



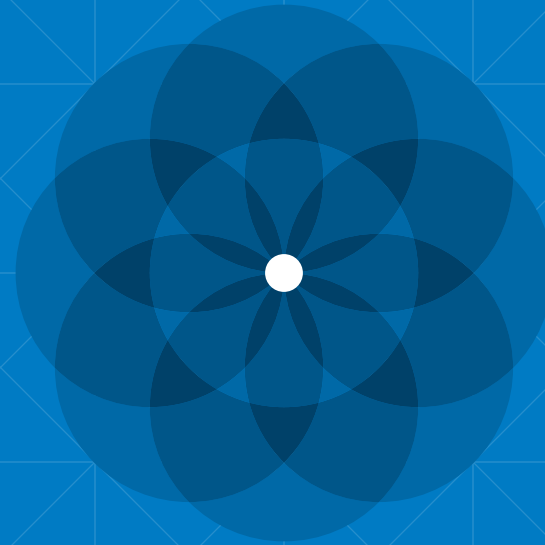
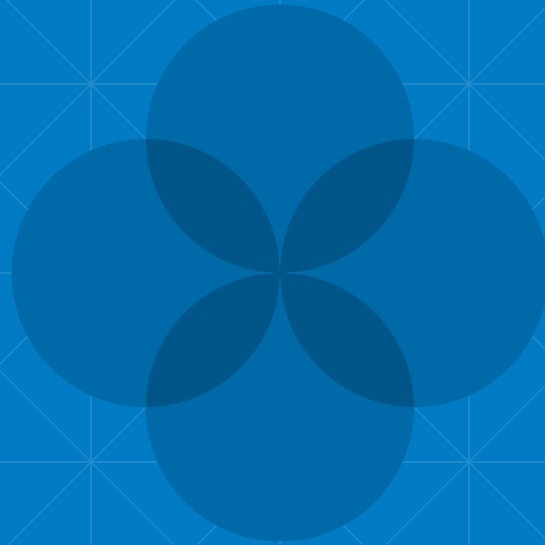
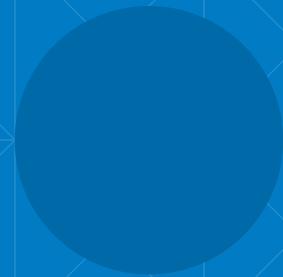
RSJ Foundation

RSJ Foundation

We help think outside the box



We create the right conditions for
growth in balanced, gifted children
in the Czech Republic.



Personality development

We know that no two children are the same. That's why we work to identify their strengths and develop their talents... And literally let them blossom.

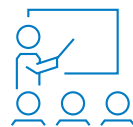
01 Who we are

At the RSJ Foundation, we help think outside the box. We focus on healthy biopsychosocial development in gifted children and on nurturing academic excellence in young people in fields such as mathematics, informatics, and economics.



Awareness raising

We support awareness raising about the mental health of children and adolescents.



Education

We support the education of specialists and the public, the creation of educational materials and facilitate sharing of new findings and experiences.



Support

We provide financial, mentoring, and media support for long-term projects with a broader social impact.



Solutions

We seek out meaningful and innovative solutions that can be put into practice.



History

The RSJ Foundation was established in the autumn of 2014 by ten shareholders of RSJ Group who share a desire to advance philanthropy in the Czech Republic and invest a portion of their wealth and knowhow back into society.

Our founders believe that it is the duty of us all to cultivate society and educate youths while supporting their growth so that they may someday succeed us in the pursuit of this goal.

In the beginning, the foundation focused on several areas: science, research and education (academic excellence), development of workplace giving, and healthy living.

From 2015 to 2017, we supported a number of interrelated projects addressing social problems, such as poor eating habits and lack of exercise among children and adolescents and irresponsible consumer behaviours relating to food.

Together, we’ve launched many amazing projects that have been successful and eventually gone on to become self-sustaining.

