Annual Report 2012
English Excerpt in Accordance with the Social Reporting Standards

Asociace pomáhající lidem s autismem -

APLA Praha, střední Čechy, o.s.

(APLA Prague and Central Bohemia, The Association Supporting People with Autism)

The most complex service offer for people with autism and their families in the Czech Republic

“We help the world understand autism, and people with autism understand the world“
Our mission

Our mission is to provide high quality and achievable services to people with autism, and their families. We are also aiming at increasing awareness of professionals and general public about autistic spectrum disorders.

We focus on

- enforce higher standards of social services quality in general
- developing highly professional and motivated employees and external co-operators

Our approach to the target group

- individual, and aimed at their optimal satisfaction by providing wide range of services
- quality-based, combined with free use of services, and limited financial participation in order to increase the motivation to use services efficiently and ensure their sustainability

We actively look for all achievable public and private funds and also develop self-financing activities with direct participation of our clients. We have recently set up a social non-profit publishing company. We want to build stable and relevant background for our employees and offer them possibilities for further professional and qualification growth. Our finances are transparent in line with the national accounting standards.
Foreword

Dear friends,

Another productive year has passed and nothing was running as fast as the life in APLA. We call the year 2012 „The Year of International Cooperation „, according our most typical activities. Thanks to the resources of the European Social Fund designated for international activities we started the cooperation with many foreign organizations supporting people with autism. APLA Prague has a representative in the Council of Administration of the European Association Autism – Europe. We organised several workshops and round tables focusing on good practices. We were inspired by the experience of our foreign colleagues when preparing new leisure activities for adult and adolescent persons with Asperger syndrome (AS). The Club of Self Advocates started its regular activities.

We had in mind also education and psycho-social support of all our employees in 2012. We invested into group and individual supervisions and introduced comprehensive block of trainings for new and current employees.

We consider very important the establishment of the non-profit social enterprise PASPARTA Publishing House. Our goal is to create qualified positions and offer them to people with unequal opportunities - in our case to people with Autism Spectrum Disorder (ASD). As the name itself suggests we want to specialize in publishing. We believe that next year, in the Annual Report 2013, PASPARTA will announce the first achievements – new positions engaging personnel with ASD in our social company.

Traditionally we mention here the next year plans. We want to get registered a special school counselling facility (special educational centre) to make the current support of children with ASD integration to specialised schools more effective and also to provide necessary methodical support in compliance with the School Law to their teachers.

We have learned from parent’s feedback that they have been missing wider offer of activation services for children with middle function and low function autism and for children with
learning disabilities. Therefore we would like to prepare trainings lead by experienced special educators who will support parents to achieve necessary skills to improve learning abilities, self-service abilities and every day housekeeping activities of their children.

We would like to thank all people who took part in APLA´s efforts, but there are more of them then the limited space of introductory word can ever cover. So we would like to say briefly and hearty to all employees, partners, individual and company donors and volunteers: “Thank you, it would not work without you.”

We wish you successful and peaceful year 2013.

Magdalena Čáslavská, Executive Director
Hynek Jůn, Chair of the Board
Kateřina Thorová, Methodological Director
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INTRODUCTION

The Association Supporting People with Autism – APLA Prague and Central Bohemia (hereinafter APLA Prague) is a civic association founded in 2003 following the long-term cooperation of professionals (psychologists, psychiatrists, therapists and teachers) with the families of children with autistic spectrum disorders (ASD). The main reason for the establishment was the urgent need for complex support for people with autism, and systematic help provided to those who take care of them or provide services – families, institutions and professionals.

1. SUBJECT OF THE REPORT

The subject of the report is APLA Prague in the year 2012.

At present, we provide the most comprehensive range of services for people with ASD and their families in the Czech Republic, especially in the following areas:

- diagnostics
- early intervention
- special educational and consultancy services
- therapy for children and adults with ASD and their relatives
- terrain social welfare and long-stay services
- programs of supported employment
- recondition activities for children and adults with ASD

In addition to that, we organize educational, PR and awareness events both for professionals and the general public. As a member of the international organization Autism-Europe, we can actively participate in the international projects. Thanks to Kateřina Thorová, one of the APLA founders, who gained „ASHOKA Fellow“ status in the international organization ASHOKA, there are new opportunities for APLA Prague establish partnership with important companies that support social innovators around the world.
1.1. **SCOPE**

- This report covers all the above-mentioned main activities of APLA Prague. After a brief description of the specific activity, a quantitative overview (number of services provided and their social impact) is given.

- Section 7 contains financial report of APLA Prague for 2012.

- Complementary financial data and list of donors is included in Section 8 (Attachments)

1.2. **REPORTING CYCLE**

This report covers our activities of the financial year 2012. To preserve up-to-date format of the report, organisational structure of APLA Prague was updated as of 31 May 2013.

1.3. **FORMAT AND STRUCTURE OF THE REPORT**

Structure and format of this report is based on the German SRS template ([www.social-reporting.de](http://www.social-reporting.de)).

