

## FINAL EVALUATION REPORT

of program

### Support of Roma pastoral work in Slovakia

**Number:** SK020539

**Duration:** 2016 – 2018

**Funded by:** Renovabis

**Implemented by:** Slovak Bishops' Conference  
& its Council for Roma and minorities

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## 1. Basic information

### 1.1. Program description

The program “**Support of Roma pastoral work in Slovakia**” was running during **time period** between years 2016 and 2018 and its main **purpose** was distribution of small grants on yearly basis following rules of created grant scheme.

The program was **funded** by German charitable foundation Renovabis (under reference number SK020539) and **implemented** by Slovak Bishops’ Conference (SBC), especially by its Council for Roma and minorities.

The **objectives of Renovabis** for the purpose of this program were stated quite broadly as:

- a) Exchange of gifts between East and West,
- b) Support of lay apostolate within the church,
- c) Preference for personal development rather than infrastructural one.

In 2018 were the objective slightly **modified** to:

- a) Exchange of gifts between East and West,
- b) Preference for personal development rather than infrastructural one,
- c) Involvement and engagement of laymen,
- d) Social solidarity and service.

The **objectives of the program / grant scheme** were stated by the **SBC / Council for Roma and minorities** in 2018 as:

- a) Support of cooperation between the various Roma pastoral works and grouping of small projects in order to utilize the Renovabis funds more effective.
- b) Thematic focus of the small projects should reflect the objectives of Renovabis.

Main **priority of the grant scheme** was Roma pastoral work in Slovakia, which is a complex process of formation and can have (in general understanding) three main phases:

- Proclamation (evangelization, catechesis which can be at schools, parish or sacramental),
- Glorification (liturgy and other religious ceremonies),
- Service (change from getting to giving and nurturing successors).

Eligible **small grants’ applicants** were defined by the SBC as Catholic Roma pastoral works (in the context of this report these can be understood as local initiatives or larger projects) established in Slovakia. They should have been established either by bishopric, parish or an order and could be having all the various non-profit legal forms. The pastoral activities should have been functional at each respective locality of the applicant at least one year by the time of his / her application.

Main **target group** of the program were the Roma people who were as well the **final beneficiaries**. However, besides them there were also the small grant applicants benefiting through improvement of their project thinking while applying for the grants or improvement of their project management skills during the small project(s) implementation.

In year **2014 the SBC conducted a survey** to assess needs of the Roma pastoral works. There were 10 respondents participating, based on whose answers a program proposal was submitted to Renovabis.

Since 2016 up to 2018 there were **three grant schemes** organized (one each year) by the SBC which supported **30 small projects in total**. The overall agreed **budget was 300.000€** per one grant scheme per year and this amount was transferred by Renovabis to the SBC in three installments (110.000€ in 2015, 100.000€ in 2014 and 90.000€ in 2017). At least 40% of this amount was supposed to equip and modernize the premises serving for Roma pastoral work and maximum of 60% was supposed to be for reconstructions.

There were several people involved into the **grant schemes** management:

- Program Coordinator (who was externally hired by the SBC while full time working for another institution) being in charge of the program webpage, informative seminars about how to apply for the small-grants and how to implement the small projects, and collection and first round assessment of all submitted small project applications (the same person is in charge also of the other two Renovabis programs in Slovakia: support of church schools which was the first one established in 2013 and support of church kindergartens, which is the most recent one – established in 2018);
- Roma Pastoral Work Coordinator (who is self-employed and fully hired by the SBC for last two years, where she is part time in charge of Roma pastoral work and part time in charge of human rights issues) being in charge of communication with all the priests and nuns who are involved in Roma pastoral work including promotion of the grant scheme.
- Team of seven people who are together the approval committee being in charge of the final selection of the small project applications which will be supported by Renovabis through the SBC (voting en bloc as a group for each individual application).

Each of the three grant schemes were having the same **process** during the three years of program implementation.

Once the new call for small projects' proposals was announced, it was followed by an invitation to informative seminars (they were organized by the Program Coordinator in various cities mainly in Eastern Slovakia, reflecting the location of majority of the applicants) which were free of charge for all the potential small grant applicants.

The small projects to be supported were selected by the approval committee under the SBC's Council for Roma and minorities. Then the second informative seminar followed which was organized by the Program Coordinator only for the successful grant applicants to advise them on their small projects implementation.

First installment paid by the SBC to the small grant recipients was each year of the program different (4.500€ in 2016, 5.000€ in 2017, and 3.600€ in 2018), depending on the total number of approved small projects (11 projects in 2016, nine projects in 2017, and 10 projects in 2018) and actual available funding.

The next step was matching fundraising done by the grant recipients through one of the Slovak online crowdfunding portals (specifically <https://www.dakujeme.sk>).

**Thematic suggestions** for the project activities were defined by the SBC in 2018 for the whole program as:

- equipment for pastoral centers or other spaces of pastoral work,
- construction in form of reconstruction of buildings, setting up playgrounds, installation of security measures,
- education of employees, volunteers and others who are doing pastoral work,
- support of international exchanges between pastoral works,
- religious education of Roma.

Following were the **project's selection criteria**:

- sustainability of the small project,

- problem solving complexity,
- multiplication effect of the small project,
- involvement of the target group to the small project implementation,
- interconnection of the project to the strategic document 'Concept of development of pastoral work' (if it does exist at the applicant's level),
- potential of the small project from the point of view of publicity and fundraising from individual donors.

**Another condition** of the grant scheme was, that a small percentage of the total project budget should be co-financed from other resources than Renovabis funds (it was at least 5% in 2016 and 2017 and at least 10% in 2018). This was ensured through matching crowdfunding done by the grant recipients through an online portal where was the project promoted and received funds from individual donors or even corporate supporters.

Each **project application** required submitting all these obligatory **documents**:

- filled in application form which included description of the project, pastoral work as a whole, as well as planned budget (first submitted online and then sent by post with the signature of statutory representative),
- recommendation letter from local bishop,
- photos of the actual state of the Roma pastoral work,
- annual report of the Roma pastoral work.

Following attachments were obligatory only to construction related activities:

- title deeds,
- detailed budget,
- technical report.

There were **two financial phases of the small grant**:

1<sup>st</sup> phase was having two parts: the main amount of the grant (4.500€ in 2016, 5.000€ in 2017, and 3.600€ in 2018) and 500€ as a starter which should be used for promotion of the small project to attract individual donors while doing the online crowdfunding.

2<sup>nd</sup> phase was having potentially one to three parts:

- matching grant, which was double the amount which the small grant recipient crowdfunded through the online portal – maximum being the main amount of the grant from the 1<sup>st</sup> phase,
- last year's success grant, which was calculated based on the crowdfunding success from previous year which was calculated based on a coefficient representing share on the total crowdfunded amount of all the supported organizations / projects (it was supporting competition between the pastoral works),
- if there were any money left from the amount allocated for 2<sup>nd</sup> phase funding, they were split equally in-between all small grants' recipients.

There were 30 small projects supported in total during the program duration (11 projects in 2016, nine projects in 2017, and 10 projects in 2018).

There were six organizations / pastoral works supported once, three were supported twice and six were supported thrice.

More statistical information and analysis about the supported projects / pastoral works is provided in following chapters.

## 1.2. Program partners

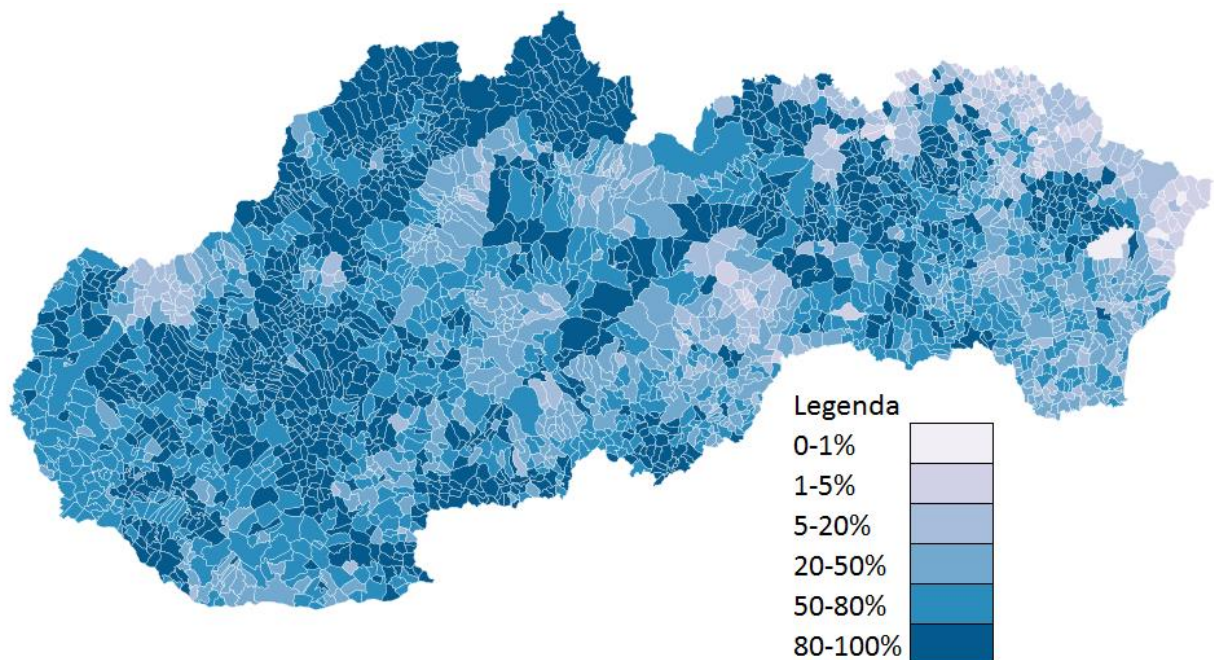
**Slovak Bishops' Conference (SBC)** is an assembly of bishops of the Slovak Republic, who together perform some pastoral tasks for the faithful of their territory, in order to increasingly benefit the good that the church provides to people in forms and ways of the apostolate, suitably adapted to the circumstances of time and place according to the norm of law.

The organization was established in year 1993 in Bratislava (capital of Slovakia), with the main objective of spiritual revival of Slovakia (at the beginning it was dealing with many consequences of the heritage of more than 40-years of the communist atheistic regime).

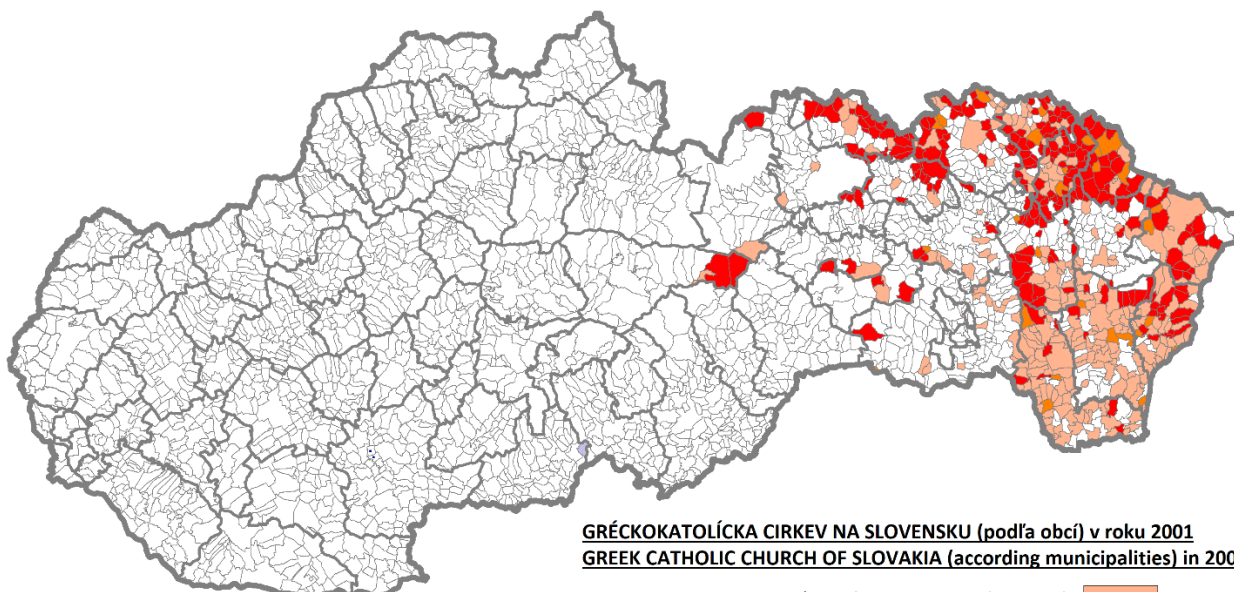
The SBC consists of: a plenary session, a permanent council, a general secretariat, a council for economic affairs, as well as commissions and councils established by the SBC for a defined purpose. One of the 17 commissions / councils is dedicated to Roma and minorities.




The organization is covering the whole of Slovakia which is being split into four parts: Western ecclesiastical province of the Roman Catholic Church, Eastern ecclesiastical province of the Roman Catholic Church, Greek Catholic Church of Sui Iuris, and Ordinariate of the Armed Forces and Armed Corps of the Slovak Republic.

