



Christian Children's Fund - Belarus

“COMMUNITY SERVICES TO VULNERABLE GROUPS”

QUARTERLY PROGRAM REPORT

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

Author's Name:

Irina Mironova

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Organizational Contact Information:

CCF Belarus Irina Mironova Country Representative Christian Children's Fund, Belarus 39 Pushkin ave., office 16 Minsk 220092 Belarus Phone: 375-172-57-77-08 (09) E-mail: irina@ccf-belarus.org	USA Headquarters: Craig Stein Director, Grants Development and Management Christian Children's Fund 2821 Emerywood Parkway PO Box 26484 Richmond, Virginia 23261-6484, USA Phone: (804) 756-2700 Fax: (804) 756-2718 E-mail: CDStein@ccfusa.org
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Name of USAID office:

USAID/Ukraine Regional Contracting office

USAID Regional Mission representative office in Belarus

Development objective:

Democracy, human rights and development

I. EXECUTIVE SUMMARY

A. PROJECT GOAL AND OBJECTIVES

“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 program 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 the reported quarter CCF events were designed to address organizational and programmatic needs of AIDS-service NGOs using advanced training methodology and tools. The additional efforts were designed to create a learning environment, where trainees perform the leading role in their self-development. Such approaches focus on advanced-level trainings and professional theme meetings on sustainability, education and mutually beneficial experience exchange.

Ongoing education of community-based organizations, local leaders and volunteers by HIV/AIDS trainer’s teams resulted in improved services, new target groups and new geographic locations covered by local CSOs/NGOs. It was proven by impact evaluation of HIV/AIDS trainings. According to the results 61% of NGOs reported geographic expansion of its services, 67% NGOs started working with new categories of clients -PLWHA, rural youth, teachers, students dormitories, and working youth; 50% started new types of services- counseling for STWs, post-test counseling and crisis interventions for PLWH, self-support groups for MSM, and training activities for youth.

Eight small grants awarded to Belarusian AIDS-service NGOs were in the process of implementation this quarter. Within the project a comprehensive referral information system for about 276 HIV/AIDS organizations and services available in Belarus has been completed and presented. It is available in a hard-copy reference book and electronic format (CD and web-site).

Strengthening of Belarusian AIDS Network (BAN) continued this quarter. BAN successfully advocated the interests of Belarusian civil society organizations during the series of working meeting with Ministry of Health (MoH), National AIDS Prevention Center, and the Global Fund project. These efforts resulted in the inclusion of two crucial topics for the Belarusian civil society priorities (capacity building of CSOs, and elaboration of social order system in Belarus) in country’s proposal to the Global Fund.

The figures below summarize the key accomplishment during the past quarter:

- Eight (8) sub-grant projects were being implemented, and 14,403 beneficiaries were able to utilize 30 community-based HIV/AIDS services for vulnerable populations.
- For the first time in Belarus **Information and Referral Resources** on HIV/AIDS services were created within the framework of CCF-Belarus’s sub-grant.
- **Forty eight** (48) participants representing different Belarusian AIDS-service NGOs took part in **four** advanced-level events on organizational development.
- More than **100** specialists and volunteers of community-based organizations from Minsk, Gomel and Svetlogorsk took part in **6** HIV/AIDS workshops by the national trainer’s team. The total number of participants trained at multiplication workshops of HIV/AIDS trainers team is more than **1487**.
- Belarusian AIDS Network advocated inclusion of the civil society priorities (*CSOs capacity building and*

elaboration of the Social Order system in Belarus) into the country’s proposal to the next round of the Global Fund’s call for proposals.

C. CONSTRAINTS/ CHALLENGES

In March 2008 the GoB rescinded a decree about preferred office rent rate for NGOs in state-owned buildings. Instead of 10% NGOs will pay a full price. It could negatively impact NGO viability in Belarus. CCF will track the situation and analyze the implications.

II. SPECIFIC ACTIVITIES

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.

This quarter **48** NGO representatives participated in **4** organizational capacity building events organized for Belarusian AIDS-service NGOs. The following topics were covered: “Public presentations and effective negotiations with stakeholders”, “Best practices of NGO HR management”, “Challenging situations in dealing with vulnerable groups”, “NGO human resource management: sustainability aspect”.

