



DIANOVA INTERNATIONAL – NGO with Special Consultative Status
to the Economic and Social Council of the United Nations (ECOSOC)

Dianova Belgium www.dianova.be

Dianova Canada www.dianova.ca

Dianova Chile www.dianova.cl

Dianova Spain www.dianova.es

Dianova Italy www.dianova.it

Dianova Nicaragua www.dianovanicaragua.org.ni

Dianova Portugal..... www.dianova.pt

Dianova Sweden www.dianovasverige.org

Dianova Switzerland www.dianova.org

Drustvo Up (Slovenia) www.drustvo-up.si

Dianova Uruguay www.dianovauruguay.org

Dianova USA..... www.campdeerrun.org

Find the latest information about the network on

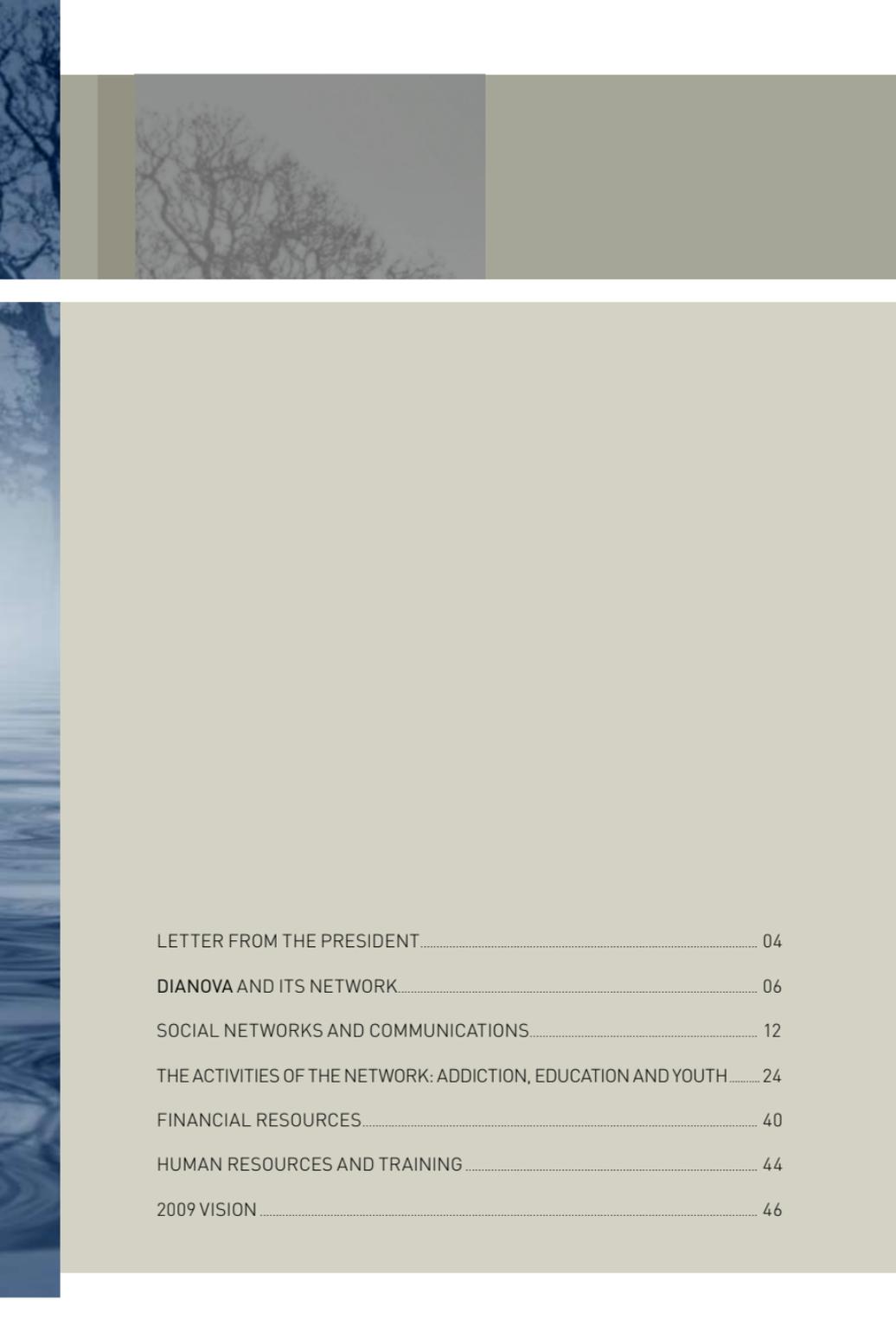
Dianova International www.dianova.org

ANNUAL REPORT 2008 | RAPPORT ANNUUEL 2008 | MEMORIA ANUAL 2008



TABLE OF CONTENTS





LETTER FROM THE PRESIDENT.....	04
DIANOVA AND ITS NETWORK	06
SOCIAL NETWORKS AND COMMUNICATIONS.....	12
THE ACTIVITIES OF THE NETWORK: ADDICTION, EDUCATION AND YOUTH.....	24
FINANCIAL RESOURCES.....	40
HUMAN RESOURCES AND TRAINING	44
2009 VISION	46

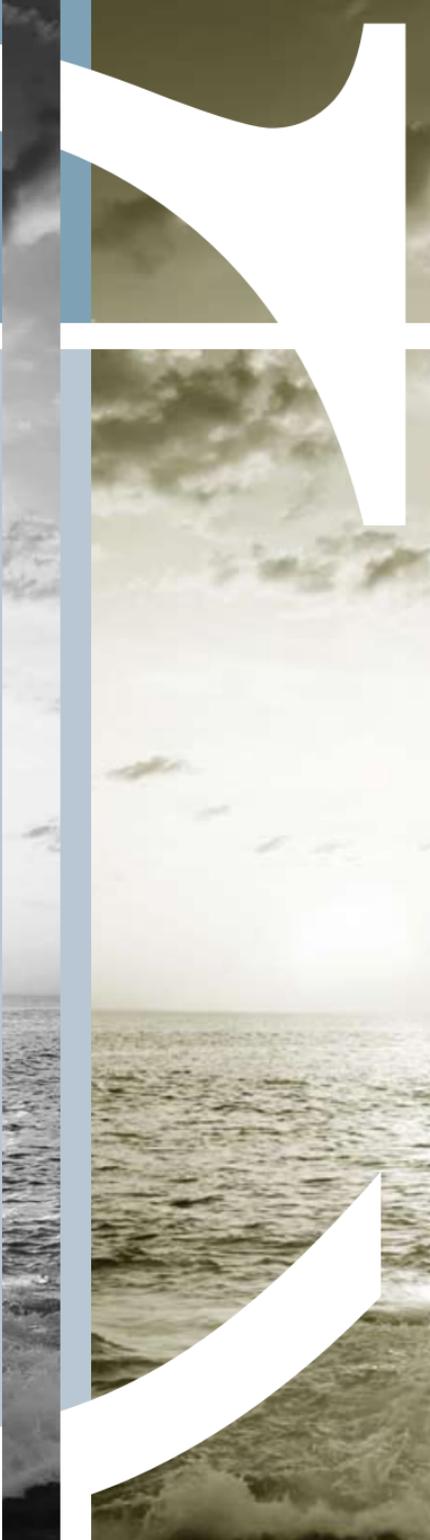
Letter from the President

CROSSROADS

2008 should leave an imprint in history as the year which saw the surge of a worldwide crisis which remains complex in its analysis and in the many facets of its consequences and, I daresay, opportunities.

