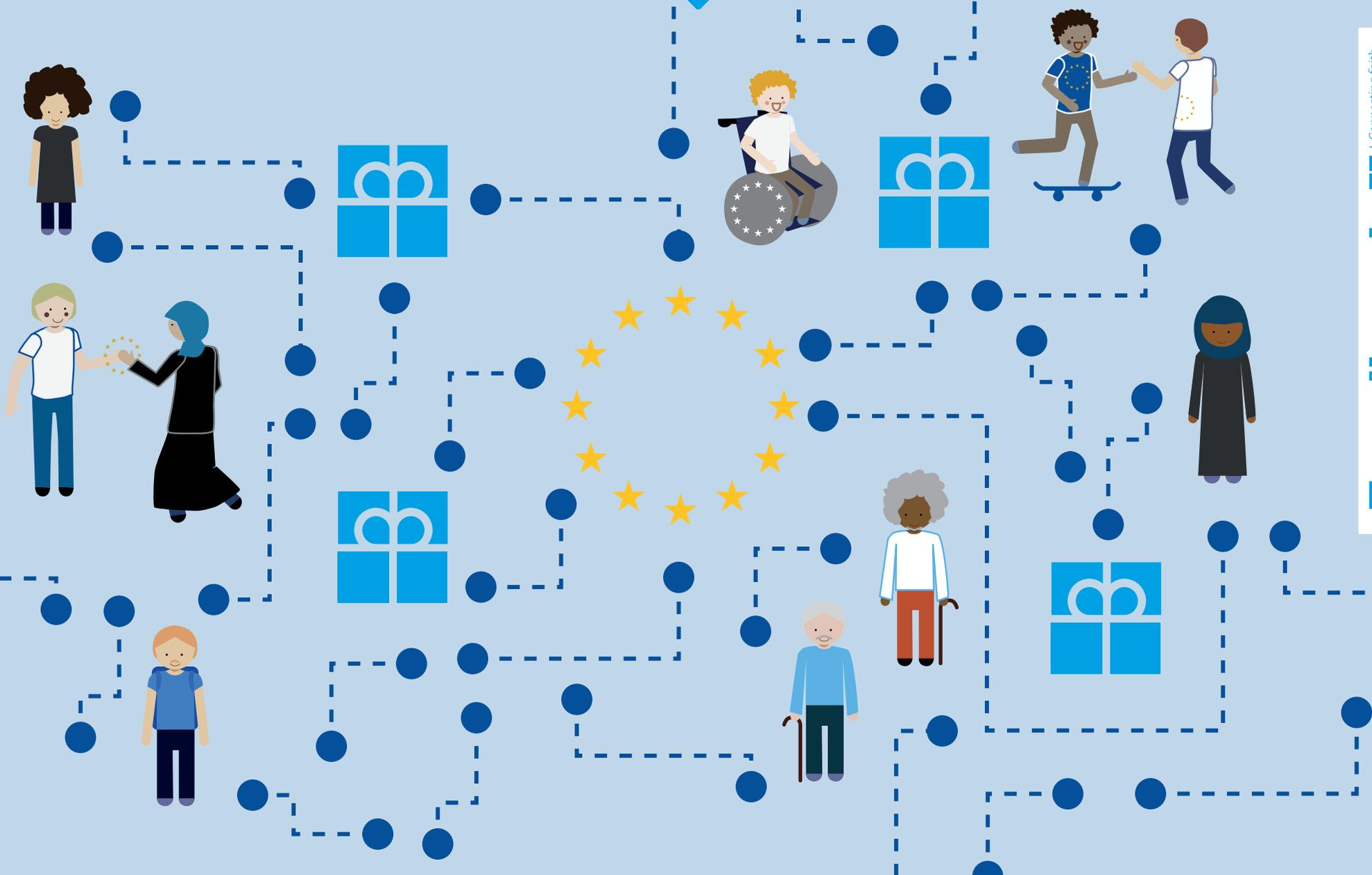


ANNUAL REPORT 2018



Editor: Heather Roy

Author and publication coordination: Antonio La Mantia

Design: Sara Gianguzza



Eurodiaconia is a registered aisbl in Belgium and receives financial support from the European Union Programme for Employment and Social Innovation “EaSi” (2014 – 2020).