Despite the deterioration of external environment and decreasing of funding opportunities for NGOs semi-annual PMEP report demonstrated just small deviations in the level of their organizational strengths in comparison with September 2007 data.

- 67% organizations improved their governance
- 73% had multi-level (strategic and operational) planning
- 87% NGOs improved HR management
- 93% demonstrated improved project management

For more information, please see PMEP report.

ACTIVITY: ADVANCED TRAINING “Public presentations and effective negotiations with stakeholders” (JANUARY 24-25, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
Thirteen NGO representatives improved their presentation and negotiation skills	<ul style="list-style-type: none"> ▪ Thirteen specialists of AIDS-service NGOs improved their knowledge on a) preparation for negotiations or public presentation; b) stages of negotiation process; c) communication techniques in negotiations/ public presentations. ▪ Through exercises and master classes the group of trainees i) analyzed real life cases of challenging negotiations; ii) developed list of risks and opportunities for negotiation process and public presentations; and iii) discussed negotiation strategies with key stakeholders.

ACTIVITY: PROFFESIONAL THEME MEETING “Best practices of NGO HR management: Leadership and Volunteer management ” (FEBRUARY 10, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED

<p>Twelve NGO professionals exchanged their experience in HR management</p>	<ul style="list-style-type: none"> ▪ Twelve NGO specialists discussed leadership skills necessary for running their community-based organizations, and effective functioning of NGO Boards. ▪ Some successful models of working with students-volunteers were presented by Youth Educational Center “Fialta”. This experience was highly appreciated by the participants
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ACTIVITY: PROFESSIONAL THEME MEETING of NGO consultants, outreach and social workers
“Challenging situations in dealing with vulnerable groups”
(FEBRUARY 24, 2008, MINSK)

<p>EXPECTED RESULTS</p>	<p>ACTUAL TARGETS ACHIEVED</p>
<p>11 NGO specialists exchanged their experience in solving problems and dealing with vulnerable groups.</p>	<ul style="list-style-type: none"> ▪ Eleven specialists participated. This theme meeting got together consultants, social workers and outreach workers of Belarusian AIDS-service NGOs. They emphasized importance of professionalism <i>of a consultant</i> and his/her capability to deal with difficult cases and work under pressure. ▪ Highly qualified consultants from NGO “Belarusian Children’s Hospice” and NGO “Positive Movement” facilitated experience exchange within the group. Younger generation of NGO specialists found it very useful. ▪ The importance of non-judgmental and non-stigmatized approach in working with PLWH, IDUs was highlighted by the participants. It was recommended that the special session on <i>professional and ethical standards</i> should be incorporated in the agenda of coming National Forum of HIV/AIDS trainers.

ACTIVITY: ADVANCED TRAINING “NGO human resource management: sustainability aspect”
(MARCH 29-30, 2008, MINSK)

<p>EXPECTED RESULTS</p>	<p>ACTUAL TARGETS ACHIEVED</p>
<p>Twelve NGO representatives improved their knowledge and skills in HR management</p>	<ul style="list-style-type: none"> ▪ Twelve NGO managers were trained. This practically-focused training was built on case studies. The training emphasized the importance of: i) <i>democratic</i> organizational culture; ii) shared leadership; iii) motivation; iv) internal communications. ▪ The added value of the workshop was strengthening the professional network and mutual support among the participants.

☞ Training follow-up and impact:

Participation in CCF-Belarus training helped Tatiana Snitko, Programm Manager at NGO “*Belarusian Red Cross*” to facilitate successful changes in NGO management and finances. Tatiana participated in the training “*Appreciative inquiry: a new approach in organizational assessment and planning of future developments through positive visioning*” conducted on August 18-19, 2007. Thanks to well-organized learning process Tatiana’s enthusiasm was reinforced by clear guidelines on how to apply this approach in her NGO.

She promoted new approach to organizational assessment and planning in her NGO. As a result they encouraged their volunteers to take more responsibilities. Strategic approach towards finance management helped to double NGO finances for HIV/AIDS programs.

CCF trainings “Effective NGO Governance” and “Human Resource Management” helped NGO “*Focus Group*” to improve its governance. They insured more active participation of the average NGO members. Board delegated more responsibilities were delegated to NGO staff, members and volunteers. As a result staff and volunteer motivation increased, and active NGO supporters were doubled.