Since 2016, we’ve worked to effect change in education and in the healthy development of children and adolescents. Our new area of focus is biopsychosocial care for children with a special emphasis on gifted minds. From the beginning, we have organized our support into three pillars: childhood, learning, and helping.

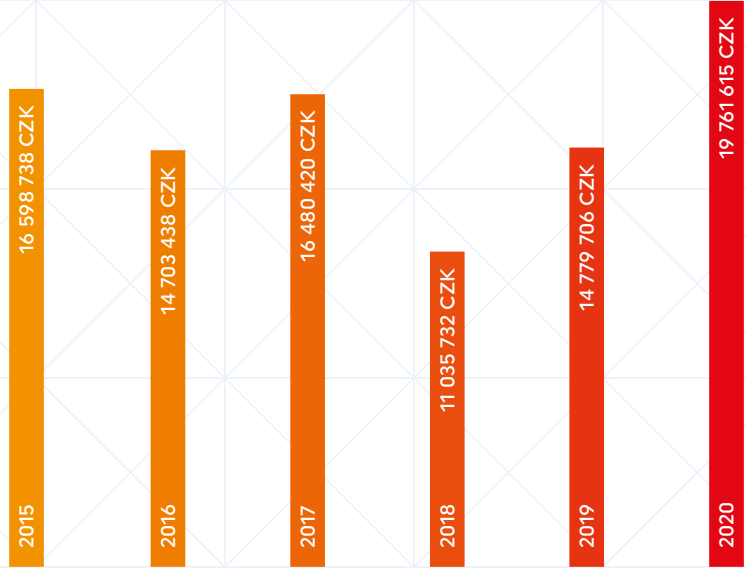
Founders

Petr Altman
Václav Dejčmar
Martin Ducháček
Karel Janeček
Tomáš Janeček
Bronislav Kandřík
Jakub Petrásek
Michal Šaňák
Anton Tyutin
Libor Winkler

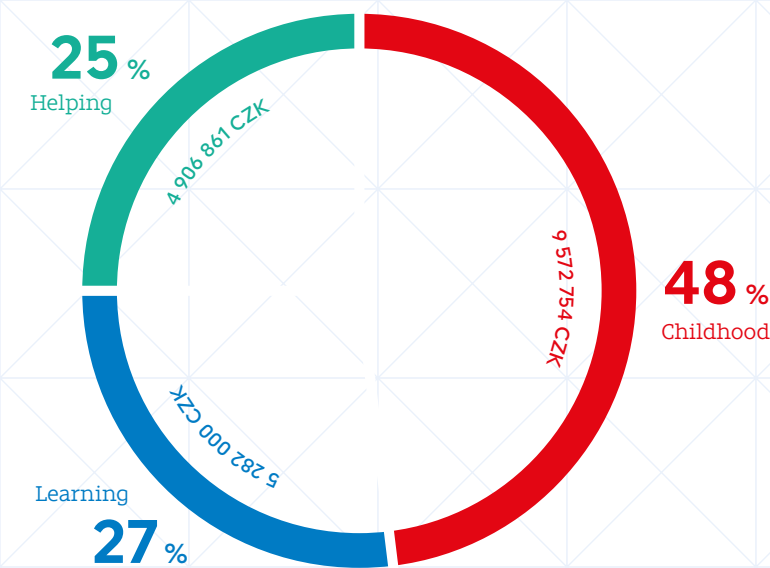
RSJ Foundation in numbers

From 2015 to 2020, the RSJ Foundation supported selected projects with more than 93 million CZK.

RSJ Foundation contributions:



In 2020, we supported projects in the following areas:





Fostering creativity

We believe in education based on fostering children's creativity and imagination.

We create an inspiring environment in which every child has their own space.



02 Our mission

We want gifted children to grow up in an inspiring environment and have the opportunity to fully develop their personality, intellect, and talent. We want all children to prosper. That's why we support healthy biopsychosocial development in children and systemic changes in education while working to build a culture of philanthropy.

