

Tafel- Akademie gGmbH

Annual Report
2019

TAFEL
AKADEMIE



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FOREWORD

Dear readers,
Dear friends of Tafel-Akademie,

This is the fourth annual report of the Bildungsakademie der Tafel Deutschland gGmbH. Tafel-Akademie gGmbH was founded in 2015 by Tafel Deutschland e.V., the umbrella association for around 950 branches of the Tafel in Germany, with the aim of creating educational opportunities for Tafel volunteers across Germany, implementing projects and promoting research on subjects relevant to the work of the Tafel.

We are very pleased that you are interested in reading about the educational work of the Tafel movement and would like to tell you about our offering for the year 2019.

The Tafel-Akademie has been running seminars on subjects specific to the work of the Tafel since 2016 in an attempt to help Tafel managers and volunteers deal with the increasing requirements that are made on them. In the reporting year, this included 29 seminars on subjects such as the law in regard to associations, conflict management, data protection and securing funding. The Tafel-Akademie seminars are generally one to two-day events which are led by external experts and are held in locations across the whole of Germany in order to reach as many of our volunteers as possible.

In the year 2019, the Tafel-Akademie also provided support to the national-level Tafel meeting in Cologne,



which is held every two years in conjunction with the General Assembly.

More than 60 people took part in the two-day training session “Setting up Tafel projects”. Many of these participants have already become involved in projects that are coordinated through the Tafel-Akademie.

Indeed project work comprises a major part of Tafel-Akademie’s activities. In the year 2019, the project “MOTIV” was launched, with the goal of creating networks between the branches of the Tafel and organisations set up by migrants, on both a local level and on state and national level. The project “Tafel-Vielfalt stärkt” was likewise concerned with intercultural education and collaboration. For a period of twelve

months, the Tafel-Akademie was able to offer workshops, meet-up cafés and supervision appointments in individual branches of the Tafel thanks to a grant from the Federal Commissioner for Migration and Refugees.

For the second year now, the Tafel-Akademie has been a programme partner of the Federal Ministry for Education and Research for “Kultur macht stark. Bündnisse für Bildung.” The project “Tafel macht Kultur” was able to reach more than 3,000 children and young people with opportunities for cultural education.

The Federal Volunteers Service has been a regular area of work for the Tafel-Akademie from the very beginning. In 2019, the Tafel-Akademie managed 1,037 volunteers, provided support for 281 placement positions and organised 48 seminars for young people taking part in a Federal Volunteers Service placement.

We would like to extend our sincere thanks to our consultants for the straightforward and productive way in which we have been able to work together, in some cases over a period of many years. We would also like

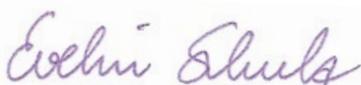
to thank the representatives of the state-level Tafel associations who have worked with us on developing of our range of seminars as members of the Working Group on Education.

A big thank you also goes out to the members of staff of the Tafel-Akademie who fill all our courses and seminars with their ideas and creativity.

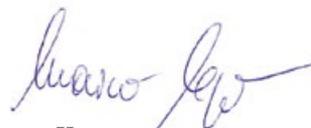
We would like to thank all the participants of our seminars, the Tafel volunteers who work with us to implement our projects, and all those who recommend our seminars and projects to their colleagues.

Finally, we would of course like to extend our thanks to our sponsors who support our work with financial resources. They allow us to offer our seminars and projects to participants either free-of-charge or for very reasonable fees.

We hope you enjoy reading our report and look forward to meeting you in person one day at one of our events.



Evelin Schulz
Managing Director of Tafel-Akademie gGmbH



Marco Koppe
Managing Director of Tafel-Akademie gGmbH

SEMINARS AND EVENTS FOR BRANCHES OF THE TAFEL

Tafel-Akademie seminars

Sharing knowledge – empowering people: the Tafel-Akademie provides Tafel volunteers with support to help them carry out their role. With a range of low-threshold educational offerings, the academy equips the volunteers with the knowledge and skills that they need for their everyday work in the Tafel and also give them an opportunity to get together and share experiences. By supporting volunteers in the work they do to help people in need and to reduce the amount of food that is wasted, and by bringing together people from a range of different cultural and together backgrounds, the academy is addressing some of the key challenges of contemporary society. The volunteers can act as multipliers by making use of their newly acquired knowledge in their own branches of the Tafel, passing it on to others and initiating and implementing their own projects. We cover a wide range of topics: food science, integration, volunteer management, and many more. The connection formed between a range of different key themes, with the goal of supporting both the work done in the branches of the Tafel and the commitment of the volunteers, is what distinguishes the work of the academy from other projects.

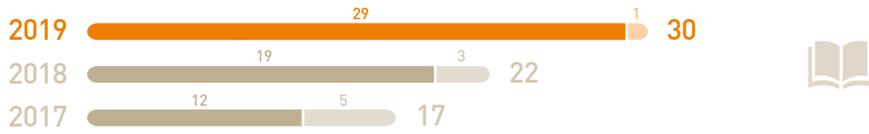
In the reporting year, the Tafel-Akademie was able to successfully implement 29 seminars on ten topics (not including the seminars for the Federal Volunteers Service). Four of the ten topics for the seminars were offered in a one-day format, and six were offered in a two-day format. Some of our tried-and-tested series of seminars were re-examined and updated, and new seminar topics were introduced. The Tafel-Akademie maintains a clear focus on the current needs of the

Tafel branches in the conception and implementation of the seminars and this can be seen, for example, in the one-day seminar “Data protection and its implementation in the Tafel branches in practical terms”, which was conceived in 2018 in response to the introduction of the new GDPR guidelines. Further topics for one-day seminars included “Refresher course on food safety & shelf life” and “Press relations & crisis communications”. The two-day formats included the seminars “The law in regard to associations – statute, management board, liability”, “Solving conflicts in a constructive way (Conflict management)”, “Recruiting volunteers and keeping them long-term (Volunteer management)”, “Safety (Safety at work)”, “Finances and charitable status of the Tafel”, “Future-oriented public relations and fundraising” and “Securing funding for Tafel projects”.

The further continuous expansion of our range of seminars shows that the Tafel-Akademie is successfully meeting the needs of our branches with the topics that we choose.

Special events at the Tafel-Akademie

In addition to the seminars, the Tafel-Akademie also organises various special events. In the reporting year, for example, there was a one-and-a-half-day training event “Setting up Tafel projects” which was held from 4–5 June in the run-up to the national-level Tafel meeting in Cologne. A total of 65 Tafel volunteers attended from across the whole of Germany. The participants were either already implementing projects in their own branches of the Tafel or interested in doing so in the future, and they were provided with useful

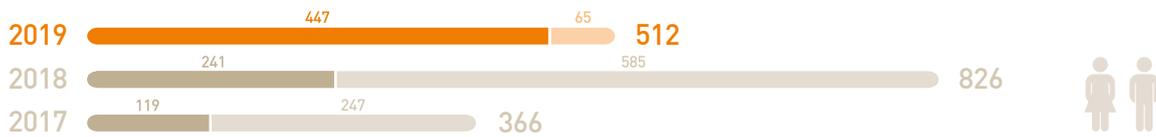


Number of events between 2017 and 2019

Total no. of events

 Seminars

 Special events



Number of participants between 2017 and 2019

Total no. of participants

 Participants in seminars

 Participants in special events



Seminar utilisation** between 2017 and 2019

** Not including special events

information on questions such as “What actually is a project?” and “What points do we need to take into account in our project planning and implementation?”. There were also some external guests, who shared their expert knowledge on the subject in question. Petra Vlogman from the German association “Paritätischen Gesamtverband” talked to participants about the options for getting funding through lotteries, and Valentin Thurn, film maker and author, and Anna Wißmann, coordinator of the Cologne Nutrition Council, talked about existing options for branches of the Tafel to get involved in local Nutrition Councils. In the moderated discussion groups, the focus was on dialogue between Tafel volunteers – the participants gave presentations to one another, talking about pro-

jects that they had organised to date, and were also given the opportunity to share their experiences and network with one another.

