

# CESTA DOMŮ 2014 Annual Report



## Introduction

This year, just as in the previous 14 years, Cesta domů has been trying to bridge the puzzling discrepancy between the wishes of the Czech public and the way the healthcare system works in our country.

When we read and think about the facts and plain numbers about dying in the Czech Republic, we realize that something is not right. 78% of us would one day like to pass away at home. Instead, most of the 105,000 people who die every year spend their final days in hospitals (60%) or in long-term care facilities (9%). In comparison with Western countries, this number is high, and there is no acceptable clinical explanation.

Experts across Europe mostly agree that people with incurable diseases can live out their days well in their home environment much more often than they do in our country today. In neighbouring Germany and Austria, about 10% of people with terminal illnesses die at home in the care of one of the hundreds of mobile hospice services, and they have legal support to do so in both countries. Whereas in the Czech Republic, mobile specialized palliative care is not covered by health insurance, and the two dozen mobile hospices exist only thanks to gifts and grants. Such care is available only in some regions and it can only be used by roughly one percent of the incurably ill in their final days (about 1,600 people per year).

Why does an incurably ill Czech have a significantly lower chance to live out their days at home with the support of available health care than a German or an Austrian? The typical answer that Western countries are richer does not apply here because well-organized, home palliative care costs about the same or less than an intensive care unit hospital bed.

Cesta domů has been trying to change this sad situation for fourteen years. Two things are needed to achieve it: direct clinical practice and efforts to make changes in the system. In

the area of direct care, we have managed to offer home palliative care to a significantly higher number of patients than in any other previous year, and we have also started to work with dying children. As to achieving system changes, we have made a lot of progress in our efforts to make palliative care a part of public healthcare.

As in previous years, we have had to do this without much support from the state. Cesta domů, an organisation, whose care is indispensable to hundreds of dying and incurably ill people every year, an organisation employing dozens of professionals, would certainly not have survived for even three months without the support of a great number of individuals and businesses. More than ever, we are entirely dependent on the support of several thousand people who contribute amounts in the hundreds of Czech crowns: in total, these donations are our most significant source of funding.

Years ago, we started cultivating care for our patients in their final days so that we would be able to offer humane, pleasant, but also highly professional care. To us, the ill are not just an item on a list, an ID number, or a diagnosis. We are all in the same boat. We are here to offer the support and guidance of many professions and services, which are interlinked, not only to the patient, but also their loved ones. We are also in the same boat with all our donors, sympathizers, volunteers, members of the *Klub přátel*, collaborating doctors of various specialties and facilities and many others. If you want to change the world of the incurably ill together with us and make it a bearable place of dignity, we would like to welcome you on board!

*Marek Uhlíř, Director*



*Nurse Anna with a patient, author: Ludvík Hradílek, Aktualne.cz*

## CESTA DOMŮ AND ITS MISSION

Cesta domů is a non-profit organization; its mobile hospice services enable home care for the terminally ill and dying patients and offer support to their families.

The organization also tries to contribute to social and legislative changes that are necessary for improving care for dying people. Cesta domů offers educational activities, runs several web portals, and has its own publishing house and a specialized library.

Together we share and publicly work to support the acceptance of the fact that dying is an important part of life.

The civic association was founded in 2001, and in 2014 it was successfully transformed into a registered institute according to the New Czech Civil Code.

## ACTIVITIES OF CESTA DOMŮ IN 2014 – DIRECT PATIENT AND CLIENT CARE

### Home Hospice Cesta domů

Cesta domů offers a system of interlinked services which aim to support the ill and their close ones and carers in the borderline situation of a terminal illness with a short prognosis. We are a service of mobile specialized palliative care whose typical characteristic is being multidisciplinary – people from different professions in different teams share one goal: to see an ill person within the whole context of their personality and social relations, not only from a health perspective. In our particular case, there are six teams of people that we can offer to the dying and their close ones: a medical team, counselling, respite, support, volunteers, and medical equipment rental.

Martina Pojarová is in charge of these services.