Our values

Responsibility

Freedom

Trust

Wisdom

Our principles

We strive to ensure that organizations supported by the RSJ Foundation receive the backing they need in order to fully focus on their own missions.

Therefore, in working with these organizations, we adhere to the following principles:

- Partnership
We treat the nonprofit organizations we support as equal partners.
- Individual approach
Each of our partners is exceptional and unique.
- Education and mentoring
Financial support is only one part of what we do. We care about the long-term, effective, and successful functioning of the organizations we help, with which skill development and mentoring go hand in hand.
- Creative thinking
We believe that beauty lies in diversity. It enriches us, so we provide space for creative thinking and the breaking down of stereotypes.
- Independence, responsibility, trust
If our relationships and dialogue with supported organizations are to be meaningful and productive, we must trust and respect one another and be open.
- Sustainability
We care about long-term outcomes. That's why we seek paths to sustainability and viability for our partners.

How we work

We typically support organizations for **five years** in order to ensure they are capable of striking out **on their own**. We care about their independence, growth, development, and eventual financial self-sufficiency. We know it's not easy to go it alone.

In the case of key and strategic partners who focus on systemic and social change, our support may be extended to **ten years**. We understand that society and established rules can't be changed overnight.

Grant application

At the RSJ Foundation, we look for organizations with projects focusing on gifted children, prevention, and care for healthy biopsychosocial development in children and adolescents. Organizations may educate, apply new or proven methods, and offer additional opportunities for development in this area.

Projects should be inspirational and open to new points of view. They should also have nationwide or interregional reach.

We prefer long-term cooperation, not one-time endeavours.

Grant approval





Different doesn't mean bad

Our goal is systemic change. We want to help break the mould, tear down stereotypes, and introduce new ways of looking at things within the Czech school system.

What we do⁰³

The RSJ Foundation's priorities are education, healthy biopsychosocial development in children with a special emphasis on gifted minds, and science and academic excellence.



Gifted children

Gifted children think differently – all the time. You might not recognize them at first sight. They may be behind in something, or their behaviour or handicap may be masking their true potential.

They are resourceful. They may be unpleasantly logical and hardheaded, highly critical and self-critical, or overly sensitive. Some form complex, apposite sentence structures, while others may say little for fear of being misunderstood.

They take an early interest in letters, numbers, the cosmos, social structures, electricity, and

the meaning of life. They want to understand ordinary things down to the last detail. They have an outstanding memory, like to experiment, and are abstract thinkers. They have highly developed reasoning skills and imaginations.

Frequently, they are almost too hungry for new information. They constantly and eagerly ask questions. Their games may be complex or even incomprehensible. Their perfectionism may lead to substantial inner pressure, and they may also have trouble adapting. They often experience high levels of stress and have difficulty making friends and working with teachers. Their own parents may find it hard to understand them. Gifted children may suppress their natural talents. They deny themselves, are frustrated, and take solace in social isolation.

We work to ensure gifted children grow up in an environment that gives them space, understanding, support, and inspiration in their overall personality, intellectual, and cultural development. We want these children to know how to face problems and seek out help in times of crisis.

We follow the latest research and practices both at home and abroad. We connect and support experts, initiatives, and organizations. We learn together and want to bring about social change. We believe the psychosocial wellbeing of gifted children and their surroundings is an asset that is important to the whole of our society.

Center for Talented Minds

The mission of CTM is to support talented, motivated, and ambitious secondary school students to develop their potential with respect to their own learning tempo and eagerness to study in a field they enjoy with a systematic focus on improvement in the English language.

Dítě badatel (Child Explorer Academy)

Dítě badatel focuses on gifted children who are misunderstood and excluded from their peer group. It offers them the opportunity to explore

and discover the world with the support of specialists. The programme works with teachers to establish overlap into the children's schools. The children return to their classmates and are encouraged to share their newly acquired knowledge, thus giving them an opportunity to build new bonds within their natural peer group.

