

# ANNUAL REPORT 2018



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# INTRODUCTION



# INTRODUCTION

Every year it gets more difficult to choose the biggest moments, which would best describe our work and the joy we get from our work and teaching. We now aim far beyond our initial intention 4 years ago, which was to teach girls how to program to give them more opportunities and to bring diversity to working teams within companies. We have expanded our target groups, course topics, the way we teach and we have expanded into various regions. We are interested in helping women find jobs on the technology market, we care about the curriculum for teaching informatics at schools, the interest that children have in technologies and the work of companies with junior employees. There's so much! We teach children how to program through play to get them excited about studying information technology. We teach teachers how to get their students excited. We teach women to get them excited about working in IT. We teach IT companies to find their way to those who are learning.

We gave our initiative for kids and adolescents the name [Czechitas New Generation](#). Thanks to the help

*„We now aim far beyond our initial intention 4 years ago, which was to teach girls how to program to give them more opportunities and to bring diversity to working teams within companies.“*

from the Avast Donation Fund and Microsoft, we expanded our traditional summer school for secondary school female students from Brno and Prague to Pardubice, we inspired 96 teachers to start after school clubs and created [tutorials](#) for coding at home. These tutorials are used as a study aid for teachers as well

as parents. We also worked with children younger than 8 years for the first time. We bought many programmable toys and “played” with them together with the children all summer. We organised **five day camps** in Brno, České Budějovice, Ostrava and Prague, IT **after school clubs** and **weekend camps** for robotics, Python and microelectronics for girls and boys. We put on a coding workshop in collaboration with ŠKODA Auto and ŠKODA Auto Digilab for children from orphanages in Mladá Boleslav. Traditionally, we took part in EU Code Week in October and [Hour of Code](#) in December, where dozens of

volunteers used our teaching aids in schools, libraries or when teaching children at home.

Most of the [stories](#) are created by women who use our courses for requalification, which helps them get work

in IT. Over the past year, a record number of **4000** students from a total of 6000 who signed up completed our workshops, courses and academies for programming, coding, data analytics, testing, graphic design and security. More than 280 women from the South Bohemian and Zlin Regions had the chance to try our workshops for free as part of [Stipend Czechitas](#). 60 of them got the chance to participate in a long-term educational program supported with career advisory and mentoring and 8 women were able to get an internship at one of our partner companies. This started our Czechitas mentoring support and internship programme between our participants and companies. Hundreds of women got work in IT. This happened in part thanks to our first ever [Job Fair](#). I'm glad that for many women, Czechitas isn't only about one Saturday but they keep coming back and study hard.

We're growing. We have settled into **5** cities this year. In Brno, České Budějovice, Ostrava, Prague and Zlín. Our internal team is made up of **31** people and more than **400** colleagues work with us on an external basis as teachers, coaches, organizers and photographers at our educational events. And these are only this year's numbers.

We would never have been able to stand on our own two feet and come this far if Google.org headed by the amazing Tania le Moigne didn't support our [Digital Academy](#) in the fall of 2016. It is the first requalification course in data analytics, mainly for women on maternity leave and women without jobs after completing their university education, who are then able to get a job at an IT company without a formal IT education. We have successfully organized our Digital Academy ten times in three different cities.

A big thanks to everyone who lent a helping hand.



**Dita Přikrylová**

Founder and CEO



# VISION AND APPROACH

## Mission

Our mission is to inspire, motivate and educate new talents in order to increase diversity and the competitive edge in IT, to create a platform of community education and company collaborations and to become the most sought after complement to the classical school system of education, to online courses or requalification programs mainly for women, parents, teachers, people from regions, seniors and those in other risk groups.

## Vision

Our vision is to become the largest institution for informal education for professions of the future in Czechia. We stride to increase the number of talents in technical specialties and to improve the IT proficiency of groups, which are not represented adequately in this segment at the moment. We think socially. We show that technologies are not only the future on the job market but they are an everyday necessity. We show that IT can be interesting for boys, girls, men and women.

## Approach

Our approach is based on three pillars: on the popularization of technical education, on the education itself and on the application of talents on the job market. We organize lectures, discussion groups, educational campaigns, workshops, long-term courses, requalification academies, day camps, weekend camps for children and parents as well as job fairs, career consulting, mentoring and community events – everything for women, children, teachers, parents and companies.



# OUR SOLUTION TO A SOCIAL PROBLEM



# A SOCIAL PROBLEM

One of the social problems that we are trying to resolve is the long-term low number of women working in information technology. Some professions will cease to exist as a result of technological progress while other new professions will be created. These will demand technical expertise. According to a study conducted by Manpower Group (2017)<sup>1</sup>, IT positions are in second place on the most difficulty filling positions scale.