2008 was also the year celebrating the 10th anniversary of **Dianova**. This is the anniversary of an experience of change, of renewal, of risk-taking, an experience of which the foundations are grounded in a thirty-year history made of struggles and claims, ignited by the huge courage that men and women can have when led by the will to help others. The capacity for resilience which has become specific to our organization actually originates from this experience.

This ten-year renewal that is characteristic of **Dianova** focuses on society's concerns at large: the state of the planet, ecology and the necessity of creating growth while, at the same time, taking into account the limitations of the planet's natural resources. We maintain that the solution is to be found in





sustainable *human* development, that is, a development capable of maintaining the right balance between producing a healthy economy, sharing social stability and protecting our environment. We will achieve this, because if one resource should be considered infinite, it is that of human ingenuity.

Our experience speaks for us. During ten years we were able to overcome every single obstacle thanks to our ingenuity, our pugnacity and our thirst for knowledge, while relying always on professionalism and innovation. We were able to achieve this thanks to the commitment of people passionate about their work; we succeeded thanks to our commitment to society and the community at every level, in locally-grounded partnerships and initiatives. Last but not least, we were able to create a strong bond with all of our partners, a bond very much close to the emotional bond which unites our members and the friends of the **Diano**-**va** network in a deep sense of belonging, a common will to do a better job, ever and again.

Tremendous opportunities may result from this crisis. Solidarity-based economic models and initiatives already exist and have proved efficient, such as those of NGO's. It is our duty to demand that those initiatives be addressed, because they will tomorrow prepare the groundwork for a society more closely related to human needs.

It was the anniversary of a ten-year experience, the opportunity to look back at the long path that we took and say: "we achieved it!" It was also the opportunity to consider our future, and it now belongs to those who will now take the helm for the next four years - the newly-elected team at the Council of the Assembly. I wish them all, and especially Luca Franceschi to whom I pass on the torch, the greatest success in this human adventure.

José Ángel Muñiz

Dianova and Its Network

INTRODUCTION

Established in 12 countries in Europe and the Americas, the **Dianova** Network is composed of nonprofit, independent member organizations that are dedicated to developing social programs and innovative initiatives. The network's activities revolve around three principle axes: addiction treatment and prevention, education and youth.

In July of 2007, **Dianova** was granted "Special Consultative Status" to the Economic and Social Council of the United Nations. This status was awarded on the basis of **Dianova's** commitment in these fields, which are three of the United Nation's principal fields of interest.

DIANOVA - PRINCIPLES AND VALUES

Our Mission: Developing initiatives and programs with the objective of promoting personal self-reliance and social progress.

Our Vision: **Dianova's** purpose is based on the conviction that, with appropriate support, each person will be able to find within him/herself the resources





necessary to achieve success in her/his personal development and social integration.

Our Values: Our ethical framework is made up of the following values: Commitment, Solidarity, Tolerance and Internationality. These values constitute the basis of our principles of action, which translate, in their specific application, into interventions that encourage self-help, self-reliance and social integration.

THE DIANOVA NETWORK AND DIANOVA INTERNATIONAL

The *Dianova Network* is the fruit of the commitment shared by all member organizations around a common mission, a common vision and common values, but it is also the fruit of the connections that each of the members has woven with its community: users of our services, institutions, NGOs, friends, family members, etc.

The network is currently comprised of 11 ordinary members established in different countries of Europe and the Americas and 4 affiliated members.

Dianova International is the network's parent organization, responsible for coordinating, directing and supporting the initiatives of its member organizations.

Dianova International is the head organization that coordinates, orients and supports the initiatives of the *Dianova Network*. Its main roles consist of:

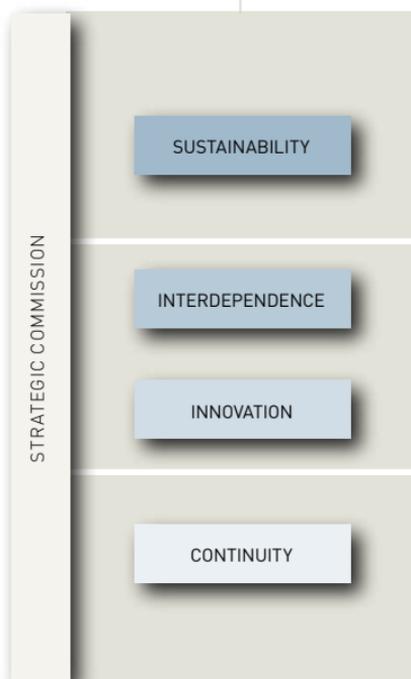
- defining the general policies of the network;
- providing advisory services in the areas of training, communications, research and development management;
- developing the exchange of good practices among its members;
- making its services available to public administrations and other social or community-based organizations, in the broadest sense of the term.

The operational unit is located in Castelldefels (Barcelona-Spain)

Dianova International develops its own initiatives in line with the common mission of the network.



ORGANIZATION REGULATIONS 2009 - 2012

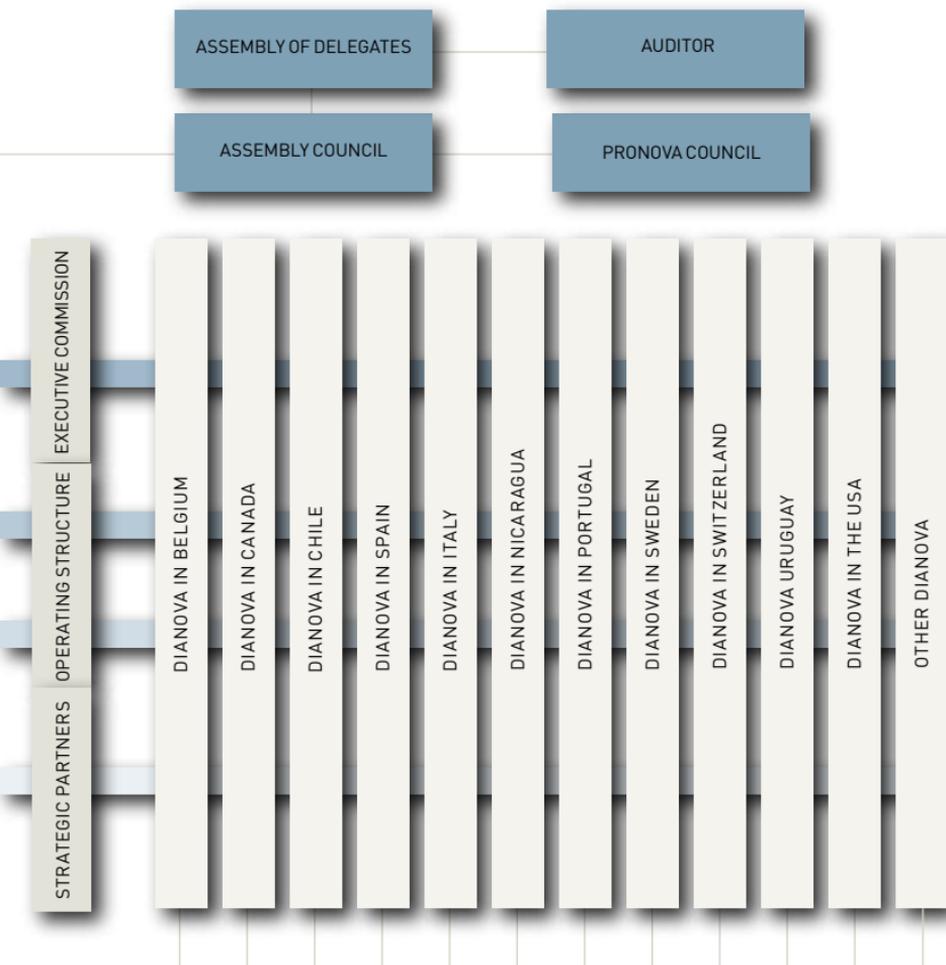


THE POLITICAL BODIES OF DIANOVA INTERNATIONAL

The Assembly of Delegates is the highest Dianova body, which is presently made up of 11 ordinary members and 4 affiliated members.