This English excerpt of the Annual Report 2012 is the first attempt of APLA Prague to structure such a report in line with general standards given by the Social Reporting Standards. However, APLA Prague has not still developed complete set of monitoring and assessment tools, which would enable evaluate social impact of every activity as required. Furthermore, with respect to the extensive service profile of APLA Prague, such in-depth and backward-looking data collection and analysis would go beyond the current personal and financial possibilities of the Association. Nevertheless, our aim was to provide readers with the most possible accurate and transparent information on APLA Prague performance in 2012. Full version of the latest Annual Report, is available in Czech on our website [www.praha.apla.cz](http://www.praha.apla.cz) (text and structure in our “traditional” format).

1.4. **CONTACT PERSONS**

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Kateřina Thorová ([thorova@apla.cz](mailto:thorova@apla.cz)), Methodological Director
Alena Sojková ([sojkova@apla.cz](mailto:sojkova@apla.cz)), Fundraising and Communication Coordinator
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2. THE SOCIAL PROBLEM AND OUR APPROACH TO FINDING A SOLUTION

2.1 SUBJECT AREA

APLA Prague is mostly concerned with the subject area of “Social services and integration” and is also active in the area “Education and Science”.

Factual snapshot of APLA Prague

- Established in 2003
- Staff as of 31.05. 2013: 69 full-time employees, 66 part-time employees, 40 volunteers, more than 200 freelancers
- Annual budget €1,44 mln
- Leading provider of services for people with autism and their families in the Czech Republic, national coverage with the focus on Prague and Central Bohemia
- Authorised provider of 9 social services (early intervention, supported residential services, social rehabilitation, special regime house, personal assistance, respite services, social rehabilitation for children and adults with ASD).
- Comprehensive training concept for professionals, people with ASD and their relatives, PR and awareness programmes for general public
- Funding: state (52%), EU budget (26%), own income (16%), donors (individuals, companies, foundations: 4%)
- strategic supporter Ashoka + Boehringer Ingelheim and LBBW Bank CZ, cooperation with other NGO’s with similar mission in the Czech Republic and abroad, member of the organisation Autism-Europe

2.2 THE SOCIAL PROBLEM

2.2.1 Description of the problem

Autism is a pervasive disorder which causes deficit in social and communication skills and affects many areas of life and outwardly manifests in abnormal, often socially problematic behaviour. Individuals with autism have a lot in common, while at the same time, they
significant differentiate from each other. For this reason, term „autism spectrum disorders“, better reflects the diversity of intensity and types of autistic symptoms.

Infantile autism and Asperger syndrome, atypical autism and disintegrative disorder fall between autism spectrum disorders (ASD). Children with autism tend to have a number of problems. Different forms of stereotypic behaviour, emotional disorders, problems with imagination, behaviour disorders, motor skills and a variety of neurologic abnormalities are very often. The same diagnosis is often shared by people of a high intelligence and those with intellectual developmental disorders, the talkative ones and the non-speaking, the passive and the hyperactive ones, etc.

Some people with ASD require special education and on-going supervision; others live independently and are successful in their job and family life. Nevertheless, autism complicates life to all people with this diagnosis. The impact of autism on an individual can be considered serious and handicapping. For this reason people with autism and their families, need a lot of support in all stages of their lives.

2.2.2. Scale of the problem

Autism is very common. Approximately 1 in 100 children are diagnosed with autism in Europe. That means that there are more than 5 million people in Europe (3.3 million people in the European Union) who have autism. Analogically, the same estimates apply for the Czech Republic. Autism is four times more frequent in males than in females. Autism can affect anyone, regardless of race, ethnicity or social status. Autism is being diagnosed in an increasing number of people. This likely to be a result of increased awareness among the general public and health practitioners.

2.2.3 Previous approaches to solving the problem

In the Czech Republic there was lack of comprehensive and high-quality services for ASD people, particularly in the area of diagnostics. In addition to that, inadequate quality standards for treatment and very limited access of people with autism to education, job opportunities, and housing existed. It was a big challenge for founders of APLA to deal with this complex issue.
2.3. OUR APPROACH TO SOLVING THE PROBLEM

2.3.1 Our vision

**Our vision is the world understanding autism and people with autism understanding the world.**

In order to fulfil our vision, we are constantly extending the offer of our services.

The current profile of APLA Prague is a multidisciplinary team of psychologists, psychiatrists, therapists, special pedagogues, job consultants, etc. This development was led by the strong need for support of people with ASD during all stages of their lives.

That is why APLA Prague, after stabilizing of currently offered services, plans to develop services for new target groups (for example for seniors with ASD) and also embed high standards of treatment for people with autism at the national and international level. Last, but not least, it is very important to change partly negative public perspective on autism.

2.3.2 Our strategy

Quality standards for diagnostics and treatment for people with autism are not still sufficient in the Czech Republic. Moreover, their rights (especially those with ASD in combination with problematic behavior) are not fully respected. Finally, public is not still fully aware of the ASD and their prevalence in the society.