Mensa CZ

The mission of Mensa CZ is to identify and foster human intelligence for the benefit of humanity by encouraging research in the nature, characteristics, and uses of intelligence and by providing a stimulating intellectual and social environment for its members.

Nadační fond Qiido (Qiido Endowment Fund)

The mission of the Qiido Endowment Fund is to promote development of intellectual potential and socio-emotional intelligence in order to meet the special learning needs of extraordinarily gifted children between the ages of five and eight years in at least one intellectual area.

Techmania Science Center

A project of the Techmania Science Center for gifted and inquisitive minds helps elementary

and secondary school students take advantage of a supportive environment and the guidance of specialist teachers namely in the natural sciences and technical fields.

— Dana Hádková, Dítě badatel:

'It's very motivating for us to receive informed questions that help identify areas for improvement. And in no way do we wish to downplay the financial support from the RSJ Foundation, which gives us the opportunity to test and subsequently expand the Child Explorer Academy concept in the context of consultation, budget management, precisely aimed questions, and human interest, all of which in turn gives us the confidence to seek solutions in places where alone we'd like have already given up.'

— Dana Havlová, Mensa Camps:

'What I like about working with the RSJ Foundation is their helpful approach and connections with other organizations and people who aren't interested solely in performance but also have a genuine interest in the feelings of gifted children. Thanks to support from RSJ, this year we've succeeded in giving more than 200 gifted children the opportunity to consult their feelings and/or worries with a specialist, a psychologist, or a psychotherapist.'

Healthy biopsychosocial development in children and adolescents

We believe that healthy physical and psychological development in children and adolescents is a prerequisite for a happy and successful life. That's why we support projects focusing on biopsychosocial development.



We support awareness raising about the mental health of children and adolescents. We support the education of specialists and the public as well as the creation of educational materials and activities that combine diverse subjects and facilitate sharing of new findings and experiences. We seek out meaningful and innovative solutions that can be put into practice.

We engage in projects that supplement basic learning in school with quality psychosocial education. We believe that children and adolescents must know how to care for their mental health. We contribute to the creation of programmes dedicated to the teaching of psychosocial skills, the prevention of mental illness, and the propagation

of psychohygiene methods for children and adolescents in alignment with a general education programme.

Support from the RSJ Foundation is helping to raise public awareness about mental health and rid mental illness of its social stigmas. We contribute to the education of students and teachers alike in the field of mental healthcare and prevention. At the same time, we also work to support crisis intervention, address bullying, and reinforce psychomotor development in children.

Česká psychiatrická společnost (Czech Psychiatric Society)

By supporting Česká psychiatrická společnost, we aim to improve the quality and availability of mental healthcare for children and adolescents while at the same time educating specialists and the general public on the subject of mental health.

Dětské krizové centrum (Children's Crisis Center)

Dětské krizové centrum supports immediate crisis intervention for endangered children, including a chat service and educational activities so that children and adolescents know who to turn to in times of crisis.

E-clinic – Zipyho a Jablíkovi kamarádi (Friends of Zipy and Jablík eClinic)

The project called Zipyho a Jablíkovi kamarádi focuses on supporting mental health in preschool and school children. It helps children develop social

skills and teaches them how to cope with difficult problems. By doing so, it fortifies both their current and future mental health and creates a basis for preventing development of risk behaviours and mental disorders.

Linka bezpečí (Safety Hotline)

The telephone crisis intervention service for children, adolescents, and students has been in operation across the Czech Republic and free of charge for 25 years. By supporting the hotline, we help a larger number of children find help, including in new areas such as cyberbullying and self-harm, etc.

Lokomoce

The mission of the Lokomoce organization is to increase physical activity levels among the population starting from the youngest possible age. It focuses on developing proper psychomotor skills, improving physical condition, building immunity, and strengthening social relationships.