By 2020, there will be 5 million IT experts missing on the global market. Developers, programmers, database administrators – and especially women in these professions – are in greatest demand today. Current Eurostat numbers show that only 10% of women are currently working as ICT specialists in Czechia. This is the lowest percentage out of all EU countries.

According to the latest study conducted by Manpower Group<sup>1</sup>, IT companies are expecting a 9% increase in job positions between 2019 and 2020. This is the biggest growth across all fields on the job market. On the contrary, there will be a huge decrease in jobs in administration and office work as a result of automation. According to a study conducted by McKinsey<sup>2</sup>, 25% of employees will have to change jobs as a result of digitalization by 2030.

Currently, 80% of all application users are women, 55% of women buy something online every month<sup>3</sup> and women make 63% of all purchase decisions in the consumer segment<sup>4</sup>. Diversity in working teams is a must for economic growth. Thanks to their different life experience, women bring a new approach to products.

Social stereotypes discourage girls from education and work in IT. Girls are still treated differently than boys, by family, at school and by society. There are different expectations for choosing a field of study and jobs based on gender. IT is viewed as a men's world and there aren't enough women role models in IT.

The last reason why we focus on education of children and adolescents is the support of the Czech educational system, where the instruction of informatics is not able to react quickly enough to the dynamic changes in technologies and on the job market. It is imperative to motivate the new generation and to introduce them to the world of IT thanks to the latest educational aids. To show them what programming is like and how working with a computer is something that will be a larger part of their future career. It is necessary to show children and adolescents that it is not enough to know how to use modern technology but it is necessary to use this technology to create something. IT is the future. Their future.

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<sup>1</sup> [Revolution of Competence 2.0](#) (2017)

<sup>2</sup> [Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation](#) (2017)

<sup>3</sup> [E-commerce trends](#)

<sup>4</sup> [Companies will be short of experts](#)



# OUR SOLUTION

The resolution of a social problem stands on three pillars:

## PILLAR #1

### **Popularization of technical education among the public and among the target groups**

We include the following in the process of technical education popularization for individual target groups:

- » Presence at development, educational and other thematic conferences and festivals
- » Lectures at schools
- » One-day IT workshops
- » Articles and publications
- » Online courses and campaigns
- » Czechitas Prize

## PILLAR #2

### **The actual education in technical skills: programming, coding, data analytics, IT, security testing, digital marketing, graphic design and IT project management**

Technical skills education outputs include the following:

- » Long-term evening classes
- » Digital Academy (data analytics requalification program for women)
- » IT summer school for secondary school girls
- » Day camps and after-school clubs for children ages 8 to 18
- » Hackathons
- » Seminars for teachers
- » Meeting partners
- » Creation of tutorials for self-study and methodology for teaching IT

## PILLAR #3

### **Education in soft skills and the applicability of graduates of educational courses and activities on the job market**

The ability of course graduates to be successful on the job market is based on the following:

- » One-day soft skills workshops
- » Connecting students with employers through internships and other forms of employment
- » Career coaching and mentoring
- » Job Fair
- » DA Alumni Group
- » Education of partner companies

## OUTPUTS AND TARGET GROUPS

Our target group is children and adolescents ages 8 to 18, elementary and secondary school teachers, parents of children younger than 18, female secondary school students, companies searching for new talent or diversity on the job market, universities, elementary and secondary schools, public experts and last but not least women 19 years and up with the motivation to learn new skills and get requalified for IT. We focus especially on mothers on maternity leave, fresh graduates from universities and children from orphanages.

## EXPECTED RESULT AND IMPACT ON DIRECT AND INDIRECT TARGET GROUPS

We expect the following impact on our target groups:

- » Increased or brand new motivation in children and adolescents to study at a technical university
- » Better IT and digital proficiency
- » Increased level of motivation of grammar and secondary school teachers to teach informatics with content relevant for the job market
- » Parents who support their children's desire to study or work in IT and help get rid of mental blocks and fears
- » Requalification of women into IT, new skills in IT when performing current work or giving women a career direction after maternity leave
- » Increased interest of women in IT
- » Increased diversity and strengthening teams to include new talents in IT firms

Czechitas activities for our students are funded thanks to cooperation with partners who have interest in new talent. The standard price depends on the given activity, region and advance level and can be anywhere from 350 CZK to 15,900 CZK.