### Medical Team

A team of three staff members, eight external physicians, and seven nurses is led by senior consultant Irena Závadová. Our Home Care Hospice offers a 24/7 specialized palliative care

provided *lege artis*; the purpose is to maintain the best possible quality of our patients' lives according to their preferences when all curative treatment possibilities have been exhausted. At the moment of admission, our patients in 2014 had 35 days to live on average, and more than half of them died within 15 days.

In 2014, we provided this care to more patients than in any of the previous years; there were even patients suffering from very complicated symptoms, or patients whose health condition called for highly specialized methods. We were able to bring our care into the homes of 190 patients, which is 37% more than in the previous year. Nevertheless, this is still not enough – 356 patients asked for our care last year. Even though we are working around the clock, a growing number of people still die without our care, which only proves, how urgently hospice care is needed in Prague.

Our medical team made 3,607 visits to patient homes (one fifth more than last year) where the average length of a visit was 68 minutes. It is our willingness to offer the patient as much time as they require, which remains one of the highest rated positive points of our care.

As in the past years, over 80% of our patients had oncologic diagnoses.

A quarter of our patients belonged to the economically active age group. After very thorough expert preparation, we have also made our services available to child patients. We accompanied our first pediatric patient, a seven-year-old boy, through the last three weeks of his life.

The general partner of our medical team has been the endowment fund AVAST.

<b>Number of patients in our care</b>	<b>2010: 112, 2012: 119, 2014: 190</b>
<b>Medical visits to families</b>	<b>2010: 2749, 2012: 3016, 2014: 3607</b>
<b>Respite services visits</b>	<b>2010: 483, 2012: 1513, 2014: 2234</b>

### Professional Social Counselling

The Cesta domů advisory centre, managed by Olga Stránská, is a registered social service that provides comprehensive professional personal, phone and online consulting services to dying people, to caregivers attending to the terminally ill, to the bereaved, and to all other people who want to learn about the topic. The employees of the centre assist clients in their new situation. They help them to choose an appropriate service or facility, to obtain necessary contact information, and to learn the basic nursing procedures needed when taking care of a seriously ill person. The centre employees also explain the principles of home care hospice services and mediate the first contact before starting hospice care.

In 2014 the centre employed 7 consultants who completed 2,702 personal, phone and online interviews – almost 10% more than in the previous year. Our online consulting centre provided its services to people throughout the Czech Republic who could consult with a doctor, a social worker, or a psychotherapist. Last year, these services were used by 314 people. Professional answers are available on the counselling portal online not only to the inquirers, but also to many other people.

We believe that with our counselling services, whose capacity was expanded in September 2014, we have contributed not only to improving awareness throughout the Czech Republic about the care of the dying and their loved ones, but also about managing care in particular cases and gradually dispelling some myths that still surround death and dying.

### Support Services

This team, comprised of psychosocial workers, psychotherapists and a chaplain, is led by



Jindřiška Prokopová. They provide support services to address the psychological, social and emotional facets of terminal illnesses. Altogether they made 391 visits to the families of the dying. At the end of 2014, we expanded the services of the support team to offer psychological care to address the needs of children who are dealing with the death of a loved one.

The support team is also mostly responsible for helping the bereaved, who can also use long-term help during individual consultation or in the *Podvečer* Club.

The *Podvečer* Club is a direct follow-up of the Home Care Hospice services and gives time and space to the bereaved who are coping with the loss of their loved ones. It is open to all people who have suffered such a loss; not only to the families that have been visited by our medical team.

### Respite Services

Our Respite Services team, managed by Karolína Pochmanová, consists of eight assistants. Gradually more and more popular and valued among our clients, the Respite Services team members may take care of terminally ill or dying people for an agreed period of time, so that their carers have enough time for themselves or their jobs, and can relax or sleep. These social services are registered.

In 2014, these services were used by 58 families who were visited 2,234 times by our assistants; compared to the previous years, the number of clients using these services has risen significantly. The most usual duties our respite services assistants undertook were helping the clients with dressing, eating, washing, and standing in for close family members and other carers. Thanks to our respite services these seriously ill patients did not have to go to the hospital and could stay at home among their loved ones.

