



**Christian Children's Fund - Belarus**

**“COMMUNITY SERVICES TO VULNERABLE GROUPS”**

**YEAR 2 PROGRAM REPORT**

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**Component II “HIV/AIDS NGO Capacity Building in Belarus”**

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## **I. EXECUTIVE SUMMARY**

### **A. PROJECT GOAL AND OBJECTIVES**

The “HIV/AIDS NGO Capacity Building in Belarus” is aimed at reducing the transmission of HIV within Belarus by strengthening the capacity of local NGOs and community groups to deliver effective HIV/AIDS services that target high-risk populations, as well as educate the general public.

*The project has three main objectives:*

- To strengthen the organizational and managerial capacity of Belarusian NGOs/CSOs working in HIV/AIDS sector to deliver effective and sustainable community managed HIV/AIDS services.
- To improve the technical capacity of Belarusian NGOs/CSOs to deliver HIV prevention and care interventions effectively.
- To enhance the networking capacity of Belarusian NGOs and CSOs, working on HIV/AIDS, inter-and-cross sector relationships and cooperation.

### **B. PROJECT HIGHLIGHTS**

In Year 2 CCF comprehensive approach to capacity building of AIDS-service NGOs helped to enhance their role in the social sphere and HIV/AIDS response in Belarus. NGOs enrolled in the project demonstrated impressive progress in fostering democratic and participatory practices in their organizational culture. Ongoing monitoring and participatory annual evaluation showed significant improvements in NGO governance (73% of NGOs), operational and strategic planning (73% NGOs), financial managements (100% NGOs), HR and M&E (87%).

The national trainer’s team created in Year 1 continued its professional development. They conducted 70 workshops in 23 local communities. About 1,100 NGO specialists, activists and volunteers were trained on HIV/AIDS issues. Intermediate impact evaluation of HIV/AIDS workshops demonstrated significant influence of these educational events on NGO service delivery. Thus, 100% of NGOs reported improvement of their HIV/AIDS services, 41% reached new target groups, and 41% expanded HIV/AIDS programs in new geographic regions.

Sixteen (16) **small grants** were in the process of implementation in Year 2. Seven (7) of them were the projects unfinished in Year 1 and 9 new grants awarded in January 2007. Within the small projects CCF sub-grantees established **51** innovative community-based services for difficult to reached groups or settings. Among them were informal education on HIV/AIDS and interactive theatrical performances for institutionalized children and youth; an educational mini-van for rural youth; services for HIV-positive pregnant women; a home-based palliative care for HIV-positive children and their family members. The total number of the beneficiaries (IDU, PLWHA, STW, MSM, youth, women) reached through HIV/AIDS services provided by NGOs is **22,155 people**. Number of indirect beneficiaries reached through grantees’ information campaigns more than **60,000 people**.

Due to the project Belarusian AIDS Network (BAN) enhanced its role as a consolidating force for AIDS-service NGOs. Series of joint public awareness and advocacy campaigns were conducted country-wide to memory of those lost of AIDS and promote tolerance towards PLWHA.

BAN advocacy efforts resulted in **Council of Ministers’ approval of 5 recommendations submitted by CSOs** to National Targets of Universal Access to Prevention Treatment and Care – country strategic-level document on HIV/AIDS.

Despite all the financial obstacles and unfriendly NGO environment in mid September Belarusian AIDS Network got an official registration as a legal entity (Association of non-profit organizations “BelSetSPID”). Official registration will open new opportunities for advocacy, fundraising, and better management and

become an important pre-condition for BAN sustainability. Information and experience exchange within the community of AIDS-service NGOs was improved through 2 issues of BAN Information Bulletin “Vmeste” and 3 experience exchange visits in Belarus, Ukraine and Lithuania.

**The figures below illustrate the summary of main accomplishment of the 2<sup>nd</sup> Year:**

- Number of served NGOs increased from **60** in Year1 to 100 organizations in Year 2. They represented all 6 regions of Belarus (Minsk, Mogilev, Grodno, Gomel, Vitebsk, Brest regions).
- Over **1,200** participants representing **100** organizations took part in **80** workshops conducted by the HIV/AIDS trainer’s team and CCF specialists on organizational development. More than **30** step-down activities (workshops, presentations, Theme Board meetings, community actions, etc) were conducted by participants as replication after CCF trainings.
- National HIV/AIDS trainer’s team expanded number of geographic locations from 7 (in Year 1) to 23.
- **16 projects** for the total amount of **\$166, 939.50** were in the process of implementation. Nine of them will be continued in the Year 3.
- **51** new community-based HIV/AIDS NGO services reached **22,155** direct and **60,000** indirect beneficiaries.
- Belarusian AIDS Network (BAN) completed the process if it’s official registration. The registered name of the organization is Association of non-profit organizations “*BelSetAntiSPID*”.
- BAN participation in defining *the National Targets of Universal Access to HIV/AIDS Prevention, Treatment and Care Services* resulted in Council of Ministers’ approval of the final document with 5 recommendations from the civil society.
- **Three** experience exchange visits/ study tours were held in the reported period (Ukraine, Lithuania, and Pinsk (Brest region)).
- Information on BAN web-site was regularly updated. Number of registered BAN web-site visits increased from **548** in Year 1 to **2,343** in Year 2.
- Two issues of BAN Information Bulletin “*Vmeste*” (*Together*) were published. At least 200 Belarusian HIV/AIDS NGOs, agencies and state-sponsored services received regularly distributed BAN Bulletin *Vmeste!*. Estimated number of readers (NGO members, representatives of vulnerable groups, stakeholders) reached by each issue was 2,000 people. And there were over 400 downloads of the electronic version of the bulletin located on BAN website [www.belaims.net](http://www.belaims.net).

## **II. PROJECT ACTIVITIES’ IMPACT**

**OBJECTIVE 1:** “**To strengthen the organizational and managerial capacity of Belarusian NGOs/CSOs working in HIV/AIDS sector to deliver effective and sustainable community managed HIV/AIDS services**”.

During the second year of the project capacity building interventions aimed to provide **sustainable impact on NGO’s organizational structure and management**. *Strategic Planning, Management of Human Resources, Financial Viability, and Program Management* were addressed through advanced and basic-level trainings, workshops, group and individual consultations for NGO managers and staff,.

As a result:

- **87%** of AIDS-service organizations participating in CCF project demonstrated improved Human Resources management.

- **73%** of AIDS-service organizations participating in CCF project demonstrated improved operational and strategic planning.
- **100%** of HIV/AIDS organizations participating in CCF project demonstrated improved financial management.
- **100%** of HIV/AIDS organizations participating in CCF project demonstrated improved program management

### Operational & Strategic Planning

Effective *operational and strategic planning* (OSP) is a basis for achieving mid-and long-term targets of the organization as well as precondition for result-oriented *program management*. CCF promoted **multi-stakeholder participation** in NGO strategic planning. This approach ensured **i)** better involvement of key stakeholders in NGO development; **ii)** better transparency of NGO operations; **iii)** stakeholders’ long-term and sustainable commitment to the organization.

ACTIVITIES UNDERTAKEN	SUMMARY
<p>WORKSHOP “<b>STRATEGIC PRIORITIES IN HIV/AIDS</b>” (OCTOBER, 2006, MINSK, 9 participants from 5 NGOs)</p> <p>WORKSHOP “<b>STRATEGIC PLANNING. DEFINING PROGRAM PRIORITIES IN HIV/AIDS</b>” (APRIL, 2007, MINSK, 9 participants from 5 NGOs)</p> <p>TRAINING “<b>APPRECIATIVE INQUIRY: a new approach in organizational assessment and planning of future developments through positive visioning</b>” (AUGUST, 2007, MINSK, 17 participants from 12 NGOs)</p> <p>WORKSHOP “<b>STRATEGIC PLANNING</b>” (individual follow up assistance to NGO “New faces”) (OCTOBER, 2006, MINSK, 12 participants)</p> <p>WORKSHOP “<b>STRATEGIC PLANNING</b>” (individual follow up assistance to NGO “Focus group”) (MARCH, 2007, MINSK, 11 participants)</p> <p>WORKSHOP “<b>STRATEGIC PLANNING</b>” (individual follow up assistance to NGO “Positive Movement”) (APRIL, 2007, MINSK, over 30 participants)</p> <p>WORKSHOP “<b>STRATEGIC PLANNING</b>” (individual follow up assistance to NGO “YMCA-Belarus”) (SEPTEMBER, 2007, MINSK, 7 participants)</p>	<p>Unfavorable and restrictive environment negatively affected NGO’s capability for strategic planning. NGOs are burdened with overwhelming number of problems created by rapidly changing legal environment. They are concerned with immediate survival issues rather than with their long –term strategic development.</p> <p>Series of OSP interventions was focused on development of strategic thinking, identification of clear strategic priorities in AIDS-service NGOs.</p> <p>CCF partner NGOs started using participatory techniques, where NGO members and key stakeholders took an active part in the development of priorities and strategies in opposite to the solo role of one leader.</p>
OVERVIEW OF OUTCOMES	
<p>☞ As a result of CCF assistance NGO <i>Focus Group</i> (Minsk) produced a written version of a three-year strategic plan. The NGO manager <i>Andrei Levko</i> pointed out that it was a first time in their practice when all the staff and average NGO members were actively involved in strategic planning process. While participatory strategic planning ensured better engagement of <i>Focus Group</i> members in NGO’s activities and increased their commitment to the organization’s future the management used strategic plan as a promotion and relation-building tool with the external stakeholders. Thus, the plan was shared with donors, Ministry of Education and put on the site <a href="http://www.f-group.org">www.f-group.org</a>.</p> <p>☞ NGO <i>Positive Movement</i> is one of the key implementers of the Global Fund. The NGO unites and</p>	

provide care and support services to PLWHA. The leader of *Positive Movement* reported that the process of strategic planning facilitated by CCF helped to make evident that the members of the NGO still possess different understanding of the mission and the vision of the organization. It is important to note that *Positive Movement* invited into the strategic planning workshop all governmental and non-governmental partners and representatives of PLWHA from all regions of Belarus. The planning helped to identify the niche of the NGO working to address HIV/AIDS. Changes in HR and in Board composition also followed the strategic planning process.

☞ NGO *Young Men Christian Association (YMCA-Belarus)* conducted a series of strategic planning exercises facilitated by both by CCF experts and top managers of the organization. Representatives of *YMCA-Belarus* from all regional branches, members of the Board and personnel were involved in the process. As a result the plan is developed, goals and indicators are defined, and strategic plan was approved by the Board.

### Human Resources management and program management skills

CCF offered series of capacity building interventions to develop managerial skills and competences in NGO leaders, mid-level managers and program specialists. CCF trained NGOs to establish their *HR Management* with respect to **decentralized leadership** and **participatory decision making**.

ACTIVITIES UNDERTAKEN	SUMMARY
<p><b>WORKSHOP “MANAGING VOLUNTEERS IN HIV/AIDS PROGRAMS”</b> (DECEMBER, 2006, MINSK, 17 participants from 9 NGOs)</p> <p><b>WORKSHOP “MANAGING HUMAN RESOURCES IN AIDS-service NGO”</b> (FEBRUARY, 2007, MINSK 14 participants from 11 NGOs)</p> <p><b>WORKSHOP “HIV/AIDS PROJECTS TEAM BUILDING”</b> (MARCH, 2007, MINSK, 20 participants from 11 NGOs)</p> <p><b>TRAINING “FACILITATION OF GROUP MEETINGS”</b> (OCTOBER, 2006, MINSK, 16 participants from 9 NGOs)</p> <p><b>TRAINING “MANAGING CONFLICTS”</b> (NOVEMBER, 2007, MINSK 17 participants from 12 NGOs)</p> <p><b>TRAINING “MONITORING AND EVALUATION IN PROJECT MANAGEMENT”</b> (FEBRUARY, 2007, MINSK, 17 participants from 9 NGOs)</p> <p><b>TRAINING “PREVENTION OF PROFESSIONAL BURNOUT”</b> (MAY, 2007, MINSK, 15 participants from 13 NGOs)</p> <p><b>TRAINING “TIME MANAGEMENT”</b> (JULY, 2007, MINSK, 12 participants from 8 NGOs)</p>	<p>CCF introduced the concept of “<i>NGO team development</i>” as a most effective form of joint work, achieving the best results and people-to-people relations.</p> <p>The trained NGOs reported using decentralized management; transferring knowledge and sharing leadership with new generation of NGO staff; improvement of youth participation in decision making and strategic planning, volunteer recruitment and management systems.</p> <p>All NGOs-grantees started to plan and conduct regular staff meetings, plan, and monitor and evaluate project activities and people’s performance.</p>
OVERVIEW OF OUTCOMES	

☞ NGO *Focus group* included HR Development in their 3-year strategic plan, which was lately designed with CCF assistance. *Focus Group* through information technology ensured participation of its members, which had difficulties coming to the office due to maternity leave. Women on maternity leave who usually stay inactive demonstrated the activity by developing/creating information materials on peer-

education and HIV/AIDS prevention through NGO web-site.