“I tell you the truth, whatever you did for one of the least of these brothers and sisters of mine, you did for me”

Matthew 25:40

CHAIRPERSON AND SECRETARY GENERAL'S MESSAGE

"It is better to be of a lowly spirit among the poor than to divide the spoil with the proud"

Proverbs 16:19

Giving a voice to the people who have been left forgotten and voiceless should happen at every level of society. From the local examples of our members' work touching the lives of those in need, to discussions of policies that will impact hundreds of millions at the European Union Institutions, God has called us to see people society has forgotten, to acknowledge the beautiful humanity in them and to cry out for those in power to do the same as we demand policies that promote dignity, inclusion, and safety.

2018 has been a year of confronting and speaking truth to power at Eurodiaconia. After the adoption of the European Pillar of Social Rights in 2017, this year was focussed on implementation across the EU, which could revitalise and renew so many sectors around the social economy and its impacts. From access to employment to sustainable farming, we believe the EPSR and a refocused European Semester are vital steps in continuing to ensure that the most vulnerable in our society are not forgotten, and we have continued to push for leaders to adopt a "lowly spirit among the poor" as we look to the future and building a more equitable Europe.

This year Eurodiaconia published a milestone research paper on the EPSR. We were able to follow this work up with many of those in power in the EU institutions, and outcomes have included a breakfast meeting in the European Parliament with MEPs and other stakeholders, policy recommendations, and important trainings both online and in-person for our members.

As we look ahead, there is plenty of work left to be done at every level. We see stark reminders of this all over Brussels as we work in and around the EU institutions; the juxtaposition of the wealthy, harried, powerful employees of

the Parliament and the Commission with the myriad of people in the margins. We must continue to demand recognition and inclusion of those who society can tend to walk past without seeing and to be an empowering voice for them and the organisations who are caring for them every day.

We are extraordinarily grateful that we can participate in the ongoing process of co-creating a more equitable Europe, and that we can serve as a bridge between policy-makers, service providers and the people most in need of those services. It is a privilege to work alongside our members to bring knowledge, funding opportunities, and collective power to people doing the work of bringing justice and fairness to people in need all over Europe today.

There may be plenty of work left to be done, but we are up to the challenge. Together, we can speak alongside those and for those who are not given a voice in our societies. Together, we can continue to pursue equity and justice for those who need it most. Together, we can build a society, a continent, where there is opportunity, integration, dignity, and hope for all.



Romana Bělová
Slezská Diakonie, Czech Republic
Chairperson



Heather Roy
Eurodiaconia
Secretary General

WHO WE ARE

The word diaconia is Ancient Greek

διακονία (diakonia)

for service and in the biblical sense, this means

love for one's neighbour.

Diaconal work has a very long history and has traditionally been organized by churches. However, recent years have seen the emergence of independent or church-related NGOs working in the same tradition.

Diaconal organizations are not only committed to helping the most vulnerable but also tackling the structural causes of social exclusion and building a fairer and more inclusive society.

Our mission

Eurodiaconia is a network of 49 churches and Christian organizations that provide social and health care services and advocate for social justice. Together we work for just and transformative social change across Europe, leaving no one behind.

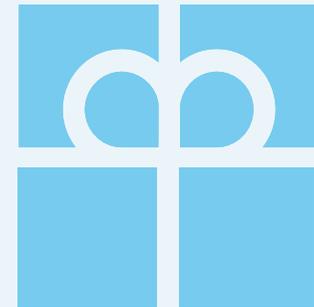
Our vision

Driven by our Christian faith, our vision is of a Europe where each person is valued for their inherent God-given worth and dignity and where our societies guarantee social justice for all people, including the most vulnerable and marginalized.

OUR VALUES

Eurodiaconia is a

**network of 49 churches and
Christian organizations**



Our values

Our work as a network is underpinned and driven by the values and attitudes that come from our shared Christian faith.