The Assembly Council applies Dianova policies.

The Operational Bodies: comprised of a strategic commission, an executive commission and the *operational unit*.



Ordinary Members

- ASBL Dianova Belgique
- Asociación Dianova España
- Associação Dianova Portugal
- Associazione Dianova Italia
- Dianova Canada Inc.
- Dianova Idell Förening (Sweden)
- Dianova USA Inc
- Fondation Dianova Suisse
- Fundación Dianova Chile
- Fundación Dianova Nicaragua
- Fundación Dianova Uruguay

Affiliated Members

- Drustvo "Up"
- Fondation Ciproso
- Fundación Dianova España
- Fondazione Dianova Italia

Assembly Council

- José Ángel Muñoz Rivero, President
- Mary-Christine Lizarza, Vice-president
- Jordi Alós
- Michele Bellasich
- Davide Brundu
- Esther del Río
- Bruno Ferrari
- Luca Franceschi
- Rafael Goberna
- Lander Lujanbio
- Carmen Santos

Operational Unit

- Montserrat Rafel, Executive Director
- Umberto Bini, Communication Director
- Xavier Agustí Pagans, Communication Assistant
- Begoña Colomina, Operational Unit Coordinator
- Loli Fernandez-Palacios, Administration Supervisor



Social Networks & Projects, Communications



Celebration of Dianova 10 years Anniversary Under the Motto: "Together, Farther"

On November 7th and 8th, close to two hundred guests and delegates from Europe and the Americas reunited at the Rafael Atocha hotel in Madrid for a two-day event, including formal presentations, exchanges and a celebration party for the tenth anniversary of the Dianova Network.

Mr. Santiago Nebot, president of Dianova in Spain, gave the opening address and the moderator was Mr. Bruno Ferrari, member of the Assembly Council of Dianova International.

I – A summary of the history of the Dianova Network and its evolution from the seventies through present time, by its main protagonists.

Montse Rafel, Executive Director of Dianova International

José Ángel Muñiz, President of Dianova International

"[...] Our organization comes from a long

childhood and adolescence. If we add the previous stage, in 2008 we would be celebrating our 34th birthday."

"[...] After years of creativity followed by a ruinous leadership, Dianova has become a useful, dedicated organization, with sustainable leadership."

II – Dianova Moments: these prominent individuals have been engaged with the Dianova Network for a long period of time in a relationship of mutual respect. They share their visions and their experiences with the organization.

Fermin Castiella, Director of the *Regional Anti-Drug Plan* of the Government of Navarra

Jean Heim, Attorney, former Chairman of the Lausanne Bar, former member of the Parliament of the Lausanne Canton

Domingo Comas, Sociologist, President of the *Atenea Foundation - GID Group*

Rafael Goberna, Founding partner of the *Mediterráneo Consultores Group*



Maurizio Coletti, President of *Itaca Europe*, consultant to the Italian Ministry of Social Affairs

Ana Martí, Partner of *MC Economistas Auditores*

Joaquín Ruíz-Giménez Aguilar, Attorney, former President of *Dianova* Spain

Pablo Vega Buccicardi, Founder and director of the *Innovation Centre for Life and Business* (CIVE), in Chile and Spain

María Calero, Director of ACLAD – addiction and substance abuse service in Spain

Concha de Lucas, Director of Marketing

Fermín Castiella
“(...) We were missing specific resources for minors in social conflict who also used drugs. We had an unresolved problem and *Dianova* stepped in to find a solution (...) *Dianova* is ready to become a mature organization.”

Jean Heim
“(...) Now we can say that *Dianova*’s me-

tamorphosis has finished; the protagonists in this process can be proud of the results of their efforts.”

Domingo Comas

“(...) Our relations go much beyond trust and a professional relationship; we have established a very strong complicity. (...) What they provide in the present is acknowledgement of our history and is a guarantee of an effective and efficient future.”

Rafael Goberna

“(...) One of the key decisions taken by *Dianova* has been to mature. Getting older isn’t a choice, because time will take care of that. But becoming mature is optional and is a deliberate decision taken to continue on the path of learning and development.”

Maurizio Coletti

“(...) They have to keep working on the *Dianova* “brand” or, in other words, what makes them unique: their programs, the identity of a very special organization, open to other European networks and social institutions.”



Ana Martí

"Working with Dianova is of great interest (...) because the entire team is concerned about having clear accounts, organized accounting, which they use as a management tool for taking decisions."

Joaquín Ruíz-Giménez Aguilar

"(...) I am thankful that due to this "love at first sight", I have installed myself in your lives and you can continue counting on me forever and ever."

Pablo Vega Buccicardi

"(...) The resilience this organization has is one of its finest characteristics. You are able to stop in awkward and complex places, then you rise up and set off again. You continue to draw strength from and become stronger in these adverse moments (...) in peace with history and connected for the future."

María Calero

"(...) I feel proud. I have never been at a convention where I have said that before (...) The effort of so much work so well done is truly moving for me (...) Thank you for being who you are and remembering me."



Concha de Lucas

"[...] What is truly important anywhere are the people [...], I am convinced that if there were more committed people, it would help prepare a better world."

III - Given the changes taking place in our society, what will be the future modalities of the social commitment of the Dianova network and its positioning?

Luca Franceschi, member of Dianova International Assembly Council

Presentation of the 2009-2012 Strategic Plan

"[...] Our commitment lies in the way that the organization is always fully articulate with social policies; we would never put the interests of the organization before those of society as a whole..."

"[...] The Dianova organization is top-rate teamwork [...] We are convinced that humanity is a large family with common interests and that the role of an NGO is to promote collaboration at all levels."

Elena Goti, Dianova International Consultant
Consultant to the United Nations: a global commitment

"[...] Dianova has engaged into international participation, an effort that they face decisively because the international arena brings about the possibility to create close bonds with other NGO's that are engaged in giving voice and visibility to people at-risk of social exclusion, the ones NGO's are working for."

Giro de Roover, Dianova USA Executive Director and Xavier Navarro, GrupActiva Executive Director

An innovation example in the Dianova network - www.elboscanimat.com

Developed jointly by Dianova and "Catalunya en Miniatura" (Miniature Catalonia), the *Bosc Animat* (or Enchanted Forest) offers a wide range of different circuits both for school leisure activities and for associations, as well as for other publics (companies, etc.). Located close to Barcelona, the *Bosc Animat* is the chance for a fun and educational experience.