In the workshops we could also see how reports of successful campaigns or events from the branches provided a real incentive to all those who heard about them. It was clear that when ideas were passed on from one Tafel volunteer to another, this provided motivation and inspiration for volunteers to initiate projects in their own branches of the Tafel. The feedback from the participants reflected great enthusiasm and many made a point of saying that they had gone away with some valuable impressions, ideas and strategies.

PROJECTS – FEDERAL VOLUNTEERS SERVICE

The Tafel and the Federal Volunteers Service

The Federal Volunteers Service (BFD) was set up to create opportunities for social, ecological and cultural engagement and education, following the suspension of military service and community service. Since 2011 Tafel Deutschland has been recognised as an official placement provider for the Federal Volunteers Service. Since then, anyone – regardless of gender, age, origin, level of education achieved or religion – can apply to be a BFD volunteer with the Tafel, focusing on the areas of poverty and food waste, provided they have completed their mandatory period of schooling. The fields of activity at the Tafel are as diverse as the interests of the volunteers themselves – whether they take on a role as driver or co-driver, help out with the distribution and sorting of food or in the office, work in the areas of logistics, acquisition & fundraising and project planning, or act as an interpreter for new customers of the Tafel – every BFD volunteer can make good use of their abilities and will work for a period of between six and eighteen months.

The tasks to be taken on during the BFD placement are dealt with by the Tafel-Akademie. They organise seminars for the volunteers to give them the opportunity to learn skills that will be relevant for the tasks they will be performing and to share experiences with other BFD volunteers. Creating a connection between the practical work in the Tafel and the experience gained in the seminars ensures that the BFD placement is a valuable experience for the volunteer, both in professional terms and for their lives in general. The Federal Volunteers Service offers added value for both

the volunteers and the local branches of the Tafel: the volunteers get an insight into the tasks carried out in social welfare work and acquire skills and knowledge through the accompanying seminars which will be useful even after their placement. The Tafel for their part benefit from the additional help provided by the volunteers.

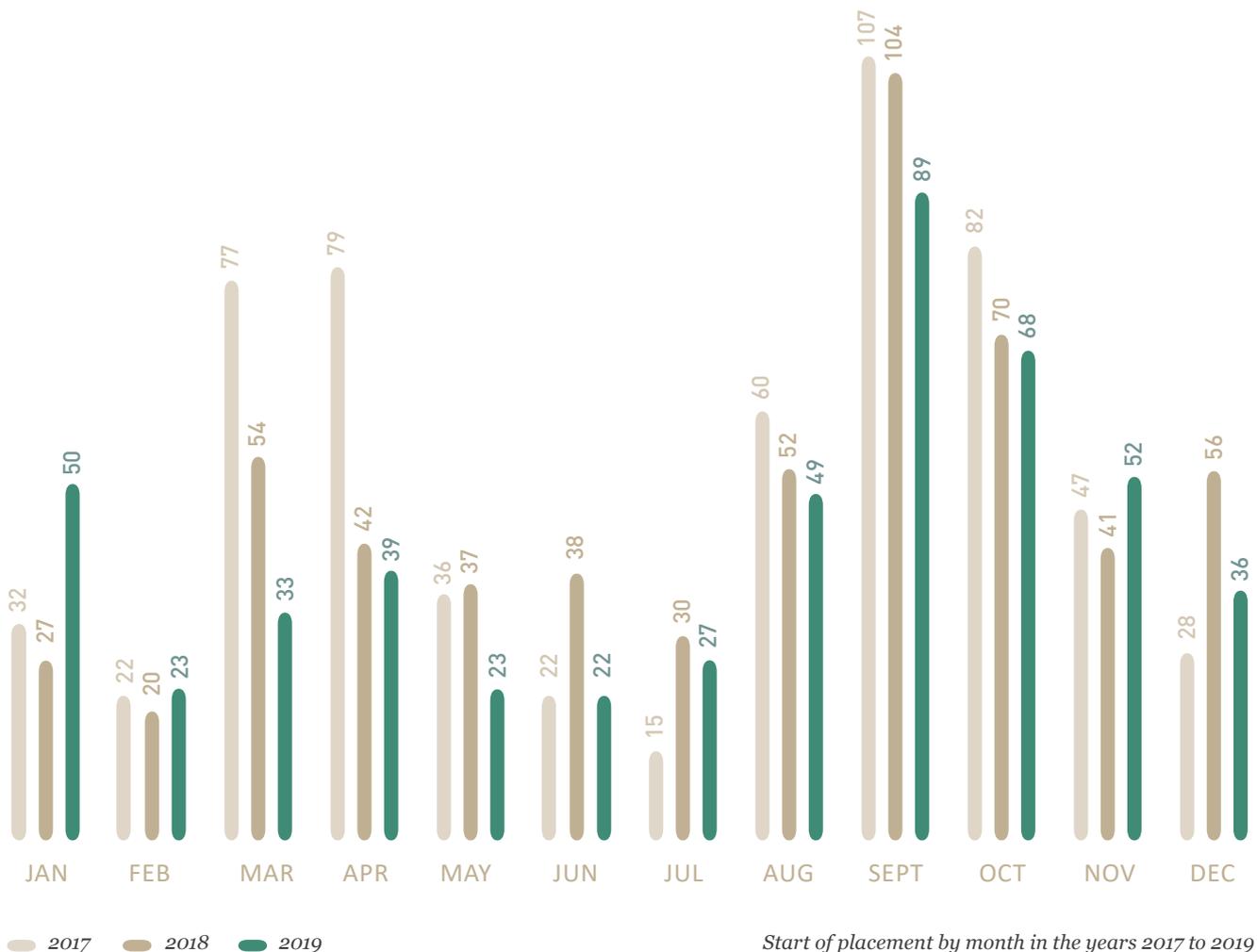
New law regarding part-time work for volunteers under the age of 27

On 11 May 2019 the “Law to introduce options for part-time work in the Youth Volunteers Service and the Federal Volunteers Service for persons under the age of 27 years old” came into force. This law means that it is now possible for volunteers under the age of 27 to do a part-time volunteer placement (at least 20.5 hours/week) if they have a justified interest in doing so.

An interest is considered justified if a volunteer:

- has a child/children or relative who they are responsible for looking after
- has a health impairment (including a severe disability)
- is enrolled on an educational course or working towards a qualification (including participation in an integration course in accordance with the German Residence Act)

There will still, however, be a mandatory requirement for volunteers to attend the seminars.



