



FINAL EVALUATION REPORT

of project

Jekh jekhetano drom 2 (One Common Way 2)

Reference number: 450.152624.01

Duration: 1st of May 2017 – 31st of March 2018

Locations: Ostrava town (Czechia) & Cicava village (Slovakia)

Funded by: Porticus Vienna

Implemented by: Don Bosco – Salesian Leisure Center in Ostrava town

Edita Bednarova – Consultant

October 2018

Content

Shrnutí v českém jazyce / Executive summary in Czech language.....	3
Executive summary	7
1. Basic information	11
1.1. Project description	11
1.2. Project partners	12
2. Evaluation objectives and design	14
2.1. Objectives of the evaluation	14
2.2. Evaluation methodology.....	14
2.3. Evaluation limits	16
3. Evaluation findings	17
3.1. Relevance	17
3.2. Efficiency	22
3.3. Effectiveness	26
3.4. Sustainability.....	28
3.5. Impact	29
4. Remarks towards the project and Don Bosco activities	31
5. Annexes	35
Annex 1 – List of acronyms.....	35
Annex 2 – List of overviewed documents	36
Annex 3 – Guidelines for interviews	37
Annex 4 – List of people interviewed	40

Shrnutí v českém jazyce / Executive summary in Czech language

Projekt 'Jekh jekhetano drom 2 (One Common Way 2)' byl realizován organizací Don Bosco - salesiánské středisko volného času v Ostravě (ve spolupráci se slovenskou organizací Řeckokatolické formační centrum pro Romy z vesnice Čičava) v období od 1. května 2017 do 31. března 2018 s celkovým předpokládaným rozpočtem 114.460 €. Byl financován organizací Porticus, konkrétně její vídeňskou kanceláří pro Střední a Východní Evropu a Blízký východ.

Celkovým cílem tohoto projektu bylo vytvořit při středisku Don Bosco stabilní, silné a zdravé romské společenství, které bude lidským a duchovním zázemím pro další motivované Romy. Ti pak mají na základě dobrého osobního příkladu lidí ze společenství a díky podpoře vytvořené skupiny reálně a trvale měnit svůj život a následně se angažovat ve své komunitě, společnosti a církvi ve prospěch dalších.

Specifickým cílem projektu bylo:

- vyhledat potencionální romské lídry, připravit je, aby se stali vzory v romské komunitě a pracovali pro ni,
- tvořit zdravá jádra romských skupin a společenství v Ostravě,
- organizovat společné aktivity pro romské a neromské obyvatele v Ostravě a přeshraniční aktivity se slovenskou partnerskou organizací v Čičavě,
- zkvalitnit prostorové zázemí střediska Don Bosco,
- zlepšit vztahy mezi veřejností a střediskem Don Bosco za účelem motivace ostatních mladých lidí k zapojení se do programu.

Tomuto projektu předcházela podobný projekt se stejným jménem 'Jekh jekhetano drom (One Common Way)', který se také zaměřoval na Romy v Ostravě a byl realizován ve spolupráci se slovenskou organizací Řeckokatolické formační centrum pro Romy v Čičavě.

Tato evaluace byla zadána střediskem Don Bosco za účelem zhodnocení, zda byly splněny cíle projektu a jaký je jeho dopad.

Závěr hodnocení zjištění je následující:

<u>Relevantnost</u>	<u>Velmi vysoká</u>
<u>Účinnost</u>	<u>Spíše nízká</u>
<u>Efektivita</u>	<u>Spíše vysoká</u>
<u>Udržitelnost</u>	<u>Spíše vysoká</u>
<u>Dopad</u>	<u>Spíše nízký</u>

Relevance

V roce 2010 přijala Evropská unie v rámci úsilí o zvládnutí hospodářské krize Strategii Evropa 2020, která ustanovuje evropskou platformu proti chudobě. Strategie mimo jiné podporuje inteligentní, udržitelný a inkluzivní růst, který vytváří podmínky pro ekonomickou a sociální integraci nejpočetnější evropské menšiny – Romů.

V roce 2014 zavedlo bývalé Ministerstvo pro lidská práva, rovné příležitosti a legislativu České Republiky Strategii integrace Romů do roku 2020, zejména v oblasti vzdělávání, zaměstnanosti, bydlení a sociálních věcí.

Moravskoslezský region pravidelně formuluje svou Strategii integrace romské komunity se současně platným obdobím od roku 2015 do roku 2020. Město Ostrava má také svůj vlastní Program sociální inkluze, který byl vytvořen do roku 2020. Oba tyto dokumenty uvádějí středisko Don Bosco jako jednoho z poskytovatelů sociálních služeb v regionu respektive ve městě.

Projekt je v souladu se všemi zásadami a prioritami uvedených strategických dokumentů a jeho hlavním zaměřením je vzdělávání mládeže.

V roce 2013 představilo Ministerstvo práce a sociálních věcí České Republiky mapu sociálně vyloučených romských lokalit. V rámci Moravskoslezského kraje (druhý s nejvyšší romskou populací) má město Ostrava největší počet sociálně vyloučených romských lokalit. Toto město má přibližně 300.000 obyvatel, z toho přibližně 20.000 – 40.000 Romů (nejvyšší podíl v České republice).

Důležitost projektu potvrdil také zástupce donora, stejně jako ostatní zúčastněné strany, které byly dotazované.

Celkově je relevantnost projektu velmi vysoká.

Účinnost

Celkový plánovaný rozpočet projektu činil 114.460 €, z toho 56.580 € (49 %) poskytl Porticus a 57.880 € (51 %) středisko Don Bosco. Většina celkového rozpočtu projektu měla být vynaložena na osobní náklady (70 %), což odráží počet pedagogů zapojených do projektových aktivit. Zbytek prostředků byl plánován na služby (27 %) a materiály (3 %). Porticus poskytl další částku ve výši 4.000 €, která měla být vynaložena na vypracování a školení předpisů na ochranu dětí a odbornou evaluaci projektů. Rozpočet byl vynaložen postupně a podle plánu, aniž by bylo nutné podávat žádost o změnu na Porticus.

Výzvou byla práce s romskou mládeží, která pomalu vyrůstá jako první generace v středisku Don Bosco od malých dětí. Je to poprvé, kdy se pedagogové musí zabývat skupinou mladistvých a museli najít ty správné způsoby. Prostřednictvím těchto mladých lidí bylo středisko Don Bosco schopné zapojit do svých činností i romské rodiče, což je celkem úspěšné. Je také pozitivní, že středisko Don Bosco nepracuje pouze s Romy, ale i s neromskou mládeží.

Většina aktivit plánovaných v rámci projektu se uskutečnila podle původních časových plánů kromě několika výjimek. Každá projektová aktivita měla své vlastní výzvy a několik aktivit bylo v průběhu realizace zrušeno. Zdá se, že pedagogové byli příliš vytěženi na to, aby kromě svých ostatních každodenních povinností prováděli zodpovědně i celou řadu projektových činností.

Středisko Don Bosco je poměrně uznávanou institucí v Ostravě i v regionu za svou dlouhodobou práci s romskými komunitami. Má velmi dobré vztahy a spolupracuje se svými donormi a dalšími příslušnými institucemi. Spolupráce se slovenským projektovým partnerem Řeckokatolickým formačním centrem v Čičavě byla velmi efektivní, protože má několik let historie a množství zrealizovaných úspěšných společných akcí.

Celkově je účinnost projektu spíše nízká.

Efektivita

Projektové aktivity přispěly k částečnému dosažení celkového cíle projektu, kterým bylo vytvoření stabilního, silného a zdravého romského společenství, kterého členové dokáží reálně a trvale měnit svůj život a angažovat se ve své komunitě, společnosti a církvi ve prospěch dalších. Tento ambiciózní cíl nebylo možné plně uskutečnit během pouhých 11 měsíců trvání projektu, neboť je to dlouhodobý proces.

Ke konci projektu lze říci, že navzdory výzvam spojeným s realizací jednotlivých aktivit byly částečně nebo spíše dosaženy specifické cíle projektu. Noví potencionální romští lídři byli identifikováni a systematicky vzdělávání prostřednictvím různých aktivit zvyšujících jejich vůdčí schopnosti. Bylo vytvořeno několik romských skupin a komunit, zejména skrze několika společenství a terénních aktivit v rámci Ostravy mimo střediska Don Bosco. V průběhu 11 měsíců realizace bylo uspořádáno mnoho společných aktivit pro romské a neromské obyvatele Ostravy, jakož i přeshraniční aktivity se slovenskou partnerskou organizací v Čičavě. Byl taky zrekonstruován multifunkční sál pro společenské a kulturní akce v středisku Don Bosco. Činnosti v rámci zlepšení vztahů s veřejností a střediska Don Bosco probíhaly jako obvykle.

Je poměrně obtížné odhadnout rámeček nebo rozsah dosažených cílů projektu z důvodu chybějících ukazatelů a specifikace očekávaných výsledků. Je důležité uvést, že všechny cíle projektu byly spíše dlouhodobé a bez dřívější systematické práce střediska Don Bosco, by nemohly být dosaženy během tak krátké doby trvání projektu.

Byly zjištěny tři potenciální faktory, které eventuálně mohly bránit projektu v dosažení cíle efektivnějším způsobem: zaměstnanci střediska Don Bosco, struktura střediska Don Bosco a městské prostředí Ostravy jako také.

Vzhledem k cílové skupině a obtížným podmínkám, z kterých její členové přicházejí, jsou na tom ti, kteří navštěvují středisko Don Bosco nebo se podílejí na jeho akcích, rozhodně lépe po nějakém čase ve srovnání s jejich vrstevníky. Dokonce i když méně vůdčí schopnosti a společenství nejsou budovány tak rychle, je středisko Don Bosco na dobré cestě. Významný je především jeho přínos na úrovni jednotlivců.

Celkově je efektivita projektu spíše vysoká.