Courage

We speak out where we see injustice



Mutuality

We bear responsibility for the wellbeing of each other



Hope

We believe there is light amid darkness



We show God's unconditional love for each person

Love



Dignity

We believe that each person has equal worth and value



Care

We provide services for all God's Children

OUR SUPERVISORY BOARD



Romana Bélová

Slezská Diakonie, Czech Republic
Chairperson



Maria Loheide

Diakonie Deutschland, Germany
Vice-Chairperson



Anna Johansson

Stockholms Stadsmission, Sweden



Helle Christiansen

Dansk Diakoniråd, Denmark



Victoria Munsey

Diaconia Valdese, Italy



Ramona Petrika

Diakonija, Latvia



Sindre Skeie

Diakonhjemmet, Norway

EURODIACONIA SECRETARIAT



Heather Roy
Secretary General



Antonio La Mantia
*Communications and
Membership Officer*



Florian Tuder
*Policy, Projects and
Research Officer*



Anne-Sophie Wislocki
*Policy and Membership
Development Officer*



Gabriela Agatiello
*Policy and Membership
Development Officer*



Lukas Humer
Policy Assistant



Augustin Diaz Herrero
Policy Assistant



Virginia Demoulin
Administration and Events Officer

Staff that have left Eurodiaconia:

Alexander Elu

Policy and Membership Development Officer (until February 2019)

Laure Drege

Policy and Membership Development Officer (until March 2019)

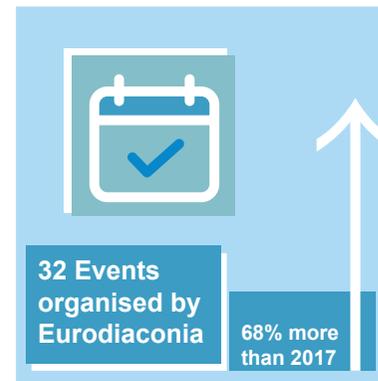
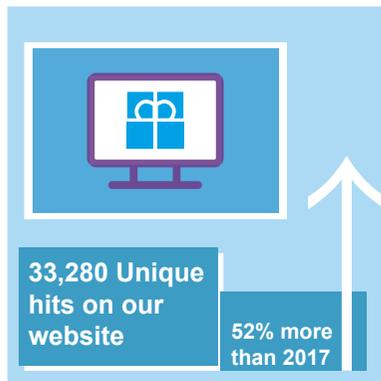
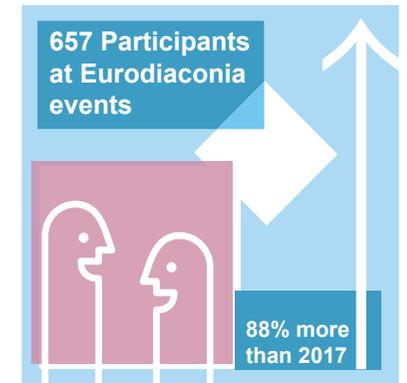
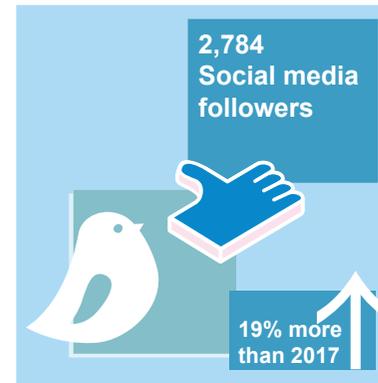
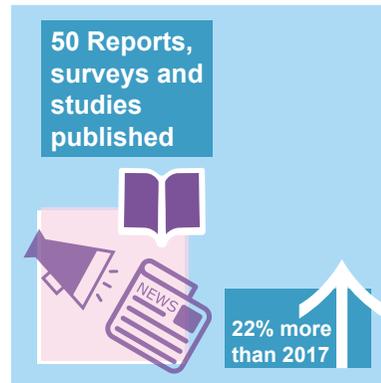
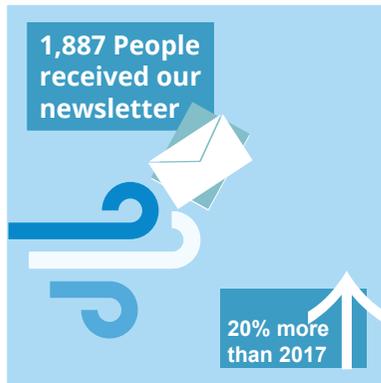
Célimène Bernard

Policy Assistant (until December 2018)

Dario Pomodoro

Communications and Projects Assistant (until January 2019)