The NGO “*Belarusian Young Women Christian Association*” applied knowledge obtained at CCF trainings to set up mentorship for the junior staff and volunteers. This model was developed to mobilize NGO internal resources and improve support and supervision of non-experienced staff.

☞ COMMENT from Vladimir Korzh, CCF-Belarus Monitoring and Evaluation Specialist:

“Tracking the tendencies in organizational development of Belarusian AIDS-service CSOs, we noticed that the importance of effective HR management is increasing for them. Necessity to maintain the existing specialists and to obtain an additional support from community volunteers is a real challenge for under-financed organizations. So, they strive to learn and apply some really effective management techniques that encourage people to participate and support NGOs”

OBJECTIVE 2

To improve the technical capacity of Belarusian NGOs/CSOs to deliver HIV prevention and care interventions effectively.

- **Four** working meetings of HIV/AIDS trainer’s teams were conducted to advance their professional capacity and design their ambitious plans and initiatives.
- Nine (9) projects were in the process of implementation. The number of the current services through CCF/USAID reached **30**. They served **14,403** representatives of vulnerable groups.
- More than **100** participants (care givers, volunteers and specialists of community-based organizations) took part in **6** trainings and workshops of CCF-Belarus HIV/AIDS trainers team. This quarter the following trainings: “*Drug abuse as co-risk factor of HIV/AIDS*”, “*Sexually transmitted infections as co-risk factor of HIV/AIDS*”, “*Care and support for PLWH*” were organized in three communities including Minsk, Gomel, Svetlogorsk.

Impact evaluation of HIV/AIDS workshops was accomplished this quarter. CCF trainings on HIV/AIDS topics helped NGOs to improve HIV/AIDS services, strengthen HR capacity, reach new target groups and expand NGO services to new geographic locations. According to the results of impact evaluation:

- 61% of NGOs reported geographic expansion of its services
- 67% started working with new categories of clients (PLWH, rural youth, teachers, students dormitories, working youth)
- 50% started new types of services (counseling for STWs, post-test counseling and crisis interventions for PLWH, self-support groups for MSM, step-down training activities using CCF training modules)
- 82% conducted step-down training activities using CCF modules, 94% NGOs used CCF training materials in their own educational events, printed materials and handouts

ACTIVITY: WORKING MEETINGS OF HIV/AIDS TRAINER'S TEAM (JANUARY 12; FEBRUARY 09; MARCH 02, 29; 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
At least two working meetings of HIV/AIDS trainer's team conducted; independent initiatives, professional growth and team building provided.	<ul style="list-style-type: none"> ▪ Four working meeting were conducted by the trainers team. ▪ Two independent initiatives of HIV/AIDS trainers were discussed. These were Information leaflets and National Forum of HIV/AIDS trainers in Belarus. ▪ The trainers designed the content of the Information leaflet and made all necessary preparations for the upcoming National Forum (agenda, master-classes, round tables, list of participants, etc).
<p>CRITICAL NOTES: The National Forum is planned to be held in May, 2008. NGO practitioners and trainers from the different organizations will get together to advance trainer's skills and agree on professional/ethical standards.</p>	

ACTIVITY: ADVANCED TRAINING "Care and Support for PLWHA" (FEBRUARY 16-17, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
Sixteen NGO specialists trained to improve standards of service provision for PLWH	<ul style="list-style-type: none"> ▪ Sixteen specialists were trained. At the training they discussed needs of PLWHA; learned methods of care and support for PLWHA; and how to engage PLWHA in HIV/AIDS work. Participants were prepared to multiply such training in their communities and adapt the training agenda for different stakeholders (specialists and care providers, NGOs, PLWHA, and their relatives, youth). ▪ CCF trainers paid a special attention to the importance of using non-discriminative and non-judgmental approach.