# RESOURCES, ACTIVITIES, AND RESULTS IN THE MONITORED PERIOD



# RESOURCES USED

We were able to organise our activities thanks to the financial and non-financial resources as well as barter collaborations with companies as well as individuals, including very active and enthusiastic participation from our own employees. Partnerships most often include financial support, space rental to hold lectures, knowhow of employees. Below is a brief list of various types of sources:



## FINANCIAL RESOURCES

- » Salaries, operational, administrative and other costs of the organisation



## TIME RESOURCES

- » Lecturing, coaching, volunteering



## MATERIAL RESOURCES

- » Offices and space for instruction, technical equipment, furniture

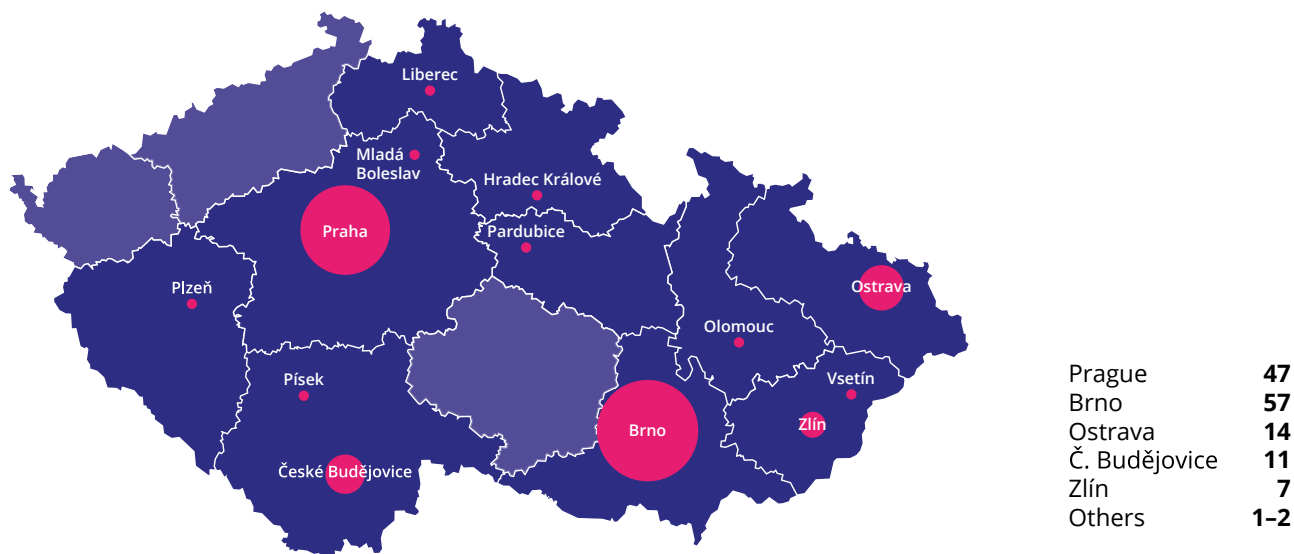


## INTANGIBLE RESOURCES

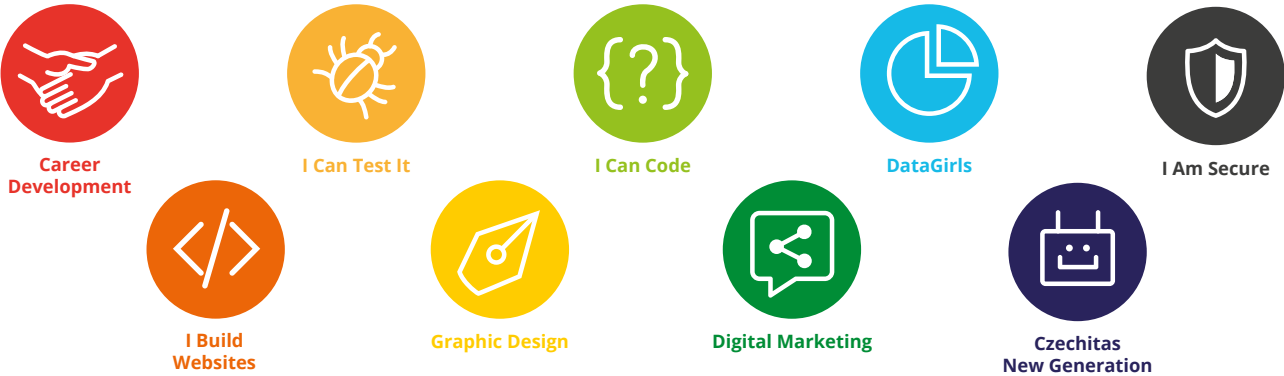
- » Knowhow of the organisation's operations, knowhow of the lecturers, knowledge and skills of internal employees