Catholic religion is dominant in Slovakia, the strongest being Roman Catholic Church as shown on the following map from 2011:



The Greek Catholic Church is dominant especially in Eastern parts of Slovakia:



významná menšina / significant minority (10-49 %)   
relatívna väčšina / plurality (<50 %)   
väčšina / majority (50-100 %) 

The SBC is merging as well various orders (male and female ones), secular institutes, and movements and communities (including non-governmental organizations).

The SBC is the main partner of Renovabis in Slovakia, being in charge of three different grant scheme programs which are supporting church schools (established in 2013), Roma pastoral work (established in 2015), and church kindergartens (established in 2018). Final recipients of the funds are various parishes, orders, non-governmental organizations (NGOs), and educational institutions based on their project proposals / grant applications. The SBC is in charge of funds distributions, related administration and control as well as education of the grant applicants and projects' implementation teams.

**Renovabis**, being the donor of this program, is a German charitable foundation of the Roman Catholic Church established in year 1993 by German Bishops' Conference.

The most important criterion of the efforts of Renovabis' is the "help to self-help" through permanent improving of actual possibilities of church work and the living conditions of the people in Central and Eastern Europe. Ownership and qualification of the beneficiaries as well as the sustainability of the project activities are key requirements of Renovabis. Main focus is pastoral, social, and societal revival.

The organization supports projects in 29 countries, Slovakia being one of them:



In 2018, Renovabis supported 636 projects in its target region with 28,14 million EUR in total. Out of that, there were seven projects funded in Slovakia in total amount of 753.400€, one of them being the pastoral work grant scheme of the SBC.

Similar situation was in 2017, when there were 691 projects supported by Renovabis in total amount of 29,13 million EUR. In Slovakia there were 23 projects supported in total amount of 769.740€.

This grant scheme program related **cooperation between the SBC and Renovabis** was not the first one and in this case it was framed by a proper contract between the two partners.

Renovabis is supporting various Roma pastoral works in Slovakia since 1998. As from the very beginning up to these days, there is always a must on the side of project applicants to provide recommendation letter signed by the local bishop for any Roma pastoral activity which is to be funded by Renovabis.



House in Jarovnice village, which was funded directly by Renovabis in 2016 and it serves besides others as well as a pastoral center.



## 2. Evaluation objectives and design

### 2.1. Objectives of the evaluation

The evaluation of the program was **commissioned by the SBC** with the main aim to assess whether were the goals of the program accomplished and what is the actual and foreseen impact of the program.

The **evaluation should focus** on the program as a whole, meaning its organization and management as well as on the small projects which were funded and implemented within the three grant schemes between years 2016 and 2018.

The evaluation report will be used as an **input towards Roma pastoral work strategy paper** of the SBC which is currently being developed and which will serve to the SBC to prepare program proposal for Renovabis for the time period of 2020 – 2022.

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.*

- Effectiveness

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

- Efficiency

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

- Impact

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

- 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.*

All these criteria will be considered separately for the program as a whole which was running for three years and for the small projects which were funded and implemented within the three grant schemes during each year of the program.

**Guiding evaluation questions** were formulated as:

1. To what extent is / are the program / small projects focused on the identified problem? (relevance)
2. To what extent is / are the program / small projects in line with Slovak and European Roma related strategies? (relevance)
3. To what extent is / are the program / small projects in line with the SBC's purpose / vision? (relevance)
4. What kind of changes are needed in program management and administration in order to be more effective in achieving its objectives? (effectiveness)
5. Were the small projects achieving their objectives and were they implemented economically? (efficiency and effectiveness)
6. Was the program effective in selection of small projects which had potential to fulfil its objectives and to deliver value for money? (efficiency and effectiveness)

7. What are the actual short-term and expected long-term effects of the program / small projects? (impact)
8. What were the main influencing factors / components of the program / small projects while achieving these effects? (impact)
9. To what extent are the results of the program / small projects sustainable? (sustainability)
10. What are the unsustainable results of the program / small projects? (sustainability)

The evaluation's findings and learning points can provide useful information to the SBC, Renovabis, organizations / institutions which were funded through the small grant schemes as well as to other relevant organizations / institutions either for the design or the implementation of their future projects.

The evaluation should also provide an independent feedback to the SBC on their management and administration of the program 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 SBC Program Coordinator, External Consultant hired by Renovabis (to facilitate the process of the Roma pastoral work strategy paper creation) and selected Members of the Council for Roma and minorities. There were several meetings and discussions held in order to reflect the most of the expectations of the key stakeholders.

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. The focus was put on in-depth qualitative research allowing thorough understanding of the program's context and impact of the small projects on its beneficiaries and their communities as well as overall sustainability of all initiatives.

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 while collecting evidence from the desk research and field research. There were personal visits around Slovakia conducted to assess the small projects' localities, their communities, direct and indirect projects' beneficiaries as well as the projects' implementation teams.

Several visits were done to Bratislava to meet the representatives of the SBC office and to the location of the Program Coordinator in Banska Bystrica (Central Slovakia). Phone / Skype calls and e-mails were used, where the personal meetings were not possible. All the data were verified, triangulated (compared to each other) and further analyzed.

Following **sources of information** were identified:

- Documents and materials connected to strategies describing Slovak and European long-term interests and successes reached so far in the thematic area of Roma issues (Annex 2).
- Program and projects' management and implementation teams including all: Program Coordinator, Roma Pastoral Work Coordinator, Members of projects' approval committee, Members of the Council for Roma and minorities, as well as the small projects' managers, coordinators and volunteers working in various locations around Slovakia.
- Donor representative (Renovabis Project Manager for Ukraine & Slovakia and Renovabis External Consultant).

- Representatives of municipalities such as village mayors, community field workers and local schools' or free time centers' staff.
- Representatives of other non-governmental organizations (NGOs) working in the field of Roma issues.
- Direct beneficiaries of the program and small projects including other community members involved in the activities (Roma and non-Roma).
- Trainers and mentors working with the program beneficiaries.

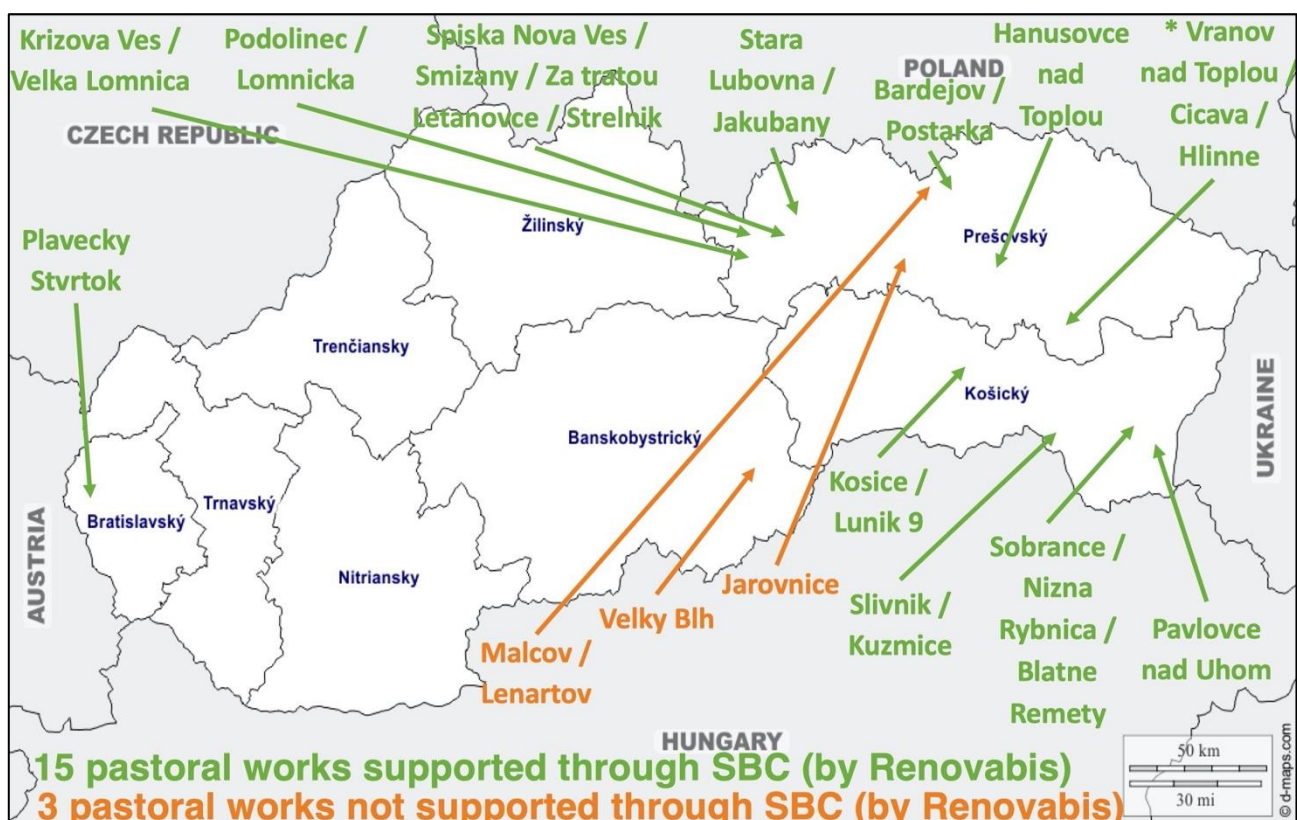
The preparation phase of the evaluation started with face-to-face initial debriefing with the Program Coordinator in mid-December 2018 in Banska Bystrica.

There were two other meetings held where the Renovabis External Consultant and the working group members (being at the same time representatives of small grants' recipients / approval committee / Council for Roma and minorities) met in order to brainstorm and to draft the Roma pastoral work strategy paper. The first one was conducted in Bratislava by the beginning of June 2019 and the second one in Humenne town (Eastern Slovakia) by the end of July 2019.

The month of August was dedicated to desk research of the project related and other strategic Roma issues related documents.

The field visits were done during September and October as well as phone / Skype 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 call.

All 15 various Roma pastoral works' locations (in green) were visited and implementation of each supported small project was briefly assessed (one of them not this year). Besides that, there were three extra Roma pastoral works (in orange) visited which were not supported by Renovabis through the SBC in order to make a comparison. All the locations are marked on the following map:



\* The pastoral work in Vranov nad Toplou region (Cicava and Hlinne) was visited in May 2018 (as part of another evaluation), thus it was excluded from this year's field work.

On 20<sup>th</sup> and 21<sup>st</sup> of September there were two events organized in Bratislava where both, Renovabis and SBC's representatives participated (more info in Slovak language can be found on the this link: <https://www.tkkbs.sk/view.php?cisloclanku=20190920022>). The first one was a conference about Roma pastoral work which was supposed to raise awareness about this topic and it was addressed to the audience of professional and lay public, teachers, social workers, missionaries, lay volunteers, representatives of government, and NGOs. The second day was dedicated to meeting of SAVORE members with the objective to receive an early feedback on the first draft of Roma pastoral work strategy paper. SAVORE is an informal Roma-Slovak platform of people engaged in Roma communities in various social areas and professions.

During these two days, preliminary findings of this evaluation were presented to the members of the strategy paper working group as well as further interviews were conducted with various stakeholders (either the conference participants or SAVORE members) by the Evaluator.

List of all interviews, their forms and timeline can be found in Annex 4.

There was one more meeting organized on 14<sup>th</sup> of October where the members of the strategy paper working groups presented their Roma pastoral work related issues to the bishops from all over Slovakia. This meeting was as well attended by the External Consultant of Renovabis, but not by the Evaluator.

For the near future, there is one more meeting planned for 14<sup>th</sup> and 15<sup>th</sup> of November as a final workshop for the Roma pastoral work strategy paper development (deadline for its final version was set for 20<sup>th</sup> of December 2019) including drafting of other documents such as operation plan for years 2020 – 2022 and conception of future project of the SBC which should be submitted to Renovabis (latest by 15<sup>th</sup> of January 2020). This meeting will be facilitated by the External Consultant of Renovabis and the findings, lessons learned, and recommendations from this evaluation report should be utilized while finalizing the Roma pastoral work strategy.



Meeting of the Roma pastoral work strategy paper working group members by the end of July 2019 in Humenne town (Eastern Slovakia) and SAVORE meeting in Bratislava on 21<sup>st</sup> of September – the photo is documenting the process of priorities selection for Roma pastoral work.

### 2.3. Evaluation limits

There were few challenges encountered during the evaluation process.

The program activities were not yet fully concluded at the level of the SBC as well as at the level of few of the Roma pastoral works. Some last activities were still being implemented during the evaluation process. Therefore, the information about sustainability and impact of the project are besides real findings based as well on expectations of involved stakeholders.

There was no program document (nor logical framework with indicators) developed for the period of the three years. The objectives for the program and the three grant schemes themselves were rather stated in general way (most probably to provide bigger space for the ideas of the small grants applicants / recipients). As there was no benchmark to which the evaluation findings could have been compared to, assessment of specific goals' achievement and measuring the efficiency and effectiveness of the program and its funded projects is rather subjective. However, it must be stated that besides the rather vague program objectives, the rules and conditions about the small grants distribution were very clear and well formulated.