2.3.3 Target groups

Subject area: Social services and integration: children, adults with ASD, and their families

Subject area: Education and Science: professionals (psychologist, pedagogues, special pedagogues etc.) and general public
### 2.3.4 Activities and expected outcome

Subject area: Social services and integration

<table>
<thead>
<tr>
<th>Target group</th>
<th>Activity/programme/Product</th>
<th>Short description</th>
<th>Fees charged</th>
<th>Expected impact of activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHILDREN</td>
<td>Diagnostics</td>
<td>Screening, diagnostics</td>
<td>Yes, partly</td>
<td>Confirm/exclude ASD at the early age</td>
</tr>
<tr>
<td></td>
<td>Pedagogic consultancy</td>
<td>Consultations, lectures for teachers, schoolmates</td>
<td>No</td>
<td>Faster integration, prevention of bullying</td>
</tr>
<tr>
<td></td>
<td>Early intervention</td>
<td>Consultancy, training</td>
<td>No</td>
<td>Development of mental and physical and social capability</td>
</tr>
<tr>
<td></td>
<td>Psychotherapy (KBT)</td>
<td>Individual, in group</td>
<td>No</td>
<td>Activation, elimination of problematic behaviour</td>
</tr>
<tr>
<td></td>
<td>Recondition and rehabilitation activities</td>
<td>Music therapy, art-therapy, physical training, summer camps, etc.</td>
<td>Yes, partly</td>
<td>Improvement of self-presentation and ability to become a member of the group</td>
</tr>
<tr>
<td>ADULTS</td>
<td>Social rehabilitation</td>
<td>Training workshop</td>
<td>No</td>
<td>Improvement of labour and social skills</td>
</tr>
<tr>
<td></td>
<td>Therapy</td>
<td>Individual, group therapy</td>
<td>No</td>
<td>Psychological support</td>
</tr>
<tr>
<td></td>
<td>Sheltered accommodation</td>
<td>2 sheltered flats</td>
<td>Yes</td>
<td>Self - Independence</td>
</tr>
<tr>
<td></td>
<td>Supported employment pro-</td>
<td>Education, intensive training of social skills, JOB CLUB</td>
<td>No</td>
<td>Building up the personal capacity</td>
</tr>
<tr>
<td></td>
<td>grammes</td>
<td></td>
<td></td>
<td>Socialization</td>
</tr>
<tr>
<td></td>
<td>Recondition activities</td>
<td>Summer and weekend camps, sport activities</td>
<td>Yes</td>
<td>Ability to express, share and promote common rights and values</td>
</tr>
<tr>
<td></td>
<td>Self – Advocacy</td>
<td>Regular meetings, workshops</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>PARENTS</td>
<td>Social consultancy</td>
<td>Professional advice in the area of ASD, social benefits, etc.</td>
<td>No</td>
<td>Professional support and supervision</td>
</tr>
<tr>
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</tr>
<tr>
<td></td>
<td>Psychotherapy</td>
<td>Individual, Parents Group, seminars</td>
<td>No</td>
<td>Mental professional support by professionals and between families</td>
</tr>
<tr>
<td></td>
<td>Personal Assistance, Respite services, Special Regime House</td>
<td>Personal assistance at home, short, medium and permanent residential services</td>
<td>Yes</td>
<td>More time for work, other relatives and relaxation</td>
</tr>
</tbody>
</table>

### 2.4 SPREADING OUR APPROACH

2.4.1 What we are spreading

APLA Prague is gradually increasing professional competence of people involved in the care of children and young people with ASD. We are the most important provider of services to people with ASD. Our methodology is based on scientifically-based and widely recognized approaches. APLA’s staff is very well trained, and supervised.

We have Methodological Centre which aims to increase the APLA Prague expert services quality.

More detailed information on our core activities:

### DIAGNOSTIC SERVICES

The goal of the examination is to confirm or disprove the diagnosis of autism and its related disorders (atypical autism, disintegration disorder). The diagnosis is assessed by experienced clinical psychologists or psychiatrists who are experts in the field of ASD diagnostics. We have clients from the Czech Republic and Slovakia; we are able to communicate in English with our foreign clients.

**Major goals of a psycho-diagnostic examination:**

- differentiation whether the client suffers an autistic spectrum disorder or not;
- specification of the diagnosis (type and severity of the disorder, consideration or exclusion of other psycho-pathology);
- definition of important individual characteristics of a client and their manifestation in his/her everyday life;
- informing parents or adult clients about the diagnosis, recommend appropriate caring and educational methods to parents, answer questions of adult clients concerning the diagnoses and mutual setting of the appropriate next steps;
- suggestion of other relevant examinations if needed;
- comprehensive written report preparation.

**Additional diagnostic services:**

- psychiatrist consultation on possible medication and/or directly or indirectly related medical issues;
- In-depth evaluation of the development level of the child, definition of the weaker and stronger features of the child, pinpointing of areas requesting special care.

Our experts examine the development level of children with ASD, prepare individual education plans and communicate them to teachers and parents. This department provides also on-line counselling.

**EARLY INTERVENTION CARE**

The early intervention centre (for children up to 7 years) offers its services to families with children who suffer from autism up to 7 years of age. We achieved several improvements in early treatment during the year 2012. We enlarged our services offer for parents, improved their accessibility and prepared a compulsory educational introductory seminar for all new takers of the services.
The centre’s main activities include:

- counselling for parents with the counsellor of an early treatment provide evaluation of the abilities and skills of children and determining the needs of the children and their families
- counselling for teachers at pre-schools
- direct individual work with children at APLA Prague, consultations at home
- early treatment intensive five-day residential stays for the families with children with ASD
- video training of interactions, Early Treatment Club; toys, tools and literature rental service

THERAPEUTIC SERVICES

APLA Therapeutic Centre offers following programs:

- **Individual therapy**
- **Group trainings of social skills**
- **Problematic behaviour therapy**
- **Parent groups**
- **Bullying prevention programs**

Depending on the degree of the child's handicap, the therapists use either cognitive-behavioural therapy (CBT) or they apply behavioural analysis (ABA). Within the scope of therapy, we offer group role-play of situations on social behaviour. With regards to older participants, cognitive therapy is focused on possible depression or anxiety. In addition, we offer individual role-play of situations, where the participant practices everyday activities one-on-one with the therapist or pedagogue.
SOCIAL REHABILITATION SERVICES

We work with clients who need to develop abilities in the area of social and self-care skills, time management and other practical competencies helping client to achieve his/her indolence. We provide trainings in common activities and situations using alternative ways based on the individual abilities and potential of clients with ASD.