Udržitelnost

Projektový návrh představil jedno hlavní opatření k udržení projektu po jeho životním cyklu. Předpokládá finanční zajištění a rozdělování prostředků od několika donorů po dobu nejméně 3 až 5 let. Projektový dokument dále odhadoval úbytek některých aktivit a budoucí spolupráci s Řeckokatolickým formačním centrem v Čiřavě.

Hlavním prvkem udržitelnosti projektu by měla být angažovanost a vlastnictví projektu jeho příjemci – romskými lidmi – kteří jsou potenciálními budoucími multiplikátory. Tento prvek udržitelnosti se stále vyvíjí, protože jelikož je to dlouhodobý proces.

Pokud jde o aktivity generující příjmy, byly střediskem Don Bosco už částečně prozkoumány. Jakákoli spolupráce se soukromými společnostmi jako donory je velmi obtížná, neboť romská problematika je dlouhodobě opomíjena a přehlížena.

Skutečnou udržitelnost projektu momentálně zajišťují pracovníci střediska Don Bosco, kteří mají pro svou práci vášni a současně je středisko Don Bosco institucí za kterou stojí ministerství, region, město a církve.

Celkově je udržitelnost projektu spíše vysoká.

Dopad

Podle projektového dokumentu měly mít jednotlivé aktivity přímý dopad na více než 550 příjemců. Ke konci projektu je tento odhad přibližně 600 osob (Romů). Dalšími několika stovkami příjemců (Romů i zástupců majority) bylo nepřímo ovlivněno projektem, zejména vrstevníky přímých příjemců.

Hlavním dopadem projektu jsou kapacity vybudované prostřednictvím různých projektových aktivit. Nejvíce viditelný pozitivní dopad aktivit střediska Don Bosco a úsilí jeho zaměstnanců je na individuální úrovni příjemců a je spojen především s osobním poradenstvím nebo přímou pomocí po řešení různých administrativních či právních otázek s příjemci a pro příjemce.

Nebyl identifikován žádný potenciální negativní dopad projektu nebo aktivit střediska Don Bosco. Jedinou výjimkou je neúmyslný (a pravděpodobně i krátkodobý) dopad, a sice rivalita mezi romskými rodinami, které jsou součástí místního společenství.

Zdá se, že dlouhodobé aktivity střediska Don Bosco mají značně pozitivní dopad na příjemce. Nicméně, když se vezme v úvahu pouze tento projekt a jeho 11 měsíční období implementace, byl jeho dopad spíše omezený.

Celkově je dopad projekt spíše nízký.

Poznámky k projektu a činnosti střediska Don Bosco

1. Středisko Don Bosco se stále nachází v procesu vzdělávání, přičemž se ve spolupráci s Řeckokatolickým formačním centrem v Čičavě učí zásady a principy práce s Romy s cílem vybudování životaschopného společenství.
2. Vzhledem k tomu, že vztahy mezi zaměstnanci střediska Don Bosco a příjemci – Romy se stále zintenzivňují, a vzájemné povědomí o sobě roste, je třeba vnést do těchto vztahů z obou stran více transparentnosti a odpovědnosti.
3. Vlastnictví projektu ze strany příjemců by mělo být posíleno prostřednictvím jejich aktivní účasti a přenesení více odpovědnosti.
4. Organizační struktura střediska Don Bosco by mohla být přehodnocena, protože se zdá, že je zapotřebí inovativního a na míru šitého přístupu.
5. Spolupráce je hlavní esencí při práci na romských záležitostech.
6. Práce na romských záležitostech musí být dlouhodobá a komplexní.

Executive summary

The project 'Jekh jekhetano drom 2 (One Common Way 2)' has been implemented by organization Don Bosco – Salesian Leisure Center in Ostrava town (in cooperation with Slovak organization Greek-catholic Formation Center for Roma in Cicava village) within time period of 1st of May 2017 and 31st of March 2018 with the overall foreseen budget of 114.460€. It was funded by Porticus organization, specifically its Vienna Office for Central & Eastern Europe, Middle East.

The overall objective of this project was to create stable, strong and healthy Roma fellowship which will be raising, educating and spiritually forming other motivated Roma people. The fellowship members should be able to utilize the good personal examples within the fellowship and its group dynamics to change their lives in a real and permanent way and to get engaged within their communities, society and church to benefit the others.

The specific objectives of the project were to:

- identify potential Roma leaders and empower them through enhancing their leadership skills,
- creation of healthy Roma groups and communities in Ostrava town,
- organization of common activities for Roma and non-Roma people in Ostrava as well as cross-border activities with Slovak organization Greek-catholic Formation Center for Roma in Cicava village,
- upgrade of infrastructure of Don Bosco – Salesian Leisure Center in Ostrava town,
- improvement of Don Bosco public relations in order to motivate other young people to join.

This project followed up similar project with the same name 'Jekh jekhetano drom (One Common Way)', which was targeting as well Roma people in Ostrava town and was as well implemented in cooperation with Slovak organization Greek-catholic Formation Center for Roma in Cicava village.

The evaluation was commissioned by Don Bosco – Salesian Leisure Center in Ostrava town with the main aim to assess whether where the goals of the project accomplished and what is the actual and foreseen impact of the project.

The conclusion of evaluation findings is:

<u>Relevance</u>	<u>Very High</u>
<u>Efficiency</u>	<u>Rather Low</u>
<u>Effectiveness</u>	<u>Rather High</u>
<u>Sustainability</u>	<u>Rather High</u>
<u>Impact</u>	<u>Rather Low</u>

Relevance

In 2010, as part of the efforts to confront the economic crisis, the European Union adopted the Europe 2020 strategy, which outlines the European platform against Poverty. Besides others, the strategy is fostering smart, sustainable and inclusive growth which creates conditions for economic and social integration of the most numerous European minority – the Roma.

In 2014 former Ministry of Human Rights, Equal Opportunities and Legislation of the Czech Republic introduced a Strategy for the integration of Roma up to 2020, especially in areas of education, employment, housing and social affairs.

The Moravian-Silesian region develops regularly a Strategy for the Integration of Roma Community with the actual one set for the period between 2015 – 2020. Ostrava town is as well having its own program for social inclusion set up to 2020 too. Both these documents are listing Don Bosco as one of the social services providers in the region or town.

The project complies with all the principles and priorities of the strategic documents mentioned above and its main focus is put on youth education.

In 2013 the Ministry of Labor and Social Affairs of the Czech Republic introduced a map of socially excluded Roma localities. Within the Moravian-Silesian region (the second one with the highest Roma population), Ostrava town is having the highest number of socially excluded Roma localities. This town is having approx. 300.000 inhabitants out of which is approx. 20.000 – 40.000 Roma (the highest share in Czech Republic).

Finally, the relevance of the project was confirmed also by the donor representative as well as all the other interviewed project stakeholders.

Overall, the relevance of the project is very high.

Efficiency

The overall planned budget of the project was 114.460€ out of which 56.580€ (49%) was to be provided by Porticus and 57.880€ (51%) by the Don Bosco implementing organization. Significant percentage of the overall project budget was to be spent on personal costs (70%) which reflects the number of the pedagogues involved in the project activities. The rest of the funds were planned to be spent on services (27%) and materials (3%). Porticus provided an extra amount of 4.000€ to be spent for safeguarding policies development and project evaluation. The budget was spent gradually and according the plan, without any need to submit a request for a change to Porticus.

Challenging was the work with the teenagers who slowly grown up as the first generation in Don Bosco from small children. It is for the first time for the pedagogues to deal with a group of adolescents and they had to find proper ways. Through these youngsters Don Bosco was able involve into its activities as well the Roma parents, which is quite a success. It is as well positive that Don Bosco is not working only with Roma but as well non-Roma youth.

Majority of the activities planned in the project took place according to the original timeline besides some exceptions. Each activity was having its own challenges and there were few, which were cancelled while implementing the project. It seems that it was very demanding for the pedagogues to implement quite a huge range of activities besides their other daily duties.

Don Bosco is quite recognized institution in the Ostrava town as well as within the region for its long-term work with Roma communities. It is having very good relationships and established cooperation with its donors and other relevant institutions. The cooperation with the project partner Greek-catholic Formation Center from Slovakia was very efficient, as it is having history of couple of years and there were already many common activities organized together.

Overall, the efficiency of the project is rather low.

Effectiveness

The project activities contributed to partial achievement of the overall objective which was to create stable, strong and healthy Roma fellowship able to change their lives and to get engaged within their communities, society and church to benefit the others. It was not possible to fully achieve this ambitious objective only within the 11 months of project duration as it is a long term process.

By the end of the project it can be said, that despite the challenges with the individual activities implementation, the specific objectives of the project were partially or rather achieved. There were new potential Roma leaders identified and systematically empowered through various activities enhancing their leadership skills. There were several Roma groups and communities created, especially through the fellowship and outreach activities. Many common activities for Roma and non-Roma people in Ostrava as well as cross-border activities with Slovak partner organization were organized during the 11 months of the project. The multifunctional hall for social and cultural events was reconstructed. The public relations' activities of Don Bosco were running as usual.

It is quite difficult to estimate the range or scope of the objectives' achievement due to missing indicators and specification of desired results. It must be as well stated that, all the project objectives were rather long-term and without the previous systematic work of Don Bosco, they could have not been achieved within the short span of the project duration.

There were three potential factors identified which might have hindered the project from achieving its objective in more effective way: the staff of Don Bosco, the structure of Don Bosco and finally the urban set up within Ostrava town.

Considering the target group and the difficult conditions its members are coming from, those ones who are visiting Don Bosco or participating on its activities are definitely better-off after some time in comparison to their peers. Even if the leadership and fellowship are not built so fast, Don Bosco is on a good way and the empowerment especially on individual level is quite substantial.

Overall, the effectiveness of the project is rather high.