2018 IN FIGURES



OUR MEMBERS

- **Armenia Round Table** - Armenia
<http://www.roundtable-act.am/en/>
 - **Diakonie Österreich** - Austria
<https://diakonie.at/>
 - **Diakonia ECCB** - Czech Republic
<http://www.diakonie.cz/o-diakonii/>
 - **Slezska diakonie** - Czech Republic
<http://www.slezskadiakonie.cz/o-nas/kvalita-sluzeb>
 - **Dansk Diakoniråd** - Denmark
<http://www.danskdiakoni.dk/>
 - **Kofoeds Skole** - Denmark
<http://www.kofoedsskole.dk/>
 - **Kirkens Korshaer** - Denmark
<https://kirkenskorshaer.dk/>
 - **Salvation Army** - Europe
<https://www.salvationarmy.org/eaaffairs/news>
 - **Europäischer Vb Freikirchlicher Diakoniewerke** - EU
<http://www.evfdiakonie.org/>
 - **Kaiserswerther General Conferenz** - Europe/World Wide
<http://kaiserswerther-generalkonferenz.org/>
 - **Kirkkopalvelut** - Finland
<http://www.kirkkopalvelut.fi/>
 - **Kirkon Diakonia** - Finland
www.evl.fi/EVLen.nsf/
 - **Helsinki Deaconess Institute** - Finland
<https://www.hdl.fi>
 - **Oulu Deaconess Institute** - Finland
<http://www.odl.fi/>
 - **Caritas Finland (Ev. Lutheran Diocese of Oulu)** - Finland
<http://caritaslaiset.fi/>
 - **Fédération de l'Entraide Protestante** - France
<http://www.fep.asso.fr/>
 - **Diakonie Deutschland** - Germany
<http://www.diakonie.de/>
 - **Diakonie Dusseldorf** - Germany
<https://www.diakonie-duesseldorf.de/>
 - **Diakonie Michaelshofen** - Germany
<https://www.diakonie-michaelshoven.de/>
 - **Apostoli** - Greece
<http://mkoapostoli.com/>
 - **Greek Evangelical Church** - Greece
<https://www.perichoresis.ngo/>
 - **Magyarorszagi Reformatus Egyhaz Ungarn** - Hungary
<http://www.reformatus.hu/english>
 - **Hungarian Interchurch Aid (HIA)** - Hungary
<http://www.segelyszervezet.hu/en>
 - **Den Evangeliska Lutherska Kyrkan i Island** - Iceland
<http://kirkjan.is/>
 - **Diaconia Valdese** - Italy
<http://www.diaconiavaldese.org/>
 - **Diakonie Kosova** - Kosovo
<http://www.diakoniekosova.org/>
 - **Diakonizentrum der v.-Luth. Kirche Lettlands** - Latvia
<http://www.diakonija.lv/?In=en&s=1214864647>
 - **Vsi "Liuteronu diakonija"** - Lithuania
<http://www.lidiakonija.puslapiai.lt/>
 - **Kerk in Actie** - Netherlands
<https://www.kerkinactie.nl/>
 - **Church City Mission Oslo** - Norway
<https://kirkensbymisjon.no/>
 - **Diakonhjemmet** - Norway
<http://www.diaconhjemmet.no/>
 - **Haroldsplass** - Norway
<http://www.haroldsplass.org/>
 - **Diakonia Kosciola Ewangelicko - Augsburgskiegow RP Polska** - Poland
<http://www.diakonia.org.pl/>
 - **Episcopia Reformata Din Ardeal** - Romania
<http://www.reformatus.ro/>
 - **Fundația Filantropia Timișoara** - Romania
<http://www.fft.ro>
 - **Church of Scotland** - Scotland
<http://www.crossreach.org.uk/>
 - **Ecumenical Humanitarian Organisation** - Serbia
<http://www.ehons.org/>
 - **Evanjelicka diakonia ECAV na Slovensku** - Slovakia
<http://www.diakonia.sk/>
 - **Reformed Christian Church Slovakia** - Slovakia
<http://refdiakonia.sk/>
 - **Asociación Evangélica Nueva Vida** - Spain
<http://asociacionnuevavida.org/>
 - **Iglesia Evangélica Española** - Spain
<http://www.iee-es.org/blog/>
 - **Diaconia Spain** - Spain
<http://www.diaconia.es/>
 - **Svenska Kyrkan** - Sweden
<https://www.svenskakyrkan.se/>
 - **ADIS** - Sweden
<http://www.samariterhemmet.se/>
 - **City Missions in Sweden** - Sweden
<http://www.sverigesstadsmissioner.se/>
 - **Stiftung Diakoniewerk Neumünster** - Schweizerische Pflegerinnenschule - Switzerland
<http://www.diaconiewerk-neumuenster.ch/>
 - **Diakonie.ch** - Switzerland
<https://www.diakonie.ch/>
 - **Living Hope** - Ukraine
<http://www.hope4kids.com.ua/en/>
 - **The Free Churches Group** - United Kingdom
<http://www.freechurches.org.uk/>
- 

NEW MEMBERS IN 2018

CARITAS

Keskellä elämää.