Nadace sportující mládeže (Youth Sport Foundation)

We work with Nadace sportující mládeže to increase interest among children and their parents in exercise and sport. The mapping of motor skills in preschoolers is supported with special activities for parents focusing on sport, motor literacy, and an active lifestyle.

Národní ústav duševního zdraví (National Institute of Mental Health)

The goal of the project called Všech pět pohromadě is to supplement elementary school curricula with teaching on the subjects of psychosocial skills, psychohygiene for children and adolescents, and prevention of mental illness.

Nevypuť duši

The mission of the Nevypuť duši association is to inform the public about mental health, break down

mental illness stigma, and support the education of children, adolescents, and teachers in the areas of care and prevention.

— **Petr Winkler, Národní ústav duševního zdraví:**
'What I appreciate most in working with the RSJ Foundation is the combination of flexibility, eagerness, humanity, professionalism, and determination to see a given project through to its successful completion. This approach has helped us elevate our project to the desired level.'

— **Marie Salomonová, Nevypuť duši:**
'In working with RSJ, we have a sense of complete trust; we don't have to be afraid to think big, and we know that we can pursue our project to the fullest and at an outstanding level of quality. The entire team has had faith in us from the very beginning, and they embarked on a project with us for which there wasn't a lot of social demand at the time.'

Systemic change in education

It's our wish to create an environment in Czech schools in which children can feel good and can unlock their true potential. We always devote extra attention to groups of gifted children with special learning needs, which must be met in order to ensure healthy and happy development.

We work to create motivating environments beginning from the first stages of primary education. We believe that students can fully develop their abilities only in a stimulating setting that meets their learning needs and aligns with the latest trends.

It goes without saying that teachers and other caring adults in education also deserve our attention and recognition, as they play an immensely important role in children's psychosocial development. We're pleased that the organizations we support devote a substantial part of their activities to them. We choose and support long-term projects with broader social impacts and a comprehensive approach to the given subject.

EDUin

The mission of EDUin is to encourage public debate on education with emphasis on the needs of a changing world. The online magazine EDUzin supports communication between schools and parents and works to provide inspiration and examples of good practices. Our collaboration focuses on the popularization of topics relating not only to gifted children.



Eduzměna (Educhange Foundation)

Eduzměna works to modernize the Czech school system. Its mission is to create a functional and sustainable model of educational development that improves the learning outcomes of students and diminishes differences between schools.

Otevřeno (Open)

Educators need deeper and more practical preparation that focuses on developing their teaching qualifications, from setting learning targets to effective communication with parents. Otevřeno's primary mission is to accelerate innovation at education faculties.

Standing Conference of Educational Associations (SKAV)

The goal of the Wellbeing in Education project, which we collaborate on with SKAV, is to provide systematic support for the wellbeing of children in the Czech school system with the aim of improving their learning outcomes and minimizing differences in education.

Učitel naživo (Teach Live)

The mission of Učitel naživo is to modernize Czech schooling so that all children can learn effectively and have fun at the same time.

It implements programmes for teachers and school directors centring on children and their learning and development.

— Tomáš Čakloš, Otevřeno:

'Working with the RSJ Foundation lets us connect with other supported organizations, exchange experiences, and enrich our work with new perspectives, one of which is the topic of wellbeing in children and teachers. The foundation is pursuing this area, as it represents a fundamental challenge for the Czech education system.'

— Zdeněk Slejška, Eduzměna:

'Our approach to systemic change in education is unconventional in the Czech milieu – we work together with teachers, school directors, founders, parents, and children to identify a path and then invite them to follow that path and build on it.'

— Jan Straka, Učitel naživo:

'We value the fact that the people from the RSJ Foundation know how to think many years ahead and can thus support organizations with big ambitions. There's a lot of inertia in education, which means it often takes a long time to achieve the desired results. That's why a long-term outlook is essential to us.'



Academic excellence

We help educational institutions and other organizations specializing in mathematics, informatics, logic, and economics. In doing so, we build on longstanding collaboration between the company RSJ and the Faculty of Mathematics and Physics at Charles University.

