

# ANNUAL REPORT 2020

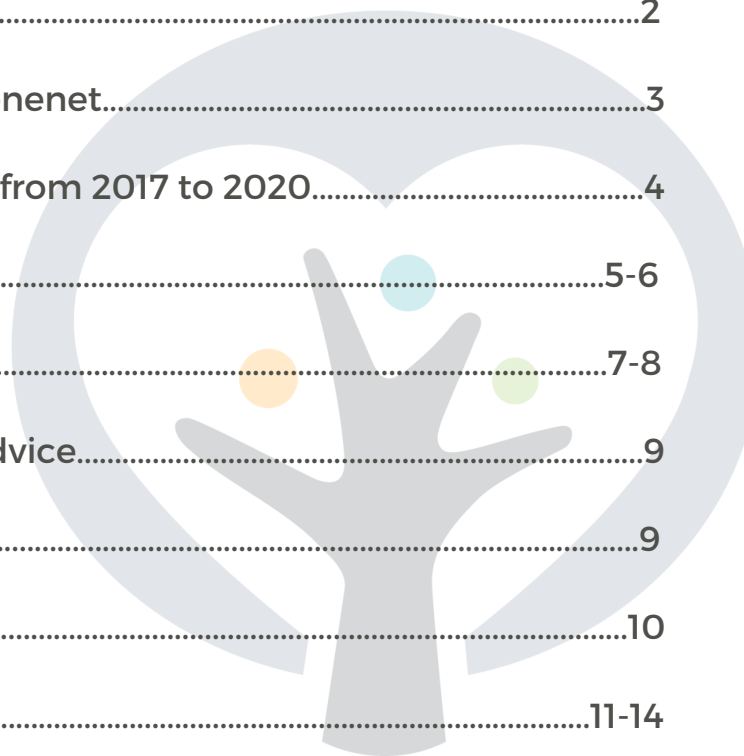


**Tenenet, NGO**



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# INTRODUCTORY WORD



The first wave of lockdown in spring of 2020 was used to create professional methodologies for working with the client, which can be used both through in-person contact and through the online space. The methodologies are part of the online tool SOCIO, which we are gradually developing as a unique project in the social field with the help of fellow consultants. SOCIO was also ordered by other key players in the area of Social and Legal Protection of Children and Social Guardianship (further SPODaSK) - the non-profit organizations "Úsmev ako dar", "Návrat", "Alternatíva" and others. Through data collection at SOCIO, we strive to set better and more effective public policy in the area of parental conflicts, field work in poor families.

In 2020, we received an offer from the management of the Association of Supervisors and Social Counselors (ASSP) to take over the organization. We agreed that we care about maintaining the sovereignty of this

organisation and we started working on the development of education and expertise in the social field using a highly professional and broad membership base. This brought us further opportunities for development, especially in the field of expert education. We want to be able to transform our expertise into systemic changes in the social field.

The year 2020 was hit by the COVID-19 pandemic and it was a difficult and groundbreaking year not only for the world, but also for us at TENENET. For the performance of our professional work, this unexpected situation had an extraordinary impact and changed the whole reality of the past. We started to implement more measures and services in the online space. In cooperation with colleagues in the field, we solved technical support for clients. We helped children in poor families with sponsorship gifts in the form of laptops and tablets. Through data cards from Slovak Telekom, we helped them connect to the Internet and manage online school teaching.

The year 2020 also brought the expansion of our counseling centers throughout Slovakia. We cooperated with thirty district labor offices and our field consultants provided services in all regions of Slovakia. Compared to 2019, when the organization had 35 employees, by the end of 2020 it already had 55 employees, which caused great dynamic growth in the personnel area. After careful consideration, we came to the decision to acquire our own building as the new headquarters of our organization. At the end of the year, we moved to a new, 4-story building on Oravská 4, in Senec. We have created a spacious meeting room for 60 people, 3 separate outpatient counseling centers for families with children in rehabilitation and parental conflicts, we have opened new counseling centers and also set up clinics of psychology and psychotherapy, which have their own quiet rooms for individual counseling.



**We believe that the year 2021 will be a good year for our further activities and projects, in which we will try to improve the quality of life for all who need it.**

**Eňa and Nora,  
statutory of  
TENENET**

# HISTORY OF NON-GOVERNMENTAL ORGANIZATION TENENET

TENENET was established in Senec in the year 2011 as a response first to the needs of disabled people, families with children with disabilities, but also the long-term unemployed with an interest in helping to find a job in our sheltered workshop WELLNEA as an example of good practice. Thanks to our support program and significant discounts for poor people in WELLNEA, women from socially disadvantaged families in particular have started to turn to us and ask us for professional help.



