CZK	13.01.2026

l) Earnings: (in thousands of CZK)	<u>Expenses in 2025</u>	<u>Revenues in 2025</u>	<u>Loss-/Profit+</u>
	- economic activities	0 CZK	0 CZK
	- main non-taxable activity	2 347 CZK	0 CZK
	TOTAL	2 347 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: 1 006 770 CZK
paid to the statutory representative: 486 266 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		<u>Received in 2025</u>	<u>Drawn in 2025</u>	<u>To be drawn</u>
(in compliance with project rules):				
Project	BIFE	0 CZK	0 CZK	3 687,38 CZK
Project	BIDA	0 CZK	0 CZK	97 690,42 CZK
Project	CAA	0 CZK	0 CZK	32 121,37 CZK
Project	DELKU	0 CZK	0 CZK	210,93 CZK
Project	DIAK2	0 CZK	0 CZK	35 000,00 CZK
Project	HO	0 CZK	0 CZK	463 469,43 CZK
Project	KICON	0 CZK	0 CZK	24 457,76 CZK
Project	PRINT	0 CZK	0 CZK	5 352,66 CZK
Project	REHE	0 CZK	0 CZK	422 892,96 CZK
Project	ŮBE	0 CZK	0 CZK	102 937,76 CZK
Project	LP DIACONIA	0 CZK	88 097,65 CZK	1 580 966,12 CZK
Project	LP PEACE	0 CZK	171 755,46 CZK	0 CZK
Project	LC	0 CZK	0 CZK	26 808,54 CZK
Project	WO	0 CZK	0 CZK	81 966,74 CZK
Project	SPC	549 511,32 CZK	0 CZK	788 096,32CZK

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 2025 :	0 CZK	
	drawn in 2025:	359,05 CZK	
	to be drawn :	2 306 326,55 CZK	5 971 984,94 CZK

Assembled on:
Prepared by:
Approved by:

1st March 2026
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

2025

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 2025, and the income statement, for the year ended 31. 12. 2025, 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 2025, 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

01. 06. 2026

Auditor's signature





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

Contact Information

Address

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