### Medical Equipment Rental

We provide both the families of the Home Care Hospice patients and other clients from the public with electric adjustable beds, various types of wheelchairs, active and passive antidecubitis mattresses, oxygen concentrators, bathroom aids, toilet chairs, walkers and other minor aids.

In 2014, 753 medical aids were rented to 332 clients of the Medical Equipment Rental, which means a 30% rise in clients. The rental is directed by Anežka Moravcová.

### Home with Hospice Care “Pod střechou” and Collaboration with Retirement Homes

At the end of 2014, we evaluated the experience from the second year of running the Home with Hospice Care *Pod střechou*, a collaboration project with a retirement home run by Prague 2. This home made it possible for 31 people to leave with dignity. The result of our



After the first visit from Cesta domů I felt relieved that I would not have to do everything alone. I realized there were many nice, empathetic, selfless, open people in this organisation, who know their way around delicate and sensitive situations that naturally occur when caring for an ill person. Most of all, they made it possible for me to gain more strength and rest from the demanding care for a bedridden patient at home. My mom and I feel calm, content and grateful.

Milena S., respite services client

evaluation however was acknowledging the unsustainability of the current model of inpatient care offered in the home by Cesta domů. This was due to service reasons as well as from legal and communication points of view. Together with the management of Social Services Centre Prague 2 and the Borough of Prague 2, we agreed that in 2015 we would look for the optimal model of outpatient palliative care in retirement homes, cooperating with other homes and with inspiration from abroad, especially in Austria. This initiative will be taken up by a consortium of several facilities for senior patients with the aim of helping their clients live out their days in a well-known environment even in the terminal stages of their illness. In Autumn 2014, we launched cooperation with the Sue Ryder Home, and together we provided care for the first two clients of the home as well as offering medical consultation to others. In 2015 we would like to find suitable models of terminal patient care for retirement home clients and other partners.

### Preparation for Child Patients Care

In 2014 the Cesta domů team started systematic preparation for child patient care. By creating internships in pediatric departments and children's hospices in the Czech Republic and in Europe as well as running our own team trainings, we have supported our medical and social work staff in their determination to integrate care of pediatric patients into the portfolio of Cesta domů services. We have established cooperation with specialists who already work with dying children and created a team of consulting pediatricians.

## VOLUNTEERING AT CESTA DOMŮ

In 2014 the work of dozens of volunteers at Cesta domů was coordinated by Tereza Bímová and Juliána Bindášová. Volunteers worked in patients' families, helped the caregivers, transported medical aids from the rental, and also helped with administration work and organizing events for the public.

In 2014 volunteers completed 5,092 hours of work at Cesta domů. They spent 526 shifts helping in patients' homes and in the *Pod střechou* home, which is 1,825 hours in total. They spent 532 hours organising and working at events for the public; 200 hours transporting medical aids to and from our clients (mostly electric adjustable beds). 1,874 hours were dedicated to working in our charity shop.

In March 2014, Eva Žůrková received the Křesadlo Award from the Hestia association for her volunteering activities at Cesta domů. This has been the sixth award for one of our volunteers.

In April 2014 we finalised training for another group of volunteers, and in October, we started the XI. preparatory course for volunteers.

## CHANGING THE SYSTEM OF CARE FOR THE DYING

### Healthcare policies

Since 2014, the Czech Society of Palliative Medicine, the CzMA JEP, the Ministry of Health, and health insurance companies have been preparing a pilot programme to start in 2015 with the aim of ascertaining the parameters of work in mobile hospices (safety and level of expertise in care, benefits for patients) and calculate the costs of this care compared to the costs insurance companies cover today for dying patients in the current system (hospital, long-term care facilities).

This is a breakthrough decision that could bring the debate about the meaning of home

palliative care from the area of guesswork and subjective views to the sphere of matter-of-fact argumentation supported by hard data. We have been striving to make home palliative care part of the public health insurance system, as it is in neighbouring West European countries, for fourteen years.