Talented, hardworking, and motivated children and adolescents require environments that meet their learning needs and are in step with current trends. Their diligence and efforts must be acknowledged and supported. In the broadest sense of the word, education is the key to a fulfilling future.

Our goal is to elevate the prestige of science and its importance for society. We work to encourage collaboration between educational and research institutions and the private sector. We want to push the boundaries of human knowledge.

In 2018, we affirmed our longstanding collaboration with the Faculty of Mathematics and Physics at Charles University by adopting a Declaration of Collaboration.



We support:

- Cerge-EI
- Union of Czech Mathematicians and Physicists
- University of South Bohemia České Budějovice
- Faculty of Mathematics and Physics, Charles University
- Institute of Mathematics of the Czech Academy of Sciences
- Student Cyber Games

— **Prof. Vít Dolejší, vice-dean for mathematics at the Faculty of Mathematics and Physics, Charles University:**
'Our partnership with the RSJ Foundation is a matter of prestige. The RSJ Foundation is one of a few private foundations that also support basic research. At the same time, regular meetings with foundation representatives provide us with valuable external feedback on our activities.'

— **Miroslav Rozložník, Institute of Mathematics, Czech Academy of Sciences:**
'The international conferences and seminars organized or co-organized by the Institute of Mathematics of the Czech Academy of Sciences typically take place on an annual or biannual basis, so it's important for us that the support for these events from the RSJ Foundation is long term.'

Supported competitions

In addition to universities, workshops, and conferences in the academic sphere, we also support a number of competitions that help develop logical reasoning and prepare elementary and secondary school students for their future studies.

Bobřík informatiky (Informatics Beaver Badge)

The online competition Bobřík informatiky popularizes informatics at elementary and secondary schools. Contestants must field questions from the areas of computational thinking, informatics and reasoning, information comprehension, logical problem solving, and digital literacy.

Evropská matematická olympiáda pro dívky (European Girls' Mathematical Olympiad)

Girls comprise only 10% of the overall number of contestants in the International Mathematical

Olympiad. That's why we support Czech girls in the European Girls' Mathematical Olympiad, in which the best girl teams from around the world compete with one another.

Logická olympiáda (Mensa)

The logical Olympiad organized by Mensa CZ is a competition in logical tasks that require an independent and creative approach to solve. It isn't personal knowledge that decides the winner but rather the ability to think for oneself and make fast decisions. The goal of the competition is to discover talent in children and adolescents and offer them an alternative way of spending free time that develops their gift.

Matematická olympiáda

The tradition of an Olympiad in mathematics in the Czech Republic goes back 65 years. The RSJ Foundation helps in the preparation of competitions in the national and international rounds. It supports teachers, lecturers, and essential training camps and also covers the expenses of contestants in the individual rounds.

Matematický klokan (Mathematical Kangaroo)

The goal of Matematický klokan is the popularization of mathematics among students, parents, and grandparents through the witty formulation of interesting tasks. The competition also serves to identify mathematical talent and develop key competencies in students and facilitate their application in future studies and in work.

This internationally coordinated competition has been held in the Czech Republic since 1995. It is organized by the Union of Czech Mathematicians and Physicists in partnership with the Department of Mathematics at the Faculty of Education and the Department of Algebra and Geometry at the Faculty of Science, Palacký University Olomouc.

pišQworky

The pišQworky competition is a project of the association Student Cyber Games, which since 2003 has been making school more fun by organizing student competitions. The main goal of the project is to awaken in young people a healthy confidence and encourage their competitive spirit, logical reasoning, and patience.