ACTIVITY: MULTIPLICATION WORKHOPS ON HIV/AIDS	
<ul style="list-style-type: none"> ▪ Five multiplication workshops on HIV/AIDS were conducted by the national HIV/AIDS trainer team in three communities including Minsk, Gomel and Svetlogorsk. The workshops covered the following topics: "<i>Drug abuse as co-risk factor of HIV/AIDS</i>", "<i>Sexually transmitted infections as co-risk factor of HIV/AIDS</i>". ▪ Ninety people representing regional NGOs, state-sponsored services, and vulnerable groups were involved in HIV/AIDS education this quarter. The total number of participants trained at multiplication workshops of HIV/AIDS trainers team by the date is more than 1,487 people. ▪ Training participants reported improved knowledge of general HIV/AIDS issues, increased tolerance towards PLWHA, and enhanced capacity of national resources to conduct educational activities in HIV/AIDS independently. 	

ACTIVITY: **Impact assessment of HIV/AIDS workshops**
(FEBRUARY-MARCH, 2008)

EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
The impact of HIV/AIDS workshops measured.	<ul style="list-style-type: none"> ▪ 18 community-based organizations (CBOs) took part in the impact assessment. They represented about 75% out of the total number of groups enrolled in HIV/AIDS training. CCF analyzed questionnaires and comments from the CBOs' managers who have participated in workshops since January 2007. ▪ According to the assessment: <ul style="list-style-type: none"> - 100% of enrolled NGOs/CBOs reported improved HIV/AIDS service provision; - 72% of enrolled NGOs/CBOs reached new target groups and increased number of beneficiaries of HIV/AIDS services; - 100% of enrolled NGOs/CBOs enhanced specific knowledge and skills in HIV/AIDS topics; - 61% of enrolled NGOs/CBOs reported geographic expansion of their HIV/AIDS programs to new communities.

ACTIVITY: **HIV/AIDS MICRO-GRANTS**

Sub-grant projects were implemented during the quarter 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 Association of UNESCO clubs”** (project “Informational reference book of Belarusian AIDS service organizations”);
8. **NGO “Focus Group”** (project “Fashion for Health”).

RESULTS OF SUB-GRANTS IMPLEMENTATION:

In the course of the reported period **eight** sub-grants projects were under implementation. The figures below provide a statistics of the results achieved by them.

Thirty HIV/AIDS services were delivered by sub-grantee NGOs in Belarus.

- The number of direct beneficiaries reached through HIV/AIDS services provided by NGOs was **14,403 people**. Among them:
 - Young people – **7997**,
 - PLWHA – **87**,
 - Women – **209**,
 - Care givers, specialists and AIDS-service organizations – **3110**,
 - General public – **3000**.

For more information, please see Annex A

OBJECTIVE 3

To enhance the networking capacity of Belarusian NGOs and CSOs, working on HIV/AIDS, inter-and-cross sector relationships and cooperation.

- Belarusian AIDS Network (BAN) Steering Committee meeting took place this quarter.
- BAN conducted two working meetings with key governmental stakeholders including Ministry of Health and National AIDS Prevention Center.
- BAN advocacy efforts resulted in inclusion of two crucial areas for the Belarusian civil society priorities (capacity building for AIDS-service NGOs and elaboration of social order system) in country's proposal to the Global Fund.
- The 5th issue of BAN Information Bulletin "Vmeste" (Together) was published and distributed among AIDS-service organizations in Belarus and neighboring countries.
- BAN web-site "Together against AIDS" was updated to continue serving AIDS-service organizations as a communication arena, and source of authentic information.

ACTIVITY: ROUND TABLE OF BAN STEERING COMMITTEE (JANUARY 17, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
BAN working plans for the next quarter discussed and advocacy initiatives coordinated	<ul style="list-style-type: none">▪ BAN Steering Committee discussed the status of the major upcoming events (registration of UNAIDS-funded project, BAN General Meeting, elections of BAN leader, and extension of the Network).▪ In order to intensify BAN advocacy efforts Steering Committee decided to conduct series of working meetings major stakeholders including Ministry of Health Global Fund project officials.

ACTIVITY: WORKING MEETING with National AIDS Prevention Center (Ministry of Health sub-structure) (JANUARY 28, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
BAN made a presentation for AIDS Prevention Center officials in order to improve coordination with key stakeholders in area of HIV/AIDS.	During the meeting members of BAN Steering Committee (representatives of CCF, NGO "UNESCO Clubs", NGO "Vstrecha", NGO "Mothers against drugs") informed the Director and staff of AIDS Prevention Center about its future initiatives. AIDS Prevention Center supported it and prepared a letter of support to new BAN project that will be sent to the Department of Humanitarian Aid (registration body).