- ✍ NGO *Mothers Against Drugs* (Pinsk) facilitated cross-staff training to improve the capacity of its HIV consultants and volunteers. As the result 5 volunteers got ready to work on the hot telephone line.
- ✍ NGO *Young Men Christian Association (YMCA-Belarus)* recruited and trained 18 young people to run prevention peer-education programs and theme actions for rural youth. In addition within its public awareness campaign “*Future without HIV/AIDS*” *YMCA-Belarus* mobilized more than 50 community volunteers.
- ✍ *YMCA-Belarus, Belarusian Association of UNESCO clubs, Fialta* established system of cross-staff training. *Fialta* started regular meetings with volunteers to share innovations that they learned through various trainings outside *Fialta*.
- ✍ Focus Group and *YMCA* started using master-list of all the implementing projects. It helped them to better manage and coordinate program implementation and to some degree achieve synergetic effect

### **Financial Management / Fundraising**

Good financial management ensures adequate resource allocation and management, monitoring and reporting, quality standards for successful implementation of strategy and mission of the organization. CCF introduced the leaders of Belarusian NGOs to basic principles of effective financial management as well as successful fundraising. It helped NGOs’ leaders to mobilize resources locally, manage diversified financial resources and ensure NGO accountability to the donors and members of the organization.

<b>ACTIVITIES UNDERTAKEN</b>	<b>SUMMARY</b>
<p>TRAINING “<b>FINANCIAL MANAGEMENT</b>” (NOVEMBER, 2006, MINSK, 14 participants from 11 NGOs)</p> <p>TRAINING “<b>BASICS OF SUCCESSFUL FUNDRAISING</b>” (JUNE, 2007, MINSK, 16 participants from 11 NGOs)</p>	<p>NGO leaders and other non-finance staff were introduced into financial issues, which used to be exclusively area of work of accountants and bookkeepers. They learned principles/methods of budget preparation, analysis and control.</p> <p>The participants learned how to approach different donors, prepare successful project proposal and budget.</p>
<b>OVERVIEW OF OUTCOMES</b>	
<ul style="list-style-type: none"> <li>✍ After CCF fundraising workshop <i>Mothers Against Drugs</i> (Pinsk) raised additional funds from the local sponsors. It covered office repair, telephone hotline and some public events. The public events on HIV/AIDS prevention and healthy life style initiated by the NGO were also supported and co-financed by the local administration.</li> <li>✍ NGO <i>Real World</i> (Svetlogorsk) developed a competitive project proposal in response to the Call for Proposals by Svetlogorsk Executive Committee. It was the first time in Belarus when non-governmental organization participated in open competition announced by local government.</li> </ul>	

**OBJECTIVE 2: “To improve the technical capacity of Belarusian NGOs/CSOs to deliver HIV prevention and care interventions effectively”.**

- **43** types of NGO (instead of 15 planned) HIV/AIDS services were established as a result of capacity building and micro-grants programs. Each project financed by CCF managed to created more than one (two or event three services).
- **26** (instead of 20 planned) geographic regions/districts were covered by HIV/AIDS services provided by organizations participating in the project.
- **22,155** of direct beneficiaries (IDU, PLWHA, STW, MSM, youth, women), reached through HIV/AIDS services provided by NGOs.

**Development of the National HIV/AIDS trainers team**

HIV/AIDS trainer’s team created in Year 1 passed through a series of ToTs and obtained necessary knowledge and skills in design and implementation of theme educational events for NGO’s and state services, professionals and volunteers.

<b>ACTIVITIES UNDERTAKEN</b>	<b>SUMMARY</b>
<p>TRAINING “<b>COMPREHENSIVE HIV/AIDS PREVENTION PROGRAMMING</b>” (NOVEMBER, 2006, MINSK)</p> <p>TRAINING “<b>COUNSELING SKILLS FOR CARE AND SUPPORT INTERVENTIONS</b>” (DECEMBER, 2006, MINSK)</p> <p>WORKSHOP “<b>M&amp;E OF EDUCATIONAL PROGRAMS</b>” (JANUARY, 2007, MINSK)</p> <p>WORKSHOP “<b>OUTREACH WORK WITH VULNERABLE GROUPS</b>” (FEBRUARY, 2007, MINSK)</p> <p>WORKSHOP “<b>ASSESSMENT OF HIV/AIDS TRAINERS’ PROFESSIONAL NEEDS</b>” (MARCH, 2007, MINSK)</p> <p><b>TRAINING OF TRAINERS (ToT)</b> (JUNE, 2007, MINSK)</p> <p>TRAINING “<b>PARTICIPATORY NEEDS IN HIV/AIDS PROGRAMS</b>” (AUGUST, 2007, MINSK)</p>	<p>Members of trainer’s team developed and adopted 6 training modules appropriate for the Belarusian environment. CCF facilitated team building process within this group. The emphasis on <i>team building</i> is a crucial part of trainer’s team further development.</p> <p>Due to the mutual support and ongoing experience exchange between its members the team is becoming more experienced and independent from CCF methodological and technical support.</p>
<b>OVERVIEW OF OUTCOMES</b>	

- ✍ As the result of TOT 6 modules for multiplication workshops were developed by trainer’s team
- ✍ Trainer’s team conducted its regular training activity for NGOs staff and volunteers
- ✍ The professionalism of the trainer’s team was recognized by the national stakeholders. They were invited to facilitate HIV/AIDS education activities run *UNAIDS*, *BUMAD* project (EC/UNDP project for Belarus, Ukraine, Moldova), and by local NGOs such as *Amrita*, *Focus Group*.

### **Multiplication workshops by HIV/AIDS trainer’s team**

The training program consisted of 6 topics (please, see below) were offered to Belarusian NGOs by the trainer’s team.

<b>ACTIVITIES UNDERTAKEN</b>	<b>SUMMARY</b>
<p>WORKSHOP “GENERAL EDUCATION ON HIV/AIDS”</p> <p>WORKSHOP “DRUG ABUSE AS CO-RISK FACTOR OF HIV/AIDS”</p> <p>WORKSHOP “SEXUALLY TRANSMITTED INFECTIONS AS CO-RISK FACTOR OF HIV/AIDS”</p> <p>WORKSHOP “CARE AND SUPPORT FOR PLWHA”</p> <p>WORKSHOP “COUNCELING ON HIV/AIDS”</p> <p>WORKSHOP “PARTICIPATORY NEEDS ASSESSMENT WITH VULNERABLE GROUPS”</p>	<p>The theme workshops helped NGOs and community-based organizations <b>i)</b> to improve delivery of their existing services to vulnerable groups; <b>ii)</b> to increase number of new services and vulnerable groups served; <b>iii)</b> to attract new human resources to HIV/AIDS programming; <b>iv)</b> to increase number of NGOs dealing with HIV/AIDS.</p>
<b>OVERVIEW OF OUTCOMES</b>	
<ul style="list-style-type: none"> <li>✍ <b>61</b> multiplication workshops on HIV/AIDS were conducted by the national HIV/AIDS trainer team in <b>23</b> communities. The total number of multiplication workshops within the project period reached 75 s.</li> <li>✍ <b>1,050 participants</b> representing more than 30 regional NGOs, state-sponsored services, and vulnerable groups were trained by HIV/AIDS trainers.</li> <li>✍ The training program resulted in <b>improved knowledge</b> on general HIV/AIDS issues, <b>increased tolerance</b> towards PLWHA, and <b>enhanced capacity</b> to independently conduct HIV/AIDS related educational activities.</li> <li>✍ It is estimated that trained participants shared their knowledge on HIV/AIDS with about <b>5,800</b> peers or representatives of target groups by doing their own step-down activities ( ripple-effect).</li> <li>✍ According to evaluation conducted by CCF in February 2007, 100% of NGOs enrolled in HIV/AIDS trainings improved service provision; 41% reached new target groups and increased number of beneficiaries; 80% enhanced specific knowledge and skills on HIV/AIDS issues; 41% expanded their HIV/AIDS services geographically.</li> </ul>	

### **Micro-grants**

Sub-grant projects were implemented during the second year are as follows:

1. NGO “Amrita” (project “Youth against AIDS”);
2. NGO “Dyhovnost” (project “A well-educated mother will have a happy child”);
3. NGO “Young Men Christian Association” (project “Young people do HIV/AIDS prevention: education and information dissemination”);
4. Youth NGO “Youth educational center “Fialta” (project “Fashion for Health”);
5. Lida NGO “Christian community of young and adult” (project “Mobile informational service on HIV/AIDS”);
6. NGO “Belarusian Children’s Hospice” (project “Children and HIV/AIDS”);
7. NGO “Belarusian Children’s Hospice” (project “Establishment of self-help group of PLWHA”);
8. NGO “Belarusian Association of UNESCO clubs” (project “Informational reference book of Belarusian AIDS service organizations”);
9. NGO “Alternative” (project Re-socialization of HIV-infected drug-abusers);
10. NGO “Focus Group” (project “Fashion for Health”);
11. Republican Youth NGO “Vstrecha” (project “Information handbook”);
12. Pinsk branch of NGO “Mothers against drugs” (project “Anonymous helpline “With open heart”);
13. NGO “Mothers against drugs” (project “Tough Love”);
14. NGO “Youth educational center “Crossroads” (project “Youth movement against AIDS”);
15. Gomel NGO “Social projects” (project GomelInfo AIDS);
16. NGO Local Charitable Foundation “Zemliachestvo” (project “First step”).

#### OVERVIEW OF OUTCOMES

- **Fifty one (51)** HIV/AIDS services were established by sub-grantee NGOs in 26 geographic locations.
- The number of beneficiaries reached through HIV/AIDS services provided by NGOs was **22,155** Among them:
  - Young people – **7430**;
  - Women – **372**;
  - IDU and co-dependants – **1140**;
  - PLWHA and relatives/families – **545**;
  - MSM – **2000**;
  - Specialists dealing with HIV/AIDS vulnerable groups – **438**, and
  - **4,380** representatives of vulnerable groups including women, children, PLWHA and IDUs served by trained specialists – ;
  - Mixed HIV/AIDS target groups covered by HIV/AIDS trainings and workshops provided by trainers team and independent replication activities by NGOs specialists – **5,850**;
- General public including target groups covered by information campaigns – **60,000**.

#### **OBJECTIVE 3: “To enhance the networking capacity of Belarusian NGOs and CSOs, working on HIV/AIDS, inter-and-cross sector relationships and cooperation”.**

Networks, coalitions and other integration initiatives help NGO/CSO to operate more strategically, build solidarity and unite people and organizations in common cause and goal. It is especially important in the current highly restrictive and unfavorable environment. The project offered NGOs a series of educational events aimed to increase their networking capacity and improve communications within and outside NGO community. Besides, special efforts were made to support formalization and further development of Belarusian AIDS network. CCF trained NGOs to use **networks** and elaborate **pro-active communication strategy** in building positive *Public Image*.

- 19 organizations (against 18 planned) participating in the project have established working contacts with government organizations. CCF sub-grantees made official agreements or established working relationships with at least 28 different government entities within the framework of implementation of CCF awarded projects. Among them: local administrations, regional AIDS prevention centers Departments on Youth Issues, Departments of Healths, Departments of Education, Centers of Social Assistance.
- 20 (instead of 18 planned) organizations participating in the project have established NGO-NGO joint initiatives.
- 19 NGOs (instead of 8 planned) initiated joint activities on behalf of BAN.
- 5\* (instead of 8 planned) experience exchange visits/activities conducted.
- 9\* (instead of 16 planned) follow-up replication activities made by NGOs as a result of experience exchange visit.

\* There were some minor deviations in number of planned and achieved experience exchange visits and its follow-ups. It was closely connected with new unexpected opportunities for NGO community to influence HIV/AIDS national strategic documents, so it was decided to keep momentum and shift project networking from the simple exchanges to more complex and long-term issues affecting NGO environment and life of PLWHA. The postponed exchange visits will be conducted in Year 3.