In the summer of 2013, it expanded its activities to persons at risk of social exclusion thanks to the obtained accreditation SPODaSK (305/2005 Coll.), Specialized social counseling and (448/2008 Coll.), Agency of supported employment (5/2004 Coll.) and subsequent registration and registration at BSK s outpatient performance in the counseling center in Senec and in the field in TTSK. In 2015, we expanded our social services within the Community Center and Early intervention services, which we operate in the Jánovce Community Center, Galanta District on an outpatient and field basis for the entire Trnava region, and since 2016 the Community Center in Senec (field for the Bratislava region) .

We operate in 2 outpatient facilities - the Community Center KC Senec (district Senec and Pezinok) and the Community Center KC Jánovce (district Galanta) with field performance in the Bratislava and Trnava regions.



# Projects versus organizational development from 2017 to 2020

Staffing was significantly strengthened thanks to the acquisition of 4 demand-oriented projects in 2017 focused on the implementation of measures of social and legal protection of children and youth and social guardianship, designed mainly for the salaries of new professionals. And also in 2019, thanks to the accreditation of the Center for Children and Families (§45 of Act 305/2005 Coll. On SPODaSK), we obtained a pilot project of the Central Office of Labour, Social Affairs and Family priorities of the 2019 headquarters according to the amendment. The organization employed 54 full-time employees (part-time or full-time) in year 2020. Specifically, the composition is 7 management and 47 professionals, namely 25 social workers; 15 psychologists and psychotherapists and 3 special pedagogues, 2 social pedagogues, 2 speech therapists.

Together, in 2020, we provided our services to 3106 clients (approximately 1,035 families) from all over Slovakia (all regions).

As part of the services of 2 community centers, we provided our social crisis intervention services at the community level to a total of 433 clients in both CCs (CC Senec 303 clients, CC Jánovce 130 clients). Through specialized social counseling, we addressed 174 clients, and through early intervention services, we addressed 246 children with disabilities.

Through the implementation of SPODaSK (Social and Legal Protection of Children and Social Guardianship) measures, we provided our services to a total of 2,253 clients (of which 1,493 new this year) clients from disadvantaged backgrounds - from poor families in material need, integrated in primary school due to learning or behavioral problems, disabled children and young people, former abused children and young people sent to us by social curators from the Central Office of Labour, Social Affairs and Family or from schools, educational counselors, etc.). Through the priorities of the headquarters (ie distributed from SPODaSK department or court decisions), we provided services to 498 children from 246 families from all over Slovakia. With a focus on Supporting the implementation of measures of social protection of children and social guardianship in an open environment and streamlining the resocialization of drug and other addictions - since the beginning of the project in 2017 we have a total of 376 clients, ie in 2020 55 new clients. Support for the implementation of measures of social protection of children and social guardianship in the natural family environment - since the beginning of the project in 2017 we have a total of 568 clients, so in 2020 new 129 clients were added. We addressed 313 clients through the implementation of SPODaSK measures as voluntary clients recommended by local governments.



## CENTER FOR CHILDREN AND FAMILIES

*THE YEAR 2020 WAS THE MOST DYNAMIC YEAR IN THE HISTORY OF THE TENENET ORGANIZATION IN THE AREA OF SUPPORT FOR THE IMPLEMENTATION OF MEASURES OF SOCIAL AND LEGAL PROTECTION OF CHILDREN AND SOCIAL GUARDIANSHIP (SPODASK). WE HAVE BECOME THE LARGEST NON-STATE CENTER FOR CHILDREN AND FAMILY (CDR) WITH FIELD AND OUTPATIENT PERFORMANCE WITH NATIONWIDE COVERAGE.*

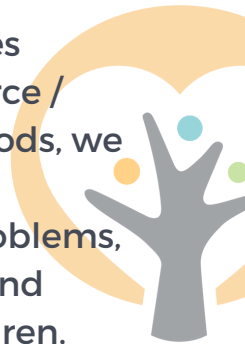
In 2019, thanks to the accreditation of the Center for Children and Families, we obtained a pilot project of the Centre for Labour, Social Affairs and Family priorities of the 2019 headquarters according to the amendment, which allowed us to strengthen staffing of this agenda.