As there was no program document available with properly stated inputs, outputs, outcomes and impacts, it is not surprising that during the whole program of three years there were no monitoring and midterm evaluation activities performed. Information collected during the program implementation could have been very useful at the time of final evaluation.

Moreover, only very few baseline data were collected by the SBC, mostly relying on the information provided by the small grants applicants / recipients which they have provided in their projects' proposals. Besides simplified survey in 2014 with limited number of respondents and a short online research conducted by the Roma Pastoral Work Coordinator between September and October 2018 (by the end of the program), there was none proper baseline study conducted prior to the program.

Summer time being the beginning for the evaluation was not very happy choice, because it was very difficult if not even impossible to contact some of the stakeholders and get started. September, was the month dedicated to fieldwork, yet it was very tricky too as majority of the Roma pastoral projects are working with school children and this time of the year is one of the busiest for them because many activities are just starting and being set up. At the same time, the information related to upcoming cooperation of Roma pastoral works with local schools was not complete as it has to be still clarified by all involved parties.

## 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 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 2011 the Office of the Plenipotentiary of the Government of the Slovak Republic for Roma communities submitted a **Strategy of the Slovak Republic for the integration of Roma up to 2020**. The strategy was developed in line with communication addressed to the European Parliament, Council, European Economic and Social Committee and to the Committee for Regions. It was designed as part of the EU Framework for National Roma Integration Strategies up to 2020.

The Slovak strategy describes four main forms of social exclusion: economic, cultural, symbolic and spatial. At the same time it defines as well other forms of exclusions which occur in less obvious form in Slovakia: political, exclusion from mobility, social (in a strict sense it denies reaching certain social status or participation) and exclusion from safety net and exposure to higher risks. Following priority policies were defined by the Strategy (each of them having specific goals): education, employment, health, housing, financial inclusion, non-discrimination, and targeting the majority society (an initiative of integrating the Roma through communication).

The Government of the Slovak republic believes that policies and interventions to improve the living conditions of Roma in Slovakia need to balance three objectives: 1) improving socio-economic status by expanding employment opportunities on the labor market; 2) building human capital through better education and healthcare; 3) strengthening social capital and community development through increased empowerment and participation of the Roma population in social and civic activities. To achieve them, the Strategy defines three key partners for its implementation: the Office of the Plenipotentiary of the Slovak Government for Roma communities, local self-governments (municipalities), and NGOs.

The program and supported pastoral works comply with all the principles mentioned above (either at EU or Slovak level) and its main focus is put on the first priority of the 'Strategy of the Slovak Republic for the integration of Roma up to 2020' which is "*education*". They as well follow the third objective of the Strategy, which strives for "*strengthening social capital and community development through increased empowerment and participation of the Roma population in social and civic activities*". The formation and non-formal education of the Roma people proofed during the long-term previous efforts of various priests, nuns, or laymen to be the right and sustainable way to go, despite the fact that each church, order or an NGO are having different approach and main target group (e.g. Roma leaders, small kids, youth, adults, or whole Roma families).

During the interview with the representative of the **Renovabis** it was confirmed that "*the Roma issues are quite a challenge not only in Slovakia but as well in the wider region of Central and Eastern Europe*". The grant scheme program and supported pastoral works foster the important criterion of Renovabis: "help to self-help".

The ownership of the small grants' final beneficiaries is being increased through their active participation on projects' implementation. Through volunteering and helping with the project activities their responsibilities and qualifications grow. Supported Roma pastoral projects were designed with emphasis on sustainability, especially when it comes to additional financial resources in order to continue with the activities also in the future. All of these characteristics are reflecting the key requirements of Renovabis.

During the conference about Roma pastoral work which was held in September in the capital of Slovakia, the chairman of the SBC (archbishop Stanislav Zvolensky) expressed his believe that *“the Roma pastoral work is having positive impact, as Roma families are being assisted, whereby Roma people are educated and their identity is empowered”*. The Chairman of the Council for Roma and minorities at the SBC (archbishop Bernard Bober) confirmed that *“the Roma pastoral work is helping to Roma people to integrate into the majority society”*. Both church representatives expressed their gratitude towards all priests and nuns who are doing this difficult field work.



Two Salesian priests talking during Roma pastoral work conference about Don Bosco methodology, good practices and case studies from their locations (Peter Varga from Bardejov – Postarka settlement and Pavol Degro from Kosice – Lunik IX settlement).



Two field work representatives talking during Roma pastoral work conference about specifics of their approaches and challenges which they have to face. (Silvia Zabavova from Jarovnice village and Martin Mekel from Cicava village).

In 2013 the United Nations Development Program (UNDP) created the first **Atlas of Roma communities in Slovakia** (actualized information for this year has been released only recently in form of enumerations, but there are not yet any comparisons done, statistics calculated or visualizations created) in order to map the Roma settlements and to provide information about their geographical distribution, number of inhabitants including their living conditions and their infrastructure in general.

There are eight regions in Slovakia with different proportion of Roma inhabitants. In 2013 there were 2.890 municipalities in Slovakia out of which 1.070 (37%) were municipalities with Roma communities.

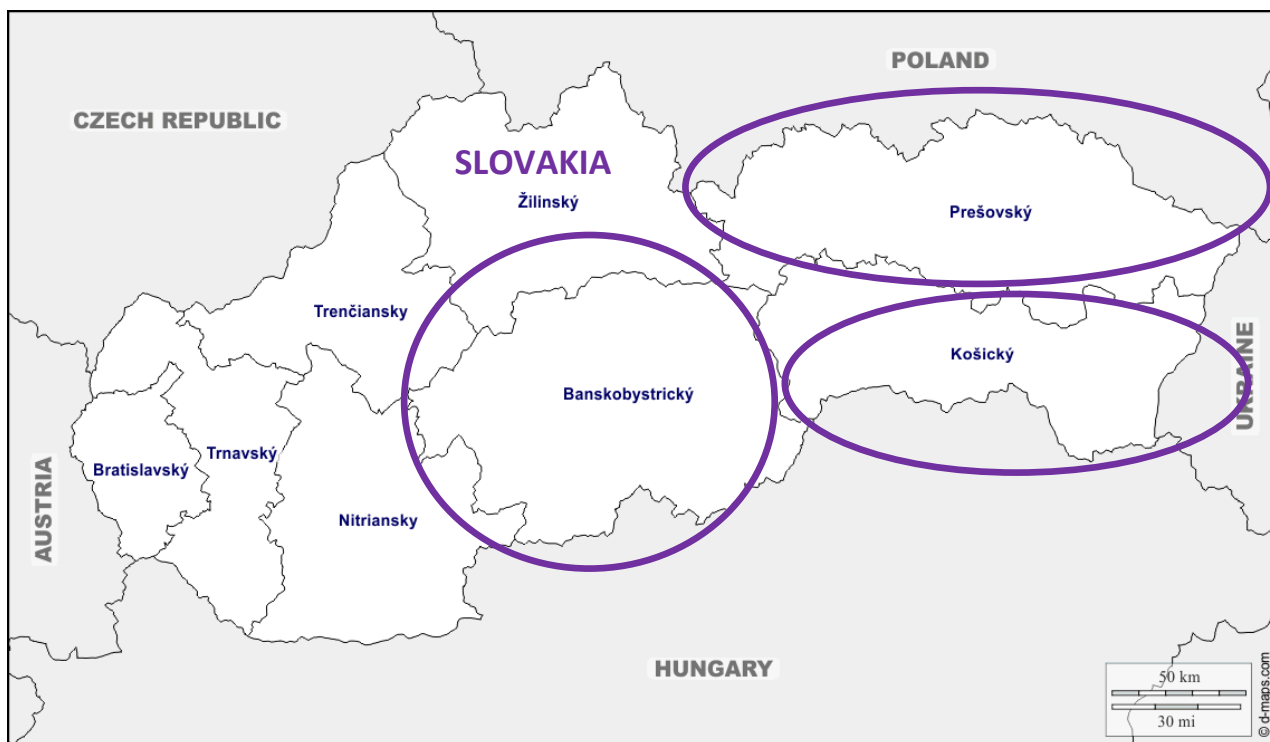
Three regions had over one fifth of their municipalities with Roma inhabitants within whole Slovakia: 25% of Slovak municipalities with Roma communities are in Banska Bystrica region (representing 52% of all municipalities within the region), 24% in Kosice region (representing 58% of all municipalities within the region), and 23% in Presov region (representing 37% of all municipalities within the region). The lowest number of municipalities with Roma inhabitants of 3% within whole Slovakia was in two regions: Zilina (representing 9% of all municipalities within the region) and Bratislava (representing 37% of all municipalities within the region).

Talking about the total numbers of Roma population in the various regions and comparing them between years 2013 and 2019 (based on the Atlas' data), the situation is following:

No.	Region	2013	2019	Change
1.	Banska Bystrica	78.889	82.389	+ 4%
2.	Bratislava	14.142	6.957	- 51%
3.	Kosice	126.606	132.546	+ 4%
4.	Nitra	30.552	24.399	- 20%
5.	Presov	114.207	127.008	+ 10%
6.	Trencin	8.598	8.188	- 5%
7.	Trnava	20.936	15.876	- 24%
8.	Zilina	8.811	8.546	- 3%
	<b>TOTAL</b>	<b>402 741</b>	<b>405 909</b>	<b>n/a</b>

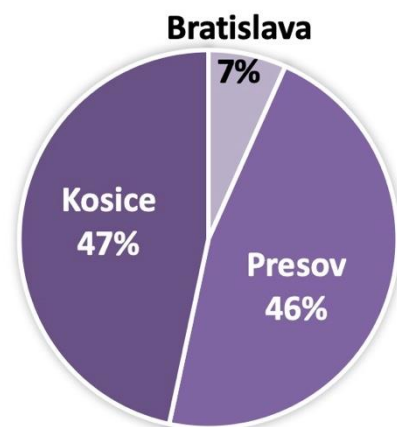


From the previous table is obvious that the biggest and most concentrated target group of the program and Roma pastoral projects is living in three regions. All of them – Banska Bystrica, Kosice, and Presov, are marked on following picture:



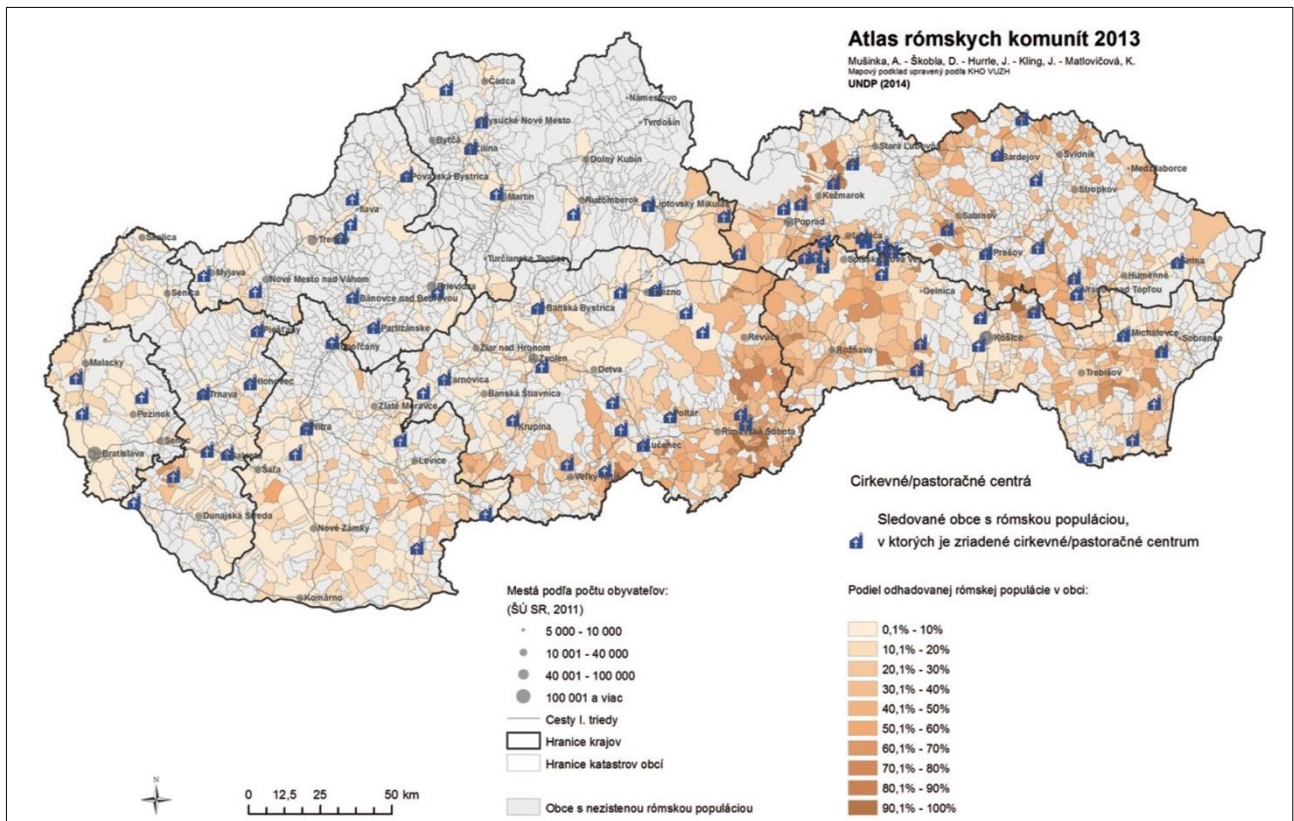
Looking at the locations of supported Roma pastoral projects (30 in total) by the SBC over the three years of the program, the two regions in Eastern Slovakia were strongly represented as shown in following table and pie chart:

Regions of Slovakia	Year of grant scheme			TOTAL
	2016	2017	2018	
Banska Bystrica	0	0	0	0
Bratislava	1	1	0	2
Kosice	6	3	5	14
Nitra	0	0	0	0
Presov	4	5	5	14
Trencin	0	0	0	0
Trnava	0	0	0	0
Zilina	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>9</b>	<b>10</b>	<b>30</b>



It must be stated that the locations of the Roma pastoral works were reflecting the geographical distribution of Roma within Slovakia. The third region with high number of Roma inhabitants is Banska Bystrica, where there are also pastoral activities going on, yet nobody applied for a small grant. Specific for this region is also the need to speak as well Hungarian language, especially in its southern parts of the region close to the border with Hungary as quite good number of Roma as well as non-Roma population do not speak Slovak.