### **Networking and NGO Public Image**

<b>ACTIVITIES UNDERTAKEN</b>	<b>SUMMARY</b>
<p>TRAINING “<b>EFFECTIVE PRESENTATIONS</b>” (SEPTEMBER, 2006, MINSK, 7 participants from 5 NGOs)</p> <p>TRAINING “<b>BUILDING STRATEGIC PARTNERSHIPS WITH STAKEHOLDERS</b>” (OCTOBER, 2006, MINSK, 17 participants from 15 NGOs)</p> <p>TRAINING “<b>EFFECTIVE NEGOTIATIONS WITH PARTNERS AND STAKEHOLDERS</b>” (DECEMBER, 2006, MINSK, 17 participants from 12 NGOs)</p> <p>TRAINING “<b>PUBLIC RELATIONS</b>” (JUNE, 2006, MINSK, 18 participants from 12 NGOs)</p>	<p>Special trainings were offered to CCF grantees and partner AIDS-service NGOs to enhance their communication, presentation, PR and negotiation skills with key stakeholders.</p> <p>In addition to structured training activity CCF facilitated interactions and experience exchange between NGOs in area of PR, networking and partnership building</p>
<b>OVERVIEW OF OUTCOMES</b>	

- ✍ **Four** NGOs (CCF sub-grantees), were included in the local **Interdisciplinary Coordination Committees on HIV/AIDS** in their towns. These Committees consist of specialists from state-sponsored institutions, and lead by local administration. For AIDS-service NGOs this forum is an opportunity to enhance cross-sectoral cooperation and impact on decision making process. This is a unique case for Belarus, where NGOs have very limited (if any) opportunity to influence or participate in decision making with local authorities and state institutions. Thus, the inclusion of these NGOs in the Committees could be considered as a significant success for the project and for NGO community.
- ✍ NGO “*Christian community of young and adult*” (*Lida, Grodno region*) initiated **town-wide public awareness campaign “Future without HIV/AIDS”**, and got support from all the members of local Interdisciplinary Coordination Committee on HIV/AIDS. They planned and implemented this event in alliance. Additional resources were raised by **mobilization of more than 50 community members** to volunteer at the action. Well-coordinated efforts reached **more than 3,000 citizens** through distribution of information materials and HIV/AIDS symbols, public survey, competitions, and “Stop AIDS” public voting.
- ✍ *Youth NGO Fialta* was included in the official delegation of city of Minsk to Moscow in August 2007. This NGO successfully presented its programs at the Minsk-Moscow summit. It became possible due to their successful presentation of CCF financed project “*Fashion for Health*” for the Department on Youth Affairs of the District Executive Committee. Officials of Youth Affairs Department were so much impressed that recommended *Fialta* to join their official delegation to Moscow. This case had a positive impact on *Fialta* image and improved cooperation with local government.

### Development of Belarusian AIDS Network

Belarusian AIDS Network has been supported to improve cooperation, coordination of efforts and advocacy of AIDS-service NGOs. BAN unites 15 leading AIDS-service CSOs and liaises with about 100 groups through BAN Information Bulletin “Vmeste”, BAN web-site “Together against AIDS” ([www.belaims.net](http://www.belaims.net)) and joint activities.

ACTIVITIES UNDERTAKEN	SUMMARY
<p>WORKING MEETING with UN Secretary General’s Special Envoy on HIV/AIDS in Eastern Europe (OCTOBER, 2006, MINSK)</p> <p>PUBLIC AWARENESS CAMPAIGN “<b>WORDS OF SUPPORT TO PLWHA</b>” (DECEMBER, 2006, MINSK)</p> <p>ROUND TABLE “<b>NATIONAL TARGETS OF UNIVERSAL ACCESS TO HIV/AIDS PREVENTION, TREATMENT AND CARE</b>” (DECEMBER, 2006, MINSK)</p> <p>BAN STEERING COMMITTEE MEETING (MARCH, 2007, MINSK)</p> <p>PUBLIC AWARENESS CAMPAIGN “<b>NATIONAL AIDS CANDLELIGHT MEMORIAL</b>” (MAY, 2007, MINSK)</p> <p>BAN STEERING COMMITTEE MEETING (JUNE, 2007, MINSK)</p>	<p>BAN conducted a series of public awareness and advocacy campaigns They were “<i>Candle Light Memorial</i>” and “<i>Words of Hope and Support to People Living with HIV/AIDS</i>” that became part of the BAN regular activity. Campaigns were conducted country-wide to honor the memory of those lost of AIDS and promote tolerance towards PLWHA.</p>

## OVERVIEW OF OUTCOMES

- ✍ BAN got its official registration as a legal entity (Association of non-profit organizations “BelSetAntiSpid”) in mid-September, 2007. It will create new opportunities for BAN to effectively represent common interests, advocate and promote AIDS-service NGOs on the national and international levels.
- ✍ BAN and its leader Alexander Novikov became a member of UN HIV/AIDS Theme Forum.
- ✍ BAN increased its role as a joint voice of AIDS –service NGOs and influenced changes in national strategic documents like National Targets of Universal Access to Prevention Treatment and Care for 2007-2010 – country strategic document on HIV/AIDS and “Road Map” (needs assessment and action plan to implement National Targets).
- ✍ Through working meeting with UN officials like UN General Secretary Envoy, Gihah Sultanioglu, UNDP Resident Coordinator, Eleonora Gvozdeva, UNAIDS Country Advisor, preparation of the appeals and documents BAN advocated for the interests of PLWA, universal and sustainable access to treatment and improvement of NGO environment in Belarus.

## Delivering information materials and sharing information resources

ACTIVITIES UNDERTAKEN	SUMMARY
<p>BAN INFORMATIONAL BULLETIN “VMESTE” <b>(TOGETHER)</b> (3<sup>RD</sup> ISSUE – OCTOBER-DECEMBER, 2006, MINSK) (4<sup>TH</sup> ISSUE - APRIL-JUNE, 2007, MINSK)</p> <p>BAN WEB-SITE “<b>TOGETHERAGAINST AIDS</b>”</p>	<p>BAN Information Bulletin “Vmeste” (Together) were published and distributed among app. 1000 organizations and groups engaged in HIV/AIDS programming in the country and all over the region.</p> <p>The bulletin and website informed about important events in the HIV/AIDS sector in Belarus, CIS and other countries; advocated for rights and interests of PLHA and other vulnerable groups; highlighted BAN events, activities and NGO projects as well as CCF-Belarus project activities.</p>
OVERVIEW OF OUTCOMES	
<ul style="list-style-type: none"> <li>✍ Bulletin “Vmeste” became an example of collaborative work of the community of AIDS-service organizations. They provided their articles, success stories and methodology description to this resource. During a project year there were more than <b>400</b> downloads of electronic version of the BAN Information Bulletin from BAN web-site. At the same time about <b>3,000</b> unique visitors were registered at the BAN Web-site.</li> </ul>	

## Experience exchange: best practices and methodologies in HIV/AIDS programs

ACTIVITIES UNDERTAKEN	SUMMARY
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<p>CROSS-BORDER STUDY TOUR ON HIV/AIDS (NOVEMBER, 2006, UKRAINE)</p>	<p>This year CCF continued practice of structured experience exchange visits and study tours for Belarusian AIDS-service NGOs. The focus was made on neighboring countries to introduce Belarusian participants with regional models of work as well as facilitate joint initiatives between Belarus, Ukraine and Lithuania.</p>
<p>CROSS-BORDER STUDY TOUR ON HIV/AIDS (MAY, 2007, LITHUANIA)</p>	
<p>IN-COUNTRY EXPERIENCE EXCHANGE VISIT ON HIV/AIDS (SEPTEMBER, 2007, PINSK)</p>	<p>One experience exchange visit was held in Pinsk (Belarus), hosted by Pinsk branch of NGO <i>Mothers Against Drugs (MAD-Pinsk)</i>. The idea of this event was to introduce participants from Bobruisk, Volkovysk, Minsk, Zhlobin to successful programs for IDUs, PLWHA, co-dependants, students and to present a progress made by <i>MAD-Pinsk</i> in organizational development and service provision.</p>
<p><b>OVERVIEW OF OUTCOMES</b></p>	
<p>☞ As a result of experience exchange in Pinsk the NGO <i>Mothers against Drugs (MAD)</i> decided to launch joint national-wide project with all its branches. The project will seek to improve organizational and programmatic capacities of <i>MAD</i> branches through training, mentorship and experience exchange between mature and less developed groups.</p>	

### **III. PROJECT CHANGES**

By CCF request USAID granted its permission for one-time non-cost project extension till September 2008. Budget and Annual Implementation Plan were submitted and approved by USAID CTO.

### **IV. CHALLENGES & LESSONS LEARNED**

#### **Challenges:**

- Implementation of CCF awarded small grants was postponed by the extension of registration process by the Department of Humanitarian Aid. Thus, small grants awarded at the beginning of January, 2007 were registered only by April (or even later in some cases). Its means that these projects will be also prolonged and completed in Year 3.
- Harsh political environment did not allow BAN to conduct round tables before its official registration.

#### **Lessons learnt:**

- ☞ Evaluation conducted by CCF showed that often NGO specialists have invaluable knowledge and practical experience in some areas of work (public advocacy, negotiations with stakeholders, hotline counseling, and risk group outreach work). But they share their experience only within their own organization (if at all) and have no opportunity to do it for the other NGOs.
- ☞ Comprehensive training program that covers all core programmatic and managerial aspects provides a significant impact on improved programs and management of participated NGOs. 83% of project targeted NGOs improved their management, service provision and networking capacity. Moreover, sustainable results could be achieved if NGO participation is not limited to leadership but involves mid-level managers, key staff and volunteers.
- ☞ Although CCF planned an extensive number of follow-up activities in addition to regular trainings, many NGOs did it by their own. More than **30** step-down activities (workshops, presentations, Theme Board meetings, community actions, etc) were conducted by participants. This is evidence that CCF approach

and training agenda empowered participants for further self-development and practicing the obtained skills .

- ✍ In Year 2 the national trainer's team gained significant experience not only in HIV/AIDS training delivery but also developed some additional transferable skills such as participatory needs assessment, action planning, M&E, facilitation of the meeting, agenda development. This “bouquet” of the different knowledge, skills and practical experience made CCF trainers an invaluable resource for further mobilization of community resources.

## **V. COORDINATION AND COOPERATION**

CCF-Belarus has held weekly project review meetings in Minsk. These meetings strengthened project management, performance, and integration leading to enhanced cooperation and communication between project staff.

**On November, 26 - December, 3** Mary Moran, CCF HQ Program Specialist and Bonica Dave, Grants Officer took part in the Monitoring and Evaluation visit to project sites together with DCOF/USAID Evaluation Team. They discussed project results and future plans with CCF-Belarus Office as well as clarified the details in organized PRIDE trainings.

**December 15, 2006** CCF-Belarus facilitated a joint Round Table with UNAIDS and the Belarusian AIDS Network to discuss the National Targets for Universal Access to HIV/AIDS Prevention, Treatment and Care Services.

**On June 1-2** Michelle Poulton, CCF Vice-President had meetings with CCF-Belarus office to monitor the project performance, advice on improvements and coordinate plans for the future.

**In June** CCF-Belarus project management group met with Katya Berglund, project manager (Noah's Ark (Sweden), Karin Attstron (Ramboll Management, Belgium) and Eelena Grigorieva (Positive movement, Belarus) in order to discuss possible cooperation with Belorussian-Swedish project “Bell” focused on resource mobilization among PLWHA.

**On 26<sup>th</sup> of June** Alexander Bodiroza, UNFPA Program Specialist (Division for Arab states, Europe and Central Asia, New York, USA) met with Irina Mironova and Katya Kostuchenko (CCF-Belarus HIV/AIDS specialist) at CCF-Belarus office. They discussed peer education activity for HIV/AIDS and reproductive health and shared resources developed in this area by both organizations.

### **Coordination with USAID**

The Chief of the Party and the USAID CTO, Jahor Novikau, meet on the regular basis to discuss programmatic issues. This coordination with the donor has enhanced process of project implementation and led both parties to work closely together to promote program's activities.

**On 20<sup>th</sup> of June, 2007** Peter S. Argo, USAID - Deputy Director, Chuck Howell (USAID-Country Coordinator) and Jahor Novikau (USAID CTO) and had a meeting with Irina Mironova, CCF-Belarus Chief of the Party, Mariana Ananenko, CCF-Belarus OVC Project Manager and Alexei Golontsov CCF-Belarus HIV/AIDS Project Manager, to discuss the progress and results of project implementation.

**On 26<sup>th</sup> of June** Alexandra Braginski , USAID Team Leader for Ukraine/Moldova/Belarus (Washington DC), Peter Wiebler , Director of Democracy and Governance Office (USAID Regional Mission, Kiev , Ukraine) and Chuck Howell (USAID Country Coordinator, Belarus) visited CCF-Belarus office and met with Irina Mironova, CCF-Belarus Chief of the Party. They discussed cooperation with local and national government.