Sustainability

The project proposal introduced one main measure to sustain the project beyond its life cycle. It was assuming a financial coverage and funds diversity from several donors for at least 3 – 5 years. Project document was as well estimating downscaling of some activities and further cooperation with Greek-catholic Formation Center.

Main sustainability element of the project should be the commitment and the ownership of the project beneficiaries – the Roma leaders – who are the desired future multipliers. This is still being developed as it is a long-term process.

In regard of some income generating activities, they were rather explored by Don Bosco. Any cooperation with private companies as a donor is very difficult as the Roma problematic is sadly neglected and overlooked.

Actual sustainability of the project is provided by the committed staff of Don Bosco and at the same time is the institution backed up by the government, municipalities and church.

Overall, the sustainability of the project is rather high.

Impact

According to the project document, the activities were to impact over 550 direct beneficiaries. By the end of the project, the estimate is approx. 600 Roma people. There were another few hundreds of beneficiaries (Roma and non-Roma people) indirectly influenced by the project, especially the peers of the direct beneficiaries.

Main impact of the project are the capacities built through the various project activities. The most visible positive impact of Don Bosco activities and the effort of its staff is at individual level and mainly connected with either personal counselling or direct assistance once solving some administrative or legal issues with and for the beneficiaries.

There was no potential negative impact of the project or the Don Bosco activities identified, yet there is some unintended (and most probably short-term) impact of rivalry in-between the Roma families who are part of the fellowship.

It seems that the long-term activities of Don Bosco are having quite a significant positive impact on the beneficiaries. However, once taking into consideration only this project and its 11 months of implementation period, it was quite limited.

Overall, the impact of the project is rather low.

Remarks towards the project and Don Bosco activities

1. Since the cooperation with Greek-catholic Formation Center, Don Bosco is still in a learning process in regard the principles of how to work with Roma people in order to build a viable fellowship.
2. As the relationships between the Don Bosco staff and the Roma beneficiaries are becoming more and more closer, just as the increasing knowledge about each other, there is a need for both sides transparency and accountability.
3. Project ownership should be enhanced through active participation and delegation of more responsibilities to the beneficiaries.
4. Organizational structure of Don Bosco might be reconsidered as it seems that some innovative and tailor-made approach is needed.
5. Collaboration is the main essence once working on the Roma issues.
6. Long-term and complex work is needed once working on the Roma issues.

1. Basic information

1.1. Project description

The project '**Jekh jekhetano drom 2 (One Common Way 2)**' has been submitted by organization Don Bosco – Salesian Leisure Center in Ostrava town for funding to Porticus organization, specifically to its Vienna Office for Central & Eastern Europe, Middle East (under reference number 450.152624.01) in 2017.

The project has been running for 11 months during **time period** of 1st of May 2017 and 31st of March 2018 with the overall foreseen **budget** of 114.460€ out of which 57.880€ (51%) was to be co-financed by Don Bosco Ostrava.

The **overall objective** of this project was to create stable, strong and healthy Roma fellowship which will be raising, educating and spiritually forming other motivated Roma people. The fellowship members should be able to utilize the good personal examples within the fellowship and its group dynamics, to change their lives in a real and permanent way and to get engaged within their communities, society and church to benefit the others.

The **specific objectives** of the project were to:

- identify potential Roma leaders and empower them through enhancing their leadership skills,
- creation of healthy Roma groups and communities in Ostrava town,
- organization of common activities for Roma and non-Roma people in Ostrava as well as cross-border activities with Slovak organization Greek-catholic Formation Center for Roma in Cicava village,
- upgrade of infrastructure of Don Bosco – Salesian Leisure Center in Ostrava town,
- improvement of Don Bosco public relations in order to motivate other young people to join.

Young and adult Roma leaders should be formed through individual and group **activities** of personal development, guidance, mentoring, various educational activities (such as an evening school and mini-dormitory), small work related activities (to gain the first experience), residential events for families and common activities with Slovak organization Greek-catholic Formation Center for Roma in Cicava village (Slovakia).

Planned **direct beneficiaries** were divided into two groups:

40 – 50 Roma youth (children or teenagers at age between 10 – 20) who might become future leaders. This target group usually neglects school attendance, performs bad at school, starts with drugs or has other conflicts with law.

50 – 60 adult Roma people who are parents of the youngsters from the first group and potentially as well younger siblings of the youngsters. The Roma parents have usually only basic primary education, they are unemployed and dependent on social benefits.

All the activities should have impact (through a multiplication effect) on other 150 Roma people as **indirect beneficiaries** who are the peers of the direct beneficiaries.

This project **followed up** similar project with the same name '**Jekh jekhetano drom (One Common Way)**' which was funded by Porticus (under reference number 443.152624) in 2016. It was targeting as well Roma people in Ostrava town and it was as well implemented in cooperation with Slovak organization Greek-catholic Formation Center for Roma in Cicava village.

1.2. Project partners

Don Bosco (DB) – Salesian Leisure Center in Ostrava town is an educational facility established in Czechia (in Czech language ‘Salesianske stredisko volneho casu Don Bosco’) in 1995. At the same time it is a faith-based organization and the work of Salesians started in Ostrava town in 1934.

The mission of DB is *“upbringing and education of mainly Roma children and youth from Ostrava town based on Christian principles with the aim to prepare them for life in the society.”*

There are four main forms how is the mission fulfilled:

- oratory – open club which is providing reasonable ways how to spend free time and it is complementary to home, parish, playground and school,
- hobby groups – education through interests,
- after school tutoring to prepare for school,
- oratory in the street – pedagogical field work in various socially disadvantaged localities within Ostrava town).

There are approx. 80 various events (sports or culture related, competitions, camps, trips...) organized by DB per year and the leisure center is visited by approx. 150 – 180 children and youngsters per week (out of which 85% – 90% are Roma).



Don Bosco – Salesian Leisure Center in Ostrava town

DB, as the recipient of the grant, has covered and implemented all the project activities. There were also other Czech project partners involved in various DB activities, such as the local diocese, local primary schools, local Mother Teresa Charity and TV NOE.

The key partner of this project funded by Porticus was organization from Eastern Slovakia – the Greek-catholic Formation Center for Roma in Cicava village. The main objective of this cross-border cooperation is to enable (potential) leaders and talented children from Ostrava and Eastern Slovakia to meet and to be formed together. The fellowship which was formed in Slovakia is big inspiration and benchmark for DB.

Greek-catholic Formation Center (GFC) for Roma in Cicava village is an organization established in Slovakia (in Slovak language 'Greckokatolicke formacne centrum pre Romov v Cicave') in 2012. The work with Roma communities of the actual GFC team started in 2004 in Cicava village under different organization. Currently the activities of GFC exceeded the boundaries of Cicava village and even the district of Vranov nad Topľov. For this reason a central organization was established in 2017 in Presov town (the third biggest town in Slovakia) which is the seat for one of the eight higher territorial units in Slovakia. The same year there were two other sub-organizations founded to cover other areas within Presov region: in Malcov village within Bardejov district and in Jakubany village within Stara Lubovna district.

All of the organizations mentioned above are following the same vision to *"accompany Roma nation on their way to joyful eternity through reconciliation, piety and engagement"*. All of them are working together in their respective locations in order to implement following activities:

- events (pilgrimages, conferences, Roma-Slovak music festival 'FestRom'),
- worships (praying Mondays, praising, liturgies),
- networks (meetings of pastorally workers 'RomNet', meetings of personalities and civil society members engaged in Roma issues 'SAVORE', meetings of teachers working with Roma children to prevent burn-out syndrome 'Ezdras'),
- formation (gradually splits into four years),
- courses (evangelization, formation focused on God, formation focused on poverty),
- employment (meetings for Roma boys, leadership school, formation of theologians),
- music (Roma Christian big band with approx. 70 members 'BARARAS', Roma-Slovak Christian music band 'F6', children's Roma-Slovak Christian music band 'FIL3'),
- evangelization (in Roma communities and settlements, through CD 'Sun', in Roma families),
- creation (theatre, music, books),
- Roma art (carving, icon painting, creative workshop producing various small decoration items),
- communities (seniors 'Kalebovci', formed followers of apostle Paul, children's formation),
- cooperation (external supporting partners of the mission, internal volunteers – especially Roma people, television 'TV LUX').

The biggest contribution of GFC towards the project is especially sharing its know-how related to Roma fellowship forming which was gained during last 10 years and it is one of the most successful case studies of Roma work in Slovakia. This sharing is happening during various common events organized either in Czechia or Slovakia and it is done at the level of the organizations' staff as well as at the level of Roma and non-Roma organizations' members. Furthermore, GFC is able to recommend own Slovak Roma people, who successfully went through the formation process, to be employed by DB in Ostrava and to share their own firsthand experience of fellowship development in practice. This helps to DB to get closer and more connected to their Roma beneficiaries as up to now, DB was not able to employ any local Czech Roma as a Pastoral Assistant.

2. Evaluation objectives and design

2.1. Objectives of the evaluation

The evaluation of the project was commissioned by DB with the main aim to assess whether where the goals of the project accomplished and what is the actual and foreseen impact of the project. The evaluation report might be used to raise funds for further DB activities.

The structure of the evaluation follows Organization for Economic Cooperation and Development-Development Assistance Committee (OECD-DAC) evaluation criteria:

- Relevance

The extent to which the objectives of a development intervention are consistent with beneficiaries' requirements, country needs, global priorities and partners' and donors' policies.

- Efficiency

A measure of how economically resources / inputs (funds, expertise, time, etc.) are converted to results.

- Effectiveness

The extent to which the development intervention's objectives were achieved, or are expected to be achieved, taking into account their relative importance.

- Sustainability

The continuation of benefits from a development intervention after major development assistance has been completed. The probability of continued long-term benefits. The resilience to risk of the net benefit flows over time.

- Impact

Positive and negative, primary and secondary long-term effects produced by a development intervention, directly or indirectly, intended or unintended.