IV- Examples of Best Practices by the Dianova Network Member Organizations

Dianova in:

Belgium: *Substitution Treatment in Residential (Therapeutic Community) and Outpatient Programs*

<http://www.dianova.org/docs/10-years/Best-Practices-Belgium.pdf>

<http://www.dianova.org/docs/10-years/etude-dr-lamy.pdf>

Canada: *BreakAway Program: Primary and Secondary Prevention*

<http://www.dianova.org/docs/10-years/Best-Practices-Canada.pdf>

Chile: *Residential Drug Treatment Program with Gender Perspective for Women with Dependent Children*

<http://www.dianova.org/docs/10-years/Best-Practices-Chile.pdf>

Slovenia: *Presentation of the Up Association: Programs and Best Practices*

<http://www.dianova.org/docs/10-years/Best-Practices-Slovenia.pdf>

Spain: *Evolution of Healthcare Modalities for Socially Vulnerable Adolescents*

<http://www.dianova.org/docs/10-years/Best-Practices-Spain.pdf>



Italy: *A Tool for Commitment and Transparency: the Social Report*
<http://www.dianova.org/docs/10-years/Best-Practices-Italy.pdf>

Nicaragua: *NEOVIDA Program: Prevention Tools and Strategies for At-risk Youth*
<http://www.dianova.org/docs/10-years/Best-Practices-Nicaragua.pdf>

Portugal: *The Quality Management System - Impact and Benefits*
<http://www.dianova.org/docs/10-years/Best-Practices-Portugal.pdf>

Sweden: *Transnational Therapeutic Itineraries*
<http://www.dianova.org/docs/10-years/Best-Practices-Sweden.pdf>

Uruguay: *Specific Modalities for Specific Profiles*
<http://www.dianova.org/docs/10-years/Best-Practices-Uruguay.pdf>

USA: *Partnerships with Schools and Youth Agencies & Development Assets*
<http://www.dianova.org/docs/10-years/Best-Practices-USA.pdf>

INTERNATIONAL RELATIONS

2008 was remarkable in terms of contacts and diplomacy. In-depth research was done by **Dianova** representatives in the area of international organizations, seeking to become more familiar with the area's main protagonists, as well as understanding the specific dynamics of the sector. Invitations and association proposals were high, but only those were accepted that were considered interesting for **Dianova** and could be sustainable in the long term.

Participation efforts at international forums, done throughout 2008, helped **Dianova** weave together and secure, along with other actors in civil society, a network capable of giving voice and visibility to people at risk of social exclusion, for whom we work. In addition, participation provided the organization with greater visibility and international prestige.



2008 Highlights

February 2008: **Dianova** became member of CONGO in Geneva.

March 2008: **Dianova** attended the CND annual meeting in Vienna. **Dianova** became a member of VNGOC, in Vienna. Starting in March, **Dianova** participated in New York in different permanent CONGO commissions on education, youth and drugs, which continued through December.

April 2008: **Dianova** attended the ECOSOC Forum on Sustainable Development in New York. During the same month the **Dianova** program for at-risk adolescents in Spain was presented at the UN headquarters in New York City. Presentation is available on the DESA web site at: <http://esa.un.org/coordination/ngo/new/best/story.asp?id=dianova>

July 2008: **Dianova** attended the assembly of the 'Beyond 2008' Commission that was held in Vienna. 300 NGOs from around the world were invited to this meeting. **Dianova** received two in-

vitations – one as an NGO and another as a Network of NGOs, the latter being considered a distinctive added value for an international organization. 'Beyond 2008' concluded with a Resolution that was created by consensus and presented to the UNODC as the contribution of civil society for the preparation of the high-level segment to be held in March 2009. The objective of this meeting was to establish an international policy on drugs for the decade 2008–2018.

'Beyond 2008' asked participating NGOs to send letters to their respective authorities with a copy of the Resolution. The objective was so that members of the delegations that went to Vienna in March 2009 kept in mind the contributions of civil society when designing drugs policies for the next ten-year period.

Dianova, through its representatives in the countries in which it operates, had strong participation in this 'political stage' of 'Beyond 2008', as many high-level officials received letters and a copy of the Resolution, and were asked to include them in their own resolutions.



August 2008: Dianova made contact with UNESCO in Paris to implement the establishment of 'operative relations' between the two international organizations.

November 2008: Dianova was nominated and elected to hold a two-year post as deputy secretary of the VNGOC in Vienna.

Glossary of International Organizations

CONGO: *Conference of NGOs* with headquarters in New York, Vienna and Geneva.

CND: *Commission on Narcotic Drugs*; the commission that reviews compliance with the international standards signed by UNODC.

UNODC: *United Nations Organization on Drugs and Crime*; with headquarters in Vienna, it is the UN agency dealing with the issue of illegal drugs.

VNGOC: *Vienna Non Governmental Organization Commission*; based in Vienna and bringing together different NGOs working in drug-related issues.

ECOSOC: *Economic and Social Council of the UN*; based in New York, it is the UN body which task, among other, is to establish and maintain ties with civil society.

DESA: *Department of Economic and Social Affairs*; based in New York it specializes, among other issues, in Youth and Social Development.

Beyond 2008: In 1998 was held a United Nations General Assembly on the issue of Narcotic Drugs. Heads of state and high-ranking officials from many countries attended the assembly which established the decade's objectives. With this period drawing to an end, 'Beyond 2008' arose as a response of civil society to make their voices heard and have an impact on the design of drug policies for the next decade, 2008-2018.

The *Bosc Animat*, a Social Development Project of Dianova

Dianova has been acknowledged for its expertise and ten-years dedication to provide environment-based programs

directed at the development of disadvantaged young people of New York State, with a set of experiential education techniques especially designed to develop skills and personal abilities. In 2008, a new project was launched by Dianova and a well-known attraction, *Catalunya en Miniatura* to transfer this expertise in Spain, in a joint effort of the non-profit sector and the world of business. The *Bosc Animat* consists of a large adventure-based ropes challenge course program with 52 different activities providing educational experiences and fun. The *Bosc Animat* is open to every one, including schools, companies, non-profit organizations and all can find a concept dedicated to fun and learning experiences, available throughout the year.

The *Bosc Animat* is located in a beautiful woodland, at 13 kilometers from Barcelona, inside the *Catalunya en Miniatura* theme park, partner of the project, which is dedicated to architectural scale models, the largest of its kind worldwide.

The *Bosc Animat* social project is developed in partnership with *GrupActiva* which has been dedicated to organizing sports

events and activities for businesses and individuals since 1989. Half of the proceeds from the project will benefit the various social programs developed by the Dianova Network.





DIANOVA'S COMMUNICATIONS **A New Visual Identity**

New Logo

For its tenth anniversary, the **Dianova** Network decided to revamp its visual identity in order to reflect the evolution of the network, although maintaining a graphic continuity in the logotype.

New Motto

Learn | Grow | Achieve

Reading the new **Dianova** motto evokes the aspirations both of the network and of the people we help and accompany in their search for a solution to their problems.

Learn - means changing, modifying one's world vision as a result of introspection and positive interactions with others. Learning also means taking risks, since we can learn only when trying to do something we can't do yet, at every level. Learning enables us to grow.

Grow - means building, identifying with the very values which define us. The various programs of the **Dianova** network are based on a similar process of growth, which leads to the individuals' accountability, to themselves and others. And growing, finally, means being capable of achieving.

Achieve - means creating; it means demonstrating what we are through our actions. Building with responsibility and dignity means living every day as a success. It means making our dreams come true, both for each individual and for the organization as a whole.

E-magazine

This electronic magazine addresses general themes related to addiction, education and youth development issues. The magazine also focuses on various events related to the **Dianova** network worldwide.

The Network NewsBriefs

Specifically, this publication is utilized



as a way to report rapidly concerning events originating from the **Dianova** Network, including new programs and activities, meetings, conferences, etc.

Annual Report

This publication, distributed both electronically and in print is sent to all **Dianova** stakeholders, including friends, network partners and personnel.

Corporate Video

A three-minute production that depicts the programs developed in the various countries where **Dianova** operates. The video was made by Director Josep María Isidoro, production was by *Prodimag*, based on an idea by the *TBWA* advertising agency.