## **VI. PROJECT MANAGEMENT & STAFF DEVELOPMENT**

### ***List of the project staff and their responsibilities:***

*Irina Mironova, Chief of Party* – overall leadership, strategic planning and management, evaluation and reporting, donor relationships, strategic alliances with stakeholders, HR management and development, budget control, payments approval

*Project Manager, Alexei Golontsov* - ensures successful program implementation. This position has primary responsibility to oversight of the program, and reports directly to Chief of Party.

*Finance Manager, Natalia Kovalchuk* – Key responsibilities of this position includes monitoring program accounts, records and book-keeping, making sure financial reports are developed and sent to the donor every quarter, and verification of timely liquidation of justified program expenses.

*Organizational development coordinator, Svetlana Zinkevich* – This specialist coordinates intensive training and follow-up technical assistance interventions focused on NGO organizational and managerial capacity building. This position is responsible for conceptualizing the training program, developing the training modules, as well as the implementation and monitoring of the training modules.

*Technical capacity building coordinator, Katerina Kostychenko* – This specialist coordinates intensive training, and providing technical follow-up assistance to NGOs focused on capacity building to deliver appropriate HIV/AIDS prevention, care and support services. This position is responsible for the conceptualization and development of training programs as well as for implementation, coordination, and monitoring.

*Networking coordinator/information manager, Alexander Novikov* – This specialist organizes and manages network and information activities: exchanges, web-site, newsletter, etc. This position works in close cooperation with organizational development coordinator and technical capacity building coordinator, and also assists the program manager in networking with major partner NGOs.

*Accountant, Maria Zakharova* – This position is responsible for bookkeeping and maintaining detailed financial accounts for the program. This employee works closely with Financial Manager.

*Monitoring and Evaluation specialist, Vladimir Korzh* – this position supports monitoring, evaluation and reporting activities as well as provides relevant assistance to program manager.

*Micro-grants manager, Anna Arhangelskaya* – devotes 50% of his/her time to the project and is responsible for preparation, implementation and follow-up activities related to micro-grants.

*Driver/Logistic, Youri Rusanov* – is employed on half – time to ensure ease of transportation and logistics, as well as the security of all personnel, from Minsk to the districts, and within and between districts.

### ***Staff development:***

In October 17-24 in Krakow (Poland) *Alexei Golontsov*, Project Manger, *Anna Arhangelskaya*, Small Grants Manger and *Alexander Novikov*, PR/Networking Specialist participated in training “Administration and Management of Grants”. The training was held by CCF, Inc; all the expenses were covered by CCF, Inc.

## **VII. BUDGET**

SF-272 (this report is will be submitted under separate cover by CCF’s Headquarters).



## “HIV/AIDS NGO Capacity Building in Belarus”

### Overview of CCF awarded sub-grants

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#### **The general list:**

1. NGO “Belarusian Children’s Hospice” (2 projects)
2. NGO “Focus Group”
3. NGO “Amrita”
4. NGO “Belarusian Association of UNESCO Clubs”
5. NGO “Young Men Christian Association”
6. NGO “Dyhovnost”
7. Lida NGO “Young Men Christian Association”
8. Youth NGO “Youth educational center “Fialta”
9. NGO “Alternative”
10. NGO “Social Projects”
11. NGO “Pinsk branch of Republican NGO “Mothers against drugs”
12. NGO “Republican NGO “Mothers against drugs”
13. Republican Youth NGO “Vstrecha”
14. Local Charitable Foundation “Zemliachestvo”
15. “Youth educational center “Crossroads”

NGO name (as in the approval)	Project name	Address, phone, e-mail	NGO director	Amount	Project duration
1. NGO “Belarusian Children’s Hospice”	Children and HIV/AIDS	100A Berezovaya roscha str., 223053 Borovliany, Minsk reion, Belarus; <b>phone:</b> +37517 505-27-46, fax: 505-27-45; <b>e-mail:</b> <a href="mailto:hospicepall@mail.belpak.by">hospicepall@mail.belpak.by</a>	Anna Gorchakova	15 000 \$	February, 2007 – December, 2007
<p><b>Description:</b></p> <p>The goal of the project is to improve quality of life of children living with HIV and their parents through home visiting and provision of home-based care and support. Within the framework of this project awareness building activities among average children will be undertaken to avoid stigma and discrimination towards children living with HIV from their peers. Awareness and education level of HIV-positive children’ mothers on HIV/AIDS issues, risks for children and methods of care of HIV positive children will be increased. Health care providers will be trained on ethical principles and counseling skills of working with children living with HIV and their parents in health care services.</p> <p>The project will strengthen NGO’s capacity in providing care and support services for children living with HIV and achieve the following major results:</p> <ul style="list-style-type: none"> <li>- Mobile group providing home-based services for children living with HIV and their parents will be formed and its work will be organized;</li> <li>- Series of informational leaflets/ bulletins will be published and distributed among HIV positive mothers, those who have a child and among women who are planning to be a mother. The design and content of informational materials will be made in cooperation with specialists of Children City Clinic.</li> <li>- Informational materials on HIV/AIDS issues, risk factors and rights and needs of children with HIV will be published and distributed among average children and young people.</li> <li>- Two trainings will be conducted for health care workers on ethical principles and counseling skills of working with children with HIV and their parents.</li> </ul> <p>The project will provide regular support to more than <b>forty (40)</b> children with HIV and their mothers. <b>Twenty (20)</b> health care specialists will benefit from NGO educational courses and more than <b>200</b> average children will reached through public awareness campaign in schools.</p>					
2. NGO “Focus Group”	Fashion for Health	Partizanski ave. 2-4B-529, Minsk, Belarus; <b>phone/fax:</b> +375172983933 (2534898), <b>e-mail:</b> <a href="mailto:focus_group@mail.ru">focus_group@mail.ru</a>	Andrei Levko	15 000 \$	February, 2007 – February, 2008

**Description:**  
 The goal of the project is to promote healthy life style and safer behavior patterns among students of boarding schools in Minsk and Minsk district. Information materials and skills building seminars will be offered to orphaned children to enhance their life skills and help them to avoid risk of HIV/AIDS.  
 The project will improve NGO capacity in delivering services as well as involve in HIV/AIDS prevention activities hard-to-reach target group (orphans in boarding school).  
 The main project expected results are:

- Knowledge of 500 students of boarding schools on HIV/AIDS risks and prevention methods will be improved through dissemination of information materials, conducting seminars and topical action.
- Safer behavior patterns and basic life skills, including communication, decision making and responsibility will be formed among no less than 120 young people through topical interactive theater performances and discussions in debate club.
- Students of Minsk Universities will be involved in the project to enhance peer-to-peer component of HIV/AIDS prevention activities for orphaned children.
- Project approach, methodology and key learning will be summarized and described in the manual, which will be distributed among specialists of boarding schools in Minsk and Minsk region. The electronic version of this resource will be also published at the web-site: [www.belinternat.org](http://www.belinternat.org) to increase its availability for higher number of specialists working with orphans.

The project will use multiple approaches to bring about behavior change in youth. Thus, combination of information, educational and interactive learning activities/techniques will provide stronger impact on target groups and create sustainable effect.

3. NGO “Amrita”	Youth against AIDS	Frunze 5-103, Minsk, Belarus; <b>phone:</b> +375 29 705 98 35 (mob), +375 17 216-01-75	Marina Voronich	14 999 \$	March, 2007 – December, 2007
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**Description:**  
 The goal of the project is to promote healthy life style and safe behavior patterns among students, living in dormitories in Minsk, Soligorsk, Svetlogorsk. Within the project awareness campaign and seminars on “General HIV/AIDS education”, “Substance abuse as co-risk factor for HIV”, and “Sexually transmitted infections as co-risk factor for HIV” will be conducted in targeted dormitories.  
 The group of students will be trained as volunteers and social mobilizes to facilitate youth activities on HIV/AIDS: topical actions on World AIDS Day and International Candlelight Memorial will be designed and implemented by volunteers and students.  
 At the final stage of the project methodological manual will be published and shared as a case model among specialists and practitioners.

The project will strengthen NGO’s capacity in HIV/AIDS prevention services for students and help to achieve the following major results:

- About *six hundred (600)* students will be actively involved in project activities through seminars on different aspects of HIV/AIDS and topical actions.
- *Twenty (20)* students will be trained to form a core volunteer group in each of targeted dormitories. At least two topical actions will be conducted in each of targeted communities by students and volunteers involved in the project.
- Project methodology and experience will be documented and published in a form of methodological manual. The manual will be shared among the specialists and practitioners (at least 10 educational entities) for replication of HIV/AIDS prevention activities among students.

4. NGO “Belarusian Association of UNESCO Clubs”	Informational reference book of Belarusian AIDS service organizations	10-607 Platonova str., Minsk, Belarus; <b>phone:</b> (+37517)294 00 23, <b>fax:</b> 294 09 73; <b>e-mail:</b> <a href="mailto:d-subtselny@tut.by">d-subtselny@tut.by</a> , <a href="mailto:belau@user.unibel.by">belau@user.unibel.by</a>	Dmitry Subtselny	14 900 \$	March, 2007 – December, 2007
<p><b>Description:</b> The goal of the project is to improve public access to HIV/AIDS prevention, care and support through information and referral system of Belarusian AIDS service organizations.</p> <p>Within the framework of the project information about existing HIV/AIDS services will be gathered and systemized. Information reference book and electronic data base of AIDS-service NGOs and state sponsored services will be designed and published. The copies will be distributed among NGOs, specialists, state entities. Series of Round Tables will be conducted to present a new informational resource and train stakeholders its utilization.</p> <p>Informational reference book will provide AIDS-service organizations with a generic picture of existing services and improve coordination among them. Authentic and objective information presented in the referral book will increase awareness of vulnerable groups and general public about existing HIV/AIDS prevention, care and support services. This will also increase availability of HIV/AIDS services. The project will also offer practitioners and specialists an opportunity to identify gaps in required services or exclusion of some categories of vulnerable groups.</p> <p>As a result of the project 1000 hard and 1000 electronic copies of information reference book will be distributed among AIDS-service organizations and stakeholders in Belarus.</p>					
5. NGO “Young Men Christian Association”	Young people do HIV/AIDS prevention: education and information dissemination	ul. Pobedy 40, 231300 Lida, Belarus; <b>phone:</b> +375 17 241 40 11; <b>e-mail:</b> <a href="mailto:ecodomik@tut.by">ecodomik@tut.by</a>	Alexander Drachuk	14 982,50 \$	February, 2007 – February, 2008
<p><b>Description:</b> The goal of the project is to improve awareness regarding healthy life style of young people in Lida, Vitebsk, Molodechno, Volozhin, Vitebsk and Brest and to promote safer behavior patterns through public awareness campaign and peer-to-peer workshops.</p> <p>Within the project intensive educational and awareness building activities, including peer-to-peer workshops will be organized for about 800 young people in 5 cities. Beyond the general HIV/AIDS issues young people will be informed about HIV/AIDS services existing in their communities.</p> <p>The project will strengthen NGO’s capacity providing HIV/AIDS prevention services for students and achieve the following results:</p> <ul style="list-style-type: none"> <li>- Two methodological handbooks will be published to equip peer-educators implementing workshops for school students. One handbook will cover the topic “HIV/AIDS and substance abuse prevention among young people”. The other one will be on “Applying peer-education methodology in HIV/AIDS prevention”. 500 copies of both handbooks will be published in total.</li> <li>- 75 peer-educators will be trained to carry out informational and educational activities on HIV/AIDS in schools. Series of experience exchange workshops will be organized for peer-educators from different communities to enhance their work by sharing the best practices.</li> <li>- Informational leaflets and video reel will be created and used on the public awareness activities and seminars making a stronger impact on the target audience.</li> </ul>					