# IMPLEMENTED ACTIVITIES

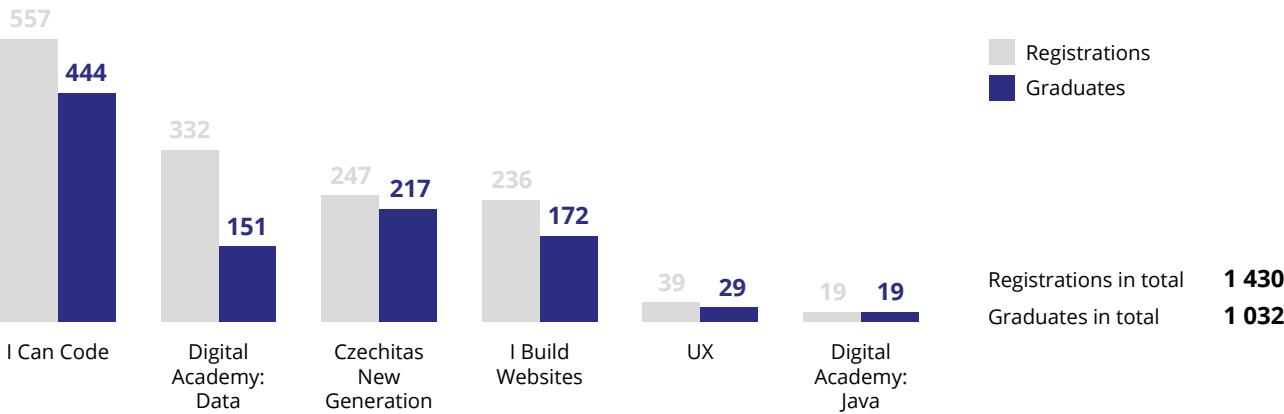
In 2018, we organised a total of 146 educational events, 132 of which were aimed for adults (mainly women) and 14 for children and adolescents. These activities were implemented all around Czechia. The largest number of activities took place in Brno, Prague, Ostrava, České Budějovice and Zlín.



Our courses were aimed mainly at programming, web creation, data analytics, graphic design and digital marketing. They included one-day workshops, long-term courses as well as data academies aimed at direct requalification of the participants. We also began to work more intensively with our partner companies, mainly by starting the internship programme.

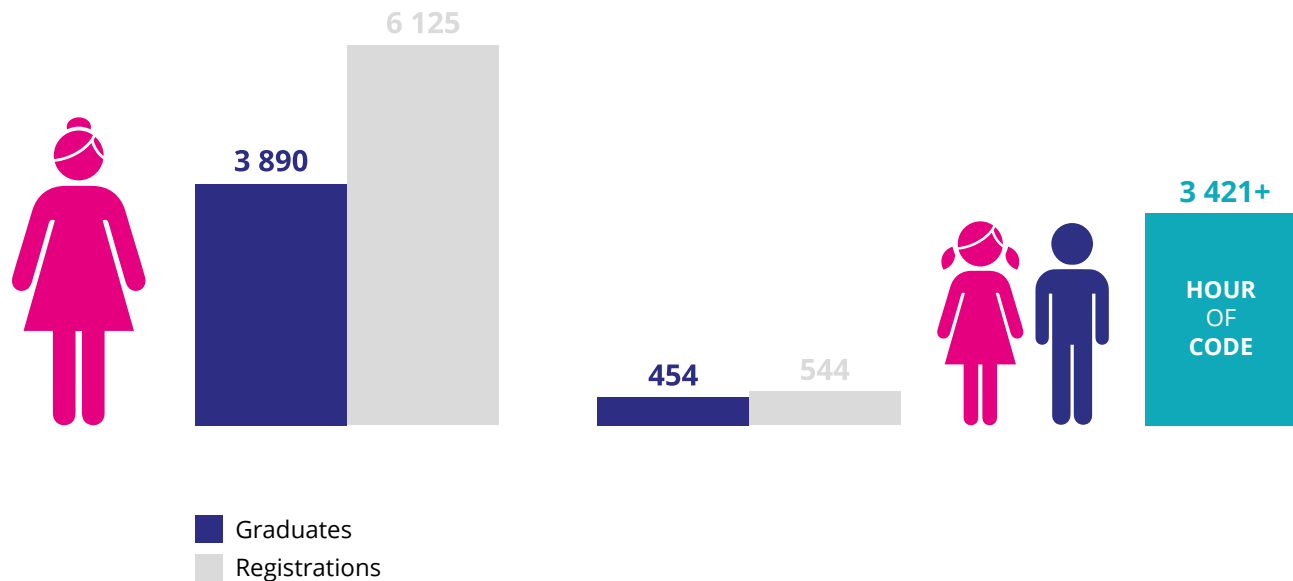


One of the goals for 2018 was to focus on long-term and more intensive education, which we see as fundamental for a positive impact on the future direction of the careers of our graduates. The graph below displays the numbers of registrations and graduates of our long-term courses.