A leaflet was also created on the activities of **Dianova** and the network's various programs worldwide.

Publications of the Network

It is not relevant to list every single

document published by the **Dianova** network member organizations. However, we would like to emphasize the fact that **Dianova** external communication policies and vehicles play a major role in the activities of the network.

All member organizations publish electronic newsletters and magazines, press releases, brochures and other corporate documents. In addition, some member organizations have had the opportunity to publish articles of interest in scientific magazines, to give interviews for television and to produce videos.

All publications, videos and photos published by **Dianova** are available at:

<http://www.dianova.org/en/content/di-publications.html>

The Activities of the Network

The activities of the **Dianova** Network focus on three main areas that are often interrelated and interdependent: addictions, education and youth. The network is also committed to other facets of social and community development, in particular for women, homeless people and the elderly.

ADDICTION SERVICES

The **Dianova** network offers a variety of programs and activities dedicated to providing support to those suffering from substance abuse (alcohol and other drugs). These programs may have a generalist or specialized focus and are grounded on science-based approaches and methodologies.

The Dianova Model: Essential Principles Common to all Programs

Optimum Closeness – A relationship of mutual trust (therapeutic alliance) is developed between the addiction professional and the person to strengthen the person's emotional safety and motivation to change. Intrinsic motivation doesn't exist, it is rather developed day after day; the **Dianova** model is designed to encourage its development.

Involvement – Programs' beneficiaries are not passive, but rather they are actors in their own change process. They actively participate in defining the program objectives and the strategies that will be articulated by both parties to achieve success.

Interdisciplinarity – The programs are made up of teams of professionals with different and complementary specialties and knowledge, with the aim of fully responding to each person's needs. This concept is also applied to the reference environment (physicians, social workers and/or family members/friends).

Integrality – Our model is characterized by a holistic and individualized approach while working in a network, which tackles the set of problems as a whole and take advantage of the individual's potentialities as a condition for the effectiveness of his/her therapeutic project.

The therapeutic Community (TC)

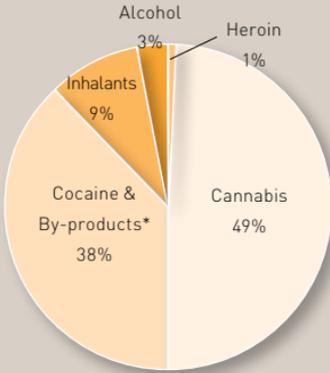
The **Dianova** network residential programs are developed in accordance with a specific methodology, that of therapeutic communities. Special programs are then designed to meet the specific needs of different profiles.

Definition

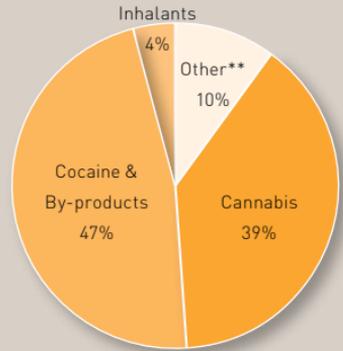
The TC is a residential, medium to long-term, therapeutic instrument (6 months to 2 years) for individuals with addiction or substance abuse related problems (psychoactive substances). The TC treatment approach emphasizes the use of the community context as a method for fulfilling the participant's therapeutic project, which is grounded on abstinence as a means to achieve self-reliance and social reintegration.

Primary Substance of Abuse Before Treatment (Adolescents)

2008



2007

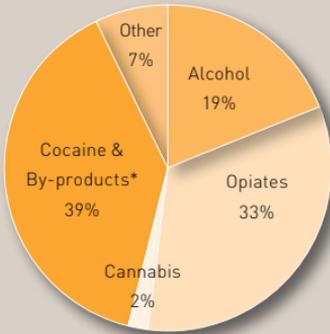


*Cocaine, crack & "pasta base" (maceration of coca leaves with solvents, used in South America)

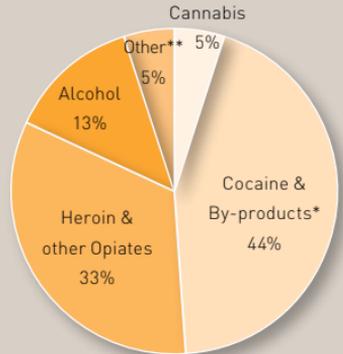
**Opiates, ketamin, alcohol and prescription drugs of abuse

Primary Substance of Abuse Before Treatment (Adults)

2008



2007



*Cocaine, crack & "pasta base"

**Anphetamins, designer drugs & prescription drugs of abuse



Keywords

Psychoactive Substances: a chemical substance that acts primarily upon the central nervous system, resulting in changes in perception, mood, consciousness and behavior.

Community Context: makes reference to the center's environment in a broad sense (activities, house rules, etc.), to the group of participants and the team of professionals. The community context represents a therapeutic tool in itself – favoring positive interactions that lead participants to deeper levels of understanding and learning.

Therapeutic Project: represents the objective of individual therapeutic evolution. It therefore varies depending on the expectations, needs and possi-

bilities of each person. In *Dianova*, the TC is grounded in a community-based approach although each therapeutic project is for personalized application and monitoring, steered by the interdisciplinary team.

Abstinence*: abstinence represents an instrument common to all TC's, a means for participants to obtain the optimal mental/physical state for taking their own decisions about their life.

**Except for drug substitution/maintenance programs*

Self-Reliance: represents the capacity of people to govern and manage their lives with all their faculties and aspirations, in all respects: social and family relations, work, controlled drug use or abstinence.



Programs

Residential Drug Treatment Program for Adults

<http://www.dianova.org/en/content/01-addictions-therapeutic-community-adults.html>

Residential Drug Treatment and Educational Program for Adolescents

<http://www.dianova.org/en/content/02-addictions-therapeutic-community-adolescents.html>

Description of program available on the Civil Society Best Practice web site (NGO IRENE network - UN) at: <http://esango.un.org/irene/?page=viewContent&nr=25&type=2§ion=2>

Residential Drug Treatment Program with Drug Substitution/Maintenance Component

<http://www.dianova.org/en/content/03-addictions-therapeutic-community-substitution.html>

Residential Drug Treatment Program for Women with Dependent Children

<http://www.dianova.org/en/content/04-addictions-therapeutic-community-women-children.html>

Also available at:

<http://esango.un.org/irene/index.html?page=viewContent&nr=374&type=2§ion=2>

Residential Treatment Program for Alcohol Dependence

<http://www.dianova.org/en/content/05-addictions-therapeutic-community-alcohol.html>

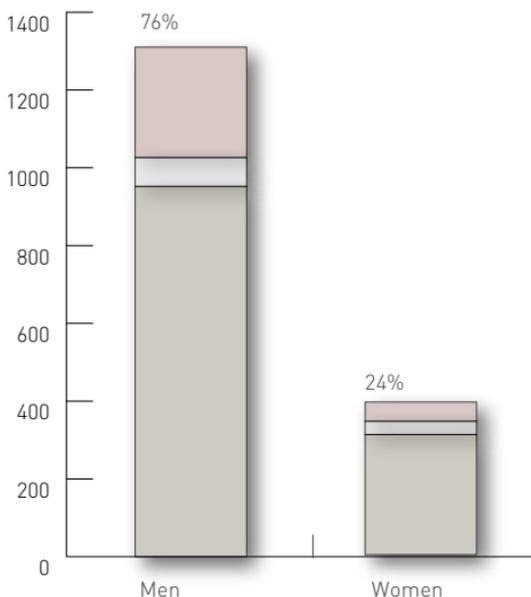
Outpatient Programs (follow-up, motivation, relapse prevention and reintegration programs)