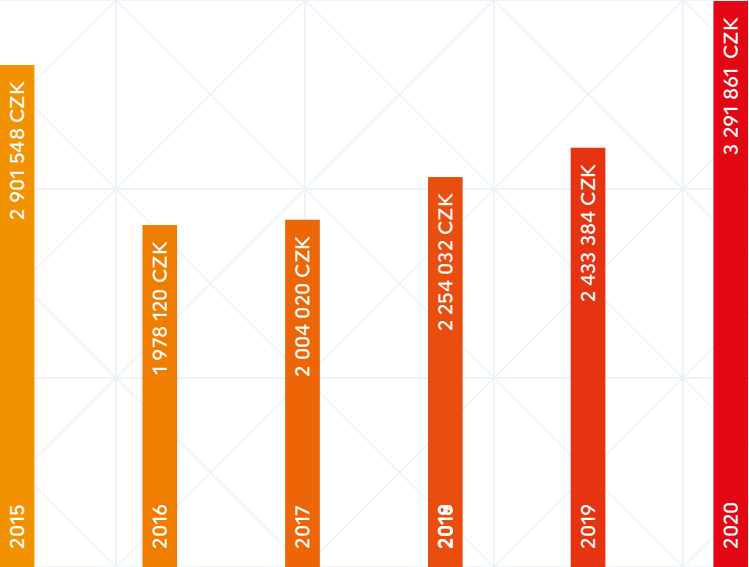
Workplace giving

An important part of the corporate culture at RSJ Group is workplace giving and the development of philanthropy.

Employees regularly donate money to several nonprofit charities that they choose by democratic vote. For every donated crown, RSJ Group donates an additional three.

Workplace giving has long been part of the company's DNA, and the desire among our colleagues at RSJ to give a portion of their income to people in need grows stronger every year.

Workplace giving:



Fond ohrožených dětí (Endangered Children's Fund)

We provide financial support to help cover costs associated with running the substitute homes for children in need of immediate assistance. The system is designed to resemble family care as closely as possible. Separate apartments house three to four children who are cared for by professional aunts, who rotate on a weekly basis. Fond ohrožených dětí helps children throughout the Czech Republic.

Helppes – assistance dog training center

The mission of the Helppes assistance dog training center is to facilitate the inclusion of people with physical disabilities in society, their return to an active life, their participation in the educational and occupational process, and their attainment of a greater degree of independence. These goals are achieved in part thanks to specially trained assistance dogs. We support this training through our workplace collection, and each year we present two or three assistance dogs.

Nadace Leontinka (Leontinka Foundation)

Nadace Leontinka helps children and students with visual impairment. Their mission is to integrate such children into society and enable them to attain education and also participate in social, sporting, and recreational activities.

Nadace Národ dětem (National Children's Foundation)

Nadace Národ dětem improves care for children hospitalized at the Department of Paediatric Haematology and Oncology, 2nd Faculty of Medicine, Charles University, and Motol University Hospital through the purchase of medical devices and drugs as well as by financing cancer research and enhancing the setting in which paediatric patients receive treatment.

Parent Project

The organization was established by parents of children born with Duchenne and Becker muscular dystrophy. It brings together patients, parents, and family members as well as specialists in treatment and research. Their mission is to advance

the interests of patients, create conditions for an improved quality of life, provide complex care, and support the availability of effective treatment.

Smiling Crocodile

The Smiling Crocodile preschool and elementary school helps children with severe complex needs overcome adversity and acquire necessary basic skills. These efforts significantly improve the quality of life of the children, their families, and their caretakers.

— **Jindra Landová, Parent Project:**
'Thanks to our partnership with the RSJ Foundation, we're able to provide specialized counselling to families affected by muscular dystrophy. These families need support; they need specialists who know the ins and outs of this progressive disease. The generosity of the employees means we can give families counselling and also continue to expand and improve on the services we offer.'

— **Dagmar Herrmannová, Smiling Crocodile:**
'I'm pleased that we have the opportunity to provide long-term education, therapy, and an integration programme to children whose disabilities are so severe that without our facility, they would be forced to stay home and rely solely on home schooling.'



Support for growth and development

Support and the knowledge that someone believes in you are essential for growth. We depend on the best people in the field so that others can depend on us.