**TENENET**  
CENTRUM PRE DETI  
A RODINY

In addition to the "Priorities" project, we also worked on projects aimed at supporting the implementation of measures for the social protection of children and social guardianship in an open environment and streamlining the resocialization of drug and other addictions, to support the implementation of measures of social legal protection of children and social guardianship in the natural family environment and we also worked with voluntary clients recommended by local governments.

We help families overcome divorce / separation periods, we solve children's educational problems, rehabilitation and neglect of children, surrogate family systems, CAN syndrome (abused and mistreated children).



## IMPORTANT FACTS

- through the implementation of SPODaSK measures, we provided our services to a total of 2,253 clients
- through priorities of the headquarters (ie distributed from SPODaSK department or court decisions) we provided services to 498 children from 246 families
- we cooperated with 30 Offices of Labor, Social Affairs and Family throughout Slovakia

# Important information

We try to be as close to the client as possible: in addition to Senec, we operate in 12 outposts "Tenenet Center for children and family" throughout Slovakia - in Pezinok, Hlohovec, Trnava, Galanta, Nové Zámky, Rimavská Sobota, Veľký Krtíš, Trenčín, Námestovo, Stará Ľubovňa, Svite and Michalovce, where our regional colleagues provide SPODaSK services directly in the field.



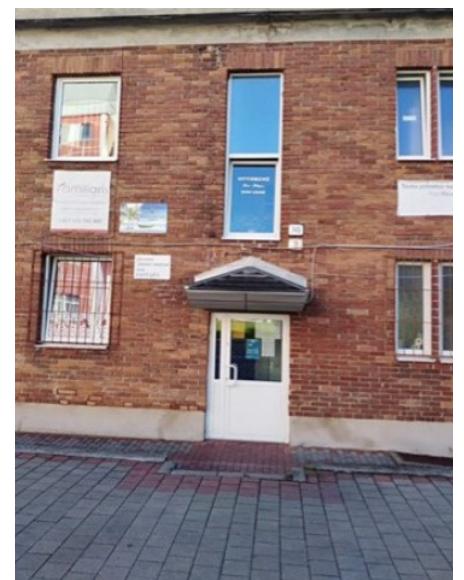
90% of our working time consists of field trips - directly to the family or open (especially schools and municipal / city offices) environment of clients. We provide outpatient social diagnostics as well as psychodiagnostics and professional psychological counseling, which is performed by certified psychotherapists, social workers, psychologists, special pedagogues, social pedagogues and speech therapists.

We provide diagnostics, counseling and group training. We address parental conflicts, educational problems, neglect and poverty, foster families, child and youth abuse.



## OUR TARGET GROUP IS:

- clients recommended from the Department of Social Legal Protection of Children and Social Guardianship (SPODaSK) from the Office of Labor, Social Affairs and Family (UPSVR) or by court decision,
- voluntary clients sent by pediatricians, specialists - doctors, social departments of towns and municipalities or principals, representatives, etc.



# COMMUNITY SUPPORT

In 2015, we expanded our social services with the Community Center and Early Intervention Services, which we operate in the Jánovce Community Center, Galanta District on an outpatient and field basis for the entire Trnava region. Since 2016, the Community Center in Senec (field for the Bratislava region) has also been serving as an outpatient clinic.

Through our community centers, we have provided and offered services to individuals as well as families and the local community. We helped socially weaker clients and those who found themselves in an unfavorable life situation.

We created opportunities for meaningful leisure time for and we also organized preventive activities against the spread of the COVID 19 pandemic.



## WE COOPERATED WITH:

- with the Bratislava Archdiocesan Charity - material and food aid
- with TESCO Senec - we participated in the food collection, 3 times a week we have the opportunity to take various goods from TESCO (bakery products, snacks, fruits and vegetables), which we pack and hand over to clients
- with LYRECO - regular food support
- with the Kysucká Private School in Senec
- with the kindergarten in Jánovce in securing cultural events
- with Homes for social services and Homes for the elderly