<http://www.dianova.org/en/content/06-addictions-outpatient-programs.html>

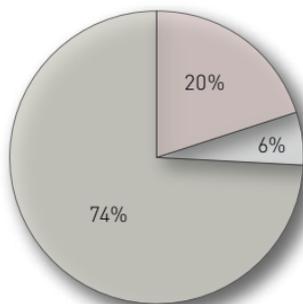
Addiction Services - Overview

	Adolescents	Young Adults	Adults	Total
Men	284	74	952	1310
Women	51	35	317	403
Total	335	109	1269	1713

Gender



Addiction Services

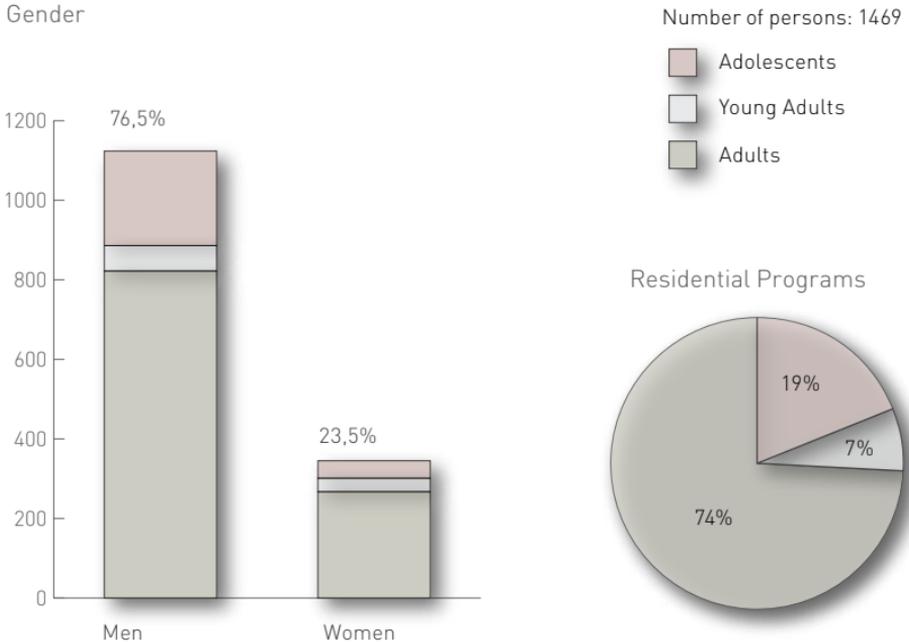


	Men	Women
Adolescents	284	51
Young Adults	74	35
Adults	952	317

Addiction Services – Residential Programs

	Adolescents	Young Adults	Adults	Total
Men	238	64	822	1124
Women	44	34	267	345
Total	282	98	1089	1469

Gender

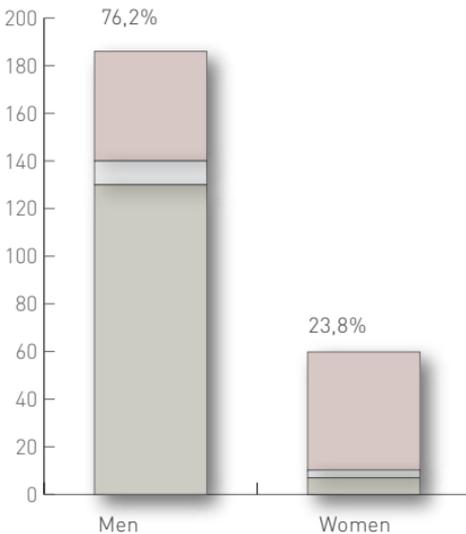


	Men	Women
Adolescents	238	44
Young Adults	64	34
Adults	822	267

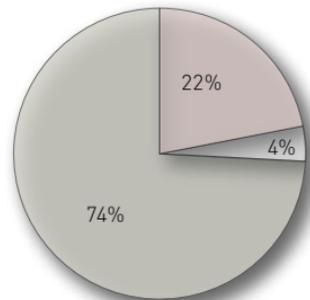
Addiction Services - Outpatient Programs

	Adolescents	Young Adults	Adults	Total
Men	46	10	130	186
Women	7	1	50	58
Total	53	11	180	244

Gender



Outpatient Programs



	Men	Women
Adolescents	130	7
Young Adults	10	1
Adults	46	50

EDUCATION SERVICES

The set of programs and activities of the **Dianova** Network is based on a socio-educational process designed to promote self-reliance and decision making. The community context of residential centers is a key-element of an overall, in-depth educational process.

The Components of the Socio-Educational Climate in TC's

Relational Climate - it makes reference to the atmosphere generated through personal relationships – peers and addiction/education professionals. This atmosphere promotes educational and psychosocial development while emphasizing on a) quality relationships, b) mutual respect, and c) the trust provided by collective support.

Educational Climate - the TC must be viewed as a place for (re)learning or,

in other words: a) dedicated to participants' personal and social growth, b) with valid educational instruments (vocational trainings, schooling, distance education, etc.) and c) capable of endowing learning with meaning.

Safety Climate - it translates into the peacefulness and calm of the environment, a regulated lifestyle, a privileged location (most of TC's are in the midst of nature). All these elements favor feelings of trust and safety among participants and foster learning.

Belonging Climate - when participants feel that their learning environment is positive and meaningful, that it fosters constructive relationships and ensure their protection and safety, it results in a sense of belonging likely to generate respect for others and the acceptance of standards and values.

The Four Spheres of Knowledge

The educational processes aim to encompass the four spheres of knowledge:

- **Knowledge** - the acquisition of knowledge through educational means.
- **Know-how** - the acquisition of skills and experiences for performing intellectual, artistic or manual/craft activities.
- **Being** - the educational means that favor optimal balance both on the physical and mental levels, favoring motivation and personal growth.
- **People skills** - the ability to interact in a fashion that is appropriate to our humane and ecological environment.

Programs

Las Marías School (Nicaragua)

<http://www.dianova.org/en/content/07-education-lasmarias-school.html>

"Educate to Prevent", Risk Prevention Program for Teachers

http://www.dianova.pt/index.php?option=com_content&task=view&id=31&Itemid=60

"Educate to Prevent", Risk Prevention Program for Student

http://www.dianova.pt/index.php?option=com_content&task=view&id=31&Itemid=60

Residential Drug Treatment and Educational Program for Adolescents

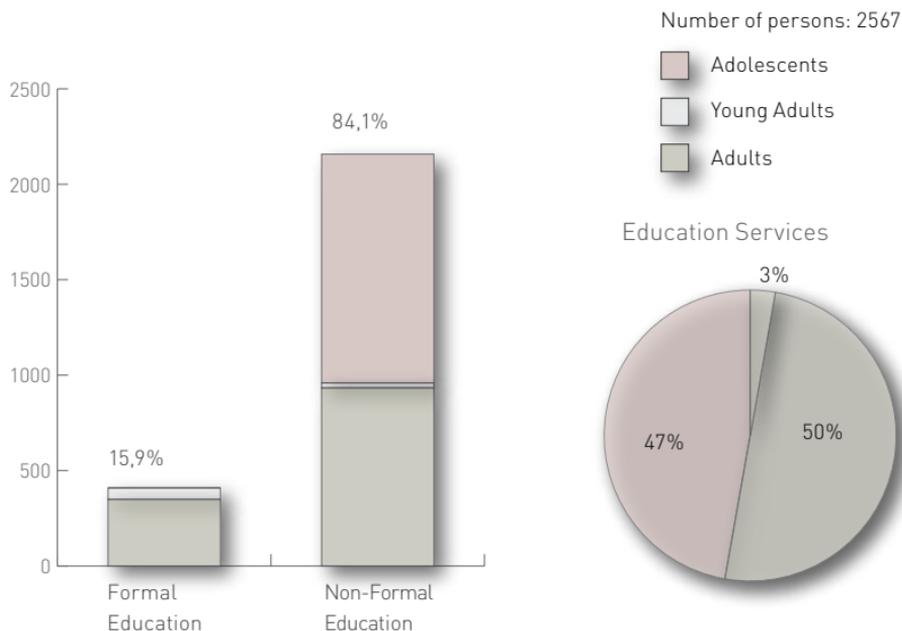
<http://www.dianova.org/en/content/02-addictions-therapeutic-community-adolescents.html>