[COMMENT from Lilia Meleshko, the Director of the National AIDS Prevention Center:](#)

"BAN has proven its capacity to facilitate mutually beneficial dialog between civil society and governmental sector. Due to the BAN efforts the government increased its awareness of NGOs role in AIDS work. It happened because of tangible contribution made by the AIDS-service NGOs to the implementation of the Global Fund project and due to the high quality input from NGOs in elaboration of country strategic documents (i.e. the National Targets of Universal Access to HIV/AIDS services, the "Road Map" and the UNGASS report). I personally believe that the Belarusian AIDS Network will enhance engagement of new civil society groups into national response to HIV/AIDS epidemic."

ACTIVITY: WORKING MEETING with Deputy Minister of Health (FEBRUARY 28, 2008, MINSK)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
BAN made a presentation for Ministry of Health officials in order to improve coordination with key national authorities in HIV/AIDS.	<ul style="list-style-type: none"> ▪ BAN Steering Committee (CCF, NGO “UNESCO Clubs”, NGO “Vstrecha”) presented to the Deputy Minister of Health its recent achievements. In particular it was emphasized that the Network invested its efforts, activism and expertise in elaboration of country strategic documents in HIV/AIDS (<i>the National Targets of Universal Access to HIV/AIDS services, the “Road Map”, and the UNGAS report</i>). ▪ It was agreed that Ministry of Health will be engaged in BAN Strategic Planning process that will ensure future support to BAN activities. MoH contribution to the strategic planning process will ensure better coordination between NGO and the governmental efforts in implementation of national targets and priorities in area of HIV/AIDS.

ACTIVITY: INFORMATION BULLETIN “Vmeste” (Together) (JANUARY 2008, Minsk)	
EXPECTED RESULTS	ACTUAL TARGETS ACHIEVED
The 5 th issue of BAN Information Bulletin “Vmeste” (Together) published and distributed among AIDS-service organizations in Belarus and neighboring countries.	<ul style="list-style-type: none"> ▪ The 5th issue of BAN Information Bulletin “Vmeste” (<i>Together</i>) was published; ▪ The bulletin informs about important events in the HIV/AIDS sector in Belarus, CIS and other countries; advocates for rights and interests of PLHA and other vulnerable groups; highlights BAN events, activities and projects as well as describes the main CCF-Belarus project activities in the period. ▪ NGOs and partner organizations provided app. 70% of the materials for the bulletin
<p>CRITICAL NOTES: About 300 hard copies of 5th issue of BAN Information bulletin are distributed among Belarusian organizations including BAN member NGOs, other Belarusian NGOs in the HIV/AIDS sector, Belarusian government agencies and state-sponsored services. The electronic version is available for more than 4000 visitors of <i>BAN web-site “Vmeste Against AIDS”</i>.</p>	

III. 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.

CCF-Belarus staff and Belarusian AIDS Network participated in the key events organized by the Ministry of Health, UNAIDS and the Global Fund project. This two-day session was devoted to **a)** interim evaluation of the National Program on HIV/AIDS for 2006-2010 and **b)** assessment of the country’s needs for application to the Global Fund funding (round 8). BAN advocated for an increased role of Belarusian CSOs and innovations to be included into the country’s proposal. As a result two crucial for BAN and AIDS-service CSOs priorities were included in the official document – **i)** CSOs capacity building and **ii)** Social Contracting system elaboration in Belarus.

V. 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 sub-grants

The summary list of sub-grants active in the reported period:

1. NGO “Belarusian Children’s Hospice”
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”

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Belarusian Children’s Hospice”	Children and HIV/AIDS	February, 2007 – December, 2007
<i>Brief description:</i>	<i>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 are undertaken to avoid stigma and discrimination towards children living with HIV from their peers. Mothers of HIV positive children will increase their knowledge and skills re HIV/AIDS issues, care and support. Health care providers are trained on ethical principles and counseling skills of working with children living with HIV and their parents.</i>	
<i>Number of beneficiaries:</i>	Health-care specialists of state-sponsored HIV/AIDS services	300