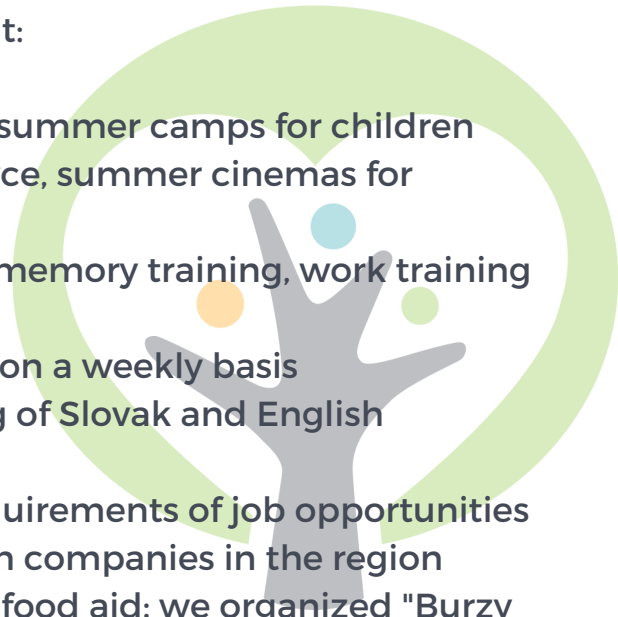




# Important information

During 2020, we implemented activities aimed at:

- meaningful leisure time for children: children's summer camps for children from socially weaker families in Senec and Jánovce, summer cinemas for children
- group activities for pensioners: nordic walking, memory training, work training for seniors
- group activities for mothers on maternity leave on a weekly basis
- education support: group and individual tutoring of Slovak and English language, mathematics
- assistance in applying on the labor market - requirements of job opportunities for clients and job placement in cooperation with companies in the region
- community activities, mediation of material and food aid: we organized "Burzy bez peňazí" - seasonal exchanges of clothes, school supplies and aids, food. We redistribute kilograms of durable food and implement the "Pošli tašku" project, through which volunteers made purchases of food and medicine for our lonely living seniors, for homeless citizens, for clients with disabilities.
- Preventive activities - prevention against COVID 19, in primary schools dedicated to addiction prevention
- The "Dobro v človeku" campaign, which aimed to support families before Christmas who are facing an unfavorable life situation.



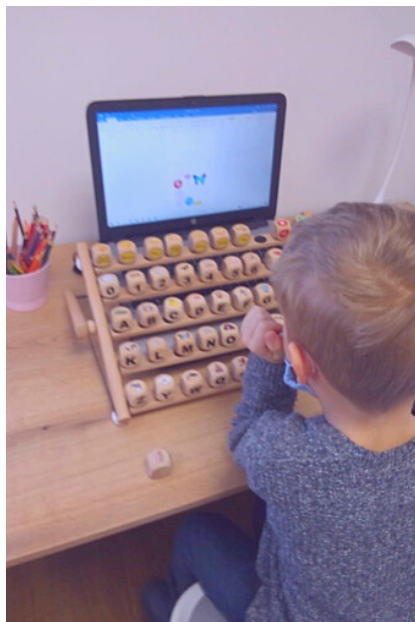
## IMPORTANT FACTS

- as part of the services of 2 community centers, we provided our social crisis intervention services at the community level to a total of 433 clients in both CCs (CC Senec 303 clients, CC Jánovce 130 clients)
- through specialized social counseling, we took care of 174 clients
- As part of the "Good in Man" campaign, we managed to donate to more than 150 families from all over Slovakia



## SPEECH THERAPY AND SPECIAL-PEDAGOGICAL ADVICE

In 2020, we established a non-governmental private special-pedagogical and speech therapy clinic. We also started to provide services within the special-pedagogical and speech therapy counseling center.



In the area of special pedagogical counseling, we focused on early care and care for children in preschool and school age.

We offered speech therapy diagnostics and therapy in the speech therapy clinic.

The diagnostics showed us at which language levels it was necessary to strengthen our intervention in therapy, we focused mainly on early intervention, which is important in the field of speech development, in order to prevent impaired communication skills.

## **IMPORTANT FACT**

Through our services, we focused on 246 children with disabilities.

## AMBULANCE OF CLINICAL PSYCHOLOGY AND PSYCHOTHERAPY

An important milestone was the year 2019, when we expanded our services in the field of social affairs with medical services, specifically we became a non-state medical outpatient clinic of clinical psychology and psychotherapy.

During 2020, we offered our clients the following services:

- individual, group, couple and family psychotherapy
- psychodiagnostics focused on work and health purposes





## IMPORTANT FACTS

- We helped 84 clients through support employment.
- 24 consultations related to the establishment of a sheltered workshop or social enterprise and their operation.