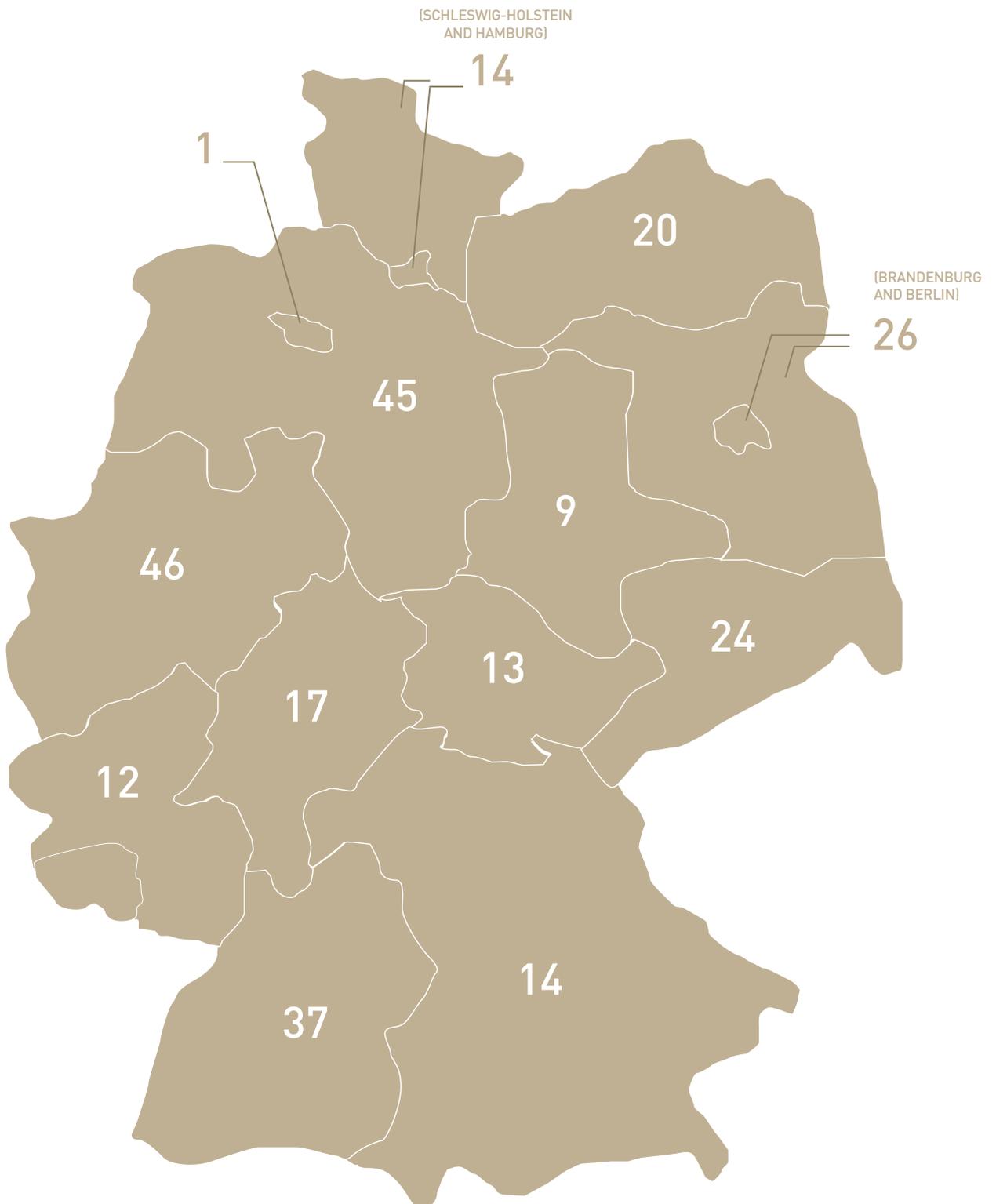
New features in the BFD Seminars in 2019

The Tafel-Akademie provides an accompanying educational programme for BFD volunteers with seminars to give them the skills that they will need during their placement.

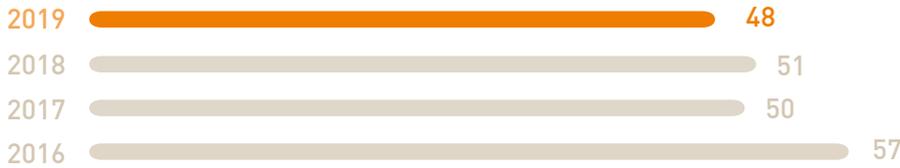
The seminars are offered in five modules which focus on specialist skills (Modules 1 and 2) as well as social skills, community skills and personal development

skills (Module 3), and participants also learn about a range of topics that are of relevance to society (Module 4). For BFD placements that are longer than 12 months, the volunteers will also be offered Module 5.

Since the second quarter of 2019, Module 2 has been taught in separate groups for those over and under 27 years of age. This allows the Tafel-Akademie to respond better to the needs of the different



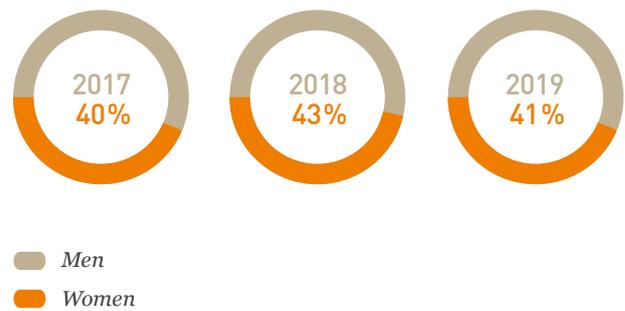
Overview of BFD placements according to federal state



Number of BFD seminars between 2016 and 2019



Age of BFD volunteers between 2017 and 2019



Percentage of men/women between 2017 and 2019

age groups. The tried-and-tested content of the module remains unchanged – the participants learn about poverty in Germany and about food waste, they visit a local branch of the Tafel and take part in exercises on the subject of communication and dealing with stress, and they also go on excursions in the region. As a result of the dividing up of the module and taking into account the regions in which a comparatively large number of volunteers under the age of 27 apply for BFD placements, two new locations for seminars were chosen in the reporting year – Schwäbisch Hall and Hamelin.

Federal Volunteers Service 2019 – facts and figures

Over the course of the reporting year, Tafel Deutschland was awarded an allocation of 7,034 months for the Fed-

eral Volunteers Service (previous year 6,500 months). The total utilisation amounted to 6,255 months. Overall in 2019, 500 volunteers started a BFD placement in a branch of the Tafel, of these 206 were women and 294 were men. As in previous years, Federal Volunteers Service placements at the Tafel were especially popular with people over 27 years of age – during the reporting year, 75 percent of our BFD volunteers were over the age of 27 (over 27: 365, under 27: 135).

The number of branches of the Tafel that are registered as BFD placement sites has risen continuously in recent years – in the reporting year, a total of 281 branches were offering BFD placements (2016: 252, 2017: 257, 2018: 268). The highest number of placements were offered in North Rhine-Westphalia (46) and Lower Saxony/Bremen (45).

PROJECTS – TAFEL MACHT KULTUR

Cultural education as the key to participation in society

Children and young people from low-income families with a low level of education are often unable to take part in cultural education events due to a lack of financial resources and are thereby excluded from social groups, with the result that their opportunities for education and upward mobility are reduced. To this extent, cultural education is essential for the personal development of these children and young people and to allow them to participate in society. As part of the support programme “Kultur macht stark. Bündnisse für Bildung”, Tafel Deutschland and the Tafel-Akademie offer a way for precisely these young people to get involved and take part through their project “Tafel macht Kultur”, which was launched in 2018.

The development goal of the programme, which was initiated by the Federal Ministry for Education and Research, is to improve the situation in terms of equal opportunity in education through measures to provide extra-curricular cultural education and to reduce existing social inequalities, as well as promoting engagement in civil society through voluntary work done on a local level.

Around 30 percent of the 1.5 million people in need who regularly make use of the support offered by the Tafel are children and young people. “Tafel macht Kultur” creates a space where disadvantaged children and young people can get actively involved in learning about culture and also promotes their personal development. Their social and creative skills are stimulated,

their self-confidence grows and they start to get a feeling of self-empowerment. With around 60,000 volunteer helpers, the Tafel is Germany’s largest volunteer movement. It is these volunteer helpers who – as well as giving out rescued food to people in need – also offer advisory and support services, for children and young people too. Recognition and funding for their commitment to civil society is therefore essential if we are to provide such a cultural education offering to children and young people who are educationally disadvantaged.

Structure of the support programme

The Tafel-Akademie is one of a total of 23 programme partners that are being funded by the Federal Ministry for Education and Research as part of “Kultur macht stark. Bündnisse für Bildung”. As a programme



partner, the Tafel-Akademie passes on funding to local alliances and their projects. Alliances can apply for funding via the application process. The project office for “Tafel macht Kultur” are the first point of contact in this regard and can give advice on planning, creating a concept, calculations and submitting the application. When it comes to the assessment of the project concepts submitted, the project office is supported by a jury made up of members of staff from the Tafel, experts and people working in the field of culture. In the reporting year, there were two regular jury sessions and one involving the circulation of documents to the relevant persons.