### “Life with Death” Series

Czech Television aired the documentary series, *Život se smrtí* (Life with Death), directed by Šárka Horáková Maixnerová and Petra Všelichová with the cooperation of Cesta domů. The series follows seven terminally ill people. The series was aired during prime time and it gained a lot of interest from viewers – each episode was viewed by 280,000 people on average.

### Education

During the year, we took part in dozens of trainings and courses for professionals as well as the general public, and in order to pass on our experience, we offered internships to dozens of medical and social workers and, above all, to emerging palliative care organisations. Our staff gave lectures at many specialized conferences, we took active part in a scientific congress of the European Association for Palliative Care (EAPC) in Lleida, Spain, and we were successful with our topics for lectures submitted for the EAPC congress 2015 in Copenhagen.

We gave lectures to the general public (at elementary and high schools, various groups, commented projections) as well as to professionals (healthcare schools, faculties of medicine, clinical departments), and we established valuable contacts both in the West and the East for cooperation abroad. We dedicated tens of hours to supporting emerging initiatives of mobile palliative care in Czech regions as we are trying to pass on everything we have learned in the past years. Our medical staff took part in the organisation and training in an international project of postgraduate education for nurses in palliative care called ELNEC (End-of-Life Nursing Education Consortium).

Our senior physician, Irena Závadová, continued her work in 2014 as head of the Department of Palliative Medicine at the Institute for postgraduate medical education, and she was appointed the first court expert in the field of palliative medicine.



*The healthcare team of Cesta domů wants to thank all the donors who helped us buy new vehicles.*

### Palliative Care Centre Establishment

In Autumn 2014 we supported the establishment of a stand-alone facility focusing on education and research in palliative care. The Palliative Care Centre was created under the leadership of Martin Loučka, and it immediately joined an international network of similar institutions and launched cooperation with various academic institutions at home and abroad, in Europe and the US.

### Cesta domů in the Media, Social Networks and the Internet

The topic of dying and palliative care was covered in detail by most mainstream media. For instance, iDnes dealt with the subject in its series Umírání v Česku (Dying in the Czech Republic), and the broadcasting of Život se smrtí (Life with Death) was supported by Blesk daily with an unusually serious series of interviews and articles.

Press monitoring shows that the topics of life with an incurable illness and death have received better feedback. In the middle of 2014, we started looking for someone who could begin work with the media in a more systematic way and has real experience with healthcare or social work, and in the end we managed to gain a grant for a year to work with Ondřej Nezbeda, a reporter for Respekt magazine. Ondřej spends half his work time in direct care and half in the office. In 2015 we will be watching to see whether his work has had any influence on the readership of our websites and our appearance in the media.

We have seen a big spike of interest and media attention for the campaign Mojesmrt.cz (“My Death”), which we launched in September. Its aim is to make people think about the end of their lives and advise them how to prepare for the situation. The campaign is under the auspices of the ombudsman Mrs. Anna Šabatová, Czech Society of Palliative Medicine



and the European Association for Palliative Care, and it was endorsed by a number of influential personalities.

In its extent, this campaign on palliative care is unprecedented: there have been 30 articles about it in all mainstream media; altogether, it got 7 minutes of footage in Czech TV broadcasting; in 2014, our website was visited by 44,000 people and 1,133 people used it to write down their preferences about the end of their lives. The campaign Mojesmrt.cz was shared 3,067 times on Facebook and tens of thousands of people commented on it or “liked” it. The campaign was also the subject of a lecture demanded at the Czech-Slovak conference of palliative medicine and it won second place in the *Být vidět 2014* (Being Seen) contest in the Best Web Project category. It is a shared project of Cesta domů, creative agency YINACHI and graphic designer Petr Kudláček.