## EMPLOYMENT SUPPORT

We provided consultations for natural and legal persons on the establishment of a sheltered workshop or on the registration of social enterprises.

We helped recruit suitable employees from disadvantaged and vulnerable backgrounds and integrate them into the work process.

## Important information

We have cooperated with companies in business sectors:

- Profesia s.r.o.- domelia.sk - pilot project to help employ people with disabilities in the households of employees of companies with more than 20 employees using the contract of substitute fulfillment of the legal obligation to employ people with disabilities
- Arlington Automotive SK, s.r.o. - Arlington Automotive branch, UK, Jaguar supplier - establishment of a sheltered workshop, search and recruitment of employees with disabilities, assistance in training and integration of employees with disabilities
- AfB Slovakia, Social & Green IT - establishment of a social enterprise, search and recruitment of employees with disabilities, assistance in training employees with disabilities, we are members of the advisory committee of AfB Slovakia
- Everlution s.r.o. - consultation on a social enterprise: SOCIO - an innovative IT tool in social management
- Wellnea, s.r.o. - we assisted in the registration of the social enterprise, in the establishment of the advisory committee and we are members of the advisory committee



# EXPERTISE OF THE ORGANIZATION

## WE ARE AN ORGANIZATION, WHICH:

1. works in the field of employment services and has excellent results in them (awards of the Ministry of Labor and Social Affairs of the Slovak Republic - Family-friendly employer, or the global Ashoka Foundation - social innovator and implementer of changes in employment of people with disabilities, EASPD - TOP3 EU employer of people with disabilities) and we have implemented many projects for education in the establishment of sheltered workshops or the start-up of social entrepreneurship with people with disabilities,



2. has established relationships with many key players in the market from the business sector (Accenture, Slovak Telekom, ČSOB, Slovenská Sporiteľňa, KONE, GSK, etc.) and with their help we have already employed and continue to develop employment of young people with disabilities in Slovakia,

3. is a full member of the EASPD (European Association of Service Providers for People with Disabilities), namely the Standing Committee on Inclusion (De-Institutionalization and Social Housing), where we address the main issues and problems of individual countries and the EU as a whole directly based on the UN Convention on Human Rights for people with disabilities and at least twice a year we meet in various EU countries at professional conferences and working meetings for de-institutionalization and we prepare direct assignments from the European Commission, the Council of the EU,



# SocioFórum



4. is a full member of SÚPZ - Slovak Union of Supported Employment and SOCIOFÓRA, independent platform of social service providers - has direct experience with social services, also a new daily type based on community and social development (eg specialized social counseling, community center or early intervention center) at the Slovak level,

5. is a full member of ASSP - Association of Supervisors and Social Counselors, employees of our organization are members of the Slovak Chamber of Social Workers, the Slovak Chamber of Psychologists and the Slovak Psychotherapeutic Society,



6. is a full member of ASES (Association for the Social Economy), we contribute to the support of the development of the social economy and social entrepreneurship in Slovakia. We are preparing documents for the change of legislative frameworks in this area in Slovakia and at the same time we provide consultations on the registration and operation of social enterprises in Slovakia.



7. we organize national and international activities / conferences / seminars and trainings on topics related to the social field - On October 6, 2020, together with the partner organization EASPD, we organized an international seminar on "Personal care and home services in Slovakia", which gave space to discuss how these services work in Slovakia and colleagues from abroad presented their experiences and examples of good practice.



8. we participate in conferences and workshops focused on the issue of social and work inclusion of people with disabilities, organized in the EU by ENIL - European Network on Independent Living, EDF - European Disability Forum, ESS - European Social Services, etc.



9. we participate in expert conferences dealing with civil society, in particular the contribution of the non-profit sector to solving EU social problems, organized by the European Economic and Social Committee as the main advisory body of the EU (expert advice to the European Commission, EU Council and EU Parliament through opinions on proposed EU legislation) and own-initiative opinions on issues to be addressed creates a bridge between the EU institutions and organized civil society) - they involve us in a structured dialogue.