Residential Drug Treatment Program for Women with Dependent Children

<http://www.dianova.org/en/content/04-addictions-therapeutic-community-women-children.html>

Education Services - Overview

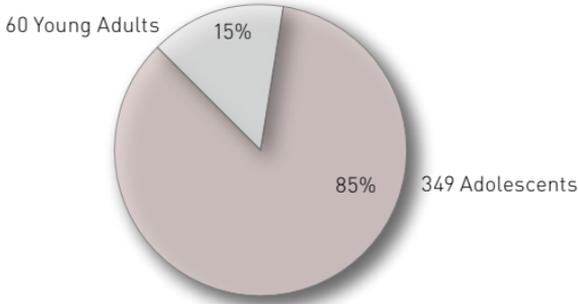
	Adolescents	Young Adults	Adults	Total
Formal Education	349	60	0	409
Non-Formal Education	933	26	1199	2158
Total	1282	86	1199	2567



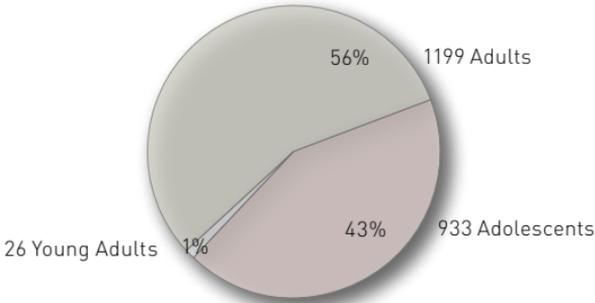
	Men	Women
Adolescents	0	1199
Young Adults	60	26
Adults	349	933

EDUCATION SERVICES

Formal Education



Non-Formal Education





YOUTH SERVICES

Dianova programs are dedicated to addressing the needs of vulnerable or at-risk young people: drug or alcohol use, family breakups, school dropout, unaccompanied foreign adolescents, street youth, abusers or being abused – with the objective of accompanying them in an educational and personal development process.

Youth Programs

Residential Program for Unaccompanied Foreign Adolescents

<http://www.dianova.es/content/que-hacemos-menas-residencial.html>

Urban BreakAway Program for Street Youth

**Summary report on Urban BreakAway program by the Douglas University Mental Health Institute: http://www.Dianova.ca/pub/rapport_repit_urbain.pdf*

Camp Deer Run-Personal Development Program for Underprivileged Youth

<http://www.campdeerrun.org>

<http://www.dianova.org/en/content/08-youth-personal-development.html>

“Empowering my life” Prevention Project

www.dianova.ca/en/addictions-prevention-project.html

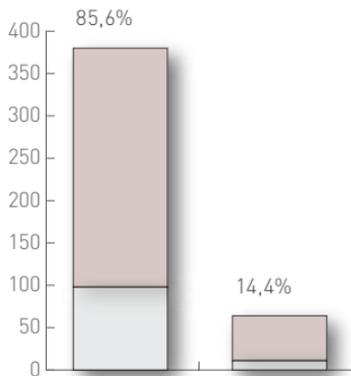
Youth Services - Overview

ADDITION SERVICES	Adolescents	Young Adults	TOTAL
Residential prog.	282	98	380
Outpatient prog.	53	11	64
Reintegration prog.	0	0	0
TOTAL	335	109	444
EDUCATION SERVICES	Adolescents	Young Adults	TOTAL
	1282	86	1368

Adolescents
 Young Adults

Addiction Services

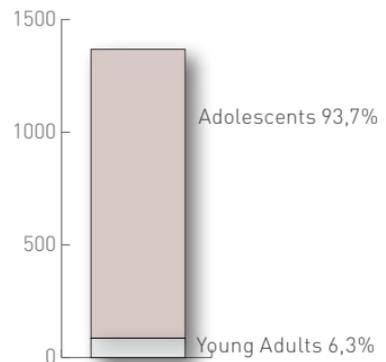
Number of persons: 444



	Residential	Outpatient
Adolescents	282	53
Young Adults	98	11

Education Services

Number of persons: 1368



	Education
Adolescents	1282
Young Adults	86

Social & Community Services Programs

Dianova social programs endeavor to help those in need thanks to close partnerships that are developed in every community in the various countries where the organization operates: help or intake of persons in emergency situations, help for the elderly, transition lodging and reintegration of homeless individuals, etc.

Community & Social Housing Project " St-André Townhouse"

www.dianova.ca/en/social-housing.html

"EXIT" Reintegration Project

http://www.dianova.pt/index.php?option=com_content&task=view&id=172&Itemid=135

"SOLIS" Social & Community Development Project

http://www.dianova.pt/index.php?option=com_content&task=view&id=171&Itemid=135

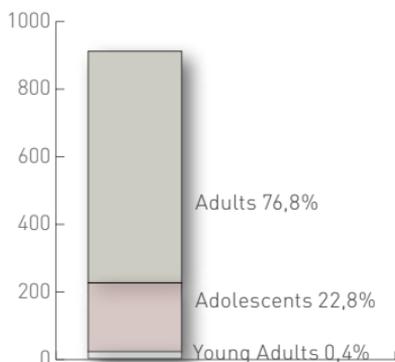
Social & Community Services - Overview

	Adolescents	Young Adults	Adults	TOTAL
TOTAL	204	4	685	893

Number of persons: 893

- Adolescents
- Young Adults
- Adults

	Social & Community Services
Adolescents	1282
Young Adults	86
Adultss	4





Financial Resources

The Organisation Internationale **Dianova** (Dianova International) is an NGO established under Swiss law with international activities in accordance with the European Convention of 24 April 1986 as regards the Legal nature of International Non-Governmental Organizations. It provides support to the **Dianova** Network in the fields of corporate identity, exchange of knowledge, ongoing training of human resources, organization and finances. It projects these activities from its headquarters in Switzerland and from its operational unit located in Castelldefels (Spain).

The 2008 financial year closed with a deficit of 280,573.57 Swiss Francs (189,634.40 Euros) compared to the surplus of 23,976.37 Swiss Francs recorded in the 2007 financial year. The majority of this deficit is owing to the valuation result in Swiss Francs, and not real losses, of specific headings on the balance sheet expressed in Euros and that, in accordance with account-

ing standards, must be included as an expense on the financial year profit and loss account.

The volume of financial resources managed were slightly more than 1,442,000 Swiss Francs (975,000 Euros), coming largely from selfless and generous collaborations from institutions, companies and individuals (88%), as well as from equity earnings (9%), fees from members of the **Dianova** Network (2%) and from the provision of services to third parties. Over 85% of the resources managed were allocated to direct support initiatives (partial, non-refundable subsidies of social projects and initiatives) and indirect support (corporate identity, knowledge exchange, ongoing training, etc.), while the remaining 15% corresponded to general expenses and management.