Following graph from the **Atlas of Roma communities in Slovakia** from 2013 shows the proportion of Roma population in the municipalities (the darker the brown is, the more concentrated the Roma population is) and the distribution of church / pastoral centers (marked by a church symbol):



There are 14 registered churches and five registered religious denominations active in approximately 130 Roma settlements (out of 810 counted in Roma atlas 2019). The most active and visible are five churches: the Roman Catholic and Greek Catholic Churches, the Apostolic Church, Jehovah's Witnesses, and the Maranata charismatic – Pentecostal movement.

Based on the **'Roma atlas'** compiled in 2013, there were 803 Roma settlements in Slovakia. Their integration within the municipality had three forms: 324 were at the periphery of the municipality (40%), 246 were within the municipality (31%), and 233 settlements were segregated completely out of the municipality (29%).

Supported Roma pastoral works were more working with excluded Roma communities, with focus on rural settings, which reflects the vulnerability of the target group:



In terms of religion of Roma living in Slovakia, they claim faith to various churches (based on the information provided by one of the evaluation interviewee):

- 53% to the Roman Catholic Church,
- 3,7% to the Greek Catholic Church,
- 0,8% to the Evangelical Church,
- 0,6% to the Orthodox Church,
- 0,3% to the Reformed Christian Church.

41,6% of Roma did not mention any religion or were without a religion.

In Eastern Slovakia, 82% of Roma claim their faith to the Catholic Church.

As shown in following pie charts, majority of the small grants were received by the Roman Catholic Church and when it comes to the institutions, the funds were transferred mainly to parishes.



Between September and October **2018** a short **online research** was conducted by the Roma Pastoral Work Coordinator to assess the needs of Roma pastoral works. The survey was distributed through local bishops and there were 65 respondents participating.

More than half of the respondents (52%) would need some sort of premises' reconstruction, mainly of the pastoral / community center and in few cases as well a reconstruction of the accommodation for the priest, purchase of a land, and repair of the church building.

Another strong need was some sort of an inspiration from other priests or people working with Roma as well as from other Roma people. Know-how sharing was part of this request, which was shared by 48% of the survey participants. 28% of the respondents stated specifically the need of networking.

Over one fifth of the respondents would appreciate funds to pay for a pastoral assistant (37%), workshops and education (34%), and concert and public / social events (31%). 25% would appreciate more time, 22% would purchase some equipment, 17% would establish a social business, 17% would buy a car, and 9% would like to establish a church school.

More than half of the respondents (57%) never received any grant for their pastoral work. There were 20 respondents who were in the past funded by Renovabis, 11 from funds of Slovak government, and six respondents were funded through some EU funds.

Once asked what kind of project proposal would they write, presuming that it could be immediately funded, the answers did not differ much from the needs listed above. Some of the respondents were more specific and projects of "playground (for small kids and separately for sports)", "gym", "pre-school education", "educational trips / excursions around Slovakia and abroad", "music instruments", and "computers" were mentioned.

When it comes to cooperation, all 65 respondents were ready to cooperate with various institutions:

- municipality at local level (29 respondents),
- parish (21 respondents),
- school (19 respondents),
- diocese (18 respondents),
- municipality at regional level (17 respondents),
- order (15 respondents),
- laymen's initiative (14 respondents),
- the SBC (7 respondents),
- another church or religious society (7 respondents).

55% of the respondents did not know, whether they would be able to provide some co-finance from some other resources once implementing a project. 28% stated that they would be able to do additional fundraising while the remaining 17% knew that they would not be able to get extra funds.

The **field research** of the Evaluator (done exactly) one year later confirmed the results of this survey. The biggest needs of the 18 visited Roma pastoral works are having infrastructural character where usually higher financial investment is required. The willingness to cooperate and to network is still quite high (if the time allows along many other duties), what is very positive. Quite a good number of interviewed priests, nuns or laymen over the years of the program improved their fundraising skills (especially in form of project proposals writing and crowdfunding from individual or corporate donors), thus they feel more confident about diversification of their financial resources for Roma pastoral work. All these issues were reflected and supported by Renovabis through the SBC during the three years of the program.



One of the extra projects visited during the evaluation, specifically the Roma pastoral work in Bardejov district in East of Slovakia – the Roma settlements in Malcov and Snakov villages, where new Roma pastoral centers should be built.



One of the extra projects visited during the evaluation, specifically the Roma pastoral work in Bardejov district in East of Slovakia – the Roma settlements in Lenartov and Hrabské villages. Exterior and interior of Roma pastoral center in Malcov.

Finally, all **stakeholders** of the various Roma pastoral works and the small funded projects including the Roma community members, Roma leaders, municipalities' and NGOs' representatives, teachers and directors of local schools and centers of free time, priests, nuns, laymen, who were interviewed, expressed their strong support to Roma pastoral work and confirmed its importance and positive impact.

**Considering all the information above, the relevance of the program as well as individual small pastoral projects is very high to its beneficiaries and all stakeholders involved.**

### **3.2. Effectiveness**

This part of the evaluation report should assess the extent to which the program's and small projects' objectives were achieved (or are expected to be achieved), taking into account their relative importance.

The chapter has been divided into two sections: grant scheme program and small pastoral projects.

### **3.2.1 Grant scheme program**

The grant scheme program is lacking some guiding document or a strategy which would be showing its priorities and the logic behind them. Positive is, that such document is currently being developed.

However, absence of clearly stated expected results and indicators to measure them leaves the Evaluator to work mainly with the objectives which were broadly stated as:

- a) Exchange of gifts between East and West,
- b) Support of lay apostolate within the church,
- c) Preference for personal development rather than infrastructural one.

In 2018 were the objective slightly modified to:

- a) Exchange of gifts between East and West,
- b) Preference for personal development rather than infrastructural one,
- c) Involvement and engagement of laymen,
- d) Social solidarity and service.

Additionally the Council for Roma and minorities at the SBC stated in 2018 the objectives of the program / grant scheme as:

- a) Support of cooperation between the various Roma pastoral works and grouping of small projects in order to utilize the Renovabis funds more effective.
- b) Thematic focus of the small projects should reflect the objectives of Renovabis.

All these objective are very universal, and majority of them could be claimed as achieved besides one, the 'Preference for personal development rather than infrastructural one'. It seems that the most common activity of majority of the supported small pastoral projects was construction in various forms, such as reconstruction, building, setting up playgrounds, and various installations. On the other side, these kind of activities were claimed as the most urgent ones by representatives of the Roma pastoral works during both, online survey in 2018 and the field research as part of this evaluation.

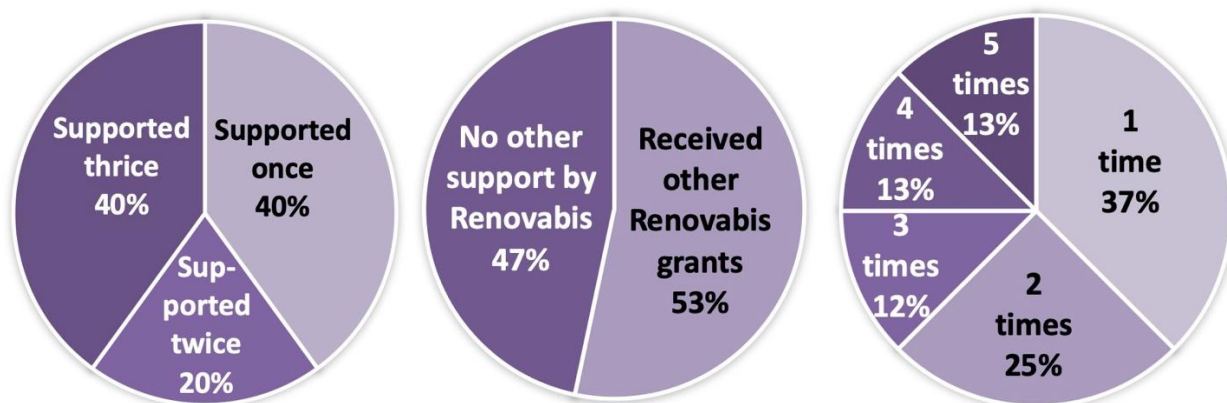
During the three years of the program, there were three grant schemes implemented – one each year. There was no evaluation done in-between them to assess the functioning of the grant scheme or whether there is anything changing in the context of Roma pastoral work what should be reflected (only by the end of the program in year 2018 short online survey was conducted by Roma Pastoral Work Coordinator to assess the needs of the Roma pastoral works).

The main question for this sub-chapter is, how much was the program effective in selection of small projects and how much was it effective in its own management and administration done at the level of the SBC, respectively the level of its Council for Roma and minorities which has established the approval committee for the small grants' applications. The members of this approval committee were volunteers selected by the members of the Council (there was no voting done).

The members of the Council for Roma and minorities are meeting two times per year and the discussion of the approval committee about projects' proposals is its part of the overall agenda, so everybody who participates on the Council's meeting can listen to the discussion about the small Roma pastoral projects, but cannot vote.

There was not real competition between the projects' application and none unsuccessful grant applicants who would be asking for the specific reasons why they did not succeed.

Analyzing further how many times were the same Roma pastoral works supported through the small grant scheme of the SBC and whether they were at the same time supported also directly by Renovabis (either in the past or just recently) and if yes, how many times it was, following are the results:



40% of the 15 small Roma pastoral works were supported three times and the same number of six Roma pastoral works only one time. Those who were supported at least once or twice and did not apply for the second or third small grant stated various reasons, e.g. *“due to personal changes”*, *“we were not having enough time for this kind of project work”*, or *“I was supported already so I wanted to leave this chance for somebody else”*.

Majority of the small grants’ applicants knew the Renovabis foundation even before the grant scheme program was introduced in Slovakia. More than half (eight Roma pastoral works which represents 53%) of the small grants’ recipients were already supported by Renovabis directly and as seen from the last pie chart, two or three of the Roma pastoral works might be pretty much relying on Renovabis funds.

Out of the various objectives stated for the program, majority of them were achieved, yet few should be more commented.

The two objectives of Renovabis related to laymen stated as: ‘Support of lay apostolate within the church’ and ‘Involvement and engagement of laymen’ were little bit tricky, considering the target group of the program. However, from the interviews with different stakeholders it was clear, that all the efforts were done to involve and motivate Roma into evangelization of their peers. The difficult part with the youth was that usually during puberty they abandoned the pastoral center and with the adults there were no funds to substitute their salary which they earn as doing ordinary secular work to provide income for their families.

The objective of the SBC 'Support of cooperation between the various Roma pastoral works and grouping of small projects in order to utilize the Renovabis funds more effectively' was partially achieved as quite a good number of Roma pastoral works got to know each other better during the informative seminars. More effective utilization of Renovabis funds through their grouping was so far only possible between the projects which were having long-term cooperation even before the program started (e.g. the Roma pastoral works in villages of Krizova Ves and Cicava).

### **3.2.2 Small pastoral projects**

The objectives of the small pastoral projects were stated in their grant applications. There was space to introduce the Roma pastoral work (including its strengths and weaknesses, and major problem to be solved), to list the activities (including priorities for future development), and to state expected results and objectives, as well as indicators of the small pastoral project. The quality of the small projects' proposals varied and the understanding of all the terms was quite different by the grant applicants. It was visible whether the applicant has some previous experience with projects' writing or whether he / she attended the informative seminar before submitting the application. However, in majority of the cases were the objectives stated either as long-term vision or even impact of the project, or just repeating already listed project activities.

It must be pointed out, that in majority of the Roma pastoral works are the small grants' applicants / recipients primarily priests and nuns full-time responsible for other duties and they are not project managers. Several program stakeholders noted, that *"without changing this situation, for instance that the priests are fully dedicated to Roma pastoral work like in Greek Catholic Church, it will be always very hard to find extra time for smaller or bigger projects' implementation, especially from the long-term point of view"*.



One of the supported Roma pastoral works in Slivnik village (for Roma from near Kuzmice village), where a playground was built and music instruments were purchased using one small grant (in 2018).