We provide:

- Individual trainings of social and self-care skills
- Training workshop
- Supported employment programs
- Courses – group trainings in practical competencies
- Computer course
- Travelling course
- Money management course
- Job search club

PERSONAL ASSISTANCE, RESPITE SERVICES AND SHELTERED HOUSING CENTRE

Personal assistants (usually trained university students) accompany children to and from school, to extra-curricular activities, sports or leisure time activities. Car transportation services are also provided and can be used by adult clients too. All children and adults with autism may take part in respite weekend or 7-day stay without any restrictions in age and the degree of their problematic behaviour. Individual respite stays are organized for children and adults with challenging behaviour. The service of sheltered housing is in-
tended to prepare adult people with autism for independent life without substantial support of family and other close people and without a personal assistant.

**SPECIAL REGIME HOME**

We provide residential services to young people with ASD and problematic behaviour who cannot stay with their families or receive any other institutional care due to the need for permanent qualified care and support. There are three households in the facility with two or three clients living in each of them.

**SUMMER RECONDITION STAYS FOR CHILDREN AND ADULTS WITH ASD**

The following programs were organized during 2012:

- **program “For parents without parents”** – stays of young people with autism and challenging behaviour
- **recondition stays** with a health program for children and young people with ASD
- **sub-urban camps** for children with ASD, their healthy siblings and for children of APLA employees
- **weekly intensive trainings** of social and working competencies for people with ASD
INTEGRATED LEISURE CENTRE ZAJÍC (BUNNY) FOR CHILDREN

The goal of the centre is not only improvement and gaining of new skills by clients, but also their relaxation and entertainment.

Rehabilitation and relaxation activities in 2012:

- **Sports** (Physical exercises, Swimming, Athletics)
- Ceramics
- Canistherapy
- Music therapy
- Club for pre-school children
- Saturday trips
- Sport and relaxation camps

PARENT SECTION

Once a year, APLA Prague organizes a winter stay in mountains for families with children suffering ASD. Parents can also meet at parent groups and attend weekend and weekly stays organized within the EU financed projects.

2.4.2. How we spread our solution

We regularly organize trainings; publish methodological and other complementary materials for parents, teachers, schoolmates, employers of people with ASD etc. Our representatives act as supervisor in many organizations which take care of people with autism, and act as lecturers for other professionals.

As we are recipients of public Czech and the EU funds, we report regularly to the Czech authorities on the progress achieved within the specific projects including sustainability aspect of our activities. Share of information and a good practice is carried out also by our web pages www.praha.apl.cz, www.aspergeruvsyndrom.cz, www.autismus.cz, and www.twcm.cz. We are also active on social networks (Facebook, Google+ etc.) which serve as a flexible and informal exchange of information about news and events. **We are preparing ambitious interactive project „Autism Port“ which will be newly comprehensive infrastructure to bring visibility to ASD and connect so far fragmented resources in the Czech Republic.**
2.4.3. State of spreading our efforts

In 10 years of its existence, APLA Prague became a respectable and well-known institution which supports people with autism, their relatives and other professionals. Our methods are widely shared in the Czech Republic, especially by other APLA members.

We are also recognized at the international level. APLA’s representative is a member of the Board in international organization Autism-Europe. Our experts take part in many international conferences and seminars in the Czech Republic and abroad. Recently, Katerina Throrova, one of the APLA founders has gained „Fellow" status in ASHOKA Organization. Thanks to ASHOKA and Katerina Thoroova, there is a big opportunity that APLA Prague will be promoted by new strategic partners - social responsible institutions from the Czech Republic and abroad.
2.1 SUBJECT AREA

Education and Science

2.2 THE SOCIAL PROBLEM

2.2.1 Description of the problem

It is very important to stress, that autism spectrum disorders affect not only people with autism, but also their parents, siblings, spouses, classmates and other people in the society. Unfortunately, neither professionals, nor public have sufficient and useful information and competence in the area or ASD so far.

The rights of people who have autism are outlined in the United Nations Convention on the Rights of Persons with Disabilities. The European Parliament has also officially acknowledged the rights of people with autism when it adopted the Charter of Rights for Persons with Autism as a written declaration. Nevertheless, people with autism continue to experience a high level of discrimination and lack of opportunity, and remain particularly excluded from society.

2.2.2 Scale of the problem

Parents and family members often become disadvantaged themselves as a result of being forced to provide the majority of care and assistance for a person with autism who is in need of a high level of support.