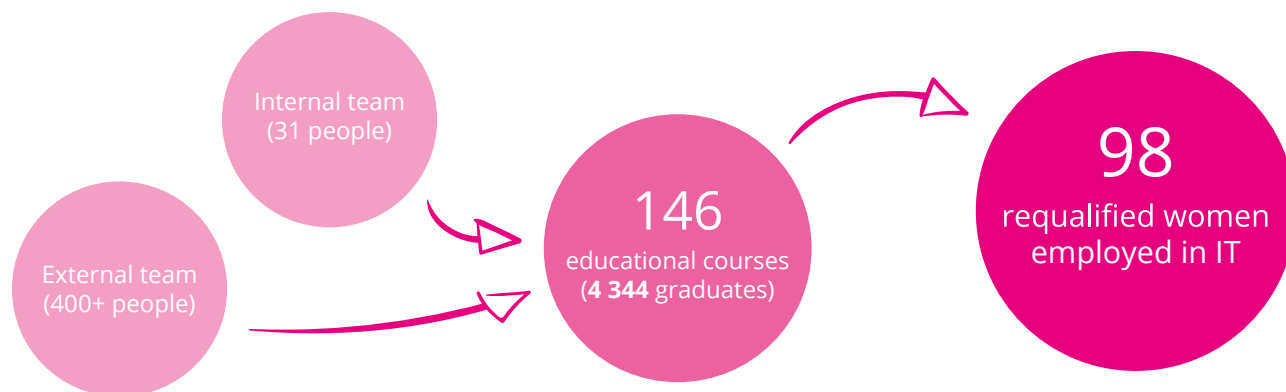
# RESULTS AND IMPACT

Our activities resulted in 3890 adult graduates from our educational courses out of a total of 6125 who signed up and 454 graduates of our courses for children and adolescents out of a total of 544 who signed up. We inspired many of them to continue their IT education. We also called on teachers and parents to teach students/children the basics of programming through our online campaign and simple how-to guides. At least 3421 children and adolescents participated in this activity.





## PRESENTATION OF RESOURCES, ACTIVITIES AND RESULTS IN THE MONITORED PERIOD



## MONITORING QUALITY

Quality was monitored internally as well as externally. Internally, this was carried out through communication within the production teams and the evaluation of every event with defined goals. Externally, quality was monitored through feedback forms obtained from graduates (we received thousands of feedback messages) and direct feedback from our partners. We improve our educational courses by monitoring trends on the IT market by participating at international and local conferences.

## YEAR BY YEAR COMPARISON

Goals reached	2017	2018	
No. of educational events	132	146	+ 11 % ▲
One-day workshops (no. of participants)	3 073	3 312	+ 8 % ▲
Long-term courses (no. of graduates)	463	1 032	+ 123 % ▲
Number of women employed in IT	73	113	+ 55 % ▲

# PLANNING AND SETTING GOALS



# PLANNING AND GOALS

Ten thousand is the number of students who took part in various educational events at Czechitas from 2014, when Czechitas was founded, to the end of 2018. In 2019, we'll reach that same number **#czechitas10000** in only one year. We will grow in all directions:

## Go Local

Czechitas Go Local means that we will bring our programmes into the regions and we will expand to an additional three branches: Liberec, Mladá Boleslav and Olomouc. We will also increase the capacity of our courses in Prague in part also thanks to the fact that Google.org has once again put their faith in us and has provided us with another grant in the amount of 5.4 million CZK.

## Go Online

Czechitas Go Online is a way for us to increase the reach that our activities have and to include anyone who is interested in IT education from anywhere. This is done through elearning courses, online support of community education as well as through the mentoring platform. And we will continue to develop this further!

## New Czechitas Facilities

What is more, over the next two years, we will put all our activities under one roof at two of our biggest branches, in Brno and in Prague. We will create community educational centres where our courses will take place. Centres to hold all our regular events, meetups, educational and informal evenings. Centres where companies can present their latest news. Centres where new stories will be written.

## Czechitas Education

We have prepared over 150 weekend workshops and evening courses in Czechitas Education for 2019. These will take place in the I Program, I Create Websites, Safely Online, I Test and DataGirls series. The Czechitas New Generation project will focus not only on children but also on teachers and school directors. Together with Microsoft, we will create a long-term educational program for teachers and we will work on getting accreditation for it. Digital Academy will be opened for 7 study groups, 5 of which will deal with data analytics and 2 will be focused on web application development starting in the autumn.

# ORGANISATIONAL STRUCTURE AND OUR TEAM





# ORGANISATIONAL STRUCTURE

The organizational structure in 2018 was as follows:

The **Board of Directors** had 4 active members who guaranteed the expertise of the main sections.

The **Strategic Advisory Board** guaranteed the quality of the delivered services and provided external consulting. It comprised three key personalities from the Czech IT market.

**Central Departments** covered the operations of the organisation and delivery of top-quality services. They worked in the following areas:

- Business & Career Development
- Production
- Operations
- Finance & Fundraising
- Marketing

**Local Departments** representing the local teams in the individual branches, which deliver services directly to the target groups, were active in the following cities in 2018:

- Brno
- České Budějovice
- Ostrava
- Praha
- Zlín

The **External Team** comprises a community of lecturers, coaches, photographers and workshopers who organise the events on site.