The evaluation's findings and learning points can provide useful information to Porticus and to other local organizations for the design of their future projects. The evaluation should also provide an independent feedback to DB on their management of the project and possible ways to improve it. The language of this evaluation was agreed to be English.

2.2. Evaluation methodology

The evaluation methodology was developed with and approved by the DB Project Manager after thorough discussion in order to reflect the most of the expectations of the organization.

In the preparatory phase of the evaluation, the purpose of the evaluation, work plan and timing were agreed and guidelines for interviews (Annex 3) were created. Its focus was put on in-depth qualitative research allowing thorough understanding of the project's context and impact on its beneficiaries and their communities.

The data collection methods were non-participatory (involving stakeholders as respondents and interviewees, but not as evaluation designers and planners).

The evaluation was conducted through 'evidence-based approach' where the answers to the evaluation questions were put together through collecting evidence from the desk research and field research (one week field visit of DB in Ostrava town including participation on various events or phone calls and e-mail communication where the personal meetings were not possible), its verification and triangulation (comparing to each other) and further analysis of other data received.

Following sources of information were identified:

- Documents and materials connected to the project and strategic documents describing Czech and European strategic interests and successes reached so far in the thematic area of Roma issues (Annex 2).
- Project management and implementation team including all: project manager, coordinators, volunteers and all the pedagogues participating on the various project activities.
- Donor representative (Porticus Grant Administrator).
- Representatives of local community such as the local schools' staff, nuns from the Mother Teresa Charity and random members of socially disadvantaged communities in Ostrava.
- Representatives of other Czech non-governmental organizations (NGOs) working in the field of Roma issues.
- Direct beneficiaries of the project including other community members involved and not involved in project activities (Roma and non-Roma).

List of all interviews, their forms and timeline can be found in Annex 4. The preparation phase of the evaluation started with face-to-face initial debriefing with DB Project Manager in the mid of July. The month of August was dedicated to desk research of the project related and other strategic and Roma issues related documents. The field visit was done during September as well as the phone call interviews which took usually 1 – 2 hours each. Additional e-mail consultations were conducted as well due to unsuccessful attempts for a face-to-face meeting or a phone call.



Interviews in progress: individual with one of the Pedagogues of Free Time and a focus group with higher age youngsters who are the main project beneficiaries.

2.3. Evaluation limits

There were few challenges encountered during the evaluation process.

The project activities were integral part of the DB daily operations which are running for many years (besides few exceptions), thus it is quite hard to distinguish between the implications of this particular project. Quite a difference was brought into the work of DB through the cooperation with GFC which started 4 – 5 years ago and it was financially supported as well by Porticus. Thus the information about impact and sustainability will be rather broader, reflecting last couple of years with GFC and not only the one year of project duration.

Moreover, there were no baseline data collected prior to the project and the various activities of DB are usually being co-implemented with other partners or co-funded by other donors (e.g. Mother Teresa Charity, local diocese, Ostrava town municipality, Ministry of Education, youth and sports). All these facts make it even harder to measure any specific success which could be ascribed to this project.

Despite quite a big project team, there were only few people familiar with the project document and having an overview about all the activities and the objectives of the project. Only few interviewed respondents were having broader conceptual thinking towards the project within other activities and partners of DB. Therefore, assessing achievements of specific goals and measuring the efficiency and effectiveness of the project is rather subjective.

Due to busy schedule of the municipality representatives it was not possible to meet or to interview any of them. Thus there is more attention paid to study of the various materials such as strategies and researches within the relevance chapter.



DB team during training about bullying and the DB multifunctional hall (for social and cultural events) with recently reconstructed floor.

3. Evaluation findings

3.1. Relevance

In 2010, as part of the efforts to confront the economic crisis, the European Union (EU) adopted the Europe 2020 strategy, which outlines the European platform against Poverty as one of the top initiatives. Its goals are to ensure economic, social and territorial integrity, increase awareness and recognize the fundamental rights of individuals living in poverty and facing social exclusion, enable them dignified life and an active participation in the society. The essence of the effort is to create a platform for cooperation, partner evaluation, exchange of best practices, striving to eliminate social exclusion, and simultaneously to adopt specific measures, even using a targeted support from the structural funds, mainly the European Social Fund (ESF).

The Europe 2020 strategy for fostering smart, sustainable and inclusive growth which creates conditions for economic and social integration of the most numerous EU minority – the Roma. The base strategic principles applied are: de-stigmatization, desegregation and de-ghettoizing. Following implementation principles were defined: solidarity, legality, partnership, comprehensiveness, conceptuality, systematic approach and sustainability, respecting regional and sub-ethnic features, gender equality, responsibility and predictability.

In 2014 former Ministry of Human Rights, Equal Opportunities and Legislation of the Czech Republic (in cooperation with The Office of the Government of the Czech Republic – Council for Human Rights, National Minorities and Roma Community Affairs) introduced a Strategy for the integration of Roma up to 2020 (Roma 2020 Strategy). This strategy was developed as a reaction towards recommendation on effective Roma integration measures in the member states of Council of the EU from December 2013.

The aim of the strategy is to reverse negative trends in the development of the situation of Roma in Czech Republic by 2020, especially in education, employment, housing and social affairs. It should help to kick-start and accelerate positive change and to make progress while removing unjustified and unacceptable differences between a substantial part of the Roma and the majority population, ensuring effective protection of Roma against discrimination, safe coexistence and encouraging the development of Roma culture and language.

The Czech strategy describes its specific objectives at three levels: Human rights related, National and Socio-economic; all being in line with following principles: Strengthening the Roma identity, Roma involvement, Desegregation, The viability, the sustainability and the measurability of the measures, Comprehensive solutions and stakeholder partnerships, The use of positive measures as a means of eliminating the disadvantaged Roma, Applying the gender equality perspective and Applying the best interests of the child approach.

The Moravian-Silesian region develops regularly a Strategy for the Integration of Roma Community. The actual one is set for the period between 2015 – 2020. It is defining the structure of responsible committees and working groups as well as the roles of the regional coordinator and Roma village advisors. It is further describing the social services and their distribution within socially excluded localities which should be accessible, socially inclusive, human focused and effective. Main areas of Roma communities' members integration were defined as: education, housing, employment and prevention of risky forms of behavior existing in relation to social exclusion (e.g. criminal activities, drug or slot machines addiction, over-indebtedness, illegal work). At the same time is the strategy listing DB as one of the social services providers in the region (in-between four other institutions which are located in another parts of Ostrava with different catchment areas).

Ostrava town is as well having its own program for social inclusion which is set up to 2020 and its main slogan is *“Better life with own family - better co-existence with the majority”*. Besides other is the program connected to the ‘Decade of Roma inclusion’ initiative which was running as well in other European countries. Four working areas were identified in Ostrava town: education, employment, housing and criminality prevention, where DB is again listed as one service provider under the education pillar.

The project of DB complies with all the principles and priorities mentioned above (either at EU, national, regional or local level) and its main focus is put on youth education. Yet it is overlapping with all the other areas since the youth work includes also consultations with the parents who are in many cases counselled as well. Special attention is paid to non-formal education and formation of young Roma leaders and there is an attempt involve parents through their children.

Here comes in the inspiration from GFC where it was proofed that it all starts at family level and through the positive examples of Roma leaders, the change can be later visible in the community or even in the whole settlement.

Based on the Caritas CARES research about poverty and social exclusion of young people in Czech Republic, *“there is an intergenerational transmission of poverty. Many young people do not know any other way of life and do not have any positive role models to look upon, thus they are not able to improve their situation just by themselves.”*

In 2013 the Ministry of Labor and Social Affairs of the Czech Republic (using the ESF resources) introduced a map of socially excluded Roma localities. The main objective was to obtain relevant and up-to-date information on the situation and to understand the processes that affect living conditions in the different types of localities. At the same time, the aim was to identify the possibilities and the level of absorption capacity of the service providers in this area (mainly NGOs, municipalities and their institutions, labor offices, etc.).





DB works only in Ostrava town within the Moravian-Silesian region, where is the highest number of socially excluded Roma localities:



Ostrava town is having approx. 300.000 inhabitants out of which is approx. 20.000 – 40.000 Roma (the highest share in Czech Republic). Roma population is living in several scattered areas. DB is located close to the downtown and there is none specific socially excluded location in close neighborhood (which seems to be sort of a disadvantage).



The donor representative confirmed that *“the Roma issues are quite a challenge not only in Czechia but as well in the wider region of Central Europe”*. The project fosters human dignity, social justice and sustainability which is in line with the principles of Porticus. At the same time the project applies the Porticus’ principles of ‘Catholic Social Teaching’. Thematically the project fits into three (out of four) of the actual strategic donor’s program areas which are ‘education’, ‘society’ and ‘faith’. DB works with the grassroot beneficiaries and just as Porticus, it aims to contribute to systemic social change.

Based on the most recent available Report on the state of the Roma minority (from 2016) by the Czech government, Roma are the most numerous ethnic minority living in the Czech Republic. According to qualified estimates, around 245.800 Roma were living in the Czech Republic (2,3% of the total population), of which about half were Roma integrated into society and the other half were Roma living in social exclusion. There were 606 socially excluded localities identified with approx. 115.000 inhabitants out of whom Roma are the majority. The Moravian-Silesian region is the second one (after Usti region) with the highest Roma population (approx. 32.600) out of which 70% are estimated to be socially excluded (this is the highest percentage in comparison to all the other regions in the Czech Republic).