As stated above, even now, people with ASD and their relatives face to the lack of understanding, bullying and exclusion. Society is not still sufficiently informed about variety of ASD diagnosis. To certain extent, many people link autism with the behaviour of “Rain Man”. On the other hand, progress in this area is visible in many European countries, including Czech Republic.
2.2.3 Previous approaches to solving the problem

Since the beginning of its existence, APLA Prague aims at increasing knowledge and competence of people and institutions involved in the care of people with ASD. At the same time it organizes a lot of PR activities in order to increase public awareness of public about autism. Necessary positive changes can be achieved only in a log-run perspective. An adequate state support to ensure the structural changes and sufficient financial sources for running public campaigns are necessary. Unfortunately, it was not always the case in the Czech Republic.

2.3 OUR APPROACH TO SOLVING THE PROBLEM

2.3.1 Vision – what do we intend to achieve?

Our vision is a society where people with autism can live meaningful life where their right and special needs are respected.

2.3.2 Strategy – where do we start?

We aimed at achieving these goals by

- providing complex educational programs for people with ASD;
- education and counselling of persons with ASD families;
- education of professionals
- active dialogue with the Czech, and EU Authorities to negotiate better conditions of people with autism in society, especially in the area of human right (active participation in NNO Association in the Czech Republic and Europe)
- raising autism awareness, integrity and tolerance among the population
### 2.3.3 Target groups

### 2.3.4 Activities and expected outcome

<table>
<thead>
<tr>
<th>Target group</th>
<th>Activity/programme/ product</th>
<th>Short description</th>
<th>Fees charged</th>
<th>Expected impact of activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPECIALISTS</td>
<td>Training, supervision</td>
<td>Training, supervision, publications, methodology</td>
<td>YES</td>
<td>Improvement of professional competence of people and institutions which take care of people with autism</td>
</tr>
<tr>
<td>PUBLIC AUTHORITIES</td>
<td>Promote rights of people with autism and their families</td>
<td>National and international Meetings, mutual exchange of information</td>
<td>NO</td>
<td>Better conditions for people with ASD in society</td>
</tr>
<tr>
<td>PUBLIC</td>
<td>Training, PR and Awareness activities</td>
<td>Lectures for public, schoolmates, relatives, World Awareness Autism Day events, workshops, conferences, creative workshops, exhibitions</td>
<td>NO</td>
<td>Better informed and more emphatic population</td>
</tr>
</tbody>
</table>
2.4 SPREADING OUR APPROACH

Participants of our training programs share experience and good practice in their home institutions and that they become trainers for other staff. We publish regularly our own books and other publications for professional and share the latest scientific and proved methods developed abroad. In the area of PR and awareness campaign we often use so called “megaphone” effect. This is especially effective in case of children who simultaneously share information received with their parents, grand-parents and friends.

2.4.1 What we are spreading

More detailed information on our activities:

EDUCATION

This department was established newly in 2012 to provide education both to specialists and parents of children with ASD.

Seminars offered in 2012

- Asperger syndrome and highly functional autism I., II.
- CARS –scale of children autism I., II.
- Communication problems of people with autistic spectrum;
- Raising and education of children with autism I., II. III.;
- Diagnostics of children with ASD;
- Management of challenging behaviour of children with child autism or mental retardation;
- Social skills training.

We offered also following accredited courses and supervisions of the direct work with clients of all mental handicaps:

- Physical restrictions and crisis scenarios
• Challenging behaviour therapy I., II.
• Functional communication and structured approaches training
• Basic symptoms of mental disability, autism and other disorders
• Individual planning
• Human sexuality, not limited only to mentally retarded persons
• Supervision of personnel approaches to client behaviour
• Supervision of physical holds

We regularly provide training for our employees, assistants and volunteers. Educational activities are also provided within the EU and other running projects.

**PUBLIC AWARENESS AND PUBLISHING**

The most important events in 2012 were:

• Launch of the book “Do not bury the living butterfly” (Stories of people with autism)
• DVD on autism “Soul behind the glass”.

Children with ASD were also supported at the events of motorcycling clubs. Activities of the association were promoted in TV spot, radio broadcasts, newspaper articles, etc.

**Publications of 2012:**

**Straussová, Romana; Roštárová Iva: Self-service of children with autism spectrum disorders**, Pictorial process of the basic self-service activities.

**Votyová, Simona; Čáslavská, Magdalena et al.: Do not bury the living butterfly (Stories of people with autism)**

Individual stories are accompanied by comments of experts, interspersed with literary and art works of children and adults, and with number of photographs. The publication won the 2012 award of the Government Board for People with Disabilities.
Another methodical materials processed and published by APLA Prague in 2012 within the project of the European Social Fund and other public resources