10. we actively cooperate with FSEV UK (Faculty of Social Sciences and economics) and several departments of social studies in Slovakia, we also have experience with academic research either at the national level (VEGA grants) or at the supranational level (DRPI - Disability Rights Promotion International - research center for monitoring compliance with the UN Convention disability, developed methodology directly by the UN Commissioner and York University, Toronto). At the same time, we have established cooperation with the Department of Social Development and Labor of the University of Economics in Bratislava, where we are part of a team of lecturers on social economy issues.



# Membership in national and international organizations

Partnership with foreign organizations - the Belgian European Platform for Social Inclusion (EPSOM), the European Centre for Workers' Questions (EZA - a network of 69 employers' organizations, educational institutions and research institutes from 26 countries dealing with unemployment and poverty) and the Hungarian organization Nyolc Boldogság Alapítvány foundation.

In 2014, we became a member of SÚPZ - Slovak Union of Supported Employment. At home, we are also members of ASSP - the Association of Supervisors and Social Counselors.



In 2015, we became a member of EASPD - European Association of Service Providers for Persons with Disabilities, participating in 1-2 annual EASPD conferences per year.

We have been a full member of ASES (Association for the Social Economy) since 2020. We contribute to the support of the development of the social economy and social entrepreneurship in Slovakia.














**As experts (individuals of our association) we are also involved in the following projects:**

<b>Name of organization</b>	<b>Project description</b>
Ministry of Interior of the Slovak Republic - Office of the Plenipotentiary of the Government of the SR for the Development of Civil Society	Guarantor for the area of "Social Services" - Better public policies through better knowledge of civil society
Ministry of Interior of the Slovak Republic - Office of the Plenipotentiary of the Government of the SR for Roma Communities	Guarantor for the area of "Employment" in the preparation of the Strategy for Equality, Inclusion and Roma Participation until 2030.
SÚPZ - Slovak Union of Supported Employment	NP DI II - National project of De-institutionalization of social services facilities in the Slovak Republic II
EUROPE AID - Support to Employment Policy for promoting job creation in Mongolia	Transfer of expertise and experience from Slovakia to Mongolia
EU Parliament - ECR Group	Topic Child Guarantee - a way towards fighting child poverty in the EU
Erasmus+ "IMAS II- Improving Assistance in Inclusive Educational Settings".	Improving access and assistance in inclusive education II. Coordinator: University of Graz
EASPD - European Association of Service Providers for Persons with Disabilities	Active participation and leading workshops in 2020 in the online environment, member of the EASPD Bureau
UKS - Union of Clusters of Slovakia	Leading a workshop "Management of a social enterprise" within the project, "Finance4SocialChange", Interreg program.
 <p>AfB Slovakia s.r.o - registered social enterprise</p>	chair of the advisory committee

# MOST IMPORTANT PROJECTS

Name of the entity, program that provided the funds	Purpose of providing funding	Amount of funds provided	Period of funding
Bratislava Self-Governing Region 	Execution of SPODaSK-subsidy measures according to VZN BSK no. 28/2009 for the performance of SPODaSK	10 790,- €	2020
Erasmus+ 	IMAS II (2018-1-AT01-KA202-039302) - Improving Assistance in Inclusive Educational Settings. Improving access and assistance in inclusive education II. Project coordinator University of Graz (Austria), transnational project partners: Chance B (Austria), ARCIL (Portugal), CSIE (England), VISION (Bulgaria) and EASPD (Belgium), TRUNI University in Trnava (Slovakia) and University of Coimbre (Portugal).	28 041,- €	2018-2020
The Implementation Agency of the Ministry of Labour, Social Affairs and Family of the Slovak Republic (IA MoLSAF SR)	OP L'Z DOP 2016 / 4.2.1 / 01 - Support for the implementation of SPODaSK measures in an open environment and streamlining the resocialization of drug and other addictions - Family without addictions (TTSK) - 312041D995	362 790,54 €	2017-2021
IA MoLSAF SR 	OP L'Z DOP 2016 / 4.2.1 / 01 - Support for the implementation of SPODaSK measures in an open environment and streamlining the resocialization of drug and other addictions - Family without addictions (BSK) - 312041F224	366 126,80 €	2017-2021
IA MoLSAF SR 	OP L'Z DOP 2016 / 4.2.1 / 03 - Support for the implementation of SPODaSK measures in the natural family environment - SPODaSK in the family (TTSK) - 312041F336	482 895,76 €	2017-2021
IA MoLSAF SR 	OP L'Z DOP 2016/4.2.1/03 - Podpora výkonu opatrení SPODaSK v prirodzenom rodinnom prostredí - SPODaSK v rodine (BSK) - 312041F337	478 091,55 €	2017-2021
IA MoLSAF SR - NP BOKKÚ	Jánovce Community Center and Senec Community Center - wage costs 2x for 3 professional employees of the Central Committee and a contribution to the activities of the Central Committee	87 177,54 €	2020
Local Government Office Senec	Support for community activities of children and youth in Senec - subsidies according to VZN 1/2012	1 500,-€	2020
Local Government Office Senec	Implementation of SPODaSK measures - subsidy to support the implementation of SPOaSK VZN 2/2011 measures	3 000,- €	2020
Ministry of Labour, Social Affairs and Family of the Slovak Republic (MPSVR SR) 	Subsidy to support the membership of an international organization in the social field according to § 2 letter b) §3 paragraph 1. letter a), c), d) of Act no. 544/2010 Coll. as amended by Act No. 393/2012 Coll.	567 €	2020