<b>6. NGO</b> “Dyhovnost”	A well-educated mother will have a happy child	Kirova 55-206, 246050 Gomel, Belarus; <b>phone:</b> (+375) 232773517, 296483595, <b>e-mail:</b> <a href="mailto:ikorbut@tut.by">ikorbut@tut.by</a>	Elena Dedkova	14 302 \$	April, 2007 – April, 2008
<p><b>Description:</b></p> <p>The goal of the project is to form healthy behavior skills among 200 pregnant women, including those with HIV. Educational and skills-building activities will be particularly focused at forming of mother’s behavior and skills to ensure better child care and avoid risk of HIV.</p> <p>Target group of the project is: 200 pregnant women, including those with HIV from Gomel and Gomel region. The NGO will reach them thanks to close collaboration with Maternity ward of Gomel regional hospital, where key project’s activities will take place.</p> <p>The project will strengthen NGO’s capacity in HIV/AIDS prevention care and support among pregnant women, and achieve the following major results:</p> <ul style="list-style-type: none"> <li>- 60% of 200 women (married couples), including those with HIV, will improve and apply skills of safer behavior, HIV/AIDS prevention, and care of themselves and new-born child;</li> <li>- 20 health care providers and 12 NGO specialists will be trained on counseling of women with HIV;</li> <li>- 3 types of methodological handbooks (* on pre-natal care, * post-natal care, and * on socio-psychological adoption of people with HIV) will be provided to community-based services dealing with maternity and child issues.</li> <li>- Women with HIV will have the access to a socio-psychological assistance in form of hot-line service and individual consultations. This activity will be enhanced by peer-to-peer support socializing activities in Club of Young Parents.</li> </ul> <p>The project methodology includes training courses on pre-natal care for mainstream women and those with HIV, individual sessions and consultations for women with HIV, dissemination of information materials and handouts, telephone hot line, and parents’ club.</p>					
<b>7. Lida NGO</b> “Young Men Christian Association”	“Mobile informational service on HIV/AIDS”	Nevskogo str, parking building room #4, 231300 Lida, Belarus; <b>Phone:</b> (+375) 1561 57490, 29 6387181 <b>e-mail:</b> <a href="mailto:ymcalida@tut.by">ymcalida@tut.by</a>	I. Karavas	8 269 \$	March, 2007 – March, 2008
<p><b>Description:</b></p> <p>The goal of the project is to raise awareness regarding HIV/AIDS, risks of using drugs, and healthy life style among hard-to-reach youth in rural districts of Lida region. Project’s HIV/AIDS prevention activities will focus rural population and involve more than 1000 children and young people.</p> <p>The project will strengthen NGO’s capacity in HIV/AIDS prevention among children and young people, and achieve the following major results:</p> <ul style="list-style-type: none"> <li>- New innovative type of HIV/AIDS service in form of informational mini-bus will be established and function to reach youth in rural areas.</li> <li>- Intensive public awareness campaign will be conducted in targeted rural communities. Various information materials, including leaflets, posters, badges etc will be distributed among children and young people.</li> <li>- A series of peer-to-peer workshops will be conducted to improve knowledge and skills of young people in prevention of HIV/AIDS and using drugs. This activity will complement and reinforce the impact of public awareness campaign.</li> <li>- Students of 18 rural schools will be involved in interactive and learning activities on healthy life style and saver behavior.</li> </ul> <p>The project will use multiple approaches to bring about behavior change in youth. Thus, combination of information, educational and interactive learning activities will provide stronger impact on target groups and create sustainable effect.</p>					

8. Youth NGO “Youth educational center “Fialta”	“Fashion for Health”	Myasnikova 35, 220030 Minsk, Belarus; <b>phone:</b> (+37517) 2227873, <b>e-mail:</b> <a href="mailto:fialta.city@gmail.com">fialta.city@gmail.com</a>	A. Butkevich	13 282 \$	March, 2007 – March, 2008
<p><b>Description:</b> The goal of the project is decrease of risk of HIV/AIDS for young people (students) through promotion of safer and responsible behavior patterns. The project will stimulate development of HIV/AIDS programs for students in Minsk. The total number of beneficiaries reached through project activities estimated as 2000 people. The core idea of the project is to train groups of peer-educators in 8 technical colleges and further conduct cascade of multiplication peer-to-peer workshops on HIV/AIDS, safer behavior and healthy life style. At the final stage project experience and methodology will be described as a model in a manual. The manual will be presented and distributed among specialists on youth issues in state entities and among NGOs to encourage them using some HIV/AIDS prevention techniques dealing with young people. As project methodology consists of multiple activities and considers young people as active : trainings of peer-educators, information actions, photo exhibition, music performance and healthy life style party, implementation of educative sessions by multipliers and development of CD-manual. The organization has a long-lasting partnership with Youth department of Moscow district of Minsk administration and plans to implement the project with their involvement.</p>					
9. NGO “Alternative”	Re-socialization of HIV-infected drug-abused	Polevaya str. 12, 247400 Svetlogorsk, Belarus; <b>Phone:</b> (+3752342) 26952, <b>e-mail:</b> <a href="mailto:altern70@mail.ru">altern70@mail.ru</a>	Alexander Hodanovich	14 900 \$	March, 2007 – September, 2007
<p><b>Description:</b> The goal of the project is re-socialization of injection drug users with HIV/AIDS through the program socio-psychological rehabilitation. The project will improve the system of community-based HIV/AIDS services in Svetlogorsk by creating an adequate state drug rehabilitation center. Within the project NGO’s capacity in delivering services for PLWHA and IDU will be enhanced. And it will achieve the following results: - Social and psychological rehabilitation at the center will help 15-30 PLWHA and IDU to form primary motivation to reject of drug-using. They will learn the principles of safer behavior, establish social contacts and get support from peers. A special emphasis of rehabilitation program at this center will be made on adherence to ARV therapy; - The Rehabilitation center will be renovated and equipped with necessary facilities to improve clients’ life conditions and ensure adequate rehabilitation process. The comprehensive program of care and support services in the rehabilitation center will include: individual and group consultations of IDUs and their parents, group work and labor rehabilitation, consultations of specialist and peer-to-peer support.</p>					
10. NGO “Social Projects”	“Gomel-Info-AIDS”	<b>Contact info:</b> 9 Knizhnaya str., Gomel, Belarus; phone: +375 232 57 12 48, e-mail: <a href="mailto:comdevpro@server.by">comdevpro@server.by</a>	Irina Kekuh	5,975.00	June, 2006 – December, 2006

<b>Description:</b> The project provides young people of Gomel region with better access to information on community-based HIV/AIDS prevention, care and support services. This will be done through creation and function of complex information and referral system. As project results, information web-site “GomelInfoAIDS” and telephone information and referral service will be created and function.					
11. NGO “Pinsk branch of Republican NGO “Mothers against drugs”	“Anonymous helpline “With open heart”	3-70 Tsentralnaya str., 225710 Pinsk, Brest region, Belarus phone: +375 165 33 64 77,	Irina Klimashenok	6,000 \$	July, 2006 – February, 2007
<b>Description:</b> The project will improve HIV/AIDS prevention and care and support services for drug users (IDU) and people living with HIV/AIDS (PLWHA) in Pinsk (Brest region).					
12. NGO “Belarusian Children’s Hospice”	“Establishment of self-help group of people living with HIV/AIDS (PLWHA)”	100A Berezovaya roscha str., 223053 Borovliany, Minsk reion, Belarus phone: +375 17 5052746; e-mail: <a href="mailto:hospicepall@mail.belpak.by">hospicepall@mail.belpak.by</a>	Anna Gorchakova	6,000 \$	May, 2006 – November, 2006
<b>Description:</b> The project increases social integration and activism of people living with HIV/AIDS (PLWHA) by creation of self-help group. Not less than 20 people will be integrated within the self-help group in Minsk City Infection Clinic.					
13. NGO “Republican NGO “Mothers against drugs”	“Tough love”	p/b 214, 200005 Minsk, Belarus; phone: +375 17 293 07 59, e-mail: <a href="mailto:mothersaginstdrugs@tut.by">mothersaginstdrugs@tut.by</a>	Elena Pisarenko	5,988 \$	June, 2006 – December, 2006
<b>Description:</b> The project improves psychological and emotional state of family members of people living with HIV/AIDS (PLWHA) and drug users (DU) by means integrating self-help groups and providing with consultations of psychological and social service professionals.					

14. “Republican Youth NGO “Vstrecha”	“Information handbook”	p/b 139, 200050 Minsk, Belarus; phone/fax: +375 17 288 36 08 e-mail: <a href="mailto:info@vstrecha.by">info@vstrecha.by</a>	Oleg Eremin	5,500 \$	September, 2006 – August, 2007
<p><b>Description:</b> The project will improve the access to information about HIV/AIDS, sexual-transmitted diseases, safe sexual behavior, and HIV/AIDS-related services available for vulnerable groups for men having sex with men (MSM) through publishing of topical handbook.</p>					
15. “Local Charitable Foundation “Zemliachestvo”	“First step”	2-35 Druzhiba str., 247434 Svetlogorsk, Gomel region, Belarus phone: +375 296 56 73 99; e-mail: <a href="mailto:zemlyachestvo@mail.ru">zemlyachestvo@mail.ru</a>	Vladimir Reva	5,992 \$	June, 2006 – November, 2006
<p><b>Description:</b> The project helps to involve more people living with HIV/AIDS, including women in care and support programs and self-help groups’ activities through creation of topical information bulletin which will provide organizations with overview of best experience and practices in self-help group creation and management and promote this service among vulnerable groups. Besides, a social advertisement documentary about people living with HIV/AIDS will be filmed and broadcasted on a local TV.</p>					
16. “Youth educational center “Crossroads”	“Youth movement against AIDS”	p/b 79, 210015 Vitebsk, Belarus; phone/fax: +375 297 12 40 07 e-mail: <a href="mailto:rostan@tut.by">rostan@tut.by</a>	Tatiana Plisynova	5,850 \$	September, 2006 – March, 2007
<p><b>Description:</b> The project improves HIV/AIDS-related knowledge of school students through prevention activities, public information campaigns and creative actions. Wide-area HIV/AIDS prevention campaign, which includes information and creative actions will be organized in the schools.</p>					



## CHRISTIAN CHILDREN'S FUND, Inc. Representative Office in Belarus

### NGO FACILITATES COMMUNITY CHANGES FOR JOINT RESPONSE TO AIDS

**CCF sub-grantee YMCA-Belarus has created an alliance of local stakeholders in the town of Lida, influences decision making processes on community level and participates in local agenda setting on HIV/AIDS.**

Implementation of CCF funded sub-grants projects in alliance with state-sponsored entities and community groups created a crucial advantage for some of the most active NGOs. **Four** CCF sub-grantees were included in **Interdisciplinary Coordination Committees on HIV/AIDS** in their towns. In Belarus, where government limits NGOs' participation in the sector of social services, there are only few cases, when NGOs play an active role in action planning and decision making together with local administration and state institutions. The fact of NGOs' inclusion in the Committees represents a significant success for CCF project "HIV/AIDS NGO Capacity building in Belarus".

One of the examples is NGO "Young Men Christian Association" (YMCA-Belarus) in Lida (Grodno oblast). Thanks to CCF funded project "Mobile informational service on HIV/AIDS for young people living in rural areas" and active participation in CCF training course on NGO capacity building YMCA increased its role and expertise in dealing with HIV/AIDS on the local level. As in average small town of Belarus there are few accessible community-based HIV/AIDS services and low civic involvement in the response to AIDS in Lida. YMCA efforts in HIV/AIDS prevention for difficult to reach group became visible for the community and recognized by the local government. This resulted in NGO YMCA inclusion into **Interdisciplinary Coordination Committee on HIV/AIDS** – key decision-making body on the local HIV/AIDS policy.



Creative way of education on HIV/AIDS

The remarkable advantages of YMCA program are:

- ✘ **New HIV/AIDS services** are established in the community;
- ✘ **Innovative approach** in using peer-education, creative activities and information mini-bus in reaching rural youth;
- ✘ **Multi-stakeholders support** for NGO's initiatives on the local level.

Soon after the project start in March, 2007 YMCA initiated creation of the alliance of motivated stakeholders to foster a joint community-based response to AIDS. The alliance included Lida AIDS Prevention Center, Educational Department, Center of Social Assistance of Population, Cultural Center of Children and Youth, NGO "Red Cross". During the round table conducted in April, 2007 they made a partnership agreement, discussed roles, established coordination procedure and drafted an agreed plan for a near future.

The first significant joint activity of the alliance was a **town-wide public awareness campaign "Future without HIV/AIDS"** initiated by YMCA-Belarus. This event was jointly planned, well-designed and implemented. Additional resources were raised by **mobilization of more than 50 community members** to volunteer at the action. Well-coordinated efforts reached **more than 3000 citizens** by various theme activities such as: distribution of information materials and HIV/AIDS symbols, public survey, theme contests, and "Stop AIDS" public voting.



Community volunteers at the action "Future without AIDS"

Services provided by *Lida* NGO YMCA have reached the level of quality and importance recognized by local authorities. So, now YMCA's activities are approved by the local government as community significant and are included into local official agenda on HIV/AIDS. This kind of official recognition will help NGO in getting registration of future programs by the Department of Humanitarian Aid and reaching new target groups in new geographic locations.