Funding guidelines

The programme funds extra-curricular measures provided by alliances working in the field of cultural education whose provision is aimed at educationally disadvantaged children and young people aged from three to eighteen years of age. Alliances are collaborations made up of at least three local players. With “Tafel macht Kultur”, a local branch of the Tafel comes

together with a cultural partner and further players from civil society. The term “culture” is broadly formulated in this context and may refer to both artistic and creative projects and to projects on topics such as exercise, nutrition, environmental awareness and sustainability. A focal point of all the projects, however, is their participative nature.

“Tafel macht Kultur” offers the following formats: taster sessions, one-off projects (e.g. workshops, holiday camps) and projects with regular sessions (e.g. courses). It is also possible for several different formats to be combined in one overall project. Projects may be made up of several individual sub-projects and receive funding for a maximum of twelve months. They must be implemented within one calendar year.

Examples of projects during 2019

The project “Served up – from the vegetable patch to the plate”, which was organised by GartenWerkStadt Halle e.V., demonstrates the diverse range of creative ways in which typical Tafel topics such as sustainabil-





ity, healthy eating and the appreciation of food can be dealt with in “Tafel macht Kultur” cultural education projects. Over the course of a whole year, children aged from six to twelve were given the opportunity to create an art and culture garden on a farm, to help to take care of the animals and to cook meals from the ingredients they had grown. They also used their creative skills to help build a hen house, learning to use tools and vegetable dyes in the process. With this project, the children were able to experience with all their senses the way the plants grow and flourish and

they learned how to treat nature and animals with respect. They helped to create natural foods with their own hands. They grew their own vegetables and fruit and collected eggs and honey from the farm’s own hens and bees. And in doing so they learned one thing above all – to appreciate the value of food. The high-points were always the celebrations at the end of each season to which families and friends were also invited to celebrate the children’s achievements and to enjoy tasting the foods that they had produced.

More than 400 children took part, coming predominantly from the urban areas of the neighbouring city of Halle and from families that were underprivileged in a range of ways, in both social and educational terms. Spending time in natural surroundings allowed them to get a different perspective and to experience a very different environment. On top of this, they learned to work with others in a team, to have the confidence to express their opinions and to play a part in a self-determined manner. A project diary was used to collate and document the impressions and experiences of the participants.

There were also other alliances in the last project year of “Tafel macht Kultur” that offered new cultural experiences to children and young people living in problematic social situations.

In Schwedt in Brandenburg, 57 participants got involved in a theatre project called “The crazy world of the blue dwarves”.

In the course of the project, refugee children aged between 8 and 14 took on various different roles and had lots of creative fun with song, dance and acting. Four players from civil society from Schwedt in Brandenburg came together to form an alliance for the

implementation of the project. Each of the partners in the alliance made their own contribution in terms of both personnel and in the development of ideas – the volunteers from the Schwedt branch of the Tafel were very enthusiastic about their involvement in the project and included theatre director Zakaria Qweri from Syria. Doing voluntary work provided him with some stability during the period when he was still new to Germany.

During the hiking project “Adventures in my homeland – together over hill and dale” which was run by the Quedlinburg branch of the Tafel in collaboration with the AWO Kreisverband Harz e.V., 20 children explored the Harz mountain range during the last autumn half-term holidays and got to know their homeland a little better. All the spots were quickly filled. This one-week art and outdoor event kicked off with a craft workshop where the children created their own little books to accompany them during the week ahead.

The young hikers started their adventure with the Selke Valley Railway and went on to explore forests and mountains and visit a castle. They took part in a town quiz rally which led them right through Quedlinburg and meant they had to pay careful attention and answer questions. All week long, the children took photos to document their adventure. At the end of an exciting week, each child had a book that they had made themselves and had filled with photos, drawings and stamps collected whilst hiking, which they could then show to their parents, brothers and sisters and relatives.

The goal of the project was to increase the children’s knowledge, using creative ways for them to actively get to know the region and the forest as a habitat, and to promote healthy exercise through the excursions and trips. It is hoped that this will get the children interested in hiking and encourage their families to organise trips to the countryside.



EDUCATIONAL PROJECTS RUN BY TAFEL-AKADEMIE

Education leads to integration

The three-year project “Bildung schafft Integration” was initiated in 2016 as a result of the demographic developments that have also shaped the Tafel landscape. Many refugees receive support from the Tafel. The increased extent to which different cultures come together in the Tafel has an impact on the Tafel staff, opens up potential and also brings a number of challenges, for example dealing with language barriers, intercultural conflicts, reservations on the part of the volunteers when it comes to dealing with different cultures, or even rivalry between Tafel customers. The project, which the Tafel-Akademie implemented in collaboration with the state-level associations for Lower Saxony and Hessen, aimed to promote a constructive approach to dealing with these intercultural changes within the Tafel landscape and the integration of refugees by the Tafel.

Working in collaboration with the three pilot branches of the Tafel – Bremerhaven, Giessen and Göttingen – the first step was to develop a training programme, and this was done between October 2016 and March 2018. 13 one-day seminars were held and 163 members of staff from the Tafel took part. The focal themes were intercultural communication and awareness-raising and dealing with racial hostility. The evaluation of the seminars showed that participants felt that the seminars had been very helpful, and they particularly appreciated the opportunity to share ideas and experiences with one another – positive synergy effects were particularly noticeable when branches of the Tafel took part who had already started using an integrative approach in their work.

The training programme that was developed from the pilot phase, called “Tafel öffne dich” was then offered across all regions from November 2017 to April 2018 in the form of three training courses. The first training course with 16 participants was held in Karlsruhe in November 2017; in the following year, two training courses lasting several days were offered in Bonn (15 participants) and Halle (Saale) (12 participants). Here too, the participants assessed the content of the training courses in terms of its suitability for helping them to develop more confidence in dealing with intercultural encounters, looking, for example, at the quality of knowledge transfer, conflict resolution, the participant’s own experience, role-play and opportunities to share experiences with one another.

The project could be evaluated during the reporting year and the results could be recorded in a final project report. It became clear in this context that there is a demand among member branches of the Tafel for intercultural training programmes which also offer the opportunity for participants to discuss their ideas and experiences, and that there is also a need for the joint development of constructive approaches. These needs show that further development, dissemination and establishment of these approaches will also be important for the future. With this project, the Tafel-Akademie has created a valuable and sustainable basis for intercultural training concepts and will be able to build on this in the coming years.

With this project, Tafel Deutschland and Tafel-Akademie have adopted a clear position in political terms and are advocating a society that is against racism and discrimination.

Project MOTIV

The project MOTIV (a German acronym that translates as “Measures to ensure that the Tafel is open to intercultural encounter and diversity“) ties in well with the project “Bildung schafft Integration”, but has a different focus and takes into account the fact that cultural diversity has today become one of the defining elements of our society, something that is also reflected in the Tafel landscape. The goal of the project is to promote openness in the Tafel landscape with regard to intercultural issues and to establish the branches of the Tafel as social centres in a diverse society.

The project was launched in March of the reporting year and will be funded for a period of three years by the Federal Ministry of the Interior and for Building and the Homeland. It was already possible to offer various formats during the reporting year, including two of a planned total of 15 multi-day training courses, as part of the seminar series “Tafel öffne dich” and



these took place in October 2019 in Düsseldorf (8 participants) and in November 2019 in Bad Staffelstein (17 participants). The seminars focused on addressing and dealing with intercultural diversity and the reasons behind discrimination, knowledge transfer, exercises to allow participants to examine their own experiences, and impulses to encourage participants to adopt a different perspective.