NO.	REGION	APPROX. NO. OF ROMA	NO. OF SOCIALLY EXCLUDED ROMA
1	Prague (capital)	17 000	20%
2	South Bohemia	7 400	40%
3	South Moravia	21 000	40%
4	Karlovy Vary	13 800	50%
5	Hradec Kralove	9 600	40%
6	Liberec	15 700	40%
7	Moravia-Silesia	32 600	70%
8	Olomouc	13 000	60%
9	Pardubice	11 500	30%
10	Pilsen	13 000	50%
11	Central Bohemia	15 100	50%
12	Usti nad Labem	68 500	60%
13	Vysocina	5 100	50%
14	Zlin	2 500	30%
	TOTAL	245 800	50%

Finally, all the interviewed stakeholders of the project including the Roma community members, Roma leaders, priests and pedagogues expressed their strong support to DB activities and confirmed their importance and positive impact.

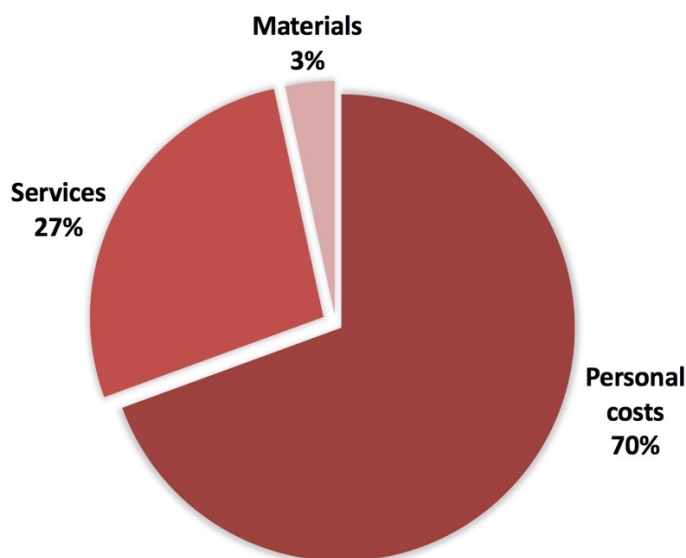
Considering all the information above, the relevance of the project is very high to its beneficiaries and all stakeholders involved.



Outreach activity of the three DB Pastoral Assistants from Slovakia at Soiva dormitory which is predominantly inhabited by Roma people.

3.2. Efficiency

The overall planned budget of the project was 114.460€ out of which 56.580€ (49%) was to be provided by Porticus and 57.880€ (51%) by the implementing organization DB. The breakdown of the expenses into three main categories is shown in the following graph:

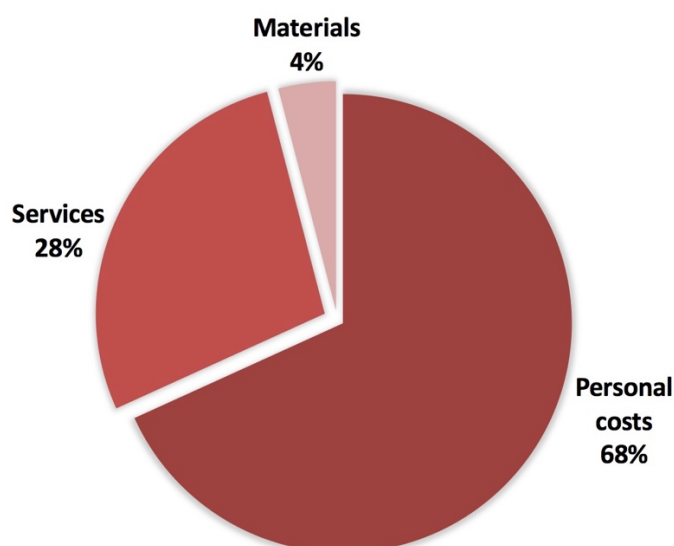


Significant percentage of the overall project budget was to be spent on personal costs (70%). It reflects the number of the pedagogues involved in the project activities and daily operations of DB. Services were planned at 27% which is mainly related to various events. 3% of the budget was to cover the materials.

The planned project budget was fully approved by Porticus with provision of extra 4.000€ to be used on two extra activities requested by the donor:

- development of safeguarding policies for the organization and participation of DB staff members on internal training on safeguarding,
- professional evaluation of the project.

The budget was spent gradually without any need to submit a request for a change to Porticus. The report of actual expenditures provided by the end of the project did not differ much from the plan:



Challenging was the work with the teenagers who slowly grown up (as the first generation) in DB from small children who started to visit the leisure center and nearby church some years ago. Previously, the process was quite simple: children joined DB at some young age and then at puberty they were leaving and never coming back. Since the fellowship activity was introduced a couple of years ago, there was a small community of youngsters built in DB, which did not leave as the previous teenagers, but tend to stay and keeps visiting the facility and attending the events and prayers. Yet, it is for the first time for the pedagogues to deal with a group of adolescents, whose mood and behavior is changing, who are having higher expectations and requirements than the children, who do not fully obey the rules and do not fulfill all the given conditions (e.g. school attendance and some minimum school performance).

It is quite a success that DB managed to involve into its activities as well the Roma parents during the last few years (including project duration). First of all, it was exactly through the teenagers (since they are their parents) and at the same through the fellowship, as there is one for the adults as well. Currently there are three stabile families who are attending regularly the fellowship meetings in the leisure center, masses in the church and various events organized by DB for the families. There are few more parents and families involved, but rather occasionally.

Positive is, that DB is not working only with Roma but as well non-Roma youth. The non-Roma young beneficiaries are approx. 10% – 15%, yet still coming from families which are socially or economically disadvantaged.

There were no concerns raised by the project stakeholders about cost-efficiency of any project activity as all were considered economically reasonable once achieving the project results. While looking for opportunities to reduce some of the project costs, there were no expenses identified as all were necessary to implement all planned project activities. One adult beneficiary noted that *“DB must be making money out of us, since they are operating a snack bar and our children have to pay for the grocery over there as well as we have to contribute towards all the organized events and activities for our kids or for us as the families”*.

Majority of the **activities** planned in the project took place according to the original timeline. There were no major delays in project implementation which might have cause any influence on the project objectives. Yet each activity was having its own challenges and there were few activities planned in the project document which later in the practice proved themselves to be not very efficient. Breakdown of all activities (as a subjective point of view of the Consultant) is listed here:

0. The two extra activities requested by Porticus (development of safeguarding policies for the organization and participation of DB staff members on internal training on safeguarding as well as the professional evaluation of the project) were both significantly delayed. There was a need to wait for the safeguarding policies to be developed and approved at the regional level of the diocese and at the same time DB had to wait for the availability of the evaluation Consultant. All the employees are aware of the new safeguarding policy as it become part of the DB internal regulations and there is as well a related manual.
1. Angel in action (targeting 30 beneficiaries) – this is quite a unique activity for a leisure center, where each child or teenage youngster is having one pedagogue assigned as an angel, which means that he or she is providing individual counselling and support. However, not all the pedagogues (each having three children under his or her ‘wings’) were dealing with their roles at the same level – some of them were focused only on school related issues, some went deeper and were discussing also private issues and some of the pedagogues were in touch even with the parents of the child as being an angel.

2. Evening school and mini-dormitory (targeting 7 pupils and 4 students) – the evening school was supposed to run 1 – 2 days per week and to create safe environment for learning and school preparation to motivated pupils. The mini-dormitory was supposed to run from Monday till Friday, again to enable to the students to focus on their studies in peace and comfort. Unfortunately both these initiatives, thought being great ideas, had to be cancelled after few months of implementations, because the beneficiaries were despite all the conditions still avoiding school and they did not improve their school results. It also seems that the main issue was, that there was one responsible pedagogue missing, who would be in charge only of this activity and the 11 beneficiaries.
3. Mentoring (targeting 20 beneficiaries) – this activity was very successful since the position of the mentor was filled by a very experienced professional, who did not end up only at the counselling level but was able to provide proper psychotherapy if needed. At the same time the mentor did not only assist to the project beneficiaries but as well to the DB pedagogues in the area of teaching methodology and specifics on how to work with socially excluded children or Roma youth. Mentoring was voluntary and used only by those willing beneficiaries (children, teenagers or parents) and pedagogues, yet the mentor was quite busy. This position was quite demanding on coordination with the other pedagogues who were in charge of a particular child or youngster either as an angel in action or leader of a hobby group.
4. Small work related activities (targeting 15 beneficiaries) – another unique activity for a leisure center, which was supposed to provide first working experience to the youth and teaching them how to be more responsible as well as gaining some practical or vocational skills. It seems that these brigades were not very systematically organized, there was lack of supervision, there were more opportunities for boys, than for girls and in many cases it was not clear what is a brigade and what is a common teambuilding event or whether it is paid or rewarded by points which can be utilized as a credit once going for a trip organized by DB.
5. Events for families (targeting over 200 beneficiaries) – there were several one-day or residential events organized which provided education, free-time or religious activities in order to take the families out of their usual environment and enabling them to spend quality time together as well as share between each other. What could be reproached to this activity was lack of participation on organization from the side of the beneficiaries – various family members, thus lack of ownership towards the events.
6. Christian fellowships (targeting 40 beneficiaries distributed in 4 groups) – the fellowship is a safe space within a small group of people which is aiming for personal development through religion, trust, sharing and mutual support in-between the members. There are currently 5 fellowship groups which are meeting once in a week: for younger boys and girls, for older boys and girls and for the parents. While the children and teenagers seem to be fine, the fellowship of the adults was at the time of the evaluation tearing apart as some rivalry is currently observed between the heads of the families (which is completely out of the Christian values). The practice also shows that the success of a fellowship very much depends on the person who is leading it (usually there are the Priests or the Pastoral Assistants who are in charge).
7. Program 2x10 (targeting 250 pupils of 8th and 9th grades of 2 primary schools with predominantly Roma pupils) – this is an outreach activity done out of DB premises with two objective: first of all to provide education on various useful life-related topics in an attractive and interactive way, but at the same it should have served as a recruitment and to bring new children to DB. It was only the first objective which was fulfilled. On the other side, the interviewed teacher confirmed that *“the pupils were enjoying the classes and always looking forward to the next ones.”*

There were two other supporting activities implemented within the project:

- a) PR activities which are aiming to change the negative perceptions about Roma – these activities were done rather in a way which could be described as ‘business as usual’. There was nothing innovative or special and the usual outputs were produced: concerts, theaters and videos / movie.
- b) Reconstruction of the multifunctional hall (for social and cultural events) of DB – the reconstruction itself was successful and the hall is operational having a nice new floor. However, it did not provide any small work-related activities for the Roma youth, since the professional company which was hired for the reconstruction, did not need (and want) any help and at the same time the work was done during summer school holiday period.