Caritas Foundation is a Finnish non-for-profit foundation founded in 1998 in Oulu. The organisation is active in Oulu region and in Rovaniemi in the field of elderly and disability care and support. It currently employs 500 social workers (mainly nurses) and 80 volunteers.

Caritas Laiset

Finland



**KIRKENS
KORSHÆR**

Kirkens Korshær is a Danish non-for-profit charity organisation based in Copenhagen and founded in 1912. The organisation is active throughout the country in the field of homelessness, drug and alcohol abuse, mental health, and food banks. It currently employs 450 social workers and about 9.000 volunteers.

Kirkens Korshær

Denmark



ΑΠΟΣΤΟΛΗ

βοήθησε κι εσύ ν' αλλάξει η ζωή μας

Apostoli is a Greek NGO founded in 2010. The organization is mainly active in Athens and the Attica region in the field of elderly, disadvantaged children, food and medicine bank. It currently employs 225 social workers and about 1,550 volunteers.

Apostolí

Greece

Asociación Evangélica Nueva Vida is a Spanish NGO based in Santander and founded in 1998. The organisation is active in the Cantabria region in the field of in-prison programmes, comprehensive gender services, anti-human trafficking, food banks, and refugees. It currently employs 50 social workers and about 30 volunteers.

ASOCIACIÓN EVANGÉLICA



Nueva Vida

Spain

Our new member the Greek Evangelical Church provides diaconal work through two NGOs: Perichoresis and Faros in the Thessaloniki and Athens regions. The organisations run food banks, day and night minor migrant shelters, refugees and asylum seekers support centres, training and long-term care services. They currently employ 80 social workers and about 50 volunteers.



Perichoresis

**Greek Evangelical
Church**

Greece

AREAS OF WORK



Poverty and social exclusion

Social and health care services

Rebalancing social and economic policies

OUR PARTNERS



**SOCIAL
PLATFORM**



EAPN
European Anti Poverty Network



**SOCIAL SERVICES
EUROPE**



EU ALLIANCE
for investing in children

ACCESS TO HEALTH CARE AND SOCIAL SERVICES

The social service sector currently employs about 10,2% of the EU workforce

with over 2,6 million new jobs created between 2009-2017*

*EUROSTAT



© Diaconia of the Evangelical Church of the Czech Brethren

Social and Health Care Services Meeting

[10-11 October 2018]

Hosted by FEP, Paris

17 participants from 8 countries



Study Visit

to Brussels for Caritas Laiset

[16-17 October 2018]

Making Long-Term Care Accessible, Affordable and of Quality

8 Meetings in the European Parliament, Commission and partner NGOs



Eurodiaconia launched a High-level Expert Group on Social Services

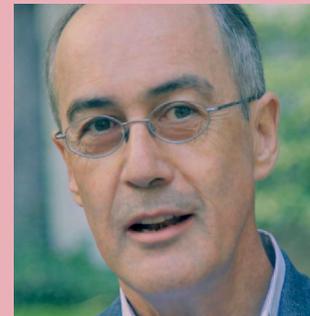
[May 2018]

Composed of

16 key stakeholders and Directors of member organisations



"The care sector is, as everyone knows, becoming more and more important, but as providers of care, knowing that our concerns are being represented at the highest levels of European governance brings some comfort. It helps us focus on providing care for people, and hopefully help them live lives of dignity and inclusion to the end of their lives. We always try to provide representation for the most vulnerable."



Jean Fontanieu, Fédération de l'Entraide Protestante, France



© Stockholms Stadsmission

PUBLICATION

[April 2018]

Towards the Implementation of the European Pillar of Social Rights: The Role of Social Services



EUROPEAN PILLAR OF SOCIAL RIGHTS

In 2017, there were 112.8 million people in the EU-28 who lived in households

at risk of poverty or social exclusion (AROPE), equivalent to 22.4% of the entire population*

*EUROSTAT



High level breakfast in the European Parliament

[18 May 2018]

on merging the Social Pillar and the SDGs

28 participants

15 NGOs representatives

3 Commission Officials



Webinars on the Social Pillar

4 thematic webinars on the EPSR

Over 40 views



Eurodiaconia sent an analysis

on the implementation of the EPSR in the member states

Input from 10 Eurodiaconia members



Eurodiaconia released a press release

on how to bring together the EPSR and the SDGs

Sent to more than 400 journalists



"From the substantial and original research paper from Eurodiaconia to the webinars and online trainings that have also been provided, we have been able to develop ideas and policies that will further our services in ways that help achieve the goals of the EPSR and the SDGs."