Main priority of the grant scheme was Roma pastoral work, which is a complex process of formation having three phases: proclamation (evangelization, catechesis which can be at schools, parish or sacramental), glorification (liturgy and other religious ceremonies), and service (change from getting to giving and nurturing successors).

Judging the 'level' of pastoral work of the 15 supported pastoral projects would be very shortsighted as in every locality or settlement the conditions as well as the Roma community and their needs are completely different. Differences are also on the side of the parishes, personalities of priests or nuns and their approaches. Critical for successful Roma pastoral project is its long-term implementation and also scope of the activities (working not only with children but as well with Roma families or even with whole Roma communities). Up to now, there are only few pastoral works in Slovakia, where the 'level' of service was achieved and there are engaged and motivated Roma (animators / leaders) who are doing evangelization of their peers either in their own community or different Roma communities.

One of the program stakeholders noted, that *"Greek Catholic Church is much better organized in regard Roma pastoral work, while the Roman Catholic Church seems to be little bit lost. The Greek one is already empowering Roma leaders while the Roman one is still building community centers for common meetings."*



One of the supported Roma pastoral works in Hanusovce, where Roma pastoral center was built using three small grants.

It must be also admitted, that during the process of external evaluation there was not enough time to assess all the 15 Roma pastoral works as a whole but rather only that small project part, which was funded by Renovabis through SBC.



One of the supported Roma pastoral works in Roma village Blatne Remety, where local church was reconstructed and common art activities were organized for Roma and non-Roma children using three small grants.

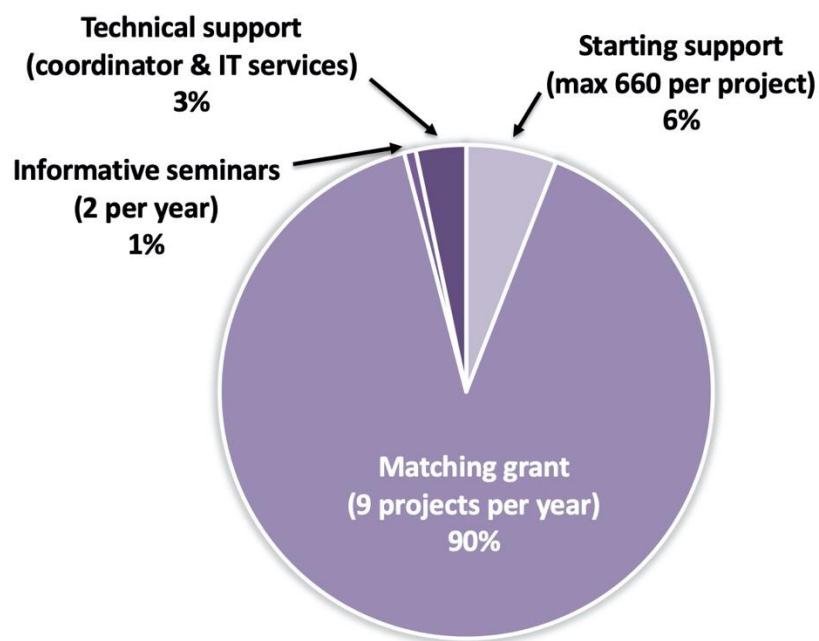
### 3.3. Efficiency

The overall planned budget of the **program** was 300.000€ for the duration of three years where for each year of the program 100.000€ were budgeted. The whole amount was provided by Renovabis without any co-finance from the side of the SBC.

The actual expenditures were not provided by the time the evaluation report was compiled but from the interviews it seems, they should not significantly differ from the plan.

The money were received in three tranches: 110.000€ in 2015, 100.000€ in 2014 and 90.000€ in 2017, and were spent gradually.

The following graph shows the breakdown of the planned budget based on the types of expenses:



Significant percentage of the overall program budget was to be spent on funding of small grants to support pastoral projects (96%). It consisted of matching grant part (90%) and starting support which was calculated in maximum amount of 660€ per one small project. Costs of technical support (reward of the Program Coordinator and necessary IT services) represented 3% of the planned budget (there were no personal costs budgeted to provide some proper either part-time or full-time employment) and informative seminars represented 1% (both: how to apply for the small-grants and how to implement the small projects). Transferring strong majority of the budget to small grants' recipients proves strong efficiency of the program on the side of the SBC.

There were **30 small projects** supported in total during the program duration (11 projects in 2016, nine projects in 2017, and 10 projects in 2018). The average amount per one Roma pastoral project was 9.525€. This amount was received in two phases and within each phase there might have been few components of the installment as already explained above. One of the program stakeholders added, that *“even though the description of all financial parts of the small grant might look too complicated at the first sight, it is at the end very simple, complex and especially motivational tool.”*

Each small Roma pastoral project had to be co-financed from other resources than Renovabis / the SBC funds (it was at least 5% in 2016 and 2017 and at least 10% in 2018). This condition was followed by all funded small projects and the extra resources were primarily coming from crowdfunding campaign (mainly from individual donors and in some cases as well from corporate supporters) or secondarily from other institutional donors if the small pastoral project was part of a bigger initiative / project / program.

Funded small project costs were following thematic suggestions for the project activities which were defined by the SBC in 2018 for the whole program as:

- equipment for pastoral centers or other spaces of pastoral work,
- construction in form of reconstruction of buildings, setting up playgrounds, installation of security measures,
- education of employees, volunteers and others who are doing pastoral work,
- support of international exchanges between pastoral works,
- religious education of Roma.

There were no concerns raised by the program or small projects' stakeholders about cost-efficiency of any program / project activity as all were considered economically reasonable once achieving the objectives. While looking for opportunities to reduce some of the project costs, or any type of savings, there were no expenses identified as all were necessary to implement the program / projects.

Most of the activities planned in the program and small Roma pastoral projects took place according to the original timeline. There were few minor delays reflecting some logistical issues (especially related to construction projects and delivery of materials or expert services) without any significant influence on the projects' results.

The cooperation between both, program partners (Renovabis and the SBC) and small projects' partners (the SBC and various 15 church legal entities) was very efficient despite several personal changes during last four years. At institutional level, the partnerships were built on strong foundation of many years of cooperation and strengthened through occasional visits of the donor representative to Slovakia and regular visits of the Program Coordinator to Eastern Slovakia once organizing the informative seminars or participating on the meetings of Council for Roma and minorities. The communication between all program / small projects' partners was confirmed to be very open and prompt.

Considering all the information above, the efficiency of both, the program and the small pastoral projects is very high.



One of the extra projects visited during the evaluation, specifically the Roma pastoral center in Velky Blh village in South of Slovakia.



One of the extra projects visited during the evaluation, specifically the Roma pastoral center in Velky Blh village in South of Slovakia.

### 3.4. Impact

The desired impact of the grant scheme and the supported small Roma projects could be defined as 'contribution towards pastoral work in selected Roma settlements in Slovakia'. It is derived from the main purpose of the program which is stated as support of Slovak Roma pastoral works and it seems that during its three years it has been achieved.

Main impact of the program on the Roma pastoral works are the built capacities of small grants' applicants / recipients and their networking. The informative seminars contributed to both of these, where on one side the participants learnt either how to apply for the small-grants or how to implement the small projects as well as they had a chance to get to know each other better and learn about various Roma pastoral works around Slovakia. Not all the Roma pastoral workers who were supported through the small grant scheme are attending the Council for Roma and minorities where the members know each other already quite well just as the Roma pastoral works of each other. There are few Roma pastoral works which are already having some cooperation together, some of them are just planning it (e.g. between the pastoral center in Postarka Roma settlement near Bardejov village and the Roma pastoral work in Malcov village: both will be having pastoral Roma work activities in Lenartov village where was a weekend house for Roma children

reconstructed through the small grant scheme – during weekends it will be used by Roma youth from Postarka settlement and during weekdays it could serve to priest from Malcov village who will be working with local Roma).

However it is not possible to estimate the contribution of the program on current or future partnerships as the various Roma pastoral works are having more opportunities to meet (e.g. the SAVORE platform) or to communicate (e.g. the mailing list of Roma Pastoral Work Coordinator) besides the Council for Roma and minorities.

Impactful was for some of the small grants recipients as well the crowdfunding experience via [dakujeme.sk](http://dakujeme.sk) online portal. Especially for those ones with the first experience with fundraising from individual donors. Quite few have realized that they are capable to raise funds also in this way while not admitting it before. There was only one disadvantage of this program activity which was pointed out by several small grants stakeholders: *“The Dakujeme portal did not provide us with the list of all the individual donors, so we were not able to say thank you and to stay in touch with them also for the future, for instance to present them the results achieved thanks to their donations...”*

Despite relatively small amount of the grants (maximum of 10.000€ which were usually covering only small part of the yearly budget of the Roma pastoral work), the scheme became quite popular due to its large coverage of various Roma pastoral activities and because the application was relatively uncomplicated (comparable with other Slovak foundations providing small grants). For some pastoral works the funds from Renovabis became even necessarily to some of their regular or extra activities.

The Renovabis foundation significantly contributed towards support and development of Roma pastoral work in Slovakia during last 20 years, especially taking into consideration the fact that the church is excluded from many funding opportunities of Slovak government when it comes to Roma issues. Besides the direct support of Renovabis which provides rather bigger grants, the small grant scheme program was effective and impactful complementary support for experienced applicants, or a good opportunity for grant applicants for whom it was the first experience with project proposal writing.



One of the supported Roma pastoral works in Hlinne village (Vranov nad Toplou district, near Cicava village), where a pastoral center was built, utilizing one small grant (in 2016) – this Roma pastoral work was visited during May 2018 (as part of another evaluation).

When it comes to the impact of the Roma pastoral projects on the target group of Roma people, it very much depends on for how many years is the Roma pastoral work already proceeding at its locality as usually the small project was only part of it.

Already the SIRONA 2010 (Social Inclusion of the Roma by the Religious Path-way) research confirmed positive impact of pastoral work on Roma, whereby *“it leads to learning, to spiritual and indirectly as well to social growth”*.

The work of various pastoral workers is proving to have positive impact also based on the interviews with several representative of different Roma communities which are benefiting from the activities financed through the small grant scheme. The children were happy to have various events organized and to have playgrounds for sports’ and other activities; the youngsters were able to recognize the importance of education and were ambitious once talking about their future; and the adults were appreciating the care and time which is being given to them in order to help them e.g. with some social issues, employment, or further education.

One of the program stakeholders added that *“the church provides the inner change of Roma while the secular institutions rather a change of external conditions for the Roma”*.

### 3.5. Sustainability

Prior to the program, there were no measures introduced to sustain its outcomes and impact beyond the planned three years. However, from the very beginning there was the intention of Renovabis to continue with their support. A lot depends on the relationship of the SBC with the donor and current situation shows an interest of Renovabis to continue the cooperation as during this year of 2019 is the SBC implementing already 4<sup>th</sup> grant scheme. This was funded not as part of the second phase of the program but as transitional one-year program within which the usual distribution of small grants should be done (currently the call for proposals is being prepared) as well as development of Roma pastoral work strategy paper. The interest of the donor is proofed also by its questioning about the impact and results of the previous three-years program which is the reason for this external evaluation.

So far the grant scheme is strictly relying only on the Renovabis funds (without any co-finance contribution from the side of the SBC). There is not yet any intention of the SBC to establish a consolidated fund where more donors could contribute to sustain regular and long-term support of Roma pastoral works in Slovakia.

The key element of the grant scheme program sustainability (and most probably as well the key element of overall support of Catholic Roma pastoral work in Slovakia) seems to be the strategy paper, which is currently being developed at the level of the SBC by dedicated working group. Despite the fact, that the first initiative was having top-down approach (from the donor side), the strategy paper itself is being created in bottom-up way. There are Roma pastoral workers from various locations and with different level of experience together working on it. Active participation while creating the strategy paper was encouraged throughout the process and most recently the larger community of SAVORE platform members were involved too. They were providing feedback on the actual draft of the strategy paper and selecting the priorities for future Slovak Roma pastoral work. The document shall be finalized by the end of this year and it should help to the SBC to do the Roma pastoral work more strategically, having a vision, clear priorities and defined ways how to achieve set objectives. Besides being attachment to the new program proposal which will be submitted to Renovabis for period 2020 – 2022, the strategy paper can be also used once applying for other program funding, e.g. at Slovak government level.





One of the supported Roma pastoral works in Cicava village (Vranov nad Toplou district), where three small grants were utilized and various activities implemented, e.g.: camps, music festivals, research, reconstruction, SAVORE meeting, and publications – this Roma pastoral work was visited during May 2018 (as part of another evaluation).

Main sustainability element of the Roma pastoral works is the commitment and the ownership of the beneficiaries – Roma themselves. This varied a lot from project to project, reflecting the specifics of each Roma settlement and community. For instance there was a Roma pastoral project where the pastoral work was just about to start and at the same time there was a Roma pastoral project where some Roma individuals were socially integrated / included, they were actively participating within the society, and became positive role models and leaders for other Roma.

#### **4. Recommendations**

Purpose of this chapter is not to provide advice on how to implement a Roma pastoral project or how to operate a Roma pastoral work, not even how to solve the Roma issues. Such paragraphs can be found in many strategies, dissertation thesis or manuals.