Regular Thursday mass for youth. Before it, there are specific church related hobby groups (preparation for being an acolyte for boys and cooking for girls) and after there are the Christian fellowship meetings with the various age groups and genders.

From the set of **activities** and their descriptions, there can be two statements made. First of all, the pedagogues (being a wonderful team of co-workers) are not well coordinated or at least not being at the same level as expected. This is happening despite lot of sharing in-between them and quite a good number of common meetings which they are attending. Secondly, there are several people at DB who appear to be the first contact person to the child or teenage in case of an urgent need (e.g. the angel in action, the leader of the fellowship, the mentor or the leader of the hobby group) which on one side creates confusion to the beneficiary and on the other side it gives to the child or teenage an opportunity to be cunning and play around with the established system, e.g. asking for permission from the person who will most probably say ‘yes’.

One of the project stakeholders noted that *“DB is doing too many activities and there is huge offer of various events. This is very demanding and exhaustive towards the personnel. At the end, it looks like, that all the pedagogues are doing everything but it feels like nothing is being done properly.”* Another stakeholder added, that *“the religious and secular activities of DB are too mixed and maybe distinguishing between them could bring some order and overview”*.

Otherwise, there was not any other project stakeholders who pointed out any specific issue related to project while achieving its objectives and working with Roma beneficiaries.

DB is quite recognized institution in the Ostrava town as well as within the region for its long-term work with Roma communities. It is having very good relationships and established cooperation with its other donors at all levels: Ministry of Education, youth and sports, Moravian-Silesian region, Ostrava town municipality as well as the local Opava-Ostrava diocese and local schools (primary and secondary).

The cooperation between project partners (DB and GFC) was very efficient as it was built on strong foundation of last 4 – 5 years of cooperation. The communication between the partners was open and frequent at all levels of the organizations. The partnership is also strengthened through regular visits either in Czechia or Slovakia and common events organized jointly for Roma and non-Roma beneficiaries from both countries.

Considering all the information above, the efficiency of the project is rather low.

3.3. Effectiveness

This chapter is following the objectives (specific and overall) as set in the project document. The logical model of the project was not provided to the Consultant and there were no indicators (either quantitative or qualitative) set in the project document.

By the end of the project it can be said (despite challenges with individual activities implementation), that all the **specific objectives** were partially or rather achieved:

- New potential Roma leaders were identified in-between the children and they were systematically empowered also with the current Roma leaders through various activities enhancing their leadership skills (especially through youth work with younger children, aiming to become an animator at DB).
- There were several Roma groups (of different age and gender) and communities (within and out of DB) created in Ostrava town especially through the fellowship and outreach activities. The desire was to create 'healthy' groups and communities, whereby majority of them (though quite a small ones) are really progressing and the relationships are based on trust and common support. It is only the fellowship of the adults, who are meeting at DB, which is currently showing signs of rivalry.
- Many common activities for Roma and non-Roma people in Ostrava as well as cross-border activities with Slovak organization GFC from Cicava village were organized during the 11 months of the project. The feedback from the beneficiaries is always very positive and the usual set of events is being organized every year by DB. Some of the beneficiaries started to take the events as matter of course, thus some stricter rules and clearer communication about the events were applied.
- The infrastructure of DB was upgraded as desired – the multifunctional hall for social and cultural events was reconstructed (especially its floor) and it is currently fully operational.
- Public relations of DB were running as usual and there were many young people motivated to join. However, the desire was to improve it, which was not observed as only the usual stuff was organized (concerts, theaters and videos / movie shooting).

Yet it is very difficult to estimate the range or scope of the objectives' achievement due to missing indicators and specification of desired results. It must be as well stated that, all these objectives are rather long-term and without the previous systematic work of DB, they could have not been achieved within the span of 11 months' project duration.

There was no new component brought by this particular project to the usual activities of DB (besides the evening school and mini-dormitory which did not work out very well). However, the relatively new activity of fellowships is there for last couple of years and especially thanks to the support of Porticus (as a more intense cooperation with GFC from Slovakia was enabled). GFC has more than 10 years of experience in faith-based communities building and religious fellowships development, which is being shared with DB staff. Both project partners are as well organizing own formation, pastoral and evangelization activities with their Roma people and leaders and if possible they invite each other in order to share even more practical experience. Traveling and sharing the experience and know-how between the two countries is very beneficial as well for the adult Roma: *"I've seen different way of believing in God and living by Christian values.", "I found a new friends in Slovakia and we are able to visit each other from time to time and even we keep in touch throughout the year and support each other while overcoming different times.", "I really like to visit Cicava and the other villages as the spirituality over there is so much different... sort of more intense and real."*

Once looking for the factors which were hindering the project stakeholders from achieving what was planned in more effective way, there were three potential factors identified:

1. DB staff – on one side it is a brilliant team with very good relationships and strong ties in-between themselves but on the other side, the different skills set which is each team member having is not fully utilized, as majority (if not all) of them are Pedagogues of Free Time with rather the same and overwhelming duties and as these are too much, there is hardly time to properly finish all activities and initiatives which has been started.
2. Structure of DB – the institution is divided into two parts: the leisure center and the church / parish. One is under the Ministry of Education, youth and sports and the other one is under Salesian Province in Prague and local Opava-Ostrava diocese. Furthermore DB is having close cooperation as well with the Moravian-Silesian region and Ostrava town municipality. On one side are the religious and secular activities complementing each other, but on the other side they might seem quite polarized.
3. Urban set up within Ostrava town – the conditions of GFC in Cicava village and DB in Ostrava town are beyond compare. The town is providing much more opportunities than the village and the people are more individual and anonymous. In urban set ups, the Roma people tend to change their accommodation and locality within the town much more often than in the village. Thus, to create a fellowship under this harsh conditions is much more difficult and it is a very long process.



Roma pilgrimage to The Holly Hill in Olomouc town co-organized by DB and other local NGOs.

The project activities (representing a consistent package) contributed to partial achievement of the **overall objective** which was to create stable, strong and healthy Roma fellowship which will be raising, educating and spiritually forming other motivated Roma people. The fellowship members should be able to utilize the good personal examples within the fellowship and its group dynamics, to change their lives in a real and permanent way and to get engaged within their communities, society and church to benefit the others

It was not possible to achieve this ambitious objective within the 11 months of project duration and as explained already above, it is a long term process. By the time of the evaluation there was quite a good number of beneficiaries whose life was changed or improved exactly through the activities of DB. These Roma are the future leaders and pillars of the fellowships which are currently being formed and getting mature.

It can be concluded that the worse was the starting situation (social or economic) of a Roma beneficiary, the longer it takes to gain common trust and to make him or her fruitful part of the fellowship. Considering the target group and the difficult conditions its members are coming from, those ones who are visiting DB are definitely better-off after some time in comparison to their peers. Even if the leadership and fellowship are not built so fast, DB is on a good way and the empowerment in general is quite substantial.

Considering all the information above, the effectiveness of the project is rather high.

3.4. Sustainability

In the project proposal, there was only one measure introduced in the chapter of 'Sustainability and Scalability' to sustain the outcomes and impact of the project beyond its life cycle. It is assuming a financial coverage for at least 3 – 5 years in order to reach the overall project objective as it is a long-term one. At the same time is the project document estimating that some activities will not be needed anymore but some other ones will have to run for a longer period of time. There were two more expectations specified within the chapter: diversified funding from several other donors and future cooperation with GFC which might open more opportunities for common fundraising.

The envisaged sustainability elements cannot ensure real sustainability and independence neither of this particular project (one of the reason being that DB is having permanent operations throughout the year) or DB as an institution, as they are rather long-term oriented and are not specific enough. Yet all of them are good intentions and proper thinking to sustain the activities of DB in general and under actual conditions.

Main sustainability element of the project should be the commitment and the ownership of the project beneficiaries – the Roma leaders – who are the desired future multipliers. Nevertheless, there are already quite a good number of long-term beneficiaries (the same participants of various DB activities and events during last couple of years), they are not yet fully ready to play an active role as leaders and they are still rather passive recipients than active contributors. Despite the fact that some of the Roma teenagers are trying to become animators and to work with the younger children at DB, it seems that they themselves are not yet mature and ready for this role. Especially there are only few of them who could be real positive role models for younger children.

In regard of some income generating activities, DB is having only few with very limited profit and the various options were rather explored. The direct connection to the ministry, regional and local municipalities are quite restricting the business endeavors. Any cooperation with private companies as a donor is very difficult as the Roma problematic is sadly neglected and overlooked.

Sustainability of the project is provided by the leadership of the DB Director and his Deputy as well as the strong DB staff team, whose motivation is as well the willingness to help and assist to Roma children and not only the salary.

At the same time is DB backed up by the government, municipalities and church, which means that any personal changes and especially financial issues might be addressed quite promptly.

Considering all the information above, the sustainability of the project and especially its activities (specifically in terms of secured funding, not yet in a long-term multiplication effect) is rather high.



Mass at 'Basilica of the Visitation of the Virgin Mary' after the pilgrimage to The Holly Hill and the afternoon cultural program near Olomouc town, co-organized by DB and other local NGOs.