Romana Bělová, Slezská diakonie, Czech Republic



© Diakonie Düsseldorf

PUBLICATION

[February 2018]

Integrating and Implementing the European Pillar of Social Rights and the Sustainable Development Goals



ACCESS TO EMPLOYMENT

Long-term unemployed

as a share of the total unemployed reached

45.07% by the end of 2017*

*OECD



© Diakonia ECCB

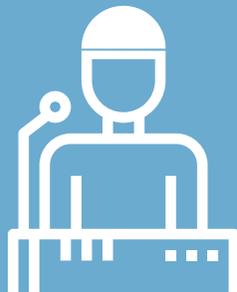
Eurodiaconia was invited to present its views

[November 2018]

DG EMPL Stakeholders' Dialogue on the Implementation of the LTU Recommendation

[June 2018]

DG EMPL Seminar with Contact Points for LTU



"We all know that access to employment is not yet equal in Europe. There are differences if you're a woman or a man, if you're European or not, if you're in your home country or a migrant. With Eurodiaconia and other members, we have a voice to work on this throughout Europe, to get more funding, to promote quality services, to increase the investment in education and staff training, to help provide all people with the dignity of dignified work."



Julio Garcia Justamante, Nueva Vida, Spain



© Caritaslaiset

Access to Employment Network Meeting

[6 - 7 November 2018]

Hosted by City Mission, Stockholm

First ever meeting

17 participants from 8 countries



PUBLICATION

[December 2018]

Strategy to promote access to employment for all people



EUROPEAN SEMESTER

In 2018, 44% of Country-Specific Recommendations (CSRs) covered employment, social, education, health. *

*European Commission



"Well-functioning labour markets are inclusive labour markets which provide support for disadvantaged groups and those in precarious employment. The European Semester is increasingly focused on this issue and points at shortcomings in many Member States. Social services are key to reaching out to these groups and workers and understanding their needs."



Trinus Hoekstra, Kerk in Actie, Nederlands

Eurodiaconia influenced the priorities of the Annual Growth Survey (AGS)

1 priority included in the AGS



PUBLICATIONS

[May 2018]
Rebalancing social and economic policy analysis in the European Semester

[October 2018]
Promoting shared prosperity in the European Semester



Regional Training on the European Semester and the Social Pillar



[3-4 December 2018]

Hosted by Diaconia Spain, Madrid

13 participants

7 out of 7 respondents considered the event to be very positive

Parliament Breakfast on Balancing Economic and Social Policy

[16 October 2018]

Hosted by Eurodiaconia, Brussels

2 MEPs

34 participants



ROMA INCLUSION

80% of Roma

live below the at-risk-of-poverty-threshold of their country *

*Fundamental Rights Agency



© Helsinki Deaconess Institute

Eurodiaconia released recommendations for a post-2020 EU Roma Inclusion Strategy

and sent 2 letters to Commissioner Věra Jourová highlighting its most pressing proposals



Eurodiaconia released a press release

on Improving health and housing conditions of Roma

Sent to more than 400 journalists



"In Serbia, 65% of Roma are experiencing bad housing conditions with only limited access to basic services, such as water and sanitation. Over the last 11 years, the Ecumenical Humanitarian Organisation (EHO) was able to support the improvement of housing conditions of 5300 persons. It adopted a "dweller driven approach", which also allowed to empower the households which were involved in the project."