In addition to the volume of resources managed, **Dianova** International committed to long-term funding of Dia-



nova Uruguay for an amount of nearly 222,000 Swiss Francs (150,000 Euros) for overall redevelopment and new orientation of the Melilla facility.

Finally, and as part of the organization's policy of diversification of investments in social projects, a financial contribution of almost 592,000 Swiss Francs (400,000 Euros) was made to the *Bosc Animat* project.

The financial year's general accounting and annual accounts were supervised by the Dino Venezia Accounting and Tax Firm in Lausanne (Switzerland) and, after being approved, they are deposited with the Finance Administration of the Canton of Vaud. The annual accounts were also subsequently submitted for examination and review by the external audit company *Fiduciaire Comte et Associés*, Carouge-Geneva (Switzerland). The entire positive audit report can be read on the organization's website (www.dianova.org).

Balance Sheet As Of 31 December 2008

	2008	2007
ASSETS		
Fixed assets		
Intangible fixed assets	1,00	1,00
Tangible fixed assets	10.302,95	19.184,21
Material fixed assets in process	61.786,01	0,00
"Bosc Animat" Project	591.820,00	0,00
Total fixed assets	663.909,96	19.185,21
Liquid assets		
Cash & banks, short-term deposits, portfolio securities	1.968.636,66	2.723.144,29
Sundry accounts receivable	9.513,31	26.336,60
Long-term loans to members	3.812.800,35	4.448.320,88
Guarantee deposits	5.936,39	7.387,48
Temporary assets	49.692,53	9.864,44
Total liquid assets	5.846.579,24	7.215.053,69
TOTAL ASSETS	6.510.489,20	7.234.238,90

Net Equity & Liabilities

Net equity		
Establishment provision	1.250.000,00	1.250.000,00
Reserves	1.776.330,25	1.752.353,88
	3.026.330,25	3.002.353,88
Financial year earnings	-280.573,57	23.976,37
Total net equity	2.745.756,68	3.026.330,25
Liabilities		
Sundry accounts payable	50.303,02	236.347,86
Long-term loans	3.684.079,50	3.790.522,50
Temporary liabilities	30.350,00	92.914,40
Provisions for exchange rate risk	0,00	88.123,89
Total liability	3.764.732,52	4.207.908,65
TOTAL NET EQUITY & LIABILITIES	6.510.489,20	7.234.238,90

2008 Financial Year Profit & Loss Account

	2008	2007
EARNINGS		
Member fees and donations	30.363,34	28.664,55
Net subsidies	1.262.204,11	1.487.254,84
Miscellaneous earnings	19.084,89	6.000,00
Financial earnings & products	130.736,03	96.701,60
Dissolution of provisions of portfolio securities	0,00	559.009,85
Foreign exchange gains	0,00	74.986,19
Total earnings	1.442.388,37	2.252.617,03
EXPENSES		
Social actions	492.094,69	1.050.140,98
Wages & social security	524.224,48	493.161,49
Rents	51.390,52	65.995,40
External institutional & legal advisory	270.893,85	330.226,66
Banking interests & charges	28.297,18	29.275,57
Social security & donations	11.680,87	0,00
General expenses	46.133,19	203.751,49
Foreign exchange losses	256.753,95	0,00
Amortization & leasing	15.113,16	32.116,07
Taxes & fees	26.380,05	23.973,00
Total expenses	1.722.961,94	2.228.640,66
RESULT		
Positive (negative) surplus	-280.573,57	23.976,37

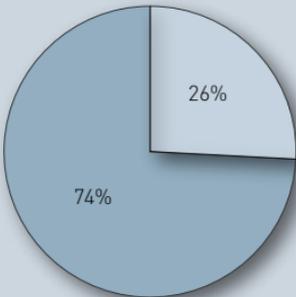
(Figures in CHF)
1 EUR = 1,47955 CHF (31/12/08)

Human Capital

Dianova endeavors to maintain privileged relations with its personnel, with the objective of involving them all and ensuring that each person gives the best of themselves in a work that is highly demanding. The underlying pillar of this relationship is respect, a basic condition for sincere com-

mitment. Respect is not a hollow word for **Dianova**, as it represents a set of policies that on the one hand encourage motivation and attachment to the organization's values and philosophy and, on the other, guarantee that all employees have decent jobs in a respectful and fair setting.

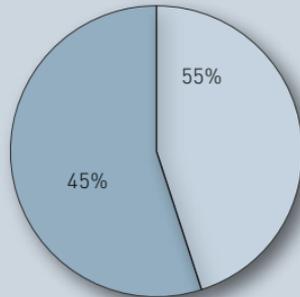
By Service Category



Personnel as of 12/31/2008 = 619

- Admin./Support Services = 162
- Services for Persons = 457

By Gender



- Men = 339
- Women = 280

TRAINING

The importance given to training is a key-element in the management of human capital carried out by **Dianova**. In all areas – services for persons, administration and

management - learning lets new horizons be opened and new and different focuses be experienced, with the objective of constantly improving our practices. Guaranteeing high training levels is to heed the organization's mission: to help people grow.

By Intervention Area

TRAINING AREA	N° OF SESSIONS
Management Development	29
Development of Onsite Care Teams	54
SPECIAL TRAINING SESSIONS	
Services for Persons	232
Administration & Support Services	28
TOTAL	343

By Geographical Area

AREA	N° OF SESSIONS
EUROPE - Belgium, Spain, Italy, Portugal, Sweden	302
NORTH AMERICA - Canada, USA	18
SOUTH AMERICA - Chile, Nicaragua, Uruguay	23
TOTAL	343

Internship Convention

- University of Barcelona, Department of Psychology Erasmus Mundus official Master in Work Psychology, Organizational and Human Resources Psychology – University of Barcelona, Dept. of Psychology
- IBEI Foundation – Barcelona Institute of International Studies, Master in International Relations

Vision 2009

TOMORROW, OUR FUTURE

At the end of year 2008, more than two hundred delegates, and as many guests, reunited in Madrid to celebrate **Dianova's** tenth anniversary. Those ten years saw the birth and growth of our network as a meaningful human experience. The celebration was the opportunity to open doors to the future with the presentation of our **strategic plan through the year 2012**.

Dianova's strategic plan is grounded on four commitments: sustainability, continuity, innovation and interdependence. It is a prospect which speaks of self-reliance, sustainable development, social ethics and cultural diversity; it announces an NGO which is based on solidarity and has a highly innovative identity, reinforced by alliances and partnerships which will help all members put down roots, and carry out effective participation, in their local communities.

Sustainability means not only making our commitments sustainable by efficient management practices, but it is also a commitment to the sustainable development of communities at all levels: the environmental, the economic, the social and the personal levels.

Continuity is the assurance of transmitting our culture and our identity to those who will come after us, in terms of learning, training and human development. It is also the will to maintain unity in action and in the respect of our *raison d'être* and our mission.

Innovation is the path to our future, predicated on an ongoing assessment of our programs and the researching of new means of helping more and helping better.

Interdependence finally, means creating bonds, in order to insure the proper connection and cohesion of our environment at large: our members and all stakeholders, including those for whom we do our work, and thus for the great cultural diversity to which we are closely bound.

Our future must be prepared for today. In ten years we have carved out the many assets which hopefully will help us play, along with others, a role in the world's great evolutions. However our major assets are the men and women who are at our side, those with whom we work, those for whom we work, and those who put their trust in us.

Thank you all.

Luca Franceschi