For example an ETP NGO would recommend complexity, which is understood as 1. support in several areas at the same time: housing, education, health, lifestyle, social services and guidance, employment and career, financial management and financial inclusion, free time activities, security, as well as work with public including the experts; 2. cooperation and education of all stakeholders at local, regional, national, and international level; 3. work with whole excluded community up to assistance to a concrete person, concrete family which is tailor-made.

This chapter aims to provide few advices on the second grant scheme program which is planned for the time period of 2020 – 2022. It is split based on the various stakeholders which are forming the whole environment of Roma pastoral work in Slovakia, taking into consideration not only the previous program of Renovabis but as well all its previous efforts in the country.

##### **Recommendations to implementing priests / nuns / laymen.**

1. Representatives of Roma pastoral works (priests / nuns / laymen) need to be active initiators of cooperation at local and regional level.

At the Roma pastoral work level, there is a need to be more positive towards cooperation with other stakeholders at local and regional level. With the intention to bring lasting positive change into the lives of Roma, common effort is needed by all involved institutions / organization such as municipalities, community centers, schools, centers of free time, NGOs, companies, other churches, and media. As turnover of people is quite common for all of them, the representatives of the Roma pastoral works could lead the initiative and actively connect all the stakeholders to ensure continuity, sharing and cooperation.

##### **Recommendations to Program Coordinator / small grants' approval committee.**

2. There is a need to better formulate some parts of the call for small projects' proposals and to improve its promotion.

Past three calls for proposals were formulated quite well (clear content and rules), yet if the offer of fundraising packages from the side of Dakujeme portal will remain, it should be definitely communicated more clearly to improve the understanding on side of small grants' recipients. The fundraising packages might be quite helpful and useful especially for those Roma pastoral works which have minimal experience with crowdfunding and individual donors.

To avoid some misunderstandings it should be clearly stated who is obliged and who is not obliged for small grant of Renovabis. In the past the three grant schemes were for all Slovak Roma pastoral works with some history. It should be clearly formulated whether also those pastoral works

can apply which were recently supported by Renovabis directly or those pastoral works which have received any small grant in the past.

New calls for proposals should as well include enumerative lists of all eligible and ineligible costs / expenditures (e.g. by current rules personal and running costs are excluded from funding).

Finally, the call for proposals itself should be promoted more in order to increase the number small grants' applications and to enhance the competition between them (it will also contribute to professionalization of the work of the approval committee). Besides the usual channels such as word of mouth, Christian media (TV Lux and radio Lumen) also the growing mailing list of the Roma Pastoral Work Coordinator should be utilized.

3. The possibilities of access to contacts of individual donors should be discussed with representatives of Dakujeme crowdfunding portal.

As discussed with the representatives of Dakujeme portal, technically it should not be too difficult on their side, to ask for permission from the individual donors whether their contacts can be shared with the funds' recipients. This will enable to the Roma pastoral works to say thanks to the individual donors and to inform them in the future about results achieved based on their donations. It should help to build effective donation relationships which will be responding to actual needs but as well bringing systemic changes. The most important is that it will not remain just one-off support, but a long-term cooperation.

**Recommendations to the SBC / the Council for Roma and minorities.**

4. More emphasis should be put on networking and cooperation of Slovak Roma pastoral works.

The program was already engaging networking and cooperation between the Roma pastoral works, which was happening especially during the informative seminars. There is also the SAVORE platform which is connecting people across sectors, who are engaged in Roma issues topic. Finally, there is the Council for Roma and minorities which is meeting twice per year. However, besides the most popular Roma pastoral works, the smaller ones or the ones without often medialization are not known, despite the fact that there is quite good work being done over there. As already mentioned, there is a will on the side of Roma pastoral works to learn from each other and to establish collaborations (if the time and other duties allow). Thus, more emphasis should be put on networking and common sharing between the Roma pastoral works, making their diversity a strength and bringing together e.g. new and experienced ones, those which are representing various churches, Roma pastoral works which are using different approaches... This might be the task for the Roma Pastoral Work Coordinator who is already compiling contact list of all various Slovak pastoral works and establishing regular communication.

5. Clear objectives of the new Renovabis grant scheme should be formulated.

Currently are the objectives of the grant scheme very vague and broad. Some ideas about potential Roma pastoral projects which might be funded are defined by paragraph of 'thematic suggestions' of the call for project proposals. Though, the overall objectives of the program will be defined in the Roma pastoral work strategy paper, which is currently being developed, if looking only at the 'thematic suggestions' which are currently the main guidance once filling in the small grant application, two more topics should be added to the existing ones:

- support of national exchanges between pastoral works (currently there are only the international exchanges stated, yet there is so much which could even the Slovak Roma pastoral works share with each other and there is definitely a will to learn from each other and to establish collaborations within Catholic church),
- reward / salary for laymen (current objectives of the program defining by Renovabis are highlighting the support of laymen, yet there were no means defined how to pay them

as it is missing in-between the ‘thematic suggestions’ paragraph of refunded project activities – here an additional consultation with the donor will be needed).

6. There is a need for baseline studies / needs assessments and regular monitoring and evaluation activities of Roma pastoral projects as well as Roma pastoral works.

In order to professionalize the new grant scheme program, attention should be paid also to this part of program / project management. It might be touched as well in the Roma pastoral work strategy paper which is currently being developed. Getting information through word of mouth, ad hoc phone calls or random courtesy visits should be replaced by systemic planning and control activities. Baseline study or a needs assessment should forgo any call for project proposals or approval of a small projects. Proper and regular monitoring should make sure that the program is in line with the SBC strategy and that the projects are in line with their plans and eventually with Roma pastoral work’s mission. Collected information should be transferred into professional guidance and recommendations to the Council for Roma and minorities members and grants’ recipients. Results of the evaluation at the end of the program or projects should serve as a base for planning for the upcoming time period. All these responsibilities are quite time consuming, thus they must be budgeted and assigned e.g. to the Roma Pastoral Work Coordinator.

7. Explanation of the key terminology for Roma pastoral work published at the level of the SBC might be handy for all stakeholders.

There are different approaches towards Roma pastoral work by various churches and orders as well as there are different understandings of some of the key activities done as part of the pastoral work. Thus, it would be useful (and more objective towards the small grants’ applicants as well as helpful for the small grants’ approval committee) to have one universal document explaining the key terminology (starting with pastoral work itself and then its crossovers with evangelization, catechesis, glorification, liturgy, religious ceremonies, service, formation etc.).

Eventually a sort of a manual could be created for beginners who want to establish a Roma pastoral work, including a checklist of what to have or to keep in mind (at personal as well as infrastructural level).

These might be another tasks to be assigned e.g. to the Roma Pastoral Work Coordinator.

8. To improve the coordination of the Roma pastoral work in Slovakia, the working hours of the position Roma Pastoral Work Coordinator should be increased from part-time to full-time job.

The position of Roma Pastoral Work Coordinator should become full-time in order to improve the coordination of the Roma pastoral work. It would confirm the importance of the Roma pastoral work as a topic at the SBC. At the same time this change would reflect current workload and address all the duties which are being put on hold due to lack of time as well as the new duties suggested above within these recommendations.

During last year was the Roma Pastoral Work Coordinator cooperating with KANET NGO and helping to few Roma pastoral works to write some complex (and more complicated) project proposals while applying for governmental or EU funds. These kind of activities could have been emphasized and intensified as there is quite a big demand for this kind of support.

9. Current headcount of the program could be increased by one person without any effect on its efficiency, yet improving its effectiveness.

From the workload point of view and the desire for professionalization of the program, one full-time position could be created. There is already the externally hired Program Coordinator (being in charge of webpage content, technical functionalities of online e-grant platform, announcement of calls for proposals, collection of small grants' application forms and their first rating, communication with the small grant applicants / recipients, organization of informative seminars, communication with the SBC and its Council for Roma and minorities including the Roma pastoral projects approval committee...), yet as listed above, there is much more work related to the program which should be done. Partially it is already being done by the Roma Pastoral Work Coordinator (e.g. basic needs assessment, support of networking and cooperation of Roma pastoral works, regular distribution of information related to Roma pastoral work, and lobbying activities at the level of Slovak government) and funded by the SBC and the KANET NGO. Assigning more small grant scheme related duties (already listed above plus communication of Roma pastoral work to general public) to the Roma Pastoral Work Coordinator should allow to the SBC to include the personal costs of this position to the next program proposal which will be submitted to Renovabis by the end of this year.

10. Consolidated fund of the SBC where more donors would contribute on Roma pastoral work, besides Renovabis, could be considered.

To ensure sustainable, regular and long-term support of Roma pastoral works in Slovakia, more donors could be approached besides Renovabis. A consolidated fund could be established with regular contributors from representatives of various sectors or institutions, such as the church, business, Slovak government, and national or international foundations (Renovabis being one of them).

### **Recommendations to church / bishops**

11. People involved in Roma pastoral work (priests, nuns, laymen...) should be more recognized and praised within the church and they should be continuously supported (not only financially).

The recent conference about Roma pastoral work which was organized by the SBC brought finally focus to this topic and the general public became more aware about all the difficulties and challenges in the field. The church should support the efforts of Roma pastoral work morally, systematically, structurally and financially with the main objective to create proper working environment for this demanding service (which must be tailor-made to the needs of specific Roma community which differs from place to place).

12. More priests should be devoted to Roma pastoral work, especially in the Roman Catholic Church.

The experience of the Greek Catholic Church is showing that it is more effective to have priests who are working only with Roma, instead of trying to include extra activities for Roma within the many duties related to own parish. At the same time the activities for Roma should include as well the non-Roma population so they can get to know each other better (usually both are having prejudices about each other).

**Recommendations to Renovabis**

13. Donor of the program should consider the salaries to be part of the eligible costs.

Personal costs are not fully excluded by Renovabis (only the running costs are fully excluded by internal decision of the foundation), thus the salaries especially of the laymen or the nuns should be allowed to be part of small projects' budgets – ideally as a percentage of the total amount (e.g. 20% of the total amount of project budget). Personal costs in general are the most difficult to fundraise for. In case of laymen (especially Roma) it will engage and motivate them more to further evangelization of their peers. In case of nuns it will help them to stay focused on the Roma issues instead of looking for job and income somewhere else while doing the Roma pastoral work only as free time activity.

14. Clear rules and conditions should be defined by the donor to distinguish between the direct support of Renovabis and the small grants of Renovabis received through the SBC.

Renovabis should define who is legitimate to apply for its funds, especially for which ones and under which conditions.

For instance, large amounts for long term Roma pastoral works can be supported directly (besides the supporting letter from the bishop also a supporting letter from the Council for Roma and minorities would be recommended for more objectivity at national level), while the “beginners” in smaller amounts should be supported through the SBC as it can locally apply more control mechanisms.

Another option is that all the Renovabis funds will be channeled through the SBC (in order to be objective and equal) and within the three years program there would be option to apply for projects in smaller amounts and shorter time as well as for projects needing bigger amounts and two to three years implementation period (which would contribute towards higher sustainability and potentially as well to stronger impact of the project).

Some more options might be defined by the Roma pastoral work strategy paper which is currently being developed.

15. Since the donor is active also in other parts of Central and Eastern Europe, an internal benchmark study of Roma pastoral programs could be considered.

This was the first grant scheme program implemented in Slovakia by Renovabis. Lot of responsibilities and expectations were put on the SBC which was not fully prepared for all the consequences. For the upcoming program, there is a lot of room for improvements and the currently developed Roma pastoral work strategy paper will help to define the next steps and the way forward. It is positive, that the next Renovabis program in Slovakia will fully reflect local conditions, yet some inspiration from abroad is always useful in order to strive for more than local imaginations. Simple benchmark study of Roma pastoral programs comparing Slovakia to few neighboring

countries (or any other comparable countries where Renovabis has a positive experience) might be a good point of reference for the SBC.

## **Recommendations to the Slovak Government**

Scientific Study of the Institute of Ethnology and Social Anthropology of the Slovak Academy of Sciences *“SIRONA 2010 - God between the Barriers. Social Inclusion of Roma via Religious Path”* reaches the key findings, that religion change also leads to a social change: that means - to a broad-spectrum change in social habits and behavior of individuals or a certain community. Religious change has a high potential to produce stable social change in socially excluded localities, which is perceived as positive by all stakeholders (priests, pastors, Roma people, self-government, non-Roma fellow citizens ...).

The Government of the Slovak Republic should take into consideration the conclusions of scientific studies, as well as practical experience, which show that a social inclusion in the religious way of the Roma achieves visible results and thus completes the whole care about people from the MRC and change their lives. At the same time, this evaluation report confirms that pastoral work, in addition to the real results, is really effective, because at a relatively low cost, it achieves changes in the lives of people, both individuals and communities. In achieving such goods, the Church serves not only individuals from Roma communities, but the whole society. This service deserves an attention and moral appreciation, as well as a systemic support from the state and local government.