<p><b>MPSVR SR</b></p> 	<p>subsidy to support the implementation of SPODaSK measures pursuant to § 2 letter b) §3 paragraph 1. letter a), c), d) of Act no. 544/2010 Coll. as amended by Act No. 393/2012 Coll.</p>	<p><b>7 200,- €</b></p>	<p><b>2020</b></p>
<p><b>Trnava Self-Governing Region (TTSK)</b></p> 	<p>Specialized social counseling-subsidies according to §13 paragraph 2 of Act no. 538/2004 Coll.</p>	<p><b>32 640,- €</b></p>	<p><b>2020</b></p>
<p><b>TTSK</b></p> 	<p>Execution of SPODaSK-subsidy measures according to VZN TTSK no. 38/2015</p>	<p><b>33 193,- €</b></p>	<p><b>2020</b></p>
<p><b>Central Office of Labour, Social Affairs and Family</b></p> 	<p>Implementation of outpatient and field measures in the center for children and families, §89d of Act No. 305/2005 Coll. and amendments to later acts as amended - Priorities of the headquarters 2019 for Centers for children and families (§45)</p>	<p><b>1 088 267,20 €</b></p>	<p><b>2020</b></p>
<p><b>Erasmus+</b></p> 	<p>International project CORE-ReLieF aimed at increasing the competencies and qualifications of workers with people who have difficult conditions for entering the labor market. The partner organizations are from Hungary, Latvia, Spain, Finland and Belgium.</p>	<p><b>151 460,- €</b></p>	<p><b>2020</b></p>
<p><b>MPSVR SR</b></p> 	<p>Addressing the adverse effects of the situation arising as a result of the COVID-19 virus epidemic, § 9 par. 3 and 4 and §12 par. 3 of Act no. 544/2010 Coll. On subsidies within the competence of the Ministry of Labor and Social Affairs of the Slovak Republic, as amended</p>	<p><b>3 470,- €</b></p>	<p><b>2020</b></p>
<p><b>MPSVR SR</b></p> 	<p>Addressing the adverse effects of the situation arising as a result of the COVID-19 virus epidemic, § 9 par. 3 and 4 and §12 par. 3 of Act no. 544/2010 Coll. On subsidies within the competence of the Ministry of Labor and Social Affairs of the Slovak Republic, as amended</p>	<p><b>4 620,- €</b></p>	<p><b>2020</b></p>
<p><b>Ministry of Investments, Regional Development and Informatization of the Slovak Republic</b></p> 	<p>subsidy from the MIRRI SR chapter to support regional development according to §13 par. 10 of Act no. 539/2008 Coll. On the support of regional development, as amended, and Act no. 523/2004 Coll. On budgetary rules of public administration and on amendment of later regulations</p>	<p><b>24 951 €</b></p>	<p><b>2020</b></p>
<p><b>Office of Labour, Social Affairs and Family Pezinok</b></p> 	<p>Support for job creation, project "Work, change your life" - Activity No.2 Support for employment of UoZ through social service providers according to §54 par. 1 letter d) of Act No. 5/2004 Coll. On employment services and on the amendment of certain acts as amended for entities performing economic activity</p>	<p><b>86 095,17 €</b></p>	<p><b>2020</b></p>



# MOST SIGNIFICANT COMMUNICATION ACTIVITIES AND CAMPAIGNS

The year 2020 was marked by a widespread pandemic of the COVID-19 virus, which in many ways affected the organization of communication activities on a personnel basis.