Our Christmas campaign was aimed at raising funds for a new car for our medical staff using the method of crowdfunding, which is a rather new strategy in the palliative care field. Thanks to the support and enthusiasm of the artistic group Vosto5 and the film crew of Kancelář Blaník (their work as well as the technical equipment was for free), we created a viral video, which was seen and shared on Facebook by almost 40,000 people. The video, available at [auto.cestadomu.cz](http://auto.cestadomu.cz), was hugely successful. Thanks to it, 181 supporters donated 396,529 CZK, which made it possible to buy two cars at once at the beginning of 2015, and we received a third car as a gift from the Municipality of Prague 7.

Cesta domů websites were a very important tool for communication with clients, supporters and donors. Even though they are so closely connected to the subject of incurable illnesses and death, the two most popular of them had a lot of traffic in 2014. The portal [www.umirani.cz](http://www.umirani.cz) got 284,577 unique visits in 2014 (that is 780 daily visits on average), our website [www.cestadomu.cz](http://www.cestadomu.cz) attracted 82,852 visitors (227 a day on average). All websites run by Cesta domů got 518,469 hits in total (4.9% of Czech population). Our large portal [Umirani.cz](http://Umirani.cz) is still the most important Czech internet source for people reaching the end of their lives and their caregivers. The portal is regularly updated with new articles from the field, and we also offer a list of educational opportunities in palliative care. The above-mentioned online counselling is also part of it.

Without a doubt, the most important means of spreading information about our work digitally is Facebook, which we use intensively. In 2014 the Cesta domů site featured hundreds of posts – interviews, articles, invitations to seminars, etc. – and each of them reached about 2,310 people on average (it was 1,800 the year before).

In 2014 the number of our fans, or regular readers of our updates, went from 2,947 people to almost 5,000. The Facebook fans of Cesta domů are mostly female (77%), as to age, mostly young people (29% is between 25-34 years old), but the number of fans from older age groups is growing steadily, which makes us happy. Most of our fans are Czech, but we also have about 200 regular readers in Slovakia, Germany, the UK, Austria and France.

We also dedicated a lot of attention to the website, [vzpominky.nezavirejteoci.cz](http://vzpominky.nezavirejteoci.cz), where the bereaved can share memories of their loved ones through virtual memorials, whose number exceeded 1,380 in 2014. The community of people who get help on our website in their time of grief is growing larger. In 2014, this memorial site had over 12,000 unique visitors; while 4,000 owners of memorials visited almost 160,000 times.

### Donors of Cesta domů

Our budget is made up of donations from individual and business donors, state budget subsidies, grants from foundations and endowment funds and income from our activities. Last year we received donations from 125 business donors, who gave us almost 7 million CZK

in total. We also received 3,067 financial gifts from 1,222 individual donors, which brings almost 6 million CZK for our budget.

In 2014, 103 new members joined our club *Klub přátel Cesty domů* and by the end of 2014, the club had 303 members. Club members contributed with 2,313 donations in 2014, which is almost 1.4 million CZK in total. Thank you!

### Library

The Cesta domů Library, managed by Ludmila Nohýnková, is the only public library in the Czech Republic specialising in palliative and hospice care, dying and other related topics. It is a unique collection of books including many foreign titles unavailable elsewhere in the Czech Republic. In 2014, it helped the expert and the layman public, as well as students of different fields, to find their way around the subject of palliative care. It also offers and uses the inter-library lending service so readers can use it across the Czech Republic. It uses the Clavius automatic system for libraries, and the entries are catalogued in the Union Catalogue of the Czech Republic. The library is also a member of the Medical Libraries Club.

In 2014, 238 books and 53 audio books, audio-visual media and electronic resources were acquired for a total of over CZK 73,600. We thankfully state that 207 were obtained as gifts, the remaining 84 books or other information carriers were bought.

The library contains over 3,500 titles. A total of 983 readers visited our library and borrowed 4,174 books. The library website was visited 72,290 times in 2014, the ads for new titles were visited 90,366 times, the online catalogue was visited 1,094 times, and a total of 33,670 enquiries for a particular publication were searched.