04 Our people

Board of Directors



Anton Tyutin
chairman

'From the start, we wanted to support excellence in society. We gradually took the path of organic complementation. We found a more comprehensive approach to things, and at the same time it became increasingly clear that developing talent has to be balanced; it has to encompass the entire personality of the gifted child and support their biopsychosocial development.'



Libor Winkler
vice chairman

'Despite RSJ shareholders having their own philanthropic activities, in 2014 we decided to establish our own corporate foundation. Today, we help approximately 30 projects with annual financial support amounting to some 18 million Czech crowns. Many of these organizations have become independent and are now cutting their own paths. Personally, I'm most pleased that the employees of RSJ have become involved in the activities of the foundation.'



Romana Hyněšová
board member

'My motivation to help those in need comes from the world around us and the many stories I hear every day. Fortunately, these stories can sometimes be changed, but that change doesn't come all by itself. We have to work for it together. I believe in helping, and I also believe that someone we've helped may someday help someone else.'

Supervisory Board



Bronislav Kandřík
chairman

'We dropped the ball on education in the Czech Republic. We owe a great debt in many regards. What do we do to help children learn how to think independently and solve problems creatively? At the foundation, we're working to shake things up. We seek out and support projects aiming to bring about meaningful changes with a lasting impact.'



Jakub Petrásek
vice chairman

'Quality education and the ability to think critically are the main pillars of RSJ. The group has long supported scientific research and educational activities, for instance at the Faculty of Mathematics and Physics, where as a student I received an award from RSJ for my thesis. The award motivated me and helped me in my future decision-making and direction.'



Martin Ducháček
board member

'I'm proud of what the RSJ Foundation has accomplished thus far and of the topics it focuses on, because they are truly important for society and are integral to the essence of RSJ Group. The combination of enterprise and philanthropy can give rise to some great changes. I'm particularly happy that RSJ has established a successful workplace giving programme that continues to grow with each passing year.'

Our team



Lenka Eckertová
director

'Our work is about investing in people. We motivate one another to learn together, cooperate, and be respectful. Good relationships are important to us, so we encourage communication that's open and always compassionate. Everything works better in a trusting and informed environment. The less confusion and administration there is, the more time there is for constructive work that benefits children, teachers, and vulnerable groups.'



Lucia Brinzanik
communications manager



Adéla Salačová
project manager



Hana Křepelková
project manager



Petra Šlapánková
project manager

RSJ Foundation Advisory Board

We work for social change, but we know we can't do it alone. That's why we rely on the expertise and aegis of affiliated specialists.

Mgr. Daniela Alexová Faculty of Science, Charles University
Mgr. František Berka Nadace sportující mládeže
Ing. Tomáš Blumenstein Mensa CZ
Ing. Jeanne Bočková, MBA Center for Talented Minds
Kamila Dvořáková, M.A., Ph.D. developmental psychologist
Mgr. Naďa Eretová Wolters Kluwer CZ
Mgr. Anna Fučíková, Ph.D. Faculty of Mathematics and Physics, Charles University, and the Institute of Physics of the Czech Academy of Sciences
MUDr. Michal Goetz, Ph.D. Department of Paediatric Psychiatry, 2nd Faculty of Medicine, Charles University in Prague and Motol University Hospital
doc. PhDr. Jana Marie Havigerová, Ph.D. Faculty of Arts, Masaryk University

Mgr. Dana Havlová Mensa CZ
Martin Herman, M.A. American Fund for Czech and Slovak Leadership Studies
Mgr. Irena Hošková educucoach
Ing. Miriam Janyšková, MBA Nadační fond Qiido
Martina Kaděrová EDUin
doc. MgA. Petr Koliha Česká televize – Děčko
Mgr. et Mgr. Martin Konečný Faculty of Mathematics and Physics, Charles University, and Duhovka High School
MUDr. František Koukolík, Dr.Sc., FCMA Thomayer University Hospital
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