Damir Krkobabić, EHO, Serbia

2018 Roma Network Meeting

[27th – 28th September 2018]

Hosted by HDI, Helsinki

20 participants

9 countries

8 out of 10 respondents

considered the event to be very positive



PUBLICATIONS

[February 2018]

Promoting Roma Inclusion



[October 2018]

Improving health and housing conditions of Roma: Good practices from Eurodiaconia members



© Diakonia ECCB

EXTREME POVERTY

With an at-risk-of-poverty or social exclusion rate of 24.9 % in the EU-28,

children were at greater risk in 2017 than the total population (22.4 %)*

*EUROSTAT



Eurodiaconia sent recommendations to MEPs



on the European Social Funds+ (ESF+) to safeguard effective measures to support the most deprived

Eurodiaconia sent a statement



on the International Day for the Eradication of Poverty

Eurodiaconia co-signed a statement

on ending child poverty

"Poverty is always more than not having enough. It is about social inclusion and exclusion as well -- who is in and who is out. If we are not reaching out to the least, the last and the lost, who will? Partnering with Eurodiaconia helps us get access to crucial information and funding that helps us reach people in need."



Dimitris Boukis, Greek Evangelical Church, Greece



Network Meeting on Extreme Destitution

[22-23 November 2018]



Hosted by Kirkens Korshaer, Copenhagen

12 participants from 9 countries

PUBLICATIONS



[April 2018]

Joint Statement with EU Alliance:

"The post-2020 MFF must invest in children and aim to end child poverty"

[December 2018]

User involvement as pathway to social inclusion A collection of Eurodiaconia member's projects

© EHO

MIGRATION

Female migrants in Europe increased

from 51.6% in 2000 to 52.0% in 2017, outnumbering male migrants*

*United Nations



Eurodiaconia became part of a project

to develop safe and legal passage for refugees



“Too often it is left to NGOs on the ground to fill the policy gap and develop programs and services specifically targeting migrant women. As faith-based organisations it is also our responsibility to collectively advocate and campaign to pressure our governments to include women specific policies and targets in their migrant integration strategies.”

Fr. Cristian Ionita, Fundatia Filantropia Timisoara, Romania



PUBLICATION

[December 2018]

Eurodiaconia's Guidelines for the Integration of Migrant Women



Migration Network Meeting

[3-4 May 2018]



Hosted by Salvation Army Italy, Rome

19 Participants

9 out of 9 respondents considered

the event to be very positive

Study visit

[3-4 October 2018]



Hosted by HDI, Helsinki

26 Participants

11 Countries represented

Study visit

to Brussels for Apostoli and the Greek Evangelical Church



[4-5 December 2018]

The integration of Migrants and protection of unaccompanied children

9 meetings in the European Parliament,

Commission and partner NGOS

YOUTH

The participation rate of young people

in the EU aged 20-24 years
in education rose from 37%
in 2005 to 41 % in 2015*

*EUROSTAT



© Diakonia ECCB

Eurodiaconia Empower You(th)! Online Toolkit was included in the SALTO-YOUTH Toolbox,

a collection of European youth work materials selected by a network of six Resource Centres working under Erasmus+a statement



“In the time of “fake news”, media literacy education is a key competence for youth. By teaching young people to have a critical eye towards media, they learn how to interpret information and communicate more efficiently, which will impact their everyday lives.”



Samuele Pigoni, Diaconia Valdese, Italy



Urban Partnership seminar on youth

[17 – 18 May 2018]

Hosted by Diakonie Düsseldorf,
Düsseldorf

20 participants from 8 countries



PUBLICATION

[December 2018]

*Prevention of Violent Extremism through
Social Inclusion*



FUNDING

Every year, the EU funding programmes help some 10 million people into work,

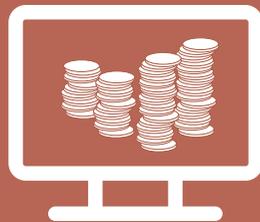
or to improve their skills to find work in future*

*EU Commission



Eurodiaconia successfully updated its Online Funding

and International Project Management toolkit



“Eurodiaconia has helped us understand the variety of funds available under the various schemes of the EU Commissions and other EU Institutions. And more importantly, what the outlines and guidelines for projects to get these funds are.”



Davit Muradyan, Armenian Round Table, Armenia

PUBLICATION

[December 2018]

Prevention of Violent Extremism through Social Inclusion



Final Meeting of Erasmus+ Project “Empower You(th)!”