<table>
<thead>
<tr>
<th>Authors</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Čadilová, Věra; Žampachová, Zuzana and collective</td>
<td>Educational assessment profile of a child with autism spectrum disorder (up to 7)</td>
</tr>
<tr>
<td>Gnanová, E.; Prokopičová L.; Hudec T.</td>
<td>Informational booklet for employers</td>
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<tr>
<td>Gnanová, Eva</td>
<td>Worksheets to supported employment</td>
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<tr>
<td>Gnanová, Eva; Bělohlávková, Lucie</td>
<td>Supported employment for people with Asperger syndrome</td>
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<tr>
<td>Jůn, Hynek; Balická, Kateřina</td>
<td>Treatment of a problematical behaviour and physical restrictions</td>
</tr>
<tr>
<td>Jůn, Hynek; Thorová, Kateřina</td>
<td>Relationships, intimacy and sexuality of people with autism</td>
</tr>
<tr>
<td>Votyová; Simona, Čáslavská; Magdalena and collective of authors</td>
<td>Do not bury the living butterfly</td>
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<tr>
<td>Pešek, Roman</td>
<td>Integration of children with AS and HFA in the educational process</td>
</tr>
<tr>
<td>Prokopičová, Lucie</td>
<td>Overview of contributions and benefits of a state aid, targeted on the person with ASD</td>
</tr>
<tr>
<td>Straussová, Romana, Hradská, Miroslava</td>
<td>Picture dictionary for practicing of a speech understanding and the development of a passive vocabulary (publications, instructional DVD)</td>
</tr>
<tr>
<td>Čadilová, Věra; Žampachová, Zuzana</td>
<td>Patient with autism spectrum disorder in a doctor's office</td>
</tr>
<tr>
<td>Thorová, Kateřina</td>
<td>ASD – early diagnosis as a gateway to effective assistance</td>
</tr>
</tbody>
</table>

**INTERNATIONAL ACTIVITIES**

**Membership in the international organization Autism - Europe**

APLA Prague and Middle Bohemia has become a full member as of June 2012. The three year international project invented and realized by APLA Prague and Middle Bohemia with the inter-
national partner organization Autism – Europe and other foreign organisations was started in 2012. Project will establish a network of European organisations helping to people with ASD and supporting their families. The major goal of the project is evaluation and summary of existing practices in the area of supported employment. The Club of Self – Advocates for people with ASD was established as a part of the above project in 2012.

From the year 2012 APLA Prague is supported by ASHOKA thanks to the fellowship of Kateřina Thorová. ASHOKA is a non-profit organization established in U.S.A. in sixties years of the last century. ASHOKA activities cover more than 70 countries at present. The major goal of ASHOKA is to look for unique personalities, who not only are able to find new ways of social problems solution (discrimination, social care, etc., but above all they are brave to realize their plans. Dr. Thorova was accepted as a fellow based on her long-term work and results in the support of people with ASD.

APLA Prague and Middle Bohemia took part or organized various international events:

- 2. 4. 2012: World Awareness autism day campaign
- 24. - 26. 4. 2012: specialists of APLA Prague and Middle Bohemia took part in the conference Pedagogic and Therapeutic Intervention in Pre-School Age in Germany
- 2. - 26. 5. 2012: International workshop Unknowing Hurts in the Czech republic
- 24.-25. 6. 2012, 11. – 22.7. 2012: Introductory meeting within the project Open your mind to the world outside in cooperation with French partners, a stay of this French group in the Czech Republic
2.4.2 How we are spreading our solution

We regularly organize trainings; publish methodological and other complementary materials for parents, teachers, schoolmates, employer, etc. Our representatives act as supervisors in organizations which take care of people with autism.

We publish PR materials and books for general public; organize competitions, exhibitions and events. We actively cooperate with schools and other institution at the national and regional level to increase the understanding of ASD in a user-friendly and amusing way (cooperation with artists, creative workshops, etc.).

2.4.3 What is the state of our spreading efforts?

Educational programme offered by APLA Prague is highly prized. Demand for our training services is constantly increasing. As regards PR and awareness activities, we are happy that we are managing address more and more people.
3. SOCIAL IMPACT

3.1 RESOURCES USED (INPUT)

The following resources were used in the year 2012 (in CZK mln.)

Personnel costs: 25 309
Material costs: 12 640

3.2 WORK PERFORMED (OUTPUT)

- 238 persons underwent a diagnostic examination at APLA. 201 (84%) of them were diagnosed with an autistic spectrum disorder. Another 113 persons underwent a control examination
- 223 special pedagogical examinations of children were done followed by individual consultation provided to parents, 144 supervisions and consultations were provided to schools personnel
- early care intervention were provided to 275 children (529 consultations in total of which 95 consultations were provided to “new families”)
- 89 consultations were given at 43 pre-schools, 3 five-day intensive residential stays for 14 families and 3 workshops for parents were realised
- Psychotherapeutic services to 125 clients
- Social therapy services provided to 81 clients in total
- working consultants supported clients in 39 dealings with labour offices and with employers of persons with ASD
- we succeeded to find a job for 12 persons with Asperger syndrome and highly functional autism
- personal assistance support was given to 125 families, regular car transportation service was used regularly by 9 families; in total 14 278 hours of personal assistance were provided
- 33 respite weekends were attended by 26 clients from all regions of the Czech Republic, 4 respite 7-day stays were granted for 4 clients, and 14 individual respite stays were attended by 6 clients
- 8 clients used Special regime home un Libcice (permanent residential services)
- 16 summer stays/camps in total for 136 children and young people
• rehabilitation and relaxation activities were used by more than 50 children
• 6 seminars arranged for APLA Prague employees, training for 48 parents of children/teenagers with ASD (within the EU Projects)
• Seminars for 305 participants took part in APLA Prague, other 75 seminars and 59 supervisions were held outside our premises
• Extensive media coverage (radio, TV, press, leaflets, brochures, etc.