Type of Beneficiaries	October 2006 -March 2007	April-Septemebr 2007	Current total
<i>covered by specific focused services of CCF grantees</i>	<b>Number</b>		
Youth	1111	6319	7430
Women	350	22	372
IDU and co-dependants	180	960	1140
PLWHA and relatives/families	500	45	545
MSM	2080	2000 (same group as in previous period)	2000
<b>Sub-Total:</b>			<b>11487</b>

<i>covered by Trainers' Team of multipliers and trained NGO members</i>			
HIV/AIDS target groups			<b>5850</b>

<i>covered by specialists dealing with HIV/AIDS vulnerable groups</i>			
Representatives of vulnerable groups including women, children, PLWHA and IDUs served by trained specialists			<b>4818</b>

Total direct **22155**

General public including target groups covered by information campaigns	60000		60000
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Total indirect **60000**

## **Comments to PMP of HIV Project**

**Report covers time period from April 2006 to September 2007**

Total number of NGOs involved in HIV/AIDS project is more than 100 NGOs from all 6 oblast of Belarus - Minsk, Mogilev, Grodno, Gomel, Vitebsk, Brest. They were involved in various project activities including grant program, educational events, study tours, round tables, and information support.

Out of the total number 15 NGOs were identified to be monitored and evaluated through focus groups and group interviews to assess the tendencies and progress of HIV Project. The NGOs were:

### **NGOs – grantees:**

#### **new project is being implemented:**

1. Belarusian Association of UNESCO Clubs
2. Fialta Youth educational center, Minsk
3. Focus Group, Minsk
4. YMCA, Lida (Grodno oblast)
5. Alternativa, Svetlogorsk (Gomel oblast)
6. Amrita, Minsk
7. YMCA, national
8. Belarusian Children's Hospice, Minsk
9. Duhovnost, Gomel

#### **project is being implemented**

10. Vstrecha, Minsk

#### **project is accomplished**

11. Crossroads, Vitebsk
12. Community Development Projects, Gomel
13. Mothers Against Drugs, Minsk
14. Mothers Against Drugs, Pinsk (Brest oblast)  
Belarusian Children's Hospice, Minsk (*already mentioned among grantees*)

### **NGOs – partners:**

15. Positive Movement, Minsk

Comparing with the situation of Year 1, more NGOs demonstrated progress in their involvement into HIV-related activities:

- 14 assessed NGOs are CCF grantees, 4 of them moved from the group of NGOs-regular participants in CCF events to the group of NGOs-grantees,

- 4 NGOs that had occasional contacts with CCF program have managed to design projects and become registered grantees.

- 4 NGOs that have accomplished their projects keep being in close contact with CCF and HIV-related activities.

To increase the organizational capacity of NGOs in the reporting period CCF trained 197 representatives of 45 NGOs.

### **Objective 1**

*Indicator 1.1. Number and ratio of organizations participating in the project with improved governance*

The indicator measures NGOs which have a regularly functioning governing body. Measurements of 15 NGOs showed that 11 NGOs corresponded to the indicator. Currently 73% of the assessed NGOs — demonstrate high and improved governance. Observation of all the NGOs involved in the project and communication with them at CCF events demonstrated that the identified tendency of governance improvement can be projected to the total number of NGOs involved in dealing with HIV/AIDS issues. Below are some findings and expert conclusions with broader explanation of the indicator's progress reported by the visited NGOs:

- During the reported period several NGOs went through organizational interventions and capacity building events, such as strategic planning, human resource development, priority activities identification, and so on. As a result, Fialta, YMCA-national, Alternative, Crossroads, Mothers Against Drugs-Pinsk, and Positive Movement had re-elections of their Governing Bodies focused on better identification and description of obligations and responsibilities of Board members. The Boards are given higher status and start involving key stakeholders (Alternative-Svetlogorsk elected a priest to their Board to establish better access to their risk groups-IDUs, PLWHA. YMCA has influential state officials on their Board for the same effect).
- Focus Group-Minsk, YMCA-Lida (Grodno oblast), YMCA-national, New Faces-Minsk, Community Development Projects-Gomel hold regular meetings of their Boards and practice participative decision-taking process. Boards meet more often than required by their Statutes – twice a month - and discuss strategic issues of current and future projects, decisions on the NGOs' representation at various levels, fundraising efforts, and NGO security/sustainability issues.
- NGOs demonstrate improved level of governance. Alternativa-Svetlogorsk (Gomel oblast) and Mothers Against Drugs-Pinsk (Brest oblast) have increased involvement of Board members into the Board activities/regular decision-taking, as well as raising strategic issues to the national level as was the case with Alternativa-Svetlogorsk when the NGO leadership in March'07 made an appeal to the National Assembly of Belarus about the improvement of HIV testing for small children. Boards of Vstrecha-Minsk, Fialta Youth educational center-Minsk, Crossroads-Vitebsk have gone through restructuring, made changes in Board composition, thus, increasing activism and involvement of Board members into NGO governance.
- Leaders of all 15 assessed NGOs are involved in CCF activities and demonstrate personal growth and new managerial approaches, thus, strengthening NGOs capacity and integrity.

*Indicator 1.2. Number and ratio of organizations participating in the project with improved multi-level (strategic and operational) planning.*

The indicator measures NGOs which practice regular planning of their activities at the strategic, as well as at the operational level.

Measurements of 15 NGOs show that 11 NGOs correspond to the indicator. The achieved value of Year 2 is 73%.

Below are some findings and expert conclusions giving broader explanation of the indicator's progress reported by the visited NGOs:

- CCF's grant program produced a positive impact on the NGOs' planning systems, which is witnessed by 11 NGOs-grantees who regularly plan their project work activities.
- YMCA-Lida (Grodno oblast), YMCA-national, Positive Movement-Minsk, and Belarusian Association of UNESCO Clubs have a long enough history of functioning as NGOs and traditionally pay specific attention to planning their current activities. These NGOs have

strategic plans that they regularly review. YMCA-national used the expertise of CCF specialists for their strategic planning process. Representatives of YMCA from all regional branches, members of the Board and personnel were involved in the process. As a result the plan is developed, goals and indicators are defined, the Plan is approved by the Board. The leader of Positive Movement report that the process of strategic planning helped to make evident that the members of the NGO still possess different understanding of the mission and the vision of the organization. The planning made it possible to identify the niche of the NGO at the market of HIV-services. Changes in HR and in Board composition also followed the strategic planning process.

- Vstrecha and Mothers Against Drugs-Pinsk improved their approaches and practices of planning by producing a draft of the strategic plan, while Focus Group-Minsk produced a written variant of a three-year strategic plan. Focus Group uses their strategic plan as a promotion and relations-building tool with the stakeholders. The plan is given to donors, Ministry of Education and is put on the site [www.f-group.org](http://www.f-group.org). Defined mission and slogan serve as a basis for design of information materials.

Observation of all the NGOs involved in the project and communication with them at CCF events demonstrated that the identified tendency for better strategic and operational planning strengthens especially when NGOs have projects under implementation. Otherwise, planning practice starts decreasing till new projects appear. To maintain the appropriate level of planning CCF provided training in Planning, Monitoring, Evaluation, and Reporting for 77 representatives of 19 NGOs.

*Indicator 1.3. Number and ratio of organizations participating in the project with improved program/ project management.*

The indicator measures NGOs which practice regular planning of their programs and projects implementation, project staffing, and reporting of the activities.

Measurements of 15 NGOs of Year 2 gave the value of 100% (15 NGOs out of 15).

Below are some findings and expert conclusions giving broader explanation of the indicator reported by the visited NGOs:

- By awarding grants to such NGOs as Fialta Youth educational center-Minsk, Alternativa-Svetlogorsk (Gomel oblast), Crossroads-Vitebsk, Mothers Against Drugs-Minsk, and Mothers Against Drugs-Pinsk (Brest oblast) CCF created a challenge for less experienced in project management NGOs to manage a project with bank operations, staff hired, NGO people actively involved in the project activities, reports written. All the NGOs that became CCF grantees improved their project management: the projects were accompanied by the development of Gantt charts, contracts with project personnel were signed, HR motivation and control was activated, analyses of the project processing and results were conducted.
- NGO “UNESCO Clubs” has been implementing projects for over 10 years but the current year the NGO started to work with a new target group – HIV-service NGOs and non-commercial organizations. The new target group made UNESCO Clubs re-designs and review their system of project management because here they shifted from working with individuals to working with legal entities (organizations).
- NGOs-partners of CCF attend CCF trainings and other events related to organizational development and gain/exchange experience with the grantees and more mature NGOs, thus improving their own competences in project and program management.

*Indicator 1.4. Number and ratio of organizations participating in the project with improved HR management.*

The indicator measures NGOs which practice the use of HR policies and procedures. Measurements of 15 NGOs show that 13 NGOs correspond to the indicator. The achievement is 87%.

Below are some findings and expert conclusions giving broader explanation of the indicator's progress reported by the visited NGOs:

- Experienced leaders of NGOs involved in HIV Project keep on raising their professional level using the opportunities provided by CCF. During the last half year evident and proactive leaders - Pisarenko (MAD), Klimashenok (MAD-Pinsk), Eremin (Vstrecha), Artyuschenko (YMCA), Poddubnaya (Fialta), Levko (Focus Group) were among regular HIV project events and contributed efforts in raising, maintaining, and promoting the image of their NGOs and initiative groups.
- NGOs keep reporting that CCF OCB events is a rare opportunity to train and raise volunteers and staff of different levels. Thus, Hospice, Mothers Against Drugs, Vstrecha, Alternativa, YMCA, Focus group, Fialta, are goal-oriented in developing their human resources based on their needs and send their NGO managers and volunteers to HIV project events on a regular basis.
- NGOs demonstrate using the approaches of a learning organization in developing their members and volunteers. Thus, Vstrecha, YMCA, Mothers Against Drugs actively use their own and outer resources to teach members and volunteers inside the NGO. YMCA, Belarusian Association of UNESCO clubs, Fialta-Minsk have internal educational courses for their members and volunteers. Fialta practices regular meetings with volunteers to accumulate technologies that they gain at various trainings outside Fialta. Later this experience is put to practice in the HIV-related events with young people. Good progress in HR development is demonstrated by NGO Vstrecha that developed one of their leaders to the level when he (Dmitri Taratun) became Director of Social Enterprise "Vstrecha Media Center" founded by the NGO.
- Focus Group reviewed the approach of involving members into the project activities through computer technologies. Thus, members who have difficulties in visiting the NGO regularly (e.g., if they are on a maternity leave) create manuals, articles, and other informational materials using NGO internet site and other computer facilities.
- Mothers Against Drugs-Pinsk introduced an internal educational process to raise the capacity of existing consultants on HIV and drug abuse issues and volunteers who are ready to become consultants for the hot line. The volunteers are trained by consultants-members of MAD-Pinsk.
- The NGOs demonstrate a tendency to keep staff and sometimes volunteers only when there are funded projects under implementation. Otherwise, NGOs tend to maintain the existing level of sustainability and don't take risks of change management (Hospice, Vstrecha, Community Development Projects, Crossroads, Alternative, and Amrita).

Observation of all the NGOs involved in the project and communication with them at CCF events demonstrated that the identified tendency of improving HR management is true for the total number of NGOs. NGOs report regular follow-up activities initiated by CCF training participants in their NGOs where they replicate knowledge and skills gained at the trainings.

*Indicator 1.5. Number and ratio of organizations participating in the project with improved financial management.*

The indicator measures NGOs which practice accurate financial management and accounting/reporting systems/procedures.

Measurements of 15 NGOs show that 15 NGOs correspond to the indicator. The current value is 100%.

Below are some findings and expert conclusions giving broader explanation of the indicator's progress reported by the visited NGOs:

- Out of NGOs – former grantees of CCF Community Development Projects-Gomel, Mothers Against Drugs-Minsk, Mothers Against Drugs-Pinsk (Brest oblast), Belarusian Children's Hospice-Minsk, Vstrecha-Minsk demonstrated high level of financial management during the project implementation. Currently they keep on maintaining the level which is witnessed by continuing practice of budgeting, raising additional funds, keeping accountant as a staff, using two signatures (NGO/project leader and accountant), and keeping all financial papers according to the requirements of laws and regulations of the country and of the donors.
- After the project had been realized and as a follow-up of CCF trainings in fundraising MAD-Pinsk succeeded in gaining local sponsors who currently pay for the office repairs, for the activities of one of the consultants on the hot line, on the NGO's public events. The public events are also supported and financed by the local administration.
- All new grantees also demonstrate structured and safe procedures of managing finances in their projects and beyond them.

Observation of all the NGOs involved in the HIV project and communication at CCF events demonstrated that financial management works in NGOs which implement supported projects. In case there are no projects running in NGOs, financial management is limited only to fundraising efforts. NGOs seek for emerging RFAs and plan how they would use finances if the grant is awarded to them.