A key aspect of the project work is also the setting up of local networks with migrant organisations, with the aim of encouraging people who have been refugees or come to Germany as migrants to get more involved in the work of the Tafel. A first networking meeting was held in December 2019 with representatives of umbrella associations of migrant organisations.

In the last four months of the year, funding was also provided for micro-projects at a total of 45 branches of the Tafel across the whole of Germany. The ideas implemented ranged from a “Long Table”, an “Open Day” and an “Intercultural afternoon in the Tafel shop” through to a flea market, a celebration in an intercultural garden, an apple harvesting event and the development of a cookery book. In addition to these, there were also events in December to celebrate Saint Nicholas Day, Christmas and New Year’s Eve. Nine of these intercultural events were filmed. The short films can be viewed on the Tafel Deutschland/Tafel-Akademie’s YouTube channel.

The success of the events clearly highlights the extent of engagement with intercultural issues in the Tafel branches and shows how important the local branches are in their function as a place for everyone to get involved.

“Tafel-Vielfalt stärkt”

This project was funded by the Federal Commissioner for Migration, Refugees and Integration, and ran from 1 January 2019 to 31 December 2019. It took as its starting point the specific and individual needs of the Tafel volunteers in terms of the provision of relief and support with their work at the Tafel. The content and focal themes of the project-based support, as well as its actual implementation, were therefore aligned with the needs of the local branches of the Tafel and were developed in close collaboration with the branches and the state-level associations. Set against this backdrop, a multitude of training sessions, workshops and intercultural events were organised and opportunities to meet up were created.

The concrete goals of these events were:

- To actively support and empower volunteers in their work with refugees in the branches of the Tafel and the twelve state-level associations.
- To encourage the integration and participation of refugees in German society and to ensure that they are treated as equals through the further expansion of volunteer work in the Tafel, with and by refugees.
- To ensure low-threshold access requirements for refugees and migrants to allow them to take on voluntary roles at the Tafel.
- To strengthen social cohesion through the joint establishment of structures which provide opportunities for people to meet up, share experiences and learn skills in the branches of the Tafel – for people with or without experience of being a refugee.

In particular in the East German federal states, the project was able to increase the willingness of Tafel branches to create shared spaces for people to meet up. For example, in Plauen, Dresden, Haldensleben and Oschersleben, customers whose families had come to Germany as refugees were involved in the design of the projects, thereby encouraging dialogue between Tafel customers who had experience of being a refugee and those who had not. This created a setting in which people with very little intercultural experience were able to question their prejudices against people whose families had come to Germany as refugees or migrants.

In the workshops and seminars, former refugees took on the role of experts on the subject of integration and talked about hurdles to successful integration from their point of view and possible ways of breaking these down. In addition to this, the event provided an opportunity to discuss language and religion as factors in the integration process, looking at them from various perspectives and addressing one another as equals. Tafel volunteers in Tübingen were keen to get involved in the “Refugee Programme” organised by the University of Tübingen and conceived a sub-project of their own on the subject of “Tafel-Vielfalt stärkt”. This project gives refugees the opportunity to get an insight into the voluntary work carried out at the Tafel or to get involved with the Tafel as a volunteer, thereby becoming integrated into community life in Tübingen.

A total of 23 measures and 14 lighthouse projects were implemented jointly with local branches of the Tafel, reaching 1,975 people, including 1,015 whose families had come to Germany as migrants or refugees.

Examples of successful sub-projects can be found in many branches of the Tafel. For example, staff in the Chemnitz Tafel developed a “Tafel Tandem” for their branch, which involves setting up teams of two, consisting of volunteers with many years of experience, who explain the methods of operation, principles and rules of the Chemnitz Tafel at the serving area to persons who may or may not have come to Germany as refugees or migrants. The commitment to integration shown at the Chemnitz Tafel also has a further goal – to recruit migrants to work as volunteers in the Tafel and to break down reservations on the part of older customers when it comes to dealing with different cultures, thereby preventing conflict and strengthening dialogue and social cohesion in Chemnitz in the long-term.

The Göttingen branch of the Tafel organised seven dates for moderated discussions with professional supervision and coaching, with the aim of making the work of volunteers easier, solving existing conflicts and preventing any new conflicts that may arise in an intercultural context. They also wanted to encourage openness to anyone who might be interested in taking on a voluntary role at the Tafel.

The Neubrandenburg Tafel decided to integrate the Tafel Tandem as a way of providing information about the work of the Tafel to migrants, refugees, asylum seekers and people without any experience of being a refugee and of counteracting potential misunderstandings. Two people with experience of migration and with language skills in German, Russian, Ossetian and Arabic act as a point of contact for day-to-day purposes to provide information on the day-to-day work of the Tafel, on working as a volunteer in Germany and for people who are disadvantaged in social terms and in terms of participation in society in the region.

The Zerbst Tafel developed a concept for a meet-up project with workshop and meet-up afternoons which aimed to encourage more participation by mothers

and children – with or without experience of being a refugee – in the activities of the Zerbst Tafel. The highpoint of the project was a celebration of cultural diversity for Tafel volunteers, Tafel customers and the citizens of Zerbst.

In the Oschersleben, Haldensleben and Wolmirstedt branches of the Tafel, various different projects were set up with the aim of developing the Tafel to a greater extent into a place to meet up with others, a place where people feel welcome and can talk and share their experiences. The projects included campaigns to improve the appearance of the branches, barbecue parties with international cuisine and a concluding celebration.

For the nationwide training sessions, the Tafel-Akademie worked with external experts and consultants from the region in question, above all in order to further develop and strengthen regional structures, which will also bring benefits to the local branches of the Tafel in the long term, even after the conclusion of the project. This means that the commitment of the local branches to the topic “Tafel-Vielfalt stärkt” will continue in the reporting period, even after the project has come to an end– there are already 46 Tafel projects on the waiting list.



Lecker kochen! Von der Tafel auf den Familientisch

The project “Training volunteers and Tafel customers to adopt a sustainable approach to food” known internally at Tafel Deutschland as “Lecker kochen! Von der Tafel auf den Familientisch” ties in well with the pilot project “Serving up delicious food!” which was awarded the Federal Prize “Zu gut für die Tonne” in 2017. The two-year project, which was funded by the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety and the Federal Environment Agency, and was organised in collaboration with cooperation partner Sodexo Services GmbH, came to an end in August of the reporting year.

The goal of the project was to promote the expertise of Tafel staff in the area of nutrition and to give them the skills to act as multipliers by passing on their knowledge to customers. By means of nationwide seminars, Tafel staff were given training on various topics which promote a sustainable approach to food. An important aspect was to give participants the skills to initiate cookery courses, tasting sessions or food preparation events themselves in their own local branches of the Tafel in order to develop the expertise of their customers in the area of nutrition, thereby helping to reduce food waste.

Seven three-day seminars were held at various locations across Germany between August 2017 and November 2018, with 57 Tafel volunteers taking part. To make sure that as many branches of the Tafel as possible would benefit from this project, the seminars were held at various different locations, including Frankfurt am Main, Bremerhaven, Singen, Munich, Hamburg and Erfurt.

Attention was paid in creating the concept for the seminars to ensure a good balance between theoretical content and practical exercises. The focal themes for the theoretical part of the seminar were the teaching of relevant basic knowledge in the areas of food science, storage, preparation and processing of food, healthy eating and sustainability in dealing with food. In the practical part of the seminar, the participants cooked, tried out and prepared food together and, in doing so, learned new methods, such as holding tasting sessions and food preparation events. Here the focus was on seasonally available varieties of fruit and vegetables which are often avoided by customers, either out of habit or because they lack the knowledge of how to prepare them. Both the cookery courses and the other project ideas that were developed in the seminar were tailored to the local circumstances of the Tafel branches in question.