# MEET THE TEAM

## BOARD



**Dita Přikrylová**  
CEO & Founder



**Monika Ptáčnicková**  
Business & Career  
Development Director



**Miroslava Jarešová**  
Art Director & Graphic Designer



**Barbora Bůhnová**  
Technology & Course  
Development Director

## STRATEGIC ADVISORY BOARD



**Tamar Newberger**  
United States Former  
Diplomatic Spouse



**Tania le Moigne**  
Regional Director at **Google**  
Czechia, Hungary, Romania  
& Slovakia



**Lenka Čábelová**  
Communications Manager  
for Central & Eastern  
Europe at **Microsoft**

## CENTRAL DEPARTMENTS

**Pavla Verřlová**, Business & Production Manager  
Prague  
**Lenka Franců**, Business & Production Manager Brno  
**Miroslava Čechová**, Operations Manager & Gender  
Specialist  
**Kateřina Reiglová**, Finance & Fundraising Manager  
**Lucie Jurystová**, Project & Product manager  
Czechitas New Generation  
**Zuzana Kočárová**, Marketing Manager

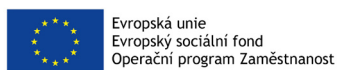
## ACTIVE INTERNAL TEAM MEMBERS

**Petra Drahoňovská**, Career Specialist & Trainer  
**Hana Hřívová**, Event & Growth Coordinator Brno  
**Barbora Kadlčková**, Event & Marketing Coordinator  
Brno  
**Iva Kožíková**, Event & Project Coordinator Zlín  
**Zuzana Kropáčová**, Event Coordinator Prague  
**Michal Kučera**, Project & Tech Coordinator Brno  
**Anna Mai**, Project Coordinator Prague  
**Tereza Nedomová**, Office Coordinator Brno  
**Andrea Obručníková**, Event & Office Coordinator  
Praha  
**Irena Pláteníková**, Event & Project Coordinator  
Ostrava  
**Štěpánka Prucková**, Lawyer  
**Jirka Přikryl**, IT Support  
**Pavla Randáková**, New Generation Education  
Specialist  
**Lenka Růžičková**, Event Coordinator České  
Budějovice  
**Jan Schönbauer**, Media Relations Specialist  
**Tomáš Strouhal**, Project Finance Specialist  
**Kamil Ševeček**, Education Specialist  
**Huyèn Truongová**, Event & Project Coordinator České  
Budějovice  
**Jan Záhorský**, Web Development Specialist  
**Kateřina Zavřelová**, Event Coordinator Brno  
**Lucie Zlatohlávková**, Career Developer



# COOPERATION WITH OTHER ORGANISATIONS

## CZECHITAS 2018 GRANT PARTNERS



## CZECHITAS 2018 STRATEGIC PARTNERS



# COMPANIES AND ORGANISATIONS WITH WHICH WE COLLABORATED IN 2018



# ABOUT THE ORGANISATION



# BASIC INFORMATION

## ORGANISATIONAL STRUCTURE

Name of organisation	Czechitas z.s.
Seat of organisation	Jungmannova 36/31 110 00 Praha 1
Organisation founded	22. 8. 2014
Other branches	Praha, Brno, České Budějovice, Ostrava, Zlín
Legal form	Registered Voluntary Organisation
Organisation contacts	<a href="#">Overview of contacts</a>
Statutes	<a href="#">Statutes of organisation</a>

The organisation changed its official seat on 30 October, 2018.

## EMPLOYEE STRUCTURE

<b>Number of employees (converted to full-time positions)</b>	<b>2018</b>	<b>2017</b>
No. of employees	193 (193)	85 (84)
of that on employment contract	11 (11)	8 (7)
of that on maternity leave	3	1
of that on work contract agreements	179	76
No. of volunteers	42	28
No. of external workers	271	178

As of 31 December, 2018 there was 31 colleagues on the internal team with various forms of employment status and various work loads.

Most of our internal colleagues have flexible working hours and can work from home at their own discretion. We offer and support part-time positions. In 2018, 33% of our employees were on maternity leave and worked for us on a part time basis.

Our employee numbers grew by 76% in 2018. Most of these were lecturers, coaches, organizers and photographers for our educational events.

# MANAGEMENT AND ADMINISTRATION

## MANAGEMENT AND EXECUTIVE BODIES

The highest executive body of the Czechitas organisation is a four-member members meeting, which meets at least once a year and elects the individual executive body – the organisation's chair. Competencies of the members meeting include: presentation of proposals, comments and suggestions on the organisation's activities, safeguarding the interests of the organisation, assessment and approval of reports on the organisation's activities.