### Publishing activities

The publishing house of Cesta domů is rather small, and under the leadership of Martina Špinková, it, first of all, publishes expert and popular education literature focused mainly on palliative care and topics we have eliminated from our lives – dying, death, fear and anxiety about the end of life. It builds on the experience of the Cesta domů team, work with patients and their families, the public and specialists, children, students and media. Secondly, the publisher tries to inspire people from birth to old age to think about the meaning of our lives in this world and what we can do to feel better together even in hard times. An important part of this is working with children, students and their families – that is, everywhere we can prevent closing our eyes to death. To support itself and Cesta domů, the publishing house makes small gift items and children's publications. The publishing house also has its own charity shop with all the publications available and an e-shop at [eshop.cestadomu.cz](http://eshop.cestadomu.cz).

### Charity Shop and our Premises in Bubenská Street

The premises of Cesta domů in Bubenská street, Prague, managed by Tereza Špinková in 2014, were not only used for the distribution of our books, leaflets and brochures and for the charity sale, but it was also an important meeting point for people who engaged in our Charity Shop and its social life (exhibitions, lectures and other activities). This space is not only a charity shop, but also a place to get information, an office and facilities for auctions, publishing and production activities of Cesta domů. In 2014, the Charity Shop hosted many events, such as concerts, fairs, markets and festivals. An important part is the charity second-hand shop JAKPAK, where people can donate things they no longer need, curiosity items, as well as valuable and useful things. This way it is also useful to the bereaved. The second-hand shop makes an important part of the income of the Charity Shop. Most of the day volunteers work in the shop.

The publishing activities and the Charity Shop are run by the Cesta domů subsidiary, ProCestu s.r.o, founded in the middle of 2014.

### Events for the public and benefit events

Nearly 400 visitors attended the thank-you event for our donors, supporters, volunteers and staff on the boat Vyšehrad. Another very successful event was the yearly autumn concert on the eve of Hospice Day in which the bands 'Lanugo' and 'Zuby nehty' performed. Another popular event was the premiere of the series, *Život se smrtí* (Life with Death), accompanied with a concert.

In 2014 there were various fundraising events organized by our supporters – to name a few, there was the yearly concert in St. Markéta Church in Břevnov, Dobrobazar in Čestlice, the classical music concert MusiArt in Rudolfinum, the Ensemble Guillaume chamber choir concert, the multi-genre festival 'Lacus Mortis' in Vyšehrad and many more. In the 'Studio hrdinů' theatre there was the Czech adaptation of *Oscar and the Lady in Pink* by the group 'Ochotní Suchdolníci', directed by our volunteer, Adriana Skálová, as a benefit event.

Arnošt Goldflam started work on the adaptation of the Israeli play, *Happy End*, which deals with the subject of incurable illness, in the Rokoko theatre (premiere in 2015).

A very successful event was the fourth benefit auction of artworks supporting the activities of Cesta domů. The proceeds supporting the care of the dying were 1,800,000 CZK, which completely exceeded our expectations.

We are very grateful for the support and encouragement in which these and many other forms of help bring us every year.

The production part of these events, as well as the publishing activities and the Charity Shop, is led by Vojtěch Kozlík.

## ECONOMIC PERFORMANCE IN 2014

REVENUES	
Services and goods sold	3,543,000 CZK
Donations	13,078,000 CZK
Subsidies	8,018,000 CZK
Other revenues	440,000 CZK
<b>Total</b>	<b>25,079,000 CZK</b>

COSTS	
Materials	3,135,000 CZK
Maintenance, gas, electricity etc.	3,869,000 CZK
Labour costs	16,033,000 CZK
Other costs	2,067,000 CZK
<b>Total</b>	<b>25,104,000</b>

Detailed documentation of final accounts and the audit report can be found on the websites of Cesta domů.

The audit reports for the year of 2014 were conducted by the company, AUDIT SERVIS, spol. s r.o.

The auditor's opinion is unqualified.



## Associative Bodies:

### Association Board in 2014:

Akad. mal. Martina Špinková, *Association Chair*

Mgr. Václava Bratinková, *Association Vice-Chair*

Prof. RNDr. Milan Kodíček, CSc., *Association Vice-Chair*

Doc. MUDr. Štěpán Špinka, Ph.D., *Association Vice-Chair*

RNDr. Josef Basík

Mons. ThLic. Tomáš Holub, Th.D.

Ing. Richard Kaucký

Mgr. Ondřej Krása

JUDr. Rostislav Silný

### Association Audit Commission:

Ing. Martin Bělohradský, CSc., *Chair*

Mgr. Jakub Waldmann RNDr. Michal Ryšavý

Members of the associations do not receive any reward for their work and all their activities are voluntary.

## OUR FUTURE

In 2015 there are two key events. First, there is the completion of the the Palliative Centre in Michle, which we have been intensively preparing with an architect and design consultants for a large part of last year. The unfinished building, which we bought from the Sue Ryder Home at a friendly price at the end of last year, should become a natural meeting place for activities in the field of palliative care in the Czech Republic, making it possible to provide facilities for



teams involved in direct care as well as activities connected to spreading awareness about palliative care and about the possibilities of care at the end of life. Secondly, we want to deepen the development of professional education. We are planning courses for nurses and physicians as a postgraduate education program. The vision of the Palliative Centre could become a reality instead of a dream thanks to a substantial gift from the inheritance of Mrs. Helena Kočvarová.

Furthermore, in 2015, for the first time in history, we got the opportunity to show what we can do even within the public system of health insurance. Seven mobile hospices will be covered by public health insurance system—although only partly, and just for a trial period. We want to show that mobile hospice care should be normal, standard care available to any dying person in the Czech Republic regardless of where they live.

## EMPLOYEES IN 2014

As of December 31st Cesta domů had 36 employees (average recalculated: **31.2** full-time jobs, **34.6** including agreements).

In 2014, Cesta domů was under the leadership of the following people:

Marek Uhlíř

*General Director*

Irena Závadová.

*Senior Consultant*

Martina Pojarová

*Service Manager*

Tomáš Matocha

*Finance Director*

Vojtěch Kozlík

*Public Events Manager, Secretary of ProCestu s.r.o organisation*

The People of Cesta domů in 2014:

Adam Houska, Adam Špinka, Alena Štěpánová, Alexandra Lammelová, Alice Bílková, Alžběta Těšitelová, Alžběta Šimčíková, Andrea Matoušková, Anežka Moravcová, Anna Krutská, Barbora Slavíčková, Barbora Szonowska, František Řezáč, Hana Jansová, Helena Krejčíková, Helena Štohanzlová, Ilona Peňasová, Irena Buchtová, Ivana Pičmanová, Jan Kořenek, Jan Vrátný, Jana Janžurová, Jana Valjentová, Jarmila Málková, Jindřich Polívka, Jindřiška

Prokopová, Jiří Černý, Jiřina Cejnarová, Jitka Špičánová, Juliána Bindášová, Karolína Pochmanová, Katarína Vlčková, Kateřina Bransburg, Kateřina Menčíková, Kateřina Pospíšilová, Kristína Faklová, Ladislav Nohýnek, Leonardo Ragusa, Libor Vaněk, Libuše Proboštová, Lucie Přádová, Ludmila Bělohradská, Ludmila Nohýnková, Magdalena Pehalová, Marie Kazmarová, Markéta Čábelová, Martin Loučka, Martina Špinková, Martina Vaňková Dvořáková, Michaela Růtová, Mikuláš Kosák, Mlada Komárková, Olga Stránská, Ondřej Nezbeda, Otto Adamec, Pavel Klimeš, Pavel Krása, Pavel Pokorný, Pavel Šuchman, Pavla Vopatová, Petra Hálková, Petra Rendlová, Simona Biggs, Štěpánka Ryšavá, Štěpánka Škampová, Tereza Bímová, Tereza Kaucká, Tereza Lužná, Tereza Špinková, Tereza Štursová, Tomáš Blažke, Václav Chytil, Veronika Němcová, Zdeněk Kalvach, Zuzana Bartáčková

...and many other people of different professions who worked for us as freelancers or volunteers.

## COOPERATION

We would like to thank the following organizations for cooperation in 2014:

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