Everyone can avoid food waste

„Everyone can avoid food waste” is a collaboration project between the Tafel-Akademie and the Czech association Zachran jídlo from Prague, which operates across national borders and aims to ensure that less food goes unused and is thrown away, even though it is often in a perfect condition.

In the reporting year, the project succeeded in increasing awareness of the issue in consumers of various ages, both in the Czech Republic and in Germany. This was achieved by means of competitions with recipes specially created for the project which were disseminated via video or on Instagram and through the publication of a cookery book, which not only contained “recipes to save on waste” but also information on food waste and concrete tips, on better storage, for example. In the course of the project, research was also done into the reasons why food is thrown away. Partners from industry and trade were also involved so that we could work together to find possible solutions.

A further component of the project was a series of events held in the public sphere which, on the one hand, made the subject of food waste accessible to a

wider audience and, on the other, gave the participants the opportunity to take direct action through their own activities to ensure that more food is used and not wasted. For example, with post-harvesting, volunteers were made aware of their own scope for taking action in concrete terms. Helpers were able to get directly involved in saving food which could then be passed on to charitable organisations.

The results of the project attracted the attention of the media and were published through Tafel-Akademie. By using today’s communication channels, it has been possible to disseminate not only the findings from the project but also concrete ideas for taking action, both in Germany and in the Czech Republic.

A successful example of such a post-harvest event was organised by the Amberg Tafel and Tafel-Akademie as part of the 13th German Tafel Day in 2019. Farmer Thomas Trummer invited school pupils from the Walter-Höllnerer Realschule in Sulzbach-Rosenberg and members of the Rotaract Club to his farm, where he showed them how harvesting is done by machines and pointed out which fruit and vegetables do not end up in the supermarkets due to their appearance – these could then be saved in the post-harvest.



SPONSORS AND COOPERATION PARTNERS

The Tafel-Akademie plans its work in close cooperation with Tafel Deutschland and all the state-level associations. In this context, the state-level associations form an interface between Tafel-Akademie and the Tafel branches. The state-level associations and Tafel Deutschland support the Tafel-Akademie by publicising the topics they are focusing on, for example at the general assemblies of the state-level associations and at the national-level Tafel meetings that are organised by Tafel Deutschland. In regular meetings of the Working Group for Education, the Tafel-Akademie holds discussions with representatives from the

twelve state-level associations and with Tafel Deutschland on the subject of cooperation agreements and the further development of the Tafel-Akademie's educational work at state and national level. Together they identify and decide on topics for future educational events, taking into account the results of a needs assessment that is carried out in advance of the meetings.

In the reporting year, the Working Group for Education met up for a two-day session from 9–10 October 2019 in Frankfurt am Main.



Bildung schafft Integration

The Tafel-Akademie has been receiving funding for the project “Bildung schafft Integration” since 2016 from Aktion Mensch e.V. (for a three year period) which has enabled the academy to develop a training programme for Tafel volunteers on the subject of “Integration of Refugees”.

The programme was initially developed with pilot branches of the Tafel and, since 2018, has been offered across the whole of Germany. The pilot phase was implemented in collaboration with the state-level associations for Hessen and Lower Saxony/Bremen.



Federal Volunteers Service (Bundesfreiwilligendienst)

In 2016, the Tafel-Akademie took on the task of implementing and organising Federal Volunteers Service (BFD) placements as an independent organisational unit working on behalf of Tafel Deutschland.

The distribution of allocated places to the placement centres is done at the beginning of each year by the Federal Ministry for Family, Senior Citizens, Women and Young People (BMFSFJ). The implementation of BFD placements is organised in collaboration with the Federal Agency for Family and Civil Society Tasks (BAFzA).



Tafel training sessions and one-day seminars

Since 2016, the Employer’s Liability Insurance Association for Health Service and Welfare Work has been funding our educational academy in the development and implementation of the seminar “Safety (Safety at Work)”. With this seminar, Tafel volunteers are offered a training course in which they gain basic knowledge of the key points with regard to health and safety in the workplace, data protection and food hygiene. Lidl provide financial support for the Tafel-Akademie seminars. This means that seminar fees for participants can be kept at a low level, making it possible for the largest possible number of Tafel volunteers to take part. Warth & Klein Grant Thornton also provide support for the seminars, for example by providing seminar rooms where the training sessions can be held. The company also provides the services of a consultant.



Tafel-Vielfalt stärkt

The project “Tafel-Vielfalt stärkt” through which the Tafel-Akademie supported integration and participation, was funded by the Federal Commissioner for Migration, Refugees and Integration.

Gefördert durch:



Everyone can avoid food waste

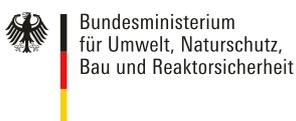
This project is a collaboration between Tafel-Akademie and the Czech association Zachran jídlo (which means “Save the food“) and aims to educate consumers, decision-makers in the food industry and farmers on the subject of food waste, both in Germany and in the Czech Republic. The project is being financed by the German Federal Foundation for the Environment who are also providing specialist support.



Lecker kochen!

With the project “Lecker kochen! Von der Tafel auf den Familientisch”, the Tafel-Akademie aimed to increase the level of expertise on the subject of food of Tafel volunteers, whilst at the same time helping to reduce food waste.

The project was funded by the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB) and the Federal Environment Agency (UBA) as part of their funding of associations. The funding made it possible to finance a paid employee. The project was run in collaboration with the Rüsselsheim catering company Sodexo Service GmbH.



Tafel macht Kultur

Since 2018 Tafel-Akademie has been setting up projects for disadvantaged children and young people which provide cultural education and encourage greater participation in society. “Tafel macht Kultur” was initiated as part of the nationwide support programme “Kultur macht stark. Bündnisse für Bildung”, which was set up by the Federal Ministry for Education and Research, and is financed through programme funds.



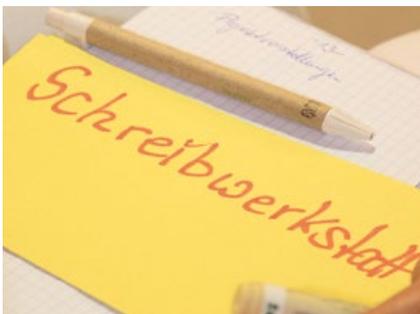
Projekt MOTIV

With their project MOTIV (“Measures to ensure that the Tafel is open to intercultural encounter and diversity”), Tafel-Akademie supports branches of the Tafel in establishing local networks with organisations that have been set up by migrants themselves. The project is funded through the Federal Ministry of the Interior and for Building and the Homeland.

Gefördert durch:



aufgrund eines Beschlusses
des Deutschen Bundestages



COMMUNICATIONS & PUBLIC RELATIONS

The Tafel-Akademie uses a broad spectrum of methods to ensure that the branches of the Tafel in particular are kept well informed about forthcoming training opportunities, and also about training measures that have already taken place. During the reporting period, the Tafel-Akademie brought out various different publications and issued press releases on relevant happenings; they published information on their website, issued reports in media published by Tafel Deutschland and presented their range of training and education measures at events organised by the national-level association and the state-level associations.

Apart from their monthly newsletters, the Tafel-Akademie's website (www.tafel-akademie.de) is considered to be one of their most important means of communication. It provides an overview of the academy's education and training opportunities and projects, current news and information on the Federal Volunteers Service, as well as looking back at previous events, and has recently been given a new design. On the website, there are also publications such as flyers, postcards and posters that are available for the branches to make use of to help them to attract volunteers and candidates for the Federal Volunteers Service.