4. PLANNING AND OUTLOOK

4.1 PLANNING AND OBJECTIVES

In order to ensure the high quality, financial sustainability of provided services we plan
• Bring all services under one roof
• Develop our own income generation activities
• **Further work on one-stop-shop internet portal**
• Extend our services for clients with challenging behaviour, respite services (new respite house in Prague) and address new target groups (seniors, etc.)

4.2 DEVELOPMENT POTENTIAL AND OPPORTUNITIES

• Get full use of a good reputation of APLA Prague in the Czech Republic
• Securing a venue and financial resources
• Reviewing APLA business organisational profile
• Developing HR strategy, motivation plans for key employees
• Carrying out diversified fundraising strategy

4.3 RISKS

• Adverse external development - changes in social policy of the Czech Republic (medium risk)
• Insufficient funding from public sources (medium risk)
• Increase in fluctuation of APLA core employees (low risk)
5. Organisational structure and team

5.1. ORGANISATIONAL STRUCTURE

1. Management, economic and grant centres

2. Educational centre – established in 2012

3. Methodological centre

4. Diagnostic and counselling centre

5. Early treatment centre

6. Therapeutic and social rehabilitation centre

7. Personal assistance, respite services and sheltered accommodation centre

8. Special regime home

9. ZAJÍC The integrated leisure centre – established in 2012

External services providers
Volunteers’ team

5.3 KEY PERSONNEL

Board:
PhDr. Hynek Jůn, Ph.D.
PaedDr. Věra Čadilová
Pavla Čížková

Revision commission:
Ing. Lenka Helebrantová
Ing. Eva Chudějová
Tereza Takáčová

5.4 PARTNERSHIP, COOPERATIONS, AND NETWORKS

Czech Association of NGO Organisations

Autism Europe

Strategic partnership with ASHOKA
6. PROFILE

6.1 ORGANISATION PROFILE

Asociace pomáhající lidem s autismem – APLA Praha, střední Čechy, o.s. (Association helping people with autism – APLA Prague, Central Bohemia)

Address: Brunnerova 1011/3, Praha 17 – Řepy, 163 00

Legal form: občanské sdružení (civic association)

ID: IČO: 266 23064

Bank account: 5111440001/4000 (account at LBBW Bank CZ a.s.)

Established: 1. 4. 2003
69 full-time employees, 66 part-time employees, 44 volunteers, 221 freelancers

E-mail: apla@apla.cz
Facebook: www.facebook.com/apla.praha

Infoline: 606 729 672
6.2 CORPORATE GOVERNANCE

6.2.1 Executive body

Ing. Magdalena Čáslavská – CEO

Board:
PhDr. Hynek Jůn, Ph.D. - Chair
PaedDr. Věra Čadilová
Pavla Čížková

6.2.2 Supervisory body

METHODOLOGICAL CENTER

Kateřina Thorová - Director
PhDr. Hynek Jůn, Ph.D.
PaedDr. Věra Čadilová

The Methodological Centre aims to increase the APLA Prague expert services quality, especially in the following areas:

- origins or approves new services for people with autism and their families, guarantees their expert quality, effectiveness and complexity, provides methodological support;
- creates typical program structures for all life phases of autistic persons and their families;
- represents the interests of autistic persons in the Czech Government Committee for People with Health Disabilities and other institutions;
- provides methodological support and supervision to the APLA Prague and Middle Bohemia employees as needed;
- guarantees quality of educational activities for parents of autistic persons and experts organized by the APLA
- guarantees expert quality of materials published by the APLA;
- researches, analyses and processes specific expert information, communicates them both to autism experts and public;
- evaluates and specifies opinions to the most complex and non-standard situations, prepares public reports, controls the expert correctness of the APLA statements
7. FINANCES

7.1 BOOKKEEPING AND ACCOUNTING

7.1.1 Bookkeeping system
Double-entry bookkeeping

7.1.2 Accounting

- in line with the Czech accounting standards applied for NGO’s
- regular yearly external auditing by a company registered in the Chamber of Auditors of the Czech Republic
## 7.2 Assets and Liabilities

### Balance Sheet (In Thousands CZK)

#### Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Value 1</th>
<th>Value 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Dlouhodobý majetek celkem</td>
<td>120</td>
<td>738</td>
</tr>
<tr>
<td>B. Dlouhodobý hmotný majetek celkem</td>
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<td>926</td>
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<td>4. Samostatné movité věci a současné movitě věci</td>
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<td>230</td>
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<td>9. Nedokončený dlouhodobý hmotný majetek</td>
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<td>678</td>
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<tr>
<td>IV. Oprávky k dlouhodobému majetku celkem</td>
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<td>-170</td>
</tr>
<tr>
<td>7. Oprávky k samostatným movitým věcem a souborám movítých věcí</td>
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<td>-170</td>
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<tr>
<td>B. Krátkodobý majetek celkem</td>
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<td>12,272</td>
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<tr>
<td>II. Pohledávky celkem</td>
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<td>1. Oddělující</td>
<td>554</td>
<td>596</td>
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<tr>
<td>4. Poskytnuté provozní zálohy</td>
<td>583</td>
<td>773</td>
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<tr>
<td>5. Ostatní pohledávky</td>
<td>15</td>
<td>16</td>
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<tr>
<td>6. Pohledávky za zaměstnanci</td>
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<td>4</td>
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<tr>
<td>8. Daň z příjmů</td>
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<td>67</td>
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<td>9. Ostatní přímé daňe</td>
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<td>13. Nároky na dozorce a ostat. zúčtování s rozp. orgánů dů. sam. celků</td>
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<tr>
<td>15. Opravní položka k pohledávkám</td>
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<td>III. Krátkodobý finanční majetek celkem</td>
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<tr>
<td>1. Pohledávky</td>
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<td>3. Účty v bankách</td>
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<tr>
<td>IV. Jiné aktiva celkem</td>
<td>5,551</td>
<td>4,356</td>
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<tr>
<td>1. Náklady přitížené období</td>
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<td>2. Příjmy přitížené období</td>
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<td>AKTIVA CELKEM</td>
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#### Liabilities