## **Annexes**

### **Annex 1 – List of acronyms**

<b>SBC</b>	Slovak Bishops’ Conference
<b>NGO(s)</b>	Non-governmental organization(s)
<b>OECD-DAC</b>	Organization for Economic Cooperation and Development – Development Assistance Committee
<b>SAVORE</b>	An informal Roma-Slovak platform of people engaged in Roma communities in various social areas and professions
<b>EU</b>	European Union
<b>ESF</b>	European Social Fund
<b>UNDP</b>	United Nations Development Program
<b>SIRONA</b>	Social Inclusion of the Roma by the Religious Path-way (= <u>S</u> ocialna <u>I</u> nkluzia <u>R</u> omov <u>N</u> abozenskou cestou)f

## **Annex 2 – List of overviewed documents**

### Donor and implementing organization related documents:

1. Program proposal submitted to Renovabis by the SBC
2. Renovabis Annual Reports (2017 and 2018)
3. Press releases of SBC related to Roma
4. Various programs related webpages:
  - a. <https://www.renovabis.de>
  - b. <http://roma.renovabis.sk>
  - c. <https://www.kbs.sk>

### Documents related to funded small projects:

1. Small projects' proposals submitted to SBC
2. Interim and final reports of small projects submitted to SBC (including the attachments)
3. Various webpages related to funded small projects:
  - a. <https://www.dakujeme.sk>
  - b. <https://www.rehole.sk>
  - c. <https://romskamisia.sk>
  - d. <https://savore.sk/oblasti/pastoracna-praca/>
4. Concept of development of pastoral work at local (small grant recipient) level if applicable (e.g. Salesian mission between Roma – standards for Salesian pastoral work of Roma in Slovakia and respective commentary)

### Slovakia and Roma related documents:

1. Strategy of the Slovak Republic for integration of Roma up to 2020 (by Government Office of the Slovak Republic)
2. Decade of Roma inclusion 2005 – 2015 (by Government Office of the Slovak Republic and other EU countries)
3. Atlas of Roma communities in Slovakia 2013 (by UNDP) including update for 2019
4. Social Inclusion of the Roma by the Religious Path-way (by Institute of Ethnology, Slovak Academy of Sciences) SIRONA
5. Program manual to support inclusion of Roma youth from socially excluded communities (by Association of Youth Christian Communities NGO)
6. Integral development of Roma in the context of pastoral and social work in Cicava, Lomnicka and Velka Lomnica (dissertation thesis by Robert Neupauer)
7. Measures and offers of the Roman Catholic missions in the socialization process of Roma ethnic group in Slovakia (dissertation thesis by Peter Besenyei)
8. Success stories at the municipality level leading to improvement of Roma situation (by Presov University)
9. Success stories of villages leading to improved coexistence with Roma (by Krasny Spis NGO)
10. Various UNDP documents (e.g. Incomes, expenses and consumption of excluded Roma settlements; Situation analysis of selected aspects of living standards of excluded Roma settlements; Living conditions of Roma households; Did the ESF projects help to Roma people in Slovakia?)
11. From poverty to self-sufficiency (by ETP NGO)
12. Communication strategy to reconcile the stereotypes and prejudices towards Roma population (by Open Society Foundation)
13. Myths and facts about Roma (handbook by People in Need NGO)



## **Annex 3 – Guidelines for interviews**

### PROGRAM MANAGEMENT AND ADMINISTRATION TEAM

#### Engagement questions:

1. How has been the involvement of the small grants' recipients in program planning?
2. Which other similar programs or grants schemes has the organization been involved in?  
What is the expertise of the team?

#### Exploration questions:

3. Is the program relevant to the beneficiaries? Why?
4. To what extent the program fulfilled the target groups' needs?
5. How has the life of the beneficiaries changed as a result of the program?
6. Which factors influenced achieving goals / objective of the program?
7. Were the results of the program achieved? What helped / prevented the team to achieve those?
8. What are the means of dissemination of the information about the program and how efficient and effective are they?
9. Are the administration program outputs / tools being used (e.g. the program webpage, organized informative seminars...)?
10. What are the expectations / criteria of an ideal small grant recipient?
11. Have you or somebody from the team personally visited some of the small projects?
12. Has financial management and timing of the program gone as expected?
13. What were the successes and challenges of the program?
14. What other changes has this program contributed to (positive and negative, expected and unexpected, actual and foreseen)?
15. Have you noticed any improvements of the program from year to year? What kind of?
16. Could the same outputs be achieved with fewer inputs (cheaper)? / Could there be more outputs achieved with the same inputs?
17. How was the cooperation between the program partners during the implementation of the program? (with Renovabis / small grants' recipients / final beneficiaries)
18. How was the interaction with the other program stakeholders? (e.g. at church / government level)
19. What are the measures taken to sustain the results of the program beyond its program cycle?
20. To what extent do you expect the program's benefits sustaining?

#### Exit question:

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

## SMALL GRANTS' RECIPIENTS / SMALL PROJECTS MANAGEMENT AND IMPLEMENTATION TEAMS

### Engagement questions:

1. When and how did you learn about the program for the first time? (e.g. webpage...)
2. When and how have you been engaged in the program? (e.g. informative seminar... e.g. planning participation, feedback provision...)
3. What are the general characteristics of your small project(s) and the Roma community you are assisting to? (e.g. urban vs. rural, level of integration...)

### Exploration questions:

4. How did the Roma community members get engaged in the small project(s)? (e.g. its planning, implementation...)
5. Was there anybody else assisting to the Roma community before? (e.g. NGO(s), municipality, school(s), church(es), private company(ies), volunteer(s)...) )
6. Did you and the Roma community get from the small project(s) what you expected at the beginning? What was it?
7. Did the small project(s) activities go as expected in the original timeline? (Did the grant scheme provide sufficient time to implement all your intended ideas?)
8. Did the small project(s) implementation follow planned budget? (Did the grant scheme provide sufficient amount of money to implement all your intended ideas?)
9. How did you manage to get requested co-finance and how difficult it was for you? (Did the crowdfunding on the online portal raise awareness about your small project(s) in the community – e.g. were there new volunteers coming thanks to it? Why you did not use the 'fundraising packages'?)
10. How has the life of the Roma community members changed as a result of the small project(s)?
11. Which factors influenced achieving goals / objective of the small project(s)?
12. Were the results of the small project(s) achieved? What helped / prevented the team to achieve those?
13. Did your needs or the needs of the Roma community change during small project(s) implementation?
14. Do you see any improvements in behavior or life of the Roma community members as a result of the small project(s)?
15. Do you see any difference between the Roma community members involved in the small project(s) and the other who are not?
16. How many leaders are there in the Roma community? (Is there any assistant of the priest from the Roma community?)
17. How many volunteers did you have during the small project(s) implementation and how many do you have now?
18. Which challenges did you undergo during small project(s) implementation?
19. What do you consider to be the most important added value of the small project(s)?
20. What has been the most visible change seen in the Roma community during last four years?
21. How was your cooperation with the small project(s) stakeholders? (SBC, Roma community and others mentioned above)
22. Did the small project(s) help you to improve the relationships between Roma and non-Roma communities?
23. Have you been visited by somebody from the program management / administration team during last four years (or anybody from the local church who is higher in its hierarchy)?

24. Have you been communicating / networking with other small-grants' recipients / program participants during last four years? (Have you been inspired in your work by some other small project(s)? Did you share your good practice examples with another small-grants' recipients?)
25. Was this small project(s) part of a bigger project (e.g. in form of a co-finance)?
26. Did this small project(s) help you to establish cooperation with some other donors / stakeholders? (planned ones or unplanned)
27. Was the program webpage and the informative seminar before receiving the small grant useful for you? In what sense? (Did you notice increasing complexity of the online e-grant form from year to year? Did it help you to improve your project management planning skills? Did it help you to apply for other funding and especially – have you been successful?)
28. What are the measures taken to sustain the results of the small project(s) beyond its project cycle?
29. To what extent do you expect the small project(s)' benefits sustaining? (e.g. the buildings or provision of trainings and other 'soft activities')
30. What do you think will happen once the program / small project(s) partners will finish their support?
31. What was your personal motivation to be part of the small project(s)?
32. What are your personal plans for next couple of months / years?
33. What are the personal plans of the other members of your small project(s) management / implementation team? (are there committed people such as the priest, nuns, laymen or even the village mayor, school director / teachers...)

Exit questions:

34. What could have been done better during this small project(s) / program? Any suggestions for improvements?
35. Is there anything else you would like to say regarding this small project(s) / program?

## DIRECT AND INDIRECT BENEFICIARIES / ROMA COMMUNITY MEMBERS

### Engagement questions:

1. When and how have you been engaged in the small project(s)?
2. What are the general characteristics of your Roma community? (e.g. urban vs. rural, level of integration...)

### Exploration questions:

3. How did your Roma community get engaged in the small projects?
4. Was there anybody else assisting to your Roma community before? (e.g. NGO(s), municipality, school(s), church(es), private company(ies), volunteer(s)...)?
5. Did you and your Roma community get from the project what you and they expected at the beginning? What was it?
6. What has been offered to you and your Roma community and has it been delivered as offered?
7. Did the activities of the small project(s) go as expected in the original timeline?
8. Have you been visited by somebody from the program management / administration team during last four years (or anybody from the local church who is higher in its hierarchy)?
9. What has been the most visible change seen in your Roma community?
10. How many other leaders are there in your Roma community besides you? (Is there any assistant of the priest from the Roma community?)
11. Do you see any difference between the Roma community members involved in the small project(s) and the other who are not?
12. Do you see any improvements in behavior or life of your Roma community members as a result of the small project(s)?
13. How was the cooperation with small-grant(s) recipient / organization in charge of the small project(s)?
14. How was the interaction between your Roma community and all the different small project(s) stakeholders (listed above)?
15. Did the small project(s) help you to improve yours and your Roma community relationships with the non-Roma communities?
16. What was the added value of the various small project(s) activities organized during last four years?
17. Which challenges did you undergo during small project(s) implementation?
18. What do you think will happen once the donor(s) will finish their support?
19. Do you use the small project(s) outputs (e.g. building) even these days and do you plan to use them also in the future?
20. What was your personal motivation to be part of the small project(s)?
21. What are your personal plans for next couple of months / years?

### Exit questions:

22. What could have been done better during this small project(s)? Any suggestions for improvements?
23. Is there anything else you would like to say regarding this small project(s)?

## STAKEHOLDERS (VARIOUS)

### Engagement questions:

1. When and how have you been engaged in the program / small project(s)?
2. What was your role and responsibilities during the program / small project(s)?

### Exploration questions:

3. Did the activities go as expected in the original timeline?
4. Did you get from the program / small project(s) what you expected at the beginning? What was it?
5. What has been offered to you and has it been delivered as offered?
6. Did you recommend this program / small project(s) to your peers?
7. What has been the most visible change seen in the Roma community?
8. Could you name the Roma community leaders whom you recognize?
9. Do you see any difference between the Roma communities involved in the program / small project(s) and the other who are not?
10. Do you see any improvements in behavior or life of the Roma community as a result of the program / small project(s)?
11. How was your interaction with the various project stakeholders (e.g. Roma leaders, Roma community members, NGO(s), municipality, school(s), church(es), private company(ies), volunteer(s)...)?
12. What was the added value of the various activities within the program / small project(s) organized during last four years?
13. Which challenges did you undergo during program / small project(s) implementation?
14. What do you think will happen once the program / small project(s) partners will finish their support?
15. What was your personal motivation to be part of the program / small project(s)?
16. What are your personal plans for next couple of months / years?

### Exit questions:

17. What could have been done better during this program / small project(s)? Any suggestions for improvements?
18. Is there anything else you would like to say regarding this program / small project(s)?