In addition to the up-to-date information on the website, the Tafel-Akademie also publishes two newsletters. One newsletter collates reports on the diverse range of activities of the academy, on current themes, important news and on the projects run by Tafel-Akademie. In addition to this, likewise every two months, and alternating with the other newsletter, they publish the newsletter "BFD News" which provides information for branches that offer BFD

placements and others who may also be interested in doing so on current developments with regard to the Federal Volunteers Service. It also provides Tafel managers with details of any important changes in the BFD guidelines. Tafel branches can subscribe to the newsletter – which is sent out via e-mail at the beginning of the relevant month – on the website.

Beyond this, Tafel-Akademie have also published two editions of the 36-page brochure "Federal Volunteers Service – handbook for branches offering placements and for volunteers" which brings together all the key information on BFD placements in one publication and gives a clear overview – from the framework conditions and financing to information on how branches of the Tafel can go about offering placements. Also published in the reporting period was the Seminar Brochure which contains the dates of all seminars and events, as well as full details of their content.

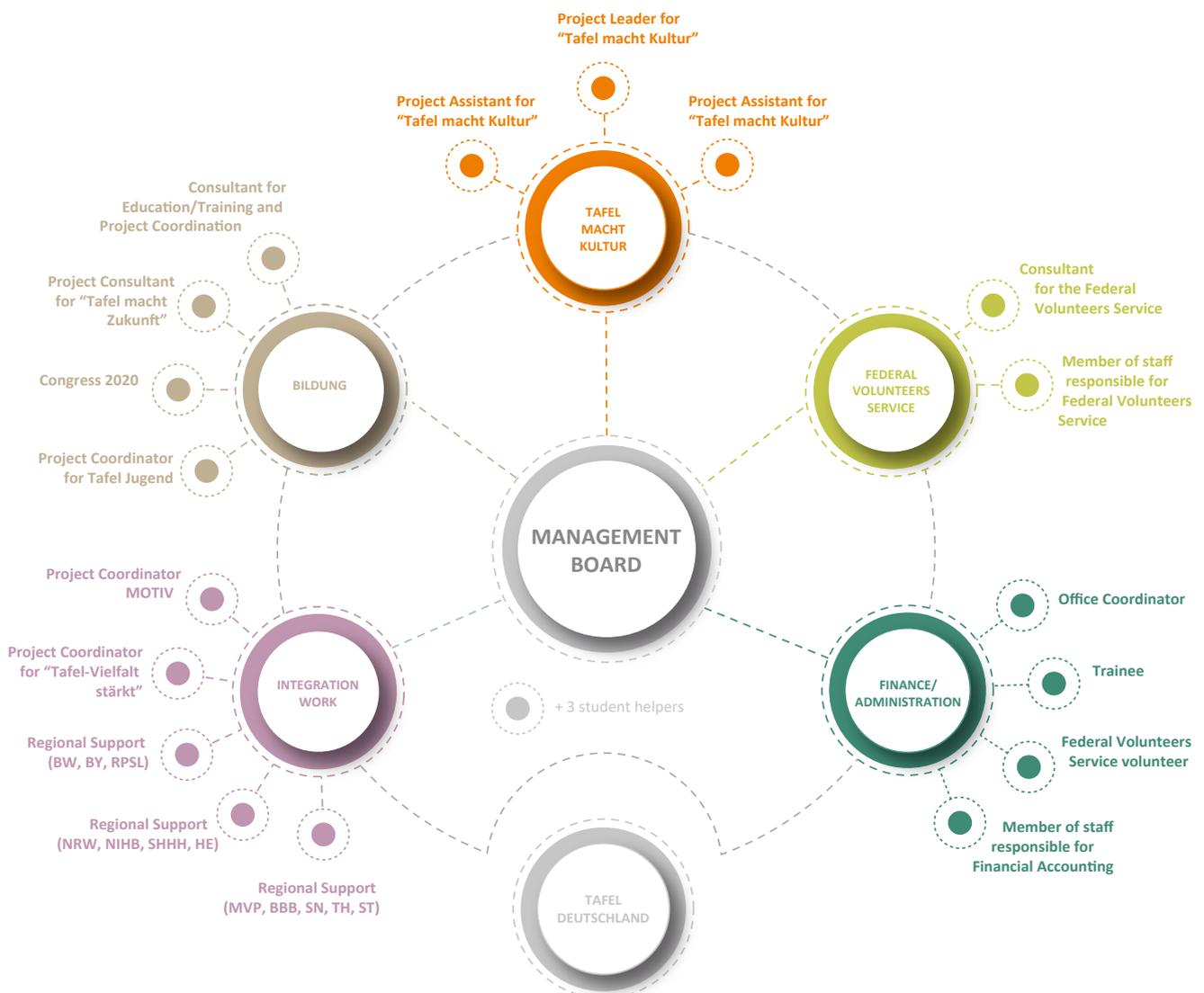
Tafel-Akademie is also very active on social media. On the YouTube channel "Tafel Deutschland and Tafel-Akademie" you can see, for example, a film about the academy and a documentary about the Federal Volunteers Service.

In March 2018, new blog was published online for the first time. With a wide range of topics, such as rescuing food, integration and campaigns to help people in need, the blog provides information about the Tafel landscape and the work of the Tafel-Akademie. Readers can get a vivid insight into the various seminars offered by Tafel-Akademie, volunteers share moving stories from their everyday work at the Tafel, and Tafel customers can write about their various and diverse experiences.

EMPLOYEES OF THE TAFEL-AKADEMIE UP TO THE END OF 2019

The staff at Tafel-Akademie organise the educational events, give advice on the various offerings of the academy and are a point of contact for all the branches of the Tafel, for the state-level associations and for Tafel

Deutschland for any questions that arise with regard to training and education. At the close of the reporting period, Tafel-Akademie had 14 full-time employees.



- Evelin Schulz (Managing Director)
 - Marco Koppe (Managing Director)
 - Ingrid Erb (Office Coordinator)
 - Janno Mielenz (Responsible for Financial Accounting)
 - Duc Tai Ma (Trainee)
 - Christin Becker (Consultant for the Federal Volunteers Service)
 - Gila Preiß (Responsible for Federal Volunteers Service)
 - Maike Krause (Project Leader for “Tafel macht Kultur”)
 - Nora Stoffers (Project Assistant for “Tafel macht Kultur”)
 - Janina Niemesch (from Aug 2019 Project Assistant for “Tafel macht Kultur”)
 - Tobias Nürnberg (Consultant for Education/ Training and Project Coordination)
 - Malindi Krannich (Project Coordinator for “Bildung schafft Integration”, from March 2019 Project Coordinator for “MOTIV”)
 - Stefanie Deutschmann (Project coordinator for “Lecker kochen!”, from Sep 2019 Project Assistant for “Tafel macht Kultur”)
 - Regina Treutwein (from March 2019 Project Consultant for “Tafel macht Zukunft”)
 - Nilab Alokuzay-Kiesinger (Project Coordinator for “Tafel-Vielfalt stärkt”)
 - Daniela Bohner (Regional Support for “Tafel-Vielfalt stärkt”)
 - Nikolai Weiss (Regional Support for “Tafel-Vielfalt stärkt”)
 - Sebastian Prill (from May 2019 Regional Support for “Tafel-Vielfalt stärkt”)
 - Elfi Schwab (from June 2019 Project Coordinator for “Tafel Jugend”)
 - Liora Jaffe (from Nov 2019 Project Coordinator for “Tafel Jugend”)
 - Claudia Hasse (Co-worker for “Congress 2020”)
 - Frauke Zöllner (from Aug 2019 Federal Volunteers Service volunteer)
- Weitere Mitarbeitende in 2019:
- Marisa Wenzel (until May 2019 Regional Support for “Tafel-Vielfalt stärkt”)
 - Oliver Vox (until June 2019 Project Coordinator for “Tafel Jugend”)
 - Claudia Schmidt (until Aug 2019 Federal Volunteers Service volunteer)