### **Members of members meeting as of 31 December, 2018:**

- Barbora Bühnová
- Miroslava Jarešová
- Dita Přikrylová
- Monika Ptáčníková

The executive (statutory) body is the chair of the board. The chair is elected by the members meeting. The term of office is 5 years. The chair has the following competencies: acts on behalf of the organisation, makes decisions on issues related to the organisation's functioning, is authorized to dispose of the organisation's assets, hires employees of the organisation, terminates the employment of members and employees of the organisation, makes decisions on all other employment matters, calls the members meeting, maintains the members meeting agenda and the list of the organisation's members.

### **Chair of the Organisation as of 31 December, 2018:**

- Dita Přikrylová

## SUPERVISION

The organisation did not establish a control commission or another supervisory body.

## CONFLICT OF INTEREST

No member of the organisation nor its chair are in conflict of interest with the line of business of the organisation.

## INTERNAL CHECK SYSTEM

The organisation has several internal check systems in place:

- » Limited term in office for the chair (5 years)
- » Members meeting takes place at least once per year
- » Chair has the authority to suspend another member
- » Approvals by a majority of the members meeting quorum
- » Obligation of the chair to present the members meeting with a strategic plan for the organisation once every 3 years

# OWNER STRUCTURE, MEMBERSHIP AND CLOSE COOPERATION FORMS

## OWNERSHIP STRUCTURE

The chair is the beneficial owner of the organisation according to Act no. 253/2008 Coll., on certain provisions to prevent legalization of profits from illegal activity.

## MEMBERSHIP IN OTHER ORGANISATIONS

None.

## CONNECTED PERSONS AND FORMS OF CLOSE COOPERATION

No connected persons and no forms of close cooperation.



# SOCIAL AND ENVIRONMENTAL PROFILE OF THE ORGANISATION

## SOCIAL ASPECT

### **We support education in IT**

We are aware of the importance of IT in today's world. We are convinced that advanced IT knowledge is essential for working in today's society and more often than not, essential for employment. We recognize the effort to modernize education but because of the speed with which technologies are developed, we view the situation as urgent and wish to actively help improve this situation. This is why we educate children (girls and boys), teachers and school directors.

### **We support equal opportunity**

Equal opportunity and diversity in IT and inside our own organisation is essential for us and it is in our mission statement. We support diversity in IT by educating mainly women in our adult courses.

We also provide equal opportunities for women and men inside our organisation. We offer equal opportunity career advancement regardless of gender. We currently aim to diversify our team across all the fields of expertise and organisation management.

### **We are an attractive employer**

We support a healthy work-life balance, working remotely, work with new technologies, ongoing employee education, company benefits and a friendly atmosphere.

### **Community**

Our mission is to create a community, which supports IT education. Especially for women and children. We support this community online as well as on a personal level. We organise meetings with company partners, graduates of our workshops, internal (internal employees) and external teams (lecturers, coaches). We actively support our course participants to give back to the community, for example by helping them become lecturers themselves. We support volunteering.

# ENVIRONMENTAL ISSUES

## Waste

Recycling is a matter of course for us. We aim to prevent the production of waste altogether through our activities. We limit printing, including contracts and other documents, which we sign electronically.

## Awards



[SDGs Awards Finalist 2018](#)

Obsahová agentura

[Obsahová agentura \(Content Agency\) Award 2018:  
Most successful marketing feat 2017](#)

# FINANCES AND ACCOUNTING



# BOOKKEEPING

The organisation maintains its accounting books according to Act. No. 593/1991 Coll. on Accounting, as amended, implementing regulation no. 504/2002 Coll., as amended and Czech Accounting Standards for accounting units, where the line of business is not entrepreneurship. The accounting period is the calendar year.

The organisation maintains its accounts and tax obligations via the Trivi, a.s. company, which uses the ESO accounting program and the KS Program for salaries. Accounting documents are archived electronically on the accounting company's server and in paper form at the offices of the organisation at the following address: Bubenské nábř. 306/13, 170 00 Prague 7.

# BALANCE SHEET

Assets		Line no.	Balance as of the first day of the accounting period	Balance as of the last day of the accounting period
as of 31 December, 2018 (expressed in thousands of CZK)				
A.	Total long-term assets	1	114	50
I.	Total long-term intangible assets	2	0	0
II.	Total long-term tangible assets	10	197	197
III.	Total long-term financial assets	21	0	0
IV.	Total adjustments to long-term assets	28	-83	-147
B.	Total short-term assets	40	7 937	7 954
I.	Total inventory	41	0	0
II.	Total receivables	51	2 590	1 508
III.	Total short-term financial assets	71	5 330	6 434
IV.	Total other assets	79	17	12
	<b>Total Assets</b>	<b>82</b>	<b>8 051</b>	<b>8 004</b>