#### *Indicator 1.6. Number and ratio of organizations participating in the project with improved M&E system*

The indicator measures NGOs which practice M&E plan/procedures in their everyday activities. Measurements of 15 NGOs show that the achievement of Year 2 is 87% (13 NGOs out of 15). Below are some findings and expert conclusions giving broader explanation of the indicator's progress reported by the visited NGOs:

- NGOs-participants in CCF M&E trainings and follow-up events report the promoted M&E approach and system as exclusively useful and practical. Thus, all NGOs-grantees introduced CCF's M&E system into their projects.
- NGOs keep reporting that CCF M&E trainings are among the most impressive and useful of all the trainings that enhance the effectiveness of their projects and organizational activities. NGOs start more and more often to regard their projects from the perspective of outcomes and impacts than from the perspective of inputs and outputs, as it had been before. This tendency has a positive impact on CCF – Grantees result-based cooperation. Not only NGOs become more professional in analyzing and assessing the results, but in reporting practices, including better success-stories writing, lessons-learned writing and other reporting tools as well.

Observation of all the NGOs involved in the project and communication with them at CCF events demonstrated that the identified tendency of M&E improvement is true for NGOs-grantees and NGOs- regular participants in CCF events.

## **Objective 2**

*Indicator 2.1. Number of NGOs' established HIV/AIDS services as a result of capacity building and micro-grants programs*

The indicator measures services by number and type reported by NGOs as being delivered. Measurements of 15 NGOs show that for the reported time period they were delivering the total of **51 services or 43 types of services** (taking into account that the same type of service can be provided by different NGOs). In the first half-year of the reported Year 2 period there were 25 services or 17 types of services:

NGO		Services	Geography	Beneficiaries
Hospice	1	Psychological rehabilitation of PLWHA in self-help groups	Minsk	PLWHA
	2	Individual counseling of PLWHA regarding medical issues		
	3	Individual psychological counseling of PLWHA		
	4	Social assistance (individual consultation and advice of social worker)		
	5	Informational support of PLWHA and their family members		Family members of PLWHA
Mothers against drugs - Pinsk	6	Telephone hot-line service providing psychological assistance and prevention of HIV/AIDS for PLWHA and their family members, IDUs and co-dependents	Pinsk	PLWHA and family members
	7	Anonymous individual counseling providing psychological support and prevention of HIV/AIDS for PLWHA and their family members, IDUs and co-dependents		
	8	Psychological rehabilitation of PLWHA and IDUs in self-help groups		
	9	Information about HIV/AIDS services		
	10	Training of volunteers to become consultants on the hot line for PLWHA, IDUs and their family members – <b>NEW SERVICE</b>		
Mothers against drugs	11	Telephone hot-line service providing psychological assistance and prevention of HIV/AIDS for PLWHA and their family members, IDUs and co-dependents	Minsk, Brest, Vitebsk	Women, PLWHA, IDUs, Youth, Co-dependents

	<b>12</b>	Individual counseling providing psychological support and prevention of HIV/AIDS for PLWHA and their family members, IDUs and co-dependent		
	<b>13</b>	Psychological rehabilitation of PLWHA and IDUs in self-help groups		
	<b>14</b>	Methodological manual on dependencies "12 Steps Methodology"	Minsk, Vitebsk, Brest, Orsha, Zhodino, Kobrin	
	<b>15</b>	Information about HIV/AIDS services		
Vstrecha	<b>16</b>	Information and educational bulletin for Men having sex with men (MSM) offers HIV/AIDS prevention information for the target group and provides information about community-based HIV/AIDS services	Minsk, Grodno, Gomel, Vitebsk, Mogilev, Svetlogorsk, Brest, Zhlobin, Pinsk	MSM
Crossroads	<b>17</b>	Pee-to-peer seminars on HIV/AIDS for school students	Vitebsk	Young people
	<b>18</b>	Contest and exhibition of theme arts in local schools		
	<b>19</b>	Distribution of information materials – theme posters and leaflets		
	<b>20</b>	Design and distribution of a manual with methodological recommendations for school-based prevention and educational programs. The main recipients of a manual are school specialist (social pedagogues), local NGOs and youth initiative groups (clubs).		Specialists
Community Development projects	<b>21</b>	Web-site "Gomel-Info-AIDS"	Gomel, Gomel region	Young people, public
	<b>22</b>	e-library of information material on HIV/AIDS and healthy life style		
	<b>23</b>	on-line consultation of specialist on HIV-related issues		
	<b>24</b>	information and referral data base of HIV/AIDS services in Gomel region		
	<b>25</b>	telephone hot-line counseling		

New services were also created and provided to NGOs for multiplication among risk groups by CCF trained group of Trainers in HIV/AIDS issues. The services were:

1	Trainings by Trainers' Team of Multipliers on HIV/AIDS Basics	MSM, young people, PLWHA and their families/friends	Minsk, Vitebsk, Mogilev, Gomel, Molodechno, Lida, Bobruisk, Mikashevichi, Slutsk, Smorgon, Zhodino, Zhlobin, Naroch
2	Trainings by Trainers' Team of Multipliers on STI	MSM, young people, PLWHA and their families/friends	Mogilev, Minsk, Lida, Gomel
3	Trainings by Trainers' Team of Multipliers on Drug Abuse	young people ,PLWHA and their families/friends	Baran, Vitebsk, Lida
4	Trainings by Trainers' Team of Multipliers on Living with HIV/AIDS	PLWHA and their families/friends	Pinsk, Vitebsk

As the post-project assessment shows, some of the services produced by the NGOs whose projects have been accomplished, have the tendency to lose their intensity, nevertheless, they are provided to the target groups even when the projects are finished.

The number and type of services for target groups in the second half-year of Year 2 is 29 and 22 respectively, including 3 services provided by the CCF Trainers' Team in HIV/AIDS:

NGO		Services	Geography	Beneficiaries
Amrita	1	Training course on HIV/AIDS, drug-abuse and sexually transmitted infections (STI) prevention for students, living in dormitories	Minsk, Soligorsk, Svetlogorsk	Students
Duhovnost	2	Training course on HIV/AIDS prevention, safe behavior and child care for expectant mothers, including HIV-positive	Gomel	Women (expectant mothers including those with HIV)
	3	Hot-line counseling on HIV/AIDS and child care for expectant mothers, including HIV-positive		Consulted
	4	Individual consultations on HIV/AIDS and child care for expectant mothers including HIV-positive		HIV positive mothers and expectant mothers
	5	Information materials for expectant mothers and specialist on the topic (library, video)		Medical specialists
	6	Club of Young Families		Couples
Young Men Christian Association	7	Training of peer educators on HIV/AIDS prevention work in youth environment	Molodechno (Minsk region), Volozhin (Minsk region)	Multipliers
	8	Learning materials on peer education		Youth
	9	Peer-to-peer seminars/workshops on HIV/AIDS prevention for young people		Young people, multipliers

	<b>10</b>	Informational booklets on Peer Education Centers providing prevention services	Molodechno, Volozhin, Brest, Vitebsk	Youth
Lida NGO "Christian community of young and adult"	<b>11</b>	Peer-to-peer workshops/seminars on HIV/AIDS and drug abuse prevention for young people in rural area of Lida rayon	Lida rayon	Rural young people, young people from Lida, peers
	<b>12</b>	Public awareness activities of mobile informational mini-bus for young people in rural area of Lida rayon		
	<b>13</b>	Town-wide public awareness campaign "To the future without HIV/AIDS"		Youth
Hospice	<b>14</b>	Mobile group providing home-based services for children living with HIV and their parents	Minsk	HIV-positive mothers and their children
	<b>15</b>	Training of health-care providers in capacity building		Health-care specialists
	<b>16</b>	Info materials on HIV and pregnancy for target group		Women
	<b>17</b>	Info materials on burn-out for specialists		Specialists
Alternative	<b>18</b>	Re-socialization in rehabilitation center for IDUs/PLWHA	Svetlogorsk	IDUs/PLWHA
	<b>19</b>	Developing addiction to ART		
	<b>20</b>	Individual consultations of IDUs/PLWHA		IDUs/PLWHA
	<b>21</b>	Rehabilitation center for IDUs/PLWHA		
Focus Group	<b>22</b>	Training of peer educators on HIV/AIDS prevention work in youth environment	Minsk, Minsk region (Volozhin, Beresino, Zhodino)	Peers
	<b>23</b>	Peer-to-peer informational events/seminars/workshops on HIV/AIDS prevention for young people		Orphans
	<b>24</b>	Learning materials on HIV/AIDS prevention for peers		Peers
	<b>25</b>	Internet-site for young people living in boarding schools and specialists working with these people		Young people, specialists
Vstrecha	<b>26</b>	Regular information bulletin for (MSM) with educational materials on HIV/AIDS, community-based services and consultations of specialist	Belarus	MSM

## Trainers' Team

1	Trainings by Trainers' Team of Multipliers on HIV/AIDS Basics	MSM, young people, PLWHA and their families/friends	Volkovysk, Minsk, Bobruisk
2	Trainings by Trainers' Team of Multipliers on STI	MSM, young people, PLWHA and their families/friends	Zhlobin, Vitebsk, Bobruisk, Brest
3	Trainings by Trainers' Team of Multipliers on counseling in HIV issues	PLWHA and their families/friends	Svetlogorsk

See the list of current services in PMP table Sheet 2.

*Indicator 2.2. Number of geographic regions/districts, covered by HIV/AIDS services provided by organizations participating in the project*

The indicator measures geographic regions/districts by name and number, where services are provided.

Measurements of NGOs supported by CCF show that in the reported period they were operating in 26 regions. 14 of these regions were covered, together with the assessed NGOs, by the representatives of Belarusian NGOs specially trained by CCF as a Trainers' Team of multipliers on HIV-related issues as well as by the NGOs that were trained by this Trainers' Team.

See the list of geographic regions in PMP table Sheet 2.

*Indicator 2.3. Number of direct beneficiaries (IDU, PLWHA, STW, MSM, youth, women), reached through HIV/AIDS services provided by NGOs*

The indicator measures number of direct beneficiaries reached by services provided by NGOs involved in HIV project.

Measurements of NGOs whose activities were supported by CCF sub-grants show that in the projects that have been or about to be accomplished 11487 representatives of the target groups (IDU, PLWHA, MSM, youth, women) were covered with the focused services. To increase the coverage of target groups Trainers' Team of Multipliers trained by CCF provided trainings to local NGOs to enable them reach more representatives of the project target groups. Meanwhile it made it possible to reach 5850 young people more, but it is still a problem to reach specific target groups like IDU and PLWHA. At the same time NGOs-CCF-grantees trained specialists who work with the projects' target groups who, in their turn, managed to serve representatives of the target groups. The total number of such beneficiaries is 4818.

So the total number of representatives of the target groups reached by NGOs' focused services in Year 2 is **22155 people**.

Projects of the NGOs also comprised information campaigns which covered the groups much broader than the target ones, including general public. The number of the public covered by these activities reaches 60000 people, including those who were covered by radio and TV specially focused programs, dissemination of leaflets, booklets and other published materials.

See the list of beneficiaries disaggregated by types in PMP table Sheet 3.

### **Objective 3**

*Indicator 3.1. Number of NGOs participating in the project that have established working contacts with governmental organizations.*

The indicator measures NGOs which develop cross-sector networking and proven established working contacts with governmental organizations.

Measurements of a newly composed group of 15 NGOs showed that 14 NGOs corresponded to the indicator.

In the situation of tight government control in Belarus, it is practically impossible for an NGO to carry out its work without first establishing good working relations with government agencies, which is critical for ensuring adequate quality of service delivery and its sustainability.

14 assessed NGOs proved their established contacts/cooperation with at least 28 different state structures by getting letters of support for their project activities within CCF HIV project. Letters of support were given by educational institutions, including Presidential Academy of Management, schools and local departments of education, HIV/AIDS centers, hospitals, health departments and city committee, churches, social services.

Activities of such NGOs as UNESCO clubs, Fialta-Minsk, Alternativa-Svetlogorsk, YMCA-Lida are officially included into the health and/or youth programs of local administrations or health-care bodies who support these activities from state resources.

*Indicator 3.2. Number of organizations participating in the project that have established NGO-NGO joint initiatives.*

The indicator measures NGOs which develop intra-sector networking and implement proven NGO-NGO joint initiatives.

The chief factor encouraging active NGO-NGO contacts is the existing practice of most donor organizations to promote the culture of partnership among NGOs.

The participation of NGOs in the project activities creates regular opportunities for them for building new joint initiatives and strengthening their existing contacts.

For the reported period NGO-NGO cooperation was demonstrated by Vstrecha, Amrita, Fialta, Focus Group, where NGO provide expert assistance to each other in educational events on HIV-related issues.

World AIDS Day Solidarity Campaign Words of Support for HIV-Positive People - 11 NGOs participating in the project responded to the campaign call and sent messages for HIV-positive people. Of those, 8 NGOs (of whom 5 are BAN members) also acted the campaign as partner organizations in (i. e. were distributing cards with words of support among HIV-positive people). 1000 people living with HIV/AIDS were reached by providing them with message of Hope and Support and topical post card.