Main activities:

- Food and material collections for poor families, organized by 2 community centers in Senec and Jánovce - in cooperation with other entities
- Online campaign "Dobro v človeku", which was aimed at supporting families before Christmas who face an unfavorable life situation - 150 families were given gifts
- Participation in the stand-up performance "Silné reči", which was focused on a light discussion on the topic of pre-Christmas rush and the perspectives of perceiving this rush from the position of men and women



**WE PROVIDED STATEMENTS FOR PRINT AND SOCIAL MEDIA IN THE AREA OF:**

- of social economy - "Social entrepreneurship in practice" for the portal podnikajte.sk

<https://www.podnikajte.sk/manazment-a-strategia/socialne-podnikanie-v-praxi>

- of social and legal protection "Courts send quarreled couples to them: When they change their behavior, it is easier to get a child" for aktuality.sk

<https://www.aktuality.sk/clanok/815758/sudy-k-nej-posielaju-rozhadane-dvojice-keď-zmenia-svoje-spravanie-lahsie-ziskaju-dieta>



**Sociálne podnikanie v praxi**

 **PODNIKAJTE SK**

# STAFF

In 2020, the organization employed 54 full-time employees (part-time or full-time). Specific composition of 7 management staff and 47 professionals - specifically 25 social workers; 15 psychologists and psychotherapists and 3 special pedagogues, 2 social pedagogues, 2 speech therapists.

## Management and team of collaborators:

Board members - PhDr. Elena Kopcová, PhD., Nora Horváthová, Katarína Horváthová, Mgr. Marcela Hajtmánková, PhDr. Marianna Sninčáková

Members of the Supervisory Board - Ing. Pavol Kopec, PhD., Gabriela Bartalosoová, Ernest Horváth

President and Statutory Representative - PhDr. Elena Kopcová, PhD. a Nora Horváthová

Poradný výbor - v našich sociálnych projektoch pôsobili a v súčasnosti stále pôsobia prof. PhDr. Ján Gabura, CSc., doc. PhDr. Eva Mydlíková, PhD. atď.

The executive team for all main activities (Specialized social counseling, Community center, Early intervention services, Social and legal protection of children and youth, Agency for supported employment and Psychotherapy in social services) consists of:

## Internal staff (regular employment, in alphabetical order without titles):

Aly Zuzana, Andrassyová Dominika, Antalová Brigita, Balážová Soňa, Barčáková Katarína, Bauer Renáta, Bednárová Hana, Bilská Mária, Bujačková Miriam, Divulit Katarína, Dokupilová Krumlovská Diana, Dredanová Simona, Eliáš Laura, Galátová Jana, Gaszová Zita, Gažiová Andrea, Goľová Alexandra, Gorejová Andrea, Hajduová Alexandra, Hajtmánková Marcela, Harváneková Iveta, Hermanová Martina, Horváth Katarína, Horváthová Katarína, Horváthová Nora, Hudáčková Veronika, Hudecová Lenka, Húdeková Alena, Károlyi Tomáš, Karperová Zuzana, Knížatová Emília, Kočišová Dominika, Koňuch Tomáš, Kopcová Elena, Kráľovič Marián, Kramárová Ester, Mašková Adriana, Matejčíková Šareková Zuzana, Olšanská Petra, Omámiková Ivana, Pidová Silvia, Pytlová Katarína, Režňáková Zuzana, Richtáriková Alžbeta, Rybová Iveta, Sedlačeková Alexandra, Sninčáková Marianna, Szíkorová Karolína, Štefák Ondrej, Štofánová Darina, Tóthová Melitta, Turčaniová Simona, Vlковиčová Mária, Vranková Jana.

## External staff (possible agreement on the performance of work, agreement on the student's temporary work):

**Volunteers - students of social work and work psychology:** volunteers - students of social work and psychology, Charles University in Bratislava and TRUNI in Trnava, but also A. Bernolák Grammar School Senec

## Supervisors in social services:

Prof. PhDr. Ján Gabura, PhD., doc. PhDr. Eva Mydlíková, PhD., Mgr. Kristína Mózešová, PhD., PhD., PhDr. Barbora Kuchárová, PhD.

**Project and financial management of the organization and projects** - in addition to the president of the association Elena Kopcová, the second statutory representative Nora Horváthová, Mgr. Marcela Hajtmánková and Katarína Horváthová