FINANCES OF TAFEL-AKADEMIE

ASSETS	EUR	FINANCIAL YEAR EUR	PREVIOUS YEAR EUR
A. FIXED ASSETS			
I. Property, plant and equipment			
1. Other assets, operating and business equipment		30.860,00	26.729,00
B. CURRENT ASSETS			
I. Stocks			
1. Unfinished goods, unfinished services		74.631,84	163.882,40
II. Receivables and other assets			
1. Trade receivables	45.516,04		122.730,05
• of which are in respect of shareholders EUR 35.664,16 (EUR 114.457,85)			
2. Other assets	5.938,07	51.454,11	2.729,40
III. Cash on hand, deposits at the Federal Bank, credit balances at banks and cheques		958.257,03	369.990,63
C. ACCRUED & DEFERRED ITEMS			
		3.464,69	93,16
		1.118.667,67	686.154,64

LIABILITIES	EUR	FINANCIAL YEAR EUR	PREVIOUS YEAR EUR
A. EQUITY CAPITAL			
I. Subscribed capital		25.000,00	25.000,00
II. Retained earnings			
1. Other retained earnings		398.744,94	68.104,04
III. Net profit		2.436,76	2.436,76
B. PROVISIONS			
1. Other provisions		329.076,78	264.502,10
C. LIABILITIES			
1. Amounts due to banks	25,33		0,00
• of which have a residual term of up to one year EUR 25,33 (EUR 0,00)			
2. Advanced payments received on orders	185.901,25		86.091,66
• of which have a residual term of up to one year EUR 185.901,25 (EUR 86.091,66)			
3. Trade payables	46.021,37		112.657,42
• of which are in respect of shareholders EUR 21.152,40 (EUR 29.849,72)			
• of which have a residual term of up to one year EUR 46.021,37 (EUR 112.657,42)			
4. Other liabilities	87.011,24	318.959,19	75.288,33
• of which are in respect of shareholders EUR 966,70 (EUR 966,70)			
• of which are from taxes EUR 10.130,21 (EUR 5.893,11)			
• of which are for social security payments EUR 0,00 (EUR 65,52)			
• of which have a residual term of up to one year EUR 87.011,24 (EUR 75.288,33)			
D. ACCRUED & DEFERRED ITEMS		44.450,00	52.074,33
		1.118.667,67	686.154,64

PROFIT & LOSS ACCOUNT

	EUR	FINANCIAL YEAR EUR	PREVIOUS YEAR EUR
1. SALES REVENUES		3.050.488,55	1.772.065,36
2. EARNINGS FROM DONATIONS		300.022,00	400,00
3. DECREASE IN STOCKS OF FINISHED AND UNFINISHED GOODS AND SERVICES		89.250,56	108.682,40-
4. TOTAL INCOME		3.261.259,99	1.881.147,76
5. OTHER OPERATING INCOME		13.145,86	815,19
A) INCOME FROM THE DISPOSAL OF FIXED ASSETS AND FROM THE REEVALUATION OF FIXED ASSETS	0,00		297,00
B) INCOME FROM THE RELEASE OF SPECIAL RESERVES WITH AN EQUITY PORTION	0,00		4.955,72
C) REMAINING OTHER OPERATING INCOME	22,00	22,00	7.893,14
6. COST OF MATERIALS			
A) EXPENSES FOR PURCHASED SERVICES		1.722.172,09	1.138.668,94
7. PERSONNEL EXPENDITURE			
A) WAGES AND SALARIES	720.682,02		470.734,10
B) SOCIAL SECURITY CONTRIBUTIONS AND EXPENSES FOR PENSIONS SCHEMES AND FOR SUPPORT	166.950,90	887.632,92	109.865,06
8. DEPRECIATION AND AMORTISATION			
A) OF INTANGIBLE ASSETS AND PROPERTY, PLANT AND EQUIPMENT		14.281,52	12.717,11
9. OTHER OPERATING EXPENDITURE			
A) COST OF PREMISES	39.119,63		37.663,67
B) INSURANCE POLICIES, CONTRIBUTIONS AND TAXES	8.866,04		9.887,35
C) ADVERTISING AND TRAVEL COSTS	35.644,63		25.126,18
D) VARIOUS OPERATING COSTS	222.924,08		372.735,05
E) REMAINING OTHER OPERATING EXPENDITURE	0,00	306.554,38	300,00
10. INTEREST AND SIMILAR EXPENSES		0,18	0,00
11. EARNINGS AFTER TAX		330.640,90	283.403,84-
12. ANNUAL NET PROFIT		330.640,90	283.403,84-
13. PROFIT BROUGHT FORWARD FROM PREVIOUS YEAR		2.436,76	840,60
14. WITHDRAWALS FROM RETAINED EARNINGS			
A) FROM OTHER RETAINED EARNINGS		0,00	285.000,00
14. ALLOCATION TO RETAINED EARNINGS			
A) TO OTHER RETAINED EARNINGS		330.640,90	0,00
14. NET PROFIT		2.436,76	2.436,76

The revenues from the reporting year, which amount to EUR 3,261,000 (previous year EUR 1,772,000), essentially consist of government grants and grants from other organisations, as well as project funds for passing on to the Tafel branches.

The government grants are earmarked funds amounting to EUR 617,000 (previous year EUR 608,000) for the implementation of the Federal Volunteers Service placements, EUR 1,617,000 (previous year EUR 440,000) are for the execution of projects (of which EUR 941,000 are for passing on to branches of the Tafel) and a further EUR 461,000 (previous year EUR 410,000) are grants from other organisations for the financing of projects. The further revenues are made up of placement contributions for the Federal Volunteers Service amounting to EUR 308,000 (previous year EUR 266,000), seminar fees of EUR 36,000 (previous year EUR 39,000) and other operating income (in particular repayments and changes in inventory). In the reporting period, Tafel-Akademie received income in the form of donations amounting to a total of EUR 300,000. This meant that revenues increased by around 84 percent.

Set against this is our operating expenditure, which is made up of material expenses for the execution of seminars and projects and is divided up between educational support during BFD placements (EUR 637,000), costs for training sessions at Tafel-Akademie (EUR 144,000) and the passing on of funds to branches of the Tafel (EUR 941,000), as well as Public Relations activities (EUR 90,000). Personnel costs (EUR 888,000) were spread between 22 employees whose roles were the equivalent of 19 full-time posi-

tions and on average comprised 14 full-time members of staff, five who worked part time, one BFD volunteer, one trainee and three students. The other operating expenditure (EUR 217,000) is in particular made up of the costs for the premises, contributions and taxes, depreciation and amortisation, and travel costs. Expenditure amounted to a total of EUR 2,931,000 and was around 35 percent higher than in the previous year.

The general meeting of shareholders held on 18.05.2020 came to the decision that reserves should be formed to the amount of EUR 330,000. On 09.07.2020 a general meeting of shareholders was held and the annual financial statement was confirmed. The financial year closed with a net profit of EUR 2,436.76. The financial statement was drawn up by Berliner Revisions-AG.

The general meeting of shareholders assigned the task of auditing the annual financial statement for the year 01.01.2019 to 31.12.2019, taking into account our bookkeeping records and in accordance with sections 316 et seq. of the German Commercial Code (HGB), to the auditing firm PriceWaterhouseCoopers. The audit is not required by law but took place in April and May 2020. On 04.06.2020, the auditing firm PriceWaterhouseCoopers issued an unqualified audit certificate to Tafel Akademie gGmbH for the 2019 reporting year and did not have any reservations with regard to the correctness or proper execution of the annual financial statement.

Imprint

1st edition July 2020

Published by
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Cover: Wolfgang Borrs

Page 4: Wolfgang Borrs

Page 7:

1st row: Manfred Daams,
Wolfgang Borrs

2nd row: Manfred Daams

Centre: Wolfgang Borrs

3rd row: Manfred Daams

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1st row: Manfred Daams,
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**WISSEN
TEILEN.
MENSCHEN
STÄRKEN.**

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