[19-20 April 2018]

Hosted by Eurodiaconia, Brussels



9 participants

1 study visit to the European Commission

Two Workshops



on EU funds and Project Management

[April-November 2018]

Hosted by Reformed Church in Hungary and VŠĮ Liuteronų Diakonija in Vilnius and Budapest

29 participants

19 out of 22 respondents considered the event to be very positive

Funding Workshop and Webinar

[4 October 2018]

Hosted by Kirkon Diaconia, Helsinki



11 Participants from 7 organisations

PROJECTS

In 2018, Eurodiaconia was actively involved in 4 European projects and submitted 7 project applications



© Eurodiaconia

Erasmus+: Q-Europe Workshop on Trends and Challenges in Long-Term-Care

[23-26 October 2018]

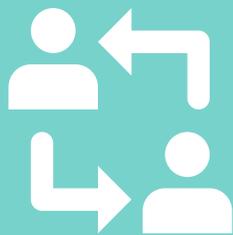
Hosted by Eurodiaconia, Brussels

13 participants

5 study visits



Eurodiaconia contributed through the PRODEC project to the rights of mobile EU-citizens



“EU-funding and European project development are important cornerstones for diverse funding of diaconal organisations and most of all to make a difference for people on the ground benefitting from innovative projects and dedicated people implementing them.”



Kristiina Elenius, HDI, Finland

PUBLICATION

[August 2018]

Empower You(th)! Toolkit – an assessment and a collection of innovative models and methods of diaconal youth work in Europe.



EPIM: PRODEC – Rights of mobile EU-migrants

[29-30 May 2018]

Hosted by GEBEWO Berlin, Diakonie Deutschland, Germany

9 participants

3 study visits



IDENTITY

“89% of Eurodiaconia members believe that social investment is needed to strengthen social cohesion & prevent violent radicalisation”*

*Eurodiaconia Study on Prevention of Violent Extremism



© Diakonie Österreich

“In the Global South exploitation continues to impact social, economic & democratic development. In the Global North we see increasing consumption, individualism and wealth inequalities. All this has led to increased precarity growing mistrust of democratic institutions. Social cohesion and justice need to be our main goal to overcome these disparities”



Katharina Wegner, Diakonie Deutschland, Germany

The Diaconia Journal became an open access journal, freely available for everyone



PUBLICATION

[Semi-annual]

“Diaconia. Journal for the Study of Christian Social Practice”



7th Bi-annual ReDi Conference: Beyond Services Towards Justice



[12-14 September 2018]

Hosted by Diakonie Deutschland, Berlin

89 participants

16 countries

29 of 37 respondents considered this event to be very positive

Right-Wing Populism in Europe Conference

[6-7 December 2018]

Co-hosted by Eurodiaconia, BAG K+R, Friedrich-Ebert-Stiftung, Diakonie Deutschland, Brussels

62 participants

10 countries



FINANCES

Membership fees and member contributions remain essential to co-fund our European Commission grant and to fund activities that are not eligible for European Union support. We are hugely grateful to all our members for the continued financial support which is both generous and sustained.

Our expenditure was closely aligned to our budget with the exception of agreed overspends. However, as the result of some increased costs on some projects we ended the year on a small surplus.

The 2018 accounts were successfully audited by DGST and partners, Reviseurs d'entreprise of Brussels, Belgium. Our auditors were appointed at the 2018 AGM for the period 2018-2021. Copies of the audit report and full accounts can be requested from the Eurodiaconia secretariat.

Solidarity Contributions and membership fees

+ 142578

Conference Fees

+ 10085

Other Income including small grants

+ 28320

European Commission PROGRESS Grant

+ 564139

Income

Expenditure

Staff

- 503283

Travel and Activities

- 97785

Services

- 73253

Administration

- 63425

SIMPLIFIED INCOME AND EXPENDITURE 2018

Income	Budget	Actual at year end	Variance
Solidarity Contributions and membership fees	150375	142578	-7797
Subtotal	150375	142578	-7797
Conference Fees	9500	10085	585
Other Income including small grant income - Erasmus projects and Ekklesia Stift	23125	28320	5195
Subtotal	32625	38405	5780
European Commission PROGRESS Grant	580212	564139	-16073
Subtotal	580212	564139	-16073
Total Income	763212	745122	-18090

Expenditure	Budget	Actual at year end	Variance
Staff Costs	528272	503283	-24989
Subtotal	528272	503283	-24989
Travel, Accommodation and Activities	99635	97785	-1850
Subtotal	99635	97785	-1850
Services	75520	73253	-2267
Subtotal	75520	73253	-2267
Administration	53010	63425	10415
Subtotal	53010	63425	10415
Total Expenditure	756437	737746	-18691
Surplus/Deficit	6775	7376	0

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