#### Annex 4 – List of people interviewed

NO	DATE	NAME	INSTITUTION	POSITION	INTERVIEW
1	Ongoing	Jan Gyulai	SBC	Program Coordinator	Various
2	Ongoing	Andrea Mewaldt	Renovabis	External Consultant	Various
3	Ongoing	Renata Ocilkova	SBC	Roma Pastoral Work Coordinator	Various
4	Ongoing	Martin Mekel	SBC / Greek Catholic Roma Mission Presov / GFC NGO Cicava	Member of the Council for Roma and minorities / Project Manager / Small-grant recipient / Priest	Various
5	Ongoing	Peter Besenyei	SBC / Don Bosco	Member of the Council for Roma and minorities / Priest / Small-grant recipient	Various
6	Ongoing	Tomas Torkos	Francesco NGO	Project Manager / Small-grant recipient	Various
7	23. 7.	Silvia Zabavova	SBC / Jarovnice	Member of the Council for Roma and minorities / Project Manager / Nun	Personal / Individual
8	26. 8.	Lenka Czikkova	ETP NGO	Program Coordinator	Personal / Individual
9	5. 9.	Bernard Bober	Roman Catholic Church	Archbishop of the Kosice Archdiocese / Chairman of the Council for Roma and minorities	Phone / Individual
10	7. 9.	Peter Varga	SBC / Don Bosco Bardejov	Member of the Council for Roma and minorities / Priest / Small-grant recipient	Phone / Individual
11	9. 9.	Michal Horvath	SBC / Roman Catholic Church / Hanusovce Parish	Member of the Council for Roma and minorities / Deacon / Small-grant recipient	Personal / Individual
12	9. 9.	Veronika Pulova	Hanusovce Parish	Roma Community Member	Personal / Group
13	9. 9.	Eva Hlucho - Horvatova	Hanusovce Parish	Roma Community Member	Personal / Group
14	9. 9.	Bartolomej Hlucho - Horvat	Hanusovce Parish	Roma Community Member	Personal / Group
15	9. 9.	Adela Hlucho - Horvatova	Hanusovce Parish	Roma Community Member	Personal / Group
16	9. 9.	Martin Telepun	Roman Catholic Church / Hanusovce Parish	Priest / Small-grant recipient	Personal / Individual

17	10. 9.	Marian Sivon	SBC / Roman Catholic Church / Letanovce Parish	Member of the Council for Roma and minorities / Priest / Small-grant recipient	Personal / Individual
18	10. 9.	Miroslav Kalacon	Letanovce Parish	Roma Community Member	Personal / Group
19	10. 9.	Veronika Kalaconova	Letanovce Parish	Roma Community Member	Personal / Group
20	10. 9.	Jan Kalacon	Letanovce Parish	Roma Community Member	Personal / Group
21	10. 9.	Stefan Belko	Roman Catholic Church / Letanovce Parish	Chaplain / Small-grant recipient / Fundraiser	Personal / Individual
22	11. 9.	Peter Klubert	Roman Catholic Church / Smizany Parish / Order of Palotines	Priest / Small-grant recipient	Personal / Individual
23	11. 9.	Marcela Conkova	Smizany Parish	Roma Community Member	Personal / Group
24	11. 9.	Maximilian Sarissky	Smizany Parish	Roma Community Member	Personal / Group
25	12. 9.	Pavol Degro	Don Bosco Kosice / Ohen nadeje NGO	Director / Statutory representative / Small-grant recipient / Priest	Personal / Individual
26	12. 9.	Zdenka Racakova	Don Bosco Kosice / Ohen nadeje NGO	Project Administrator	Personal / Individual
27	12. 9.	Renata Tancosova	Don Bosco Kosice	Roma Community Member	Personal / Individual
28	12. 9.	Jan Ivancak	Don Bosco Kosice / Ohen nadeje NGO	ex Statutory representative / Small-grant recipient / Layman	Personal / Individual
29	12. 9.	Monika Hudiova	Don Bosco Kosice	Roma Community Member	Personal / Individual
30	13. 9.	Peter Horvath	SBC / Greek Catholic Church / Roma Soul NGO	Member of the Council for Roma and minorities / Project Manager / Small-grant recipient / Priest	Personal / Individual
31	13. 9.	Marek Psak	Sobrance Art School	Art teacher / Project Partner	Personal / Individual
32	13. 9.	Peter Slisko	Nizna Rybnica / Blatne Remety Parish	Roma Community Member	Personal / Individual
33	13. 9.	Anna Forgacova	Nizna Rybnica / Blatne Remety Parish	non-Roma Community Member	Personal / Individual

34	13. 9.	Matus Basista	Roman Catholic Church / Slivnik / Kuzmice Parish	Project Manager / Small-grant recipient / Priest	Personal / Individual
35	14. 9.	Slavomir Bakon	Roman Catholic Church / Pavlovce nad Uhom Parish	Project Manager / Small-grant recipient / Priest	Personal / Individual
36	14. 9.	Klaudia Serenckova	Pavlovce nad Uhom Community Center	Coordinator	Personal / Individual
37	14. 9.	Inna Kuchak	Pavlovce nad Uhom Primary School	Teacher	Personal / Individual
38	15. 9.	Martina Sucha	Alzbetka NGO	Social Worker	Personal / Individual
39	15. 9.	Darina Haburajova	Alzbetka NGO	Director / Nun	Personal / Individual
40	15. 9.	Helena Sedlakova	Alzbetka NGO	Small-grant recipient / Project Manager / Fundraiser / Nun	Personal / Individual
41	18. 9.	Tomas Florian	Francesco NGO	Director / Founder / Project Manager / Small-grant recipient	Personal / Individual
42	18. 9.	Stefan Polakovc	Francesco NGO	Animator / Youth worker	Personal / Individual
43	18. 9.	Pavol Zeleznik	Francesco NGO	Community / Social / Field Worker	Personal / Individual
44	20. 9.	Joachim Sauer	Renovabis	Program Coordinator for Ukraine and Slovakia	Personal / Individual
45	20. 9.	Miriam Vaskova	Church Primary School Letanovce	Deputy Director	Personal / Individual
46	25. 9.	Silvia Juskova	Community Center Lomnicka	Director / Statutory representative / Small-grant recipient / Nun	Personal / Individual
47	26. 9.	Dominika Mikurdova	Community Center Lomnicka	Expert Worker with Children	Personal / Individual
48	26. 9.	Maria Mirgova	Community Center Lomnicka	Worker with Children	Personal / Individual
49	26. 9.	Martin Pasiar	Lomnicka Parish	Priest	Personal / Individual
50	26. 9.	David Bily	Jarovnice Center	Volunteer / Youth Leader	Personal / Individual
51	26. 9.	Patrik Holub	Jarovnice Center	Volunteer / Youth Leader	Personal / Individual



52	26. 9.	Veronika Sivakova	Jarovnice Center	Volunteer / Animator	Personal / Individual
53	26. 9.	Jana Ginova	Jarovnice Center	Volunteer / Community Leader	Personal / Individual
54	26. 9.	Female praying group	Jarovnice village	Five members	Focus group
55	26. 9.	Silvia Zabavova	SBC / Jarovnice NGO / Congregatio Jesu Jarovnice	Member of the Council for Roma and minorities / Director / Small-grant recipient / Nun	Personal / Individual
56	27. 9.	Rachel Chovancova	Congregatio Jesu Jarovnice / Jarovnice NGO	Nun	Personal / Individual
57	27. 9.	Leontin Lizak	Greek Catholic Roma Mission Stara Lubovna / Circ	Small-grant recipient / Project Manager / Priest for Roma	Personal / Individual
58	27. 9.	Vanesa Mikova	Circ Parish	Volunteer / Animator	Personal / Individual
59	27. 9.	Natalia Mikova	Circ Parish	Volunteer / Animator	Personal / Individual
60	27. 9.	Youth female group	Circ Parish	Six members	Focus group
61	29. 9.	Lubomira Pitonakova	Church Center of Free Time Krizova Ves	Director / Project Manager / Small-grant recipient / Volunteer	Personal / Individual
62	29. 9.	Jozef Horvat	Krizova Ves Parish	Volunteer	Personal / Individual
63	29. 9.	Milan Hangurbadzo	Krizova Ves Parish	Community Member	Personal / Individual
64	29. 9.	Lucia Hangurbadzova	Krizova Ves Parish	Community Member	Personal / Individual
65	29. 9.	Stanislav Blonar	Krizova Ves Parish	Community Member	Personal / Individual
66	29. 9.	Male praying / community group	Krizova Ves Parish	Seven members	Focus group
67	29. 9.	Martin Schreiner	Krizova Ves Parish	Chaplain	Personal / Individual
68	1. 10.	Peter Varga	SBC / Don Bosco Bardejov	Member of the Council for Roma and minorities / Priest / Small-grant recipient	Personal / Individual
69	1. 10.	Jozef Knap	Don Bosco Bardejov	Priest / Youth Worker	Personal / Individual

70	1. 10.	Jozef Sivek	Don Bosco Bardejov	Layman / Youth Worker	Personal / Individual
71	2. 10.	Igor Cikos	Greek Catholic Roma Mission Bardejov / Malcov	Small-grant recipient / Project Manager / Priest for Roma	Personal / Individual
72	4. 10.	Pavel Hrica	Cesta von NGO	Director / Co-founder	Phone / Individual
73	8. 10.	Vlasta Miklosova	WellGiving NGO / Dakujeme.sk portal	Project Coordinator	Phone / Individual
74	12. 10.	Daniel Csur	Velky Blh village	Member of the Municipal Council	Personal / Individual
75	12. 10.	Jozef Brigán	Pastoral Center in Velky Blh village	Priest / Youth Worker	Personal / Individual
76	14. 10.	Marian Cipar	KANET NGO	Director / EU Funds Specialist	Phone / Individual
77	18. 10.	Jolana Natherova	Center for Community Organizing NGO	Roma Community Organizer	Personal / Group
78	18. 10.	Stefan Nather	Hope for Children NGO	Project Manger	Personal / Group
79	23. 10.	Joachim Sauer	Renovabis	Program Coordinator for Ukraine and Slovakia	E-mail / Individual
80	26. 10.	Slavka Macakova	ETP	Director	Personal / Individual
81	27. 10.	Lydia Mirgova	Office of the Plenipotentiary of the Government of the SR for Roma communities	Community Centers Coordinator in Spis region	Personal / Individual
82	29. 10.	Maria Kubikova	Community Center Lomnicka	ex-Director / ex-Statutory representative / Small-grant recipient / Nun	Phone / Individual
83	29. 10.	Jozef Zembera	Don Bosco Kosice / Ohen nadeje NGO	ex-Director / ex-Statutory representative / Small-grant recipient / Priest	Personal / Individual
84	30. 10.	Slavka Macakova	ETP	Director	Phone / Individual
85	31. 10.	Ludmila Stasakova	ETP	Project Manager	Phone / Individual

**Annex 5 – Photo documentation of visited Roma pastoral works which were supported by Renovabis through the SBC**

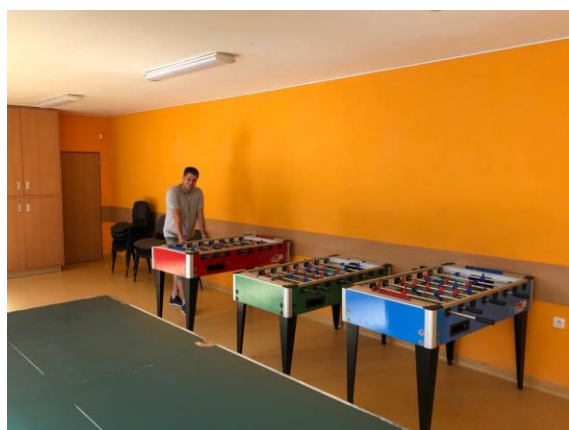


One of the supported Roma pastoral works in Roma settlement Strelnik, near Letanovce village, where local pastoral center was built utilizing two small grants.





One of the supported Roma pastoral works in Roma settlement Za tratou, near Smizany village, where local pastoral center was equipped by library and benches. Several events were organized too – all of them from one small grant.



One of the supported Roma pastoral works in Roma settlement Lunik IX, near Kosice town, where Salesian Roma pastoral center was supported three times (various activities and solar powered laundry room).



One of the supported Roma pastoral works in Roma village Pavlovce nad Uhom, where playground for children was installed and benches for renting bought utilizing one small grant.





One of the supported Roma pastoral works in Spisska Nove Ves town, where three small grants were utilized for various activities, e.g. reconstructions, camps for children, education of an employee, and different equipment.



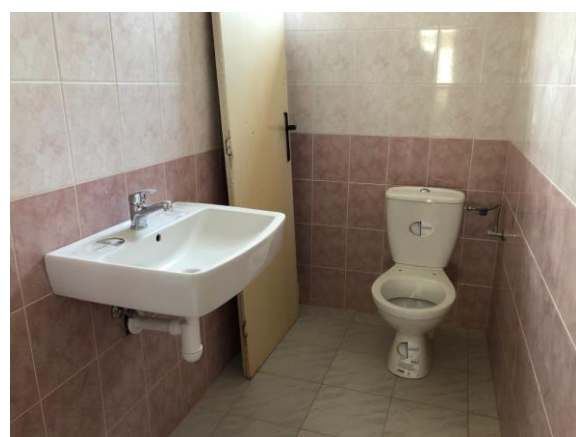
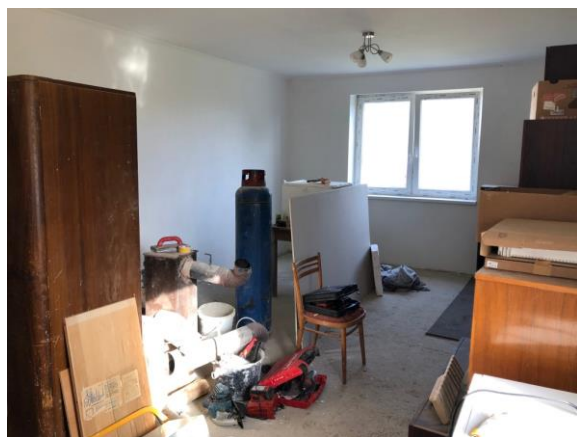
One of the supported Roma pastoral works in Plavecky Stvrtok village (near the capital), where two small grants were utilized for various activities, e.g. liturgical objects, music instruments, playground, facade, and furniture.



One of the supported Roma pastoral works in Roma village Lomnicka, where was playground for children installed and promo materials printed utilizing one small grant.



One of the supported Roma pastoral works in Circ village, where reconstruction of a priest's house was supported as well as various activities for children and adults were organized utilizing one small grant.



One of the supported Roma pastoral works in Roma settlement Postarka, near Bardejov town, where Salesian Roma pastoral center was supported three times (at first new heating system was installed in the pastoral center and then weekend house for Roma children in Lenartov village was reconstructed).





One of the supported Roma pastoral works in Krizova Ves village, where various activities were supported utilizing two small grants (e.g. camps for Roma children, reconstruction of Pastoral center, kitchen equipment, publication of Samaria magazine, and meeting of SAVORE).