3.5. Impact

According to the project document, the activities were to impact over 550 direct beneficiaries. Based on the interviews with the various stakeholders and their estimates, there were approx. 600 Roma people directly involved in the various DB activities during the project time period of 11 months. There were another few hundreds of beneficiaries (Roma and non-Roma people) indirectly influenced by the project, mainly being the peers of the direct beneficiaries.

The desired impact of the project could be defined as 'contribution towards Roma leadership and their abilities to help themselves in order to help to the others' and it seems that it is on a good way to be achieved in the future.

Those few actual young Roma leaders are still very vulnerable and their relationship with their younger peers quite fragile. Despite their active participation on some of the DB activities, they still need to be empowered and their further learning needs to be fostered.

Main impact of the project are the capacities built through the various project activities. Very impactful are the activities which enabled to Roma people to get out of their usual environment or to get more exposure (e.g. the residential events for the families, but especially the common activities with GFC). Most appreciated by the children was the mentoring and by the teenagers the small work related activities especially in regard the potential income. There were some youngsters whose desire is to become animators at DB and at the time of the evaluation they were really keen on fulfilling this desire. On one side they were looking to the opportunity to work with younger children but on the other side to enjoy some benefits related to the role of an animator at DB. One of the interviewed youngsters noted that *"we are getting too much work at DB and we are asked to help here and there but we lack the word of appreciation, we lack trust from the pedagogues, we are not getting any responsibilities, yet we are ready and willing to take them"*.

The most visible positive impact of DB activities and its staff is at individual level and mainly connected with either personal counselling or direct assistance once solving some administrative or legal issues with and for the beneficiaries (both being a long-term process). Many 'thank you notes' were made especially by the adult beneficiaries: *"DB and the fellowship really changed my life as before I was doing so many bad things... I was an alcoholic and a gambler...", "I used to take drugs and I have even almost died – then through my children and my wife I started to participate on the fellowship – now I am a different man, I have a job and took back the control of my life.", "The people from DB helped me to sort out my old relationship, to leave my former partner and to start taking better care of my seven kids. They are trying to assist me even these days in the form of transport as I live quite far from the downtown."*

There was no potential negative impact of the project or the DB activities identified at the time of the evaluation by any of the stakeholder. Yet, some unintended (and most probably short-term) impact is the rivalry which has occurred only recently between the Roma families who are attending the fellowship.

It seems that the long-term DB activities are having quite a significant positive impact on the beneficiaries. However, once taking into consideration only this project and the impact of the project activities during the 11 months, it is quite limited.

Considering all the information above (although too early to fully assess), the impact of the project (not taking into consideration long-term activities of DB) is rather low.

4. Remarks towards the project and Don Bosco activities

Based on the evaluation findings and conclusions as well as purpose of the evaluation defined by DB, several remarks can be made towards the project and DB activities. These are replacing the usual chapter of 'lessons learnt and recommendations' due to the fact that it is not possible to perceive the project in an isolated way from the other long-term activities and initiatives of DB. At the same time it is improper to formulate lessons learnt or recommendations for DB as an institutions only based on a short field visit and without in-depth knowledge of the organization and more intense involvement.

As mentioned already in-between the evaluation limitations, the project activities were integral part of the DB daily operations which are running for several years (besides few exceptions). Although, following remarks can be made besides those mentioned already within the chapter 'Findings' in the text above:

1. Since the cooperation with Greek-catholic Formation Center, Don Bosco is still in a learning process in regard the principles of how to work with Roma people in order to build a viable fellowship.

There are five of these principles: quality, spirituality, change of environment, leadership and relationships. The main principle is to focus on the quality and not the quantity. That means change in own life, building of own moral principles and serving to own community. This process is guided through spiritual formation. Second principle is change of own environment – whether young or adult Roma people, they need to get out of their settlement and comfort zone for some time. The third principle is to foster the leadership – to train own Roma pastoral assistants from the laymen for further pastoral work as well as leaders for further community organizing. Next principle is evangelization in Roma settlements (because the gospel has the power to contribute towards inner change of a man and through that as well towards a change of his / her external behavior). The major problems of Roma people are in their homes with their own families and communities (the exclusion, unemployment, education and housing are secondary problems). First the broken social relationships should be solved and only later the social exclusion.

What was developed in Eastern Slovakia over last 10 years is being done in Ostrava town only four last 3 – 4 years. It is a long-term process and the patience with the beneficiaries is the most essential. It seems that sometimes are the expectations from the DB beneficiaries too high and their change is expected too quickly. Yet small steps are being slowly done and the teenagers are trying to recognize the importance of the education, though still performing very bad at school and their parents are trying to sort their own various family issues. The biggest challenge for the beneficiaries is not to give up with the first issue which comes in their way.

2. As the relationships between the Don Bosco staff and the Roma beneficiaries are becoming more and more closer, just as the increasing knowledge about each other, there is a need for both sides transparency and accountability.

It seems that the Roma beneficiaries feel, that DB is not being fully honest with them. They are getting suspicious that DB is not using all the funds which should be spent on the various activities with and for them. The trust which has been built especially between the DB staff and the Roma adults is still very fragile. There is a need for an open discussion, for more transparency on both sides (what are their intentions and motives), an honest feedback and common reflection with expectations setting for the future: 'where we are now, how and from where did we get here and where do we want to move together'.

DB is quite accountable to its employees, yet the accountability system should be developed especially towards its beneficiaries. E.g. clear and transparent information could be displayed on a notice board within the DB premises about the costs of the events so they will understand that the total amount is much higher than their contribution which is usually covering only the food. Or a shared table where all the small jobs and working opportunities for the teenagers will be clearly listed and described, including all the other related important information and conditions. Some anonymous feedback mechanism e.g. in form of a suggestion box placed somewhere within the DB premises could be considered.



One of the outreach activities of DB team at Soiva dormitory which is predominantly inhabited by Roma people – praising of God through music with Slovak mixed band F6.

3. Project ownership should be enhanced through active participation and delegation of more responsibilities to the beneficiaries.

The beneficiaries are usually passive recipients of the various events and activities organized by DB instead of active participation or at least some partial involvement (with the exception when there are some activities for the children organized by the teenagers who became the animators at DB). The ownership might be enhanced also through the transparency and accountability mentioned already above as well as proper motivation for financial contribution towards the events. Some of the skillful beneficiaries should become active promoters of DB, e.g. to become ambassadors as being one of the successful members of their communities. Long-term future desire is to employ some of the beneficiaries either as Pastoral Assistants or Pedagogues, but here is the main issue the lack of the minimum educational level and proper specialization (majority of the current teenagers are aiming “only” for vocational secondary schools with diploma).

If there is a new opportunity for a project coming, the beneficiaries should be consulted and if applicable even contribute towards the project proposal draft. Small community projects could be a good start and depending on the activities, it could as well improve the PR of DB (e.g. if it is some clean up exercise of some polluted parts of Ostrava town). At some point of time the beneficiaries should be proud to wear a DB t-shirt or a cap.

Basic steps and principles of ‘community organizing concept’ might be considered at DB, yet it should be based on a leadership which must come up from the beneficiaries: 1) realizing and admitting that there is a problem, 2) willingness and capacity to work on the solution, 3) realizing that “*together we are more*” and collaboration on the solution with all the potential stakeholders involved. This approach creates commitment and true ownership which are vital for sustainability of any project.

4. Organizational structure of Don Bosco might be reconsidered as it seems that some innovative and tailor-made approach is needed.

There is an organizational change planned for the upcoming year when DB should get a new Director. It will be the actual Deputy Director who is even now performing lot of duties of the current Director (who will still remain at DB). This could be a good chance from some structural changes, more systematic approach and most probably even further experimentation. The actual organizational structure of DB seems to be quite clear but coming to the roles and duties of the staff, there are few duplicities and even confusion which is connected to too many activities and events which is DB doing.

There are several pedagogues at DB, who appear to be the first contact person to the child or teenager in case of an urgent need (e.g. the angel in action, the leader of the fellowship, the mentor or the leader of the hobby group), but on the other side, all the pedagogues might have specific requests and expectations towards individual beneficiaries within various activities and events of DB which they are in charge. This is very demanding on coordination and sharing of information which is actually happening and it is also positive that the beneficiaries can observe the teamwork of the pedagogues. On the other side, the final effect might seem that ‘the left hand does not know what the right hand is doing’.

As already mentioned, DB is doing too many activities and events, what is very demanding and exhaustive towards the personnel. All the pedagogues are feeling overwhelmed, yet the final impression might be that there is not so much done at the end and that there is not enough capacities to finalize what has been started or to do it at expected quality level.

DB is having an excellent selection of members where each one is passionate for the work and having own strengths and weaknesses. There is also an intention that the individual team members of DB have a chance to focus on work which fits them the best, yet besides their daily duties it is not always possible. Currently the roles and duties are rather formulated for an average employee with a general performance, while there is a need to utilize particular strengths of each pedagogue much more (e.g. somebody is great with small kids, another person knows how to handle the teenagers or another one is rather a better priest than a pedagogue...).

The institution of DB is divided into two parts: the leisure center and the church / parish. On one side are the religious and secular activities complementing each other, but on the other side they might seem quite polarized and for some members even confusing (e.g. whether it is possible to participate on one only or the other one is a condition for the first one). The impression is, that both are already too much interconnected and maybe distinguishing between them could provide some clarification within the various activities (and maybe even personnel) of DB.

5. Collaboration is the main essence once working on the Roma issues.

This is a strong side of DB as there were many fruitful partnerships established in the past and there is still the drive to look for a new ones.

There are usually three main institutional levels involved in the Roma issues: 1) the national government and the local municipalities (at regional or town level), 2) various NGOs and 3) the church / parish. None of these institutions is able to solve the Roma issues on its own and especially to provide long-term sustainability and continuity of started activities (as it is influenced at various levels e.g. by elections, donors' funds and the personal changes within the church). If all these three institutions can collaborate with each other, the work on Roma issues might be much more efficient, as each institution contributes towards the solutions by its own unique and irreplaceable way (e.g. the government provides legal framework and infrastructural support at its lower levels, the priest is in charge of confession, absolution, sacrament and the NGO helps with various educational and free time activities as well as guidance in legal issues).