	PLWHA (parents)	48
	PLWHA (children)	27
	Young people (School students)	295
<i>Services established:</i>	1. Training course for health-care providers (Counseling skills, ethical principles in work with HIV-positive children and their parents; prevention of professional burn-out).	
	2. Home-visiting for children living with HIV and their parents (multidisciplinary team of specialists).	
	3. Informational materials on HIV/AIDS and reproductive health.	
	4. Guidelines on professional burn-out for care givers.	
	5. Discussion clubs and workshops on HIV/AIDS and general health issues for school students.	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Focus Group”	Fashion for Health	February, 2007 – February, 2008
<i>Brief description:</i>	<i>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 are 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 service delivery, HIV/AIDS prevention for difficulty reached groups (orphans in boarding school).</i>	
<i>Number of beneficiaries:</i>	Young people (orphans)	276
	Young people (volunteer peer educators)	15
	Boarding schools specialists	200
<i>Services established:</i>	6. Peer education workshops on HIV/AIDS for orphans.	
	7. Web-resource on HIV/AIDS and general health issues for young people living in boarding schools and specialists.	
	8. Training course for peer educators on HIV/AIDS prevention work in youth environment.	
	9. Theme informational materials on HIV/AIDS (leaflet, poster).	
	10. Manual for boarding schools specialists on HIV/AIDS prevention.	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Amrita”	Youth against AIDS	March, 2007 – February, 2008
<i>Brief description:</i>	<p>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” are conducted in targeted dormitories.</p> <p>The group of students is 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 the manual is published and shared as a case model among specialists and practitioners</p>	
<i>Number of beneficiaries:</i>	Young people (students from rural areas living in dormitories)	905
	Young people (volunteer peer educators)	22
	Specialists working with students	500
<i>Services established:</i>	11. Training course on HIV/AIDS, drug-abuse and sexually transmitted infections (STI) prevention for students.	
	12. Theme actions on HIV prevention by trained youth groups	
	13. Manual for specialists working with students on HIV/AIDS prevention.	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Belarusian Association of UNESCO Clubs”	Informational reference book of Belarusian AIDS service organizations	March, 2007 – February, 2008
<i>Brief description:</i>	<p>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. Within the framework of the project information about existing HIV/AIDS services is gathered and systemized. Information reference book and electronic data base of AIDS-service NGOs and state sponsored services are designed and published. The copies distributed among NGOs, specialists, state entities. Series of Round Tables conducted to present a new informational resource and train stakeholders its utilization.</p> <p>Informational reference book provides AIDS-service organizations with a generic picture of existing services and improves coordination among them. This will also increase availability of HIV/AIDS services. 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>	
<i>Number of beneficiaries:</i>	1000 hard paper and 1000 electronic copies of Information and referral resource	
<i>Services established:</i>	14. Information and referral resource on HIV/AIDS services and AIDS-service organizations in Belarus	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Young Men Christian Association”	Young people do HIV/AIDS prevention: education and information dissemination	February, 2007 – February, 2008
<i>Brief description:</i>	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. Within the project intensive educational and awareness building activities, including peer-to-peer workshops organized for about 800 young people in 5 cities. Beyond the general HIV/AIDS issues young people informed about HIV/AIDS services existing in their communities.	
<i>Number of beneficiaries:</i>	Young people	5174
	Young people (peer educators)	73
<i>Services established:</i>	15. Training course on HIV/AIDS prevention for peer educators.	
	16. Theme actions on HIV prevention by trained young people.	
	17. Peer education workshops on HIV/AIDS for young people.	
	18. Video-reels for youth on safe behavior	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
NGO “Dyhovnost	A well-educated mother will have a happy child	April, 2007 – April, 2008
<i>Brief description:</i>	The goal of the project is to form healthy behavior skills among 200 pregnant women, including those with HIV. Educational and skills-building activities particularly focused at forming of mother’s behavior and skills to ensure better child care and avoid risk of HIV. Target group of the project is: 200 pregnant women, including those with HIV from Gomel and Gomel region. The NGO reached them thanks to close collaboration with Maternity ward of Gomel regional hospital, where key project’s activities will take place.	
<i>Number of beneficiaries:</i>	PLWHA (women, expectant mothers)	12
	Women	209
	Specialists of Maternity ward of Gomel regional hospital	110
<i>Services established:</i>	19. Training course on HIV/AIDS prevention, safe behavior and child care for expectant mothers, including PLWHA.	
	20. Hