

# Blízký soused, z.s. and its stability towards development

The organization focuses on educational leisure activities for children, youth and families with children.

In recent years, the organisation has actively focused on its own professionalisation. **Thanks to the project within the OPZ+ No. 42** they have gained the opportunity to systematically focus their capacity on the development of internal processes and support the long-term sustainability of the organisation. The project implementation period is from 1 September 2023 to 31 August 2025.

**Key project activities** include strategic planning and management, staff and volunteer training, fundraising development, and marketing and public relations.

## KEY FINDINGS

### BENEFITS OF THE PROJECT:

The project brought **stability to the organisation**, which focused on long-term strategic development planning.

Employees can **grow professionally**, educate themselves, take care of their mental health.

The organization has implemented **new internal systems and tools** (organization emails, shared calendars, etc.)

**A fundraising plan** has been developed to strengthen the financial stability of the organisation.

### FIVE PILLARS OF STABILITY

We don't have to keep putting out new problems and we can focus on our development.

We have new tools like the shared calendar to help us collaborate.

We care about the mental health of our team.

We have the capacity in our team to help us grow.

We have a fundraising plan that will help us secure our activities in the future.

“

Without this professionalization project, you're really just firefighting, scrambling to handle the most urgent issues, with no time or energy left to think ahead.

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(member of the team about the time and energy gained)



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## HUMAN RESOURCES

The project focused on **the professional development of employees and the promotion of psycho-hygiene** to avoid burnout syndrome. Their vigour can thus be used to the full in their direct work.

**Regular supervision and teambuilding activities for employees have been introduced.** The composition of the team is very diverse and therefore having a team on the same wavelength means working in a more efficient and happier team.

## IMPLEMENTATION EXPERIENCE

All team members describe that they perceived the OPZ+ No. 42 as being a very good match for their needs. For team members, this project means **a systematic focus of resources within the organization** - something that would otherwise be hard to achieve, as most of their capacity is dedicated to direct work.

Setting up **sustainable funding** is the most challenging goal for the organisation. In fundraising, the organization perceives some distrust from donors. More often they receive material support than financial support.









## INTERNAL PROCESSES

The project enabled the organisation to develop **a plan to implement more efficient processes.**

With the time and stability gained, the organization was able to participate in the Nezisk Digital program, where they worked on **how to set up tools for the internal functioning of the organisation.**

The organisation has also **strengthened its external presentation** - for example by offering volunteer days. Volunteers often leave enthusiastic and sometimes become **regular donors.**

Obstíhají komunikace v rámci týmu a s vnějším prostředím	Kalendář akcí	Skupinová komunikace pracovního týmu	Individuální komunikace - aktuální, stručná	Plánování porad	Porada zaměstnanců
 Email pro každý tým - ústřední komunikační prostředek, nástroj pro rychlou výměnu informací	 Calendar pro každý tým - ústřední komunikační prostředek	 Teams pro každý tým - ústřední komunikační prostředek	 WhatsApp pro každý tým - ústřední komunikační prostředek	 OneDrive pro každý tým - ústřední komunikační prostředek	 Google Meet pro každý tým - ústřední komunikační prostředek
Zřídil pracovní e-mail i komunitním pracovníkům. Podrobně pomoci a vysvětlit od kolegu, aplikace s notifikacemi	Sdílet se všemi členy týmu, sdílet kalendář na poradách a editovat ho přímo na poradě. Podrobně vysvětlit a naučit i komunitní zaměstnance. Pravidelně kontrolovat a zadávat aktivity, všichni zaměstnanci	Nástroj zvláště na pracovní komunikaci (Teams), podrobně vysvětlit, naučit, zapnout notifikace	Používat všichni jednotný nástroj (Teams), mít zapnuté notifikace	rovnou zadávat plánované porady, témata a vedoucí do sdíleného kalendáře	Lépe využívat konferenční speaker, nový nástroj na online připojování - Teams, zapisovatel hlídá časový plán

New (digital) tools and their use

“It's hard to find the money to give your employees the opportunity for one-on-one supervision. So that they can function in the long term, so that they don't burn out, so that they can reflect on the work. Unless you have a project like this that focuses on the professionalisation and development of the team.”

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(member of the team on supervision and prevention of burnout syndrome)



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