6. Long-term and complex work is needed once working on the Roma issues.

DB is doing very meritorious work and it is a recognized institution in Ostrava town. It should continue in its variable and complex activities and all the efforts to assist the Roma people. The focus should be put on sustainability, but not in terms of funding diversification but creating the multiplication effect through committed Roma leaders.

To see some touchable results within a Roma community, there is a need of a long-term work of at least 15 – 20 years. At the same time it must be a complex work in the sense, that e.g. it cannot be focused only on children or only on the adults (usually work with one group opens the door to the other group). It cannot prefer one issue above the others such as the education, employment, health or housing. Finally the work on values, attitudes and behavior cannot be omitted.

All in all, DB is a safe space for children and teenagers to learn, interact and to gain social and other skills. It is a place where they can find support and advice from pedagogues whom they trust. All this is increasing their chances to be a valuable part of the society.

5. Annexes

Annex 1 – List of acronyms

DB	Don Bosco (Salesian Leisure Center in Ostrava town)
GFC	Greek-catholic Formation Center (for Roma in Cicava village)
OECD-DAC	Organization for Economic Cooperation and Development-Development Assistance Committee
NGO(s)	Non-governmental organization(s)
EU	European Union
ESF	European Social Fund

Annex 2 – List of overviewed documents

Project related documents:

1. Project document submitted to Porticus (including the attachments)
2. Interim and final reports submitted to Porticus (including the attachments)
3. Grant approval and suggested extra project activities by Porticus
4. DB webpage (related to leisure center): <http://ostrava.sdb.cz/stredisko-volneho-casu/>

Donor related documents:

5. Program areas of Porticus (<https://www.porticus.com/en/programme-areas-global>)

Country and Roma related documents:

6. Council recommendation on effective Roma integration measures in the member states from December 2013 by Council of the EU
7. Decade of Roma inclusion 2005 – 2015 (by The Office of the Government of the Czech Republic and other EU countries)
8. Strategy for the integration of Roma up to 2020 (Roma 2020 Strategy) by former Ministry of Human Rights, Equal Opportunities and Legislation of the Czech Republic (in cooperation with The Office of the Government of the Czech Republic – Council for Human Rights, National Minorities and Roma Community Affairs)
9. Strategy for the Integration of Roma Community of the Moravian-Silesian region for the period 2015 – 2020
10. Social inclusion Ostrava 2020 integrated program
11. Map of socially excluded Roma localities in Czechia (<https://www.esfcr.cz/mapa/index-2.html>) by Ministry of Labor and Social Affairs
12. Report on the state of the Roma minority in 2016 by the Czech government
13. Caritas CARES research about poverty and social exclusion of young people in Czech Republic (2017)
14. Social Inclusion of the Roma by the Religious Path-way (by Institute of Ethnology, Slovak Academy of Sciences)
15. Various Roma related publications and handbooks by People in Need (Czech NGO)

Annex 3 – Guidelines for interviews

PROJECT STAFF

Engagement questions:

1. How has been the involvement of the staff in project planning and proposal writing?
2. Which other similar projects has DB been involved in? What is the expertise of the team?

Exploration questions:

3. Is the project relevant to the beneficiaries? Why?
4. To what extent the project fulfilled the targets groups' needs?
5. Which factors influenced achieving outputs and goals?
6. Were the results of the project achieved? What helped / prevented the team to achieve those?
7. To what extent the main activities and outputs contributed to achieving the planned goals and purpose?
8. Are the project outputs being used (e.g. safeguarding policy, common movie and videos recorded with GFC, multifunctional hall with reconstructed floor...)?
9. Has financial management and timing of the project gone as expected?
10. What were the successes and challenges of the project?
11. How has the life of the beneficiaries changed as a result of the project?
12. What other changes has this project contributed to (positive and negative, expected and unexpected, actual and foreseen)?
13. Could the same outputs be achieved with fewer inputs (cheaper)?
14. Could there be more outputs achieved with the same inputs?
15. How was the cooperation between the project partners during the implementation of the project?
16. How was the interaction with the other project stakeholders?
17. What are the measures taken to sustain the results of the project beyond its project cycle?
18. To what extent do you expect the project's benefits sustaining?

Exit question:

19. What is it you missed the most during the project implementation?
20. If there is a chance to start the project again, what should be done differently?
21. Is there anything else to be mentioned in regards to the project?

BENEFICIARIES (ROMA LEADERS)

Engagement questions:

1. When and how have you or your Roma community been engaged in DB activities?
2. What are the general characteristics of your Roma community?

Exploration questions:

3. Were there any other NGOs assisting your Roma community before?
4. What was your personal motivation to be part of DB?
5. What were your expectations towards DB and were they fulfilled?
6. What was offered / promised to you and was it delivered?
7. Did the activities go as expected in the original timeline?
8. How was the cooperation with DB?
9. What has been the most visible change seen in your life or in your Roma community?
10. How many other leaders are there in your Roma community besides you?
11. Do you see any difference between the Roma people / communities involved in DB activities and the other who are not?
12. Do you see any improvements in your behavior or life style or of your Roma community as a result of the participation on DB activities?
13. Do you have any communication or any other type of interaction with other Roma communities (e.g. in within DB premises, Ostrava town or even Slovakia)?
14. What was the added value of the various events organized during last year?
15. Which challenges did you undergo during last year?
16. What do you think will happen once the partners of DB will finish their support?
17. What are your personal plans for next couple of months / years?

Exit questions:

18. What could have been done better during last year? Any suggestions for improvements?
19. Is there anything else you would like to add?

STAKEHOLDERS (VARIOUS)

Engagement questions:

1. When and how have you been engaged in the project?
2. What was your role and responsibilities during the project?

Exploration questions:

1. What was your personal motivation to be part of the project?
2. Did you get from the project what you expected at the beginning? What was it?
3. What has been offered to you and has it been delivered as offered?
4. Did the activities go as expected in the original timeline?
5. Did you recommend this project to your peers?
6. How was the cooperation with DB?
7. What has been the most visible change seen in the Roma community?
8. Do you know some Roma community leaders whom you recognize?
9. Do the Roma leaders have a chance to communicate and interact?
10. Do you see any difference between the Roma communities involved in the project and the other who are not?
11. Do you see any improvements in behavior or life style of the Roma individuals or a Roma community as a result of the project?
12. What was the added value of the various events organized during last year?
13. Which challenges did you undergo during project implementation?
14. What do you think will happen once the project partners will finish their support?
15. What are your personal plans for next couple of months / years?

Exit questions:

16. What could have been done better during this project? Any suggestions for improvements?
17. Is there anything else you would like to say regarding this project?

Annex 4 – List of people interviewed

NO	DATE	NAME	INSTITUTION	POSITION	INTERVIEW
1	19.7.	Jiri Caha	Don Bosco	Project Manager / Director / Priest	Individual
2	13.9.	Jiri Caha	Don Bosco	Project Manager / Director / Priest	Individual
3	13.9.	Lower Age Youngsters	Don Bosco	3 Beneficiaries (Males & Females)	Group
4	13.9.	Higher Age Youngsters	Don Bosco	8 Beneficiaries (Males & Females)	Group
5	14.9.	Veronika Lenka Bilova	Don Bosco	Pedagogue of Free Time / Nun	Individual
6	14.9.	Vaclav Lipinsky	Don Bosco	Deputy Director	Individual
7	14.9.	Higher Age Youngsters	Don Bosco	5 Beneficiaries (Males)	Group
8	14.9.	Stanislava Bartkova	Don Bosco / ex-GFC	Pastoral Assistant	Group
9	14.9.	Robert Pesta	Don Bosco / ex-GFC	Pastoral Assistant	Group
10	14.9.	Pavel Polak	Don Bosco	Beneficiary (Parent)	Individual
11	15.9.	Alan Srnensky	Don Bosco	Pedagogue of Free Time	Individual
12	15.9.	David Malar	Don Bosco	Beneficiary (Parent)	Group
13	15.9.	Petra Malarova	Don Bosco	Beneficiary (Parent)	Group
14	16.9.	Lukas Buzo	GFC / F6 Music Band	Roma Leader / Frontman	Individual
15	16.9.	Ladislav Nadvornik	Don Bosco	Pedagogue of Free Time / Priest	Individual
16	16.9.	Dagmar Pechova	Don Bosco	Beneficiary (Parent)	Group
17	16.9.	Martin Pech	Don Bosco	Beneficiary (Parent)	Group
18	17.9.	Pavel Kosmak	Don Bosco	Pedagogue of Free Time / Priest	Individual
19	17.9.	Janina Sachova	Don Bosco	Pedagogue of Free Time / Nun	Individual
20	17.9.	Ludmila Cajankova	Don Bosco	Pedagogue of Free Time	Individual
21	17.9.	Martin Novotny	Don Bosco	Pedagogue of Free Time	Group
22	17.9.	Jakub Stefela	Don Bosco	Pedagogue of Free Time	Group
23	17.9.	Miriam Tereza Motylova	Mother Teresa Charity	Nun	Individual
24	17.9.	Jiri Caha	Don Bosco	Project Manager / Director / Priest	Individual
25	18.9.	Marie Cieslarova	Don Bosco	Pedagogue	Individual
26	18.9.	Alena Jablonicka	Don Bosco	Pedagogue of Free Time	Individual
27	18.9.	Jana Novakova	Gebauerova Primary School	Teacher	E-mail

28	19.9.	Bernadett Rozner	Porticus	Grant Administrator	E-mail
29	22.9.	Helena Polhosova	Don Bosco	Beneficiary (Parent)	Phone
30	22.9.	Rudolf Pavlicek	Don Bosco	Pedagogue of Free Time	Phone