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<tr>
<th>Description</th>
<th>Value 1</th>
<th>Value 2</th>
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<tbody>
<tr>
<td>A. Vlastní zdroje celkem</td>
<td>7,792</td>
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<td>I. Jméno celkem</td>
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<td>3. Neresedizovaný zisk, neuhraněný z příjmů minulých let</td>
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<td>3. Přijaté zálohy</td>
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<td>4. Ostatní závazky</td>
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<td>5. Zaměstnanci</td>
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<td>6. Ostatní závazky vůči zaměstnanců</td>
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<td>7. Závazky k institucím soci. zabezpečení a veř. zdárn. pojist.</td>
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<td>-36</td>
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<tr>
<td>8. Daň z příjmů</td>
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<tr>
<td>9. Ostatní přímé daňe</td>
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<td>11. Závazky ze vztahu k státnímu rozpočtu</td>
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<td>17. Jiné závazky</td>
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<td>22. Dobudné údaje pasivní</td>
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<td>2. Výměny přitížené období</td>
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<tr>
<td>PASIVA CELKEM</td>
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### 7.3 INCOME AND EXPENSES

#### EXPENSES

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<thead>
<tr>
<th>A. Náklady</th>
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<tr>
<td>I. Spotřebované nákupy celkem</td>
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<td>1. Spotřeba materiálu</td>
<td>2 704</td>
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<td>2. Spotřeba energie</td>
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<td>II. Služby celkem</td>
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<td>5. Optasy a udržování</td>
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<td>6. Cestovné</td>
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<td>7. Náklady na reprezentaci</td>
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<td>8. Ostatní služby</td>
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<td>III. Osobní náklady celkem</td>
<td>25 509</td>
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<td>9. Madrové náklady</td>
<td>19 352</td>
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<td>10. Záklonné sociální pojištění</td>
<td>5 177</td>
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<td>IV. Dluh a poplatky celkem</td>
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<td>16. Ostatní dluh a poplatky</td>
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<td>V. Ostatní náklady celkem</td>
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<td>18. Ostatní pokuty a pokáre</td>
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<td>19. Odpl na nedobyté pohledávky</td>
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<td>21. Kursové zdatý</td>
<td>6</td>
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<td>24. Jiné ostatní náklady</td>
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<tr>
<td>VI. Odpisy, prodaný majetek, tvarbove reserve a opravné pokuty celkem</td>
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<td>22. Odpisy dlouhodobého nemovitého a movitého majetku</td>
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<td>30. Tvorba opravných pokut</td>
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<td>VII. Poskytnuté příspěvky celkem</td>
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<td>32. Poskytnuté členům příspěvky</td>
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#### INCOME

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<thead>
<tr>
<th>B. Výnosy</th>
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<tr>
<td>I. Tržby za vlastní výkony a za zboží celkem</td>
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<td>2. Tržby z prodeje služeb</td>
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<td>15. Uvazby</td>
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<td>17. Záložní fondy</td>
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<td>18. Jiné ostatní výnosy</td>
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<tr>
<td>V. Tržby z prodace majetku, zboží, rezerv a opravných pokut celkem</td>
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</tr>
<tr>
<td>21. Tržby z prodace materiálu</td>
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<td>VI. Přijaté příspěvky celkem</td>
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<td>27. Přijaté příspěvky (dary)</td>
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<td>28. Přijaté členští příspěvky</td>
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<td>VII. Provozní dotace celkem</td>
<td>39 324</td>
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<td>29. Provozní dotace</td>
<td>29 224</td>
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#### FINANCIAL RESULT

<table>
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<th>Výnosy celkem</th>
<th>38 803</th>
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<tbody>
<tr>
<td>C. Výsledek hospodaření před zdaněním</td>
<td>532</td>
</tr>
<tr>
<td>34. Dáta z příjmu</td>
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</tr>
<tr>
<td>D. Výsledek hospodaření po zdanění</td>
<td>489</td>
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8. ATTACHMENTS

COMPLEMENTARY FINANCIAL INFORMATION

Turnover 2003 – 2012 (in thousands CZK)

Funding 2007 – 2013 (EU Funds, State Budget, Private Donors, Foundations, Own Resources, in CZK)
Funding in 2012 (State Budget 52%, EU Funds 26%, Own Resources 18%, Fundraising 4%)
OUR DONORS AND PARTNERS

Our 2012 activities were supported by:

Prague 1, 2, 3, 4, 5, 8, 10, 11, 12, 13, 14