Another example of joint initiatives is the creation of the third and forth issues of Bulletin *Vmeste!* where respectively 5 and 7 NGOs took part.

Significant role in development of long-term NGO-NGO joint initiatives is carried out by CCF sub-grant projects that are being implemented by one NGO applicant in cooperation with other NGOs or government entities. Thus, NGO *“Alternative”* (Svetlogorsk) works with NGO *“Zemlyachestvo”* (legal counseling), and NGO *“Parents for the future of their children”* (exchange of information materials, referral of PLWHA/IDU to harm reduction services, counseling on Drop-in Center). NGO *YMCA* (Lida) works with NGO *“Red Cross, Lida branch”* in the alliance of stakeholders created within the project “Mobile information service on HIV/AIDS prevention for young people living in rural area”. Both NGOs are included and jointly participate in Lida Interdisciplinary Coordination Committee on HIV/AIDS. NGO *“Dukhovnost”* (Gomel) engaged Gomel NGO *“Youth Union of Rescuers”* in the process of design of information/methodological manuals for young mothers and expectant mothers on safe child care. NGO *“Focus Group”* initiated an experience exchange visit to NGO *“Fialta”*. As both NGOs are dealing with peer education and volunteers’ development the activity was jointly planned and implemented with participation of NGOs’ management and volunteers that learned a great deal about programs of each other. NGO *UNESCO Clubs* during the implementation of the project “Creation of information and referral book/service” reported improved network

relations with Belarusian and international NGOs in particular UNESCO found a new partner NGO “New Faces” for joint project on forum theatre in youth education. Thanks to the project UNESCO established new contacts and joined NGO “Baltic Network on Drug Abuse and HIV/AIDS prevention”.

In April 2007 CCF experts helped NGO “Positive movement” to facilitate strategic planning process. The NGO made this workshop in the form of a joint activity with all key stakeholders and partner organizations that were involved to make contribution and create buy-in to Positive Movement development for the future. Thus, such NGOs as “Mothers against drugs”, “Alternative”, “Red Cross Belarus”, “UNESCO”, and “SOS Children Village” participated in the strategic planning workshop.

So the total for this indicator is 28.

*Indicator 3.3. Number of organizations that initiated joint activities on behalf of BAN (Belarusian AIDS Network).*

The total number of 19 NGOs took part in a series of joint initiatives on behalf of BAN. The initiatives were:

- World AIDS Day Solidarity Campaign Words of Support for HIV-Positive People - 11 NGOs participating in the project responded to the campaign call and sent messages for HIV-positive people. Of those, 8 NGOs (of whom 5 are BAN members) also acted the campaign as partner organizations in (i. e. were distributing cards with words of support among HIV-positive people). 1000 people living with HIV/AIDS were reached by providing them with message of Hope and Support and topical post card.
- Discussion of National Targets of Universal Access to Prevention, Treatment and Care - 14 representatives of 14 AIDS service NGOs produced several recommendations that were included in the final approved version of the National Targets document.
- Development of “Road Map” – Belarus country strategic document on universal access to HIV/AIDS prevention, treatment and care. 11 recommendations of 19 NGOs were submitted to UNAIDS and the National Inter-ministerial Council on HIV/AIDS for consideration and inclusion in the final version.
- Participation of the representatives of CCF-Belarus and BAN in the meeting of the UN HIV/AIDS Forum (former UN HIV/AIDS Theme Group)  
UN HIV/AIDS Forum was informed about:
  - the coordinating and facilitating role of BAN and CCF-Belarus in the process of discussing and amending the National Targets and the Road Map by Belarusian AIDS-service NGOs;
  - the specific recommendations to the drafts of the National Targets and the Road Map made by Belarusian AIDS-service NGOs, and the rationale behind them;
  - about the vision of BAN to become by the end of this year a legally recognized national association representing interests and opinions of over 20 AIDS-service NGOs.
- BAN Steering Committee Meeting
  - Results of BAN participation in developing the National Targets and Road Map discussed;
  - Registration documents signed. Further steps for the registration process planned;
  - Strategy for 2007 agreed (Full Membership Meeting, inclusion new representatives in the Steering Committee, BAN joint events);
  - BAN membership in AIDS Action Europe approved.

The decisions made during the meeting created important basis for BAN to effectively fulfill its coordinating, consolidating and advocating role in 2007.

- In the period of April-June 2007 there was one more BAN Steering Committee Meeting:
  - BAN Steering Committee discussed the progress of **BAN registration** as Association of AIDS-service NGOs and agreed an action plan for securing a legal address.
  - BAN's position about the need for a wider involvement of civil society organizations in the **testing of HIV/AIDS information materials** developed by UN agencies and government organization agreed and approved for presenting to key decision makers.
  - Steps for ensuring effective **BAN representation in the Consultation Council on Monitoring and Evaluation** (coordinating body for the process of developing national UNGASS Report) discussed and agreed.
  - BAN's representative for participating in the EU HIV/AIDS Civil Society Forum selected
- National "AIDS CANDLELIGHT MEMORIAL" campaign of BAN – 9 NGOs took part in it.
- October 2, BAN Steering Committee Meeting:
  - BAN's strategy and methods of advocacy discussed;
  - implementation of decisions made at the previous meeting (June 6) discussed and evaluated

#### *Indicator 3.4. Number of BAN members.*

The official founders of the registered BAN are NGOs: Cooperation for Children's Future, Vstrecha, Vitebsk Womens' Club, and Mothers Against Drugs. Coordinating Committee of BAN that currently takes strategic decisions on behalf of BAN includes people from the following NGOs: Cooperation for Children's Future, Vstrecha, Vitebsk Womens' Club, and Mothers Against Drugs, Alternativa, Social Aid, Positive Movement.

On September 4, 2007 BAN was registered as Association of Non-Profit Organizations and is in the process of regulating its membership. Currently **15 NGOs** are considered members of BAN but in the near future the number can increase because some of current CCF grantees (Focus Group) have already expressed their intent to join BAN membership.

#### *Indicator 3.5. BAN Development and Sustainability Plan.*

As BAN was officially registered only on September 4, 2007 as Association of Non-Profit Organizations, the new Association is in the process of developing and agreeing its Development and Sustainability Plan within the Coordinating Committee to pass it over to the consideration by the members of BAN.

#### *Indicator 3.6. Number of experience exchange visits.*

The indicator measures in-country and international exchange visits by NGOs involved in HIV project

In the reported year period **5** experience exchange visit were held.

A group of Belarusian NGOs actively involved into CCF HIV project implementation visited AIDS service organizations in Kiev and Belaya Tserkov, the Ukraine. NGOs-participants improved their awareness about effective practices, techniques and methodology for delivery of quality services to the vulnerable groups (rehabilitation center for IDU, mother-child transmission prevention programs, social entrepreneurship and vocational programs for PLWHA, etc).

In the period of April-June 2007 one more exchange visit was implemented to Lithuania. The Belarusian group was provided with a broad overview of practices Lithuanian organizations use

working with different vulnerable groups. For instance, the presentation of Lithuanian AIDS Center included site visits to three drop-in centers for IDUs, MSM, and sex-trade workers. A special session was devoted to discussion of cross-border cooperation between Belarusian and Lithuanian groups. Lithuanian office of AIDS Action Europe offered its assistance in provision of information regarding training opportunities and grants for Belarus.

29 September, an in-country exchange visit was organized. NGO “Mothers against drugs” (Pinsk) was the hosting organization. During the visit the participants (leaders of the regional branches of MAD) were informed about the best management and service provision practices of MAD-Pinsk, which is currently the most effective and successful branch of the organization.

CCF encourages its partner NGOs to held experience exchange activities without leading role of CCF and direct supervision. In the reported period some examples of mutual experience exchange activities fully implemented by NGO on their own occurred.

Within the framework of the project “*Fashion on health*” which was awarded by CCF to the NGO “*Focus group*” the NGO started working with volunteers doing HIV/AIDS prevention and peer education activities with orphans - students of boarding schools in Minsk oblast. *Focus group* initiated and successfully held experience exchange visit to NGO “*Fialta*”. As both NGOs are dealing with peer education and volunteers’ development the activity was jointly planned and implemented with participation of NGOs’ management and volunteers that learned a great deal about programs of each other. This one-day exchange was conducted without additional financial support from CCF.

Within the framework of the “Amrita” project NGO *Amrita* initiated experience exchange workshop for its volunteers. Amrita invited NGOs *Fialta* and *UNESCO* to share and discuss their approaches for motivation and development of volunteers in HIV/AIDS and health projects.

### **Total for this indicator is 5**

*Indicator 3.7. Number of organizations that have participated in experience exchange events.*

6 Belarusian NGOs actively involved into CCF HIV project implementation – Alternative-Svetlogorsk, Duhovnost-Gomel, Doverie/Mothers against Drugs-Orsha, Mothers against Drugs-Pinsk, Belarusian Children’s Hospice, and Belarusian Women’s League – took part in Belarus-Ukraine exchange.

During the study tour to Lithuania in May 2007 8 Belarusian NGOs were informed about the work of 11 Lithuanian AIDS-service organizations. Belarusian NGOs were Mothers against Drugs-Pinsk, Belarusian Children’s Hospice, UNESCO Clubs, Vstrecha, Youth Education Center *Fialta*, *Focus Group*, YMCA Lida, Crossroads.

Exchange visit organized by MAD-Pinsk, 29 September: 7 NGOs participated (regional branches of MAD). Were informed about the best management and service provision practices of MAD-Pinsk, which is currently the most effective and successful branch of MAD.

Within the framework of the project “*Fashion on health*” which was awarded by CCF to the NGO “*Focus group*” the NGO started working with volunteers doing HIV/AIDS prevention and peer education activities with orphans - students of boarding schools in Minsk oblast. *Focus group* initiated and successfully held experience exchange visit to NGO “*Fialta*”. As both NGOs are dealing with peer education and volunteers’ development the activity was jointly planned and implemented with participation of NGOs’ management and volunteers that learned

a great deal about programs of each other. This one-day exchange was conducted without additional financial support from CCF.

Within the framework of the “Amrita” project NGO *Amrita* initiated experience exchange workshop for its volunteers. Amrita invited NGOs Fialta and *UNESCO* to share and discuss their approaches for motivation and development of volunteers in HIV/AIDS and health projects.

**Total for this indicator is 20**

*Indicator 3.8. Number of follow-up replication activities made by NGOs as a result of experience exchange visit.*

At the moment it is quite difficult to definitely identify replication activities by NGOs-participants, as a direct follow-up of the visit to the Ukraine.

Nevertheless, 2 cases are assessed as replication activities:

- the project of Alternativa-Svetlogorsk aimed at developing rehabilitation services for PLWHA and drug-users at a newly created not far from Svetlogorsk rehabilitation center includes activities reported by the NGO as seen in the Ukrainian rehabilitation centers and worth being replicated;
- NGO Mothers against Drugs-Pinsk is in the process of developing the draft of the project of the town community center to be created in Pinsk. The concept and example of such a center was brought by the leader of the NGO from the Ukraine. Pinsk Executive Committee offered MAD-Pinsk an old building in town to be used for the NGO’s activities.

As a follow-up of study tour to Lithuania **5** more cases are reported as replication:

- NGO “Vstrecha” agreed to submit a joint project with Lithuanian NGO “Positive Life” to Tides Foundation/ International Treatment Preparedness Coalition. The project about HIV/AIDS prevention activities in MSM environment and cross-border networking will be submitted this summer;
- NGO “Mothers against drugs” (Pinsk) is working under the joint Belarus-Lithuania project to be submitted to EU Neighborhood Programme.
- MAD-Pinsk have developed another proposal about developing printed information materials for PLWH
- also MAD-Pinsk is working on a proposal on developing a youth center for at-risk children and youth (enspired by the example of the Lithuanian center Pasaka)
- MAD-Pinsk initiated by their own an experience exchange visit for Belarusian NGO, that was held in September 2007. For the agenda of this activity MAD-Pinsk used the model that was introduced during the study visit to Lithuania. Thus, the NGO involved other community-based organizations and NGOs located in Pinsk into the planning and implementation of the exchange. During the exchange the participants visited different sites covered by the NGO’s activities and met with different organizations.
- After the experience exchange with NGO Fialta NGO Focus Group institutionalized some shared methods of volunteers involvement and development. For instance regular joint meetings of volunteers started to be held, when in informal discussions volunteers generate ideas for future activities, share their concerns and provide help to each other.
- Fialta have used the information received during the visit at their several training programs (as a comparative analysis of the HIV/AIDS situation in Belarus and Lithuania.

**Total for this indicator is 9**