## Liabilities

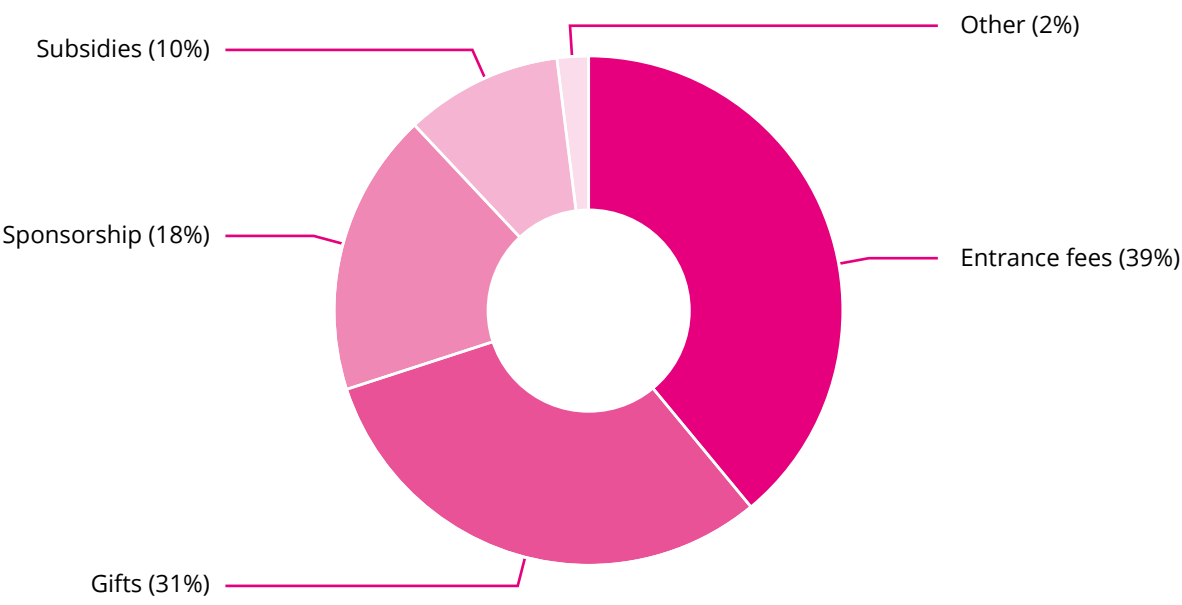
as of 31 December, 2018 (expressed in thousands of CZK)

	Line no.	Balance as of the first day of the accounting period	Balance as of the last day of the accounting period
A. Total own resources	1	2 110	253
I. Total capital	2	0	0
II. Total economic result	6	2 110	253
B. Total other resources	10	5 941	7 751
I. Total reserves	11	0	0
II. Total long-term payables	13	0	0
III. Total short-term payables	21	769	1 945
IV. Total other liabilities	45	5 172	5 806
<b>Total liabilities</b>	<b>48</b>	<b>8 051</b>	<b>8 004</b>

# PROFIT AND LOSS REPORT

Profit and Loss Report as of 31 December, 2018 (expressed in thousands Of CZK)		Line no.	Actual status as of the balance sheet date		
			Main activity	Economic activity	Total
A.	Expenses	1	x	x	x
I.	Consumed purchases and purchased services	2	7 621	290	7 911
II.	Changes to inventory status own activity and activation	9	0	0	0
III.	Personal expenses	13	6 883	365	7 248
IV.	Taxes and fees	19	1	0	1
V.	Other expenses	21	103	0	103
VI.	Write-offs, assets sold, creation and use of reserves and adjustments	29	64	0	64
VII.	Provided contributions	35	0	0	0
VIII.	Income tax	37	0	0	0
	<b>Total expenses</b>	<b>39</b>	<b>14 672</b>	<b>655</b>	<b>15 327</b>
B.	Revenue	40	x	x	x
I.	Operational subsidy	41	1 421	0	1 421
II.	Received contributions	43	4 433	0	4 433
III.	Proceeds from own performance and goods	47	7 841	8	7 849
IV.	Other revenue	48	19	0	19
V.	Proceeds from sale of assets	55	0	0	0
	<b>Total revenue</b>	<b>61</b>	<b>13 714</b>	<b>8</b>	<b>13 722</b>
C.	<b>Economic result before taxes</b>	<b>62</b>	<b>-958</b>	<b>-647</b>	<b>-1 605</b>
D.	<b>Economic result after taxes</b>	<b>63</b>	<b>-958</b>	<b>-647</b>	<b>-1 605</b>

# REVENUE STRUCTURE





# ECONOMIC PLAN FOR THE FUTURE

The organisation plans a balanced budget for 2019 with an increase in revenue by about 61% especially thanks to the expansion of its scope of activity to other towns in Czechia, the increase of course capacities in Prague and Brno and the expansion of our portfolio of offered services and products mainly in terms of content as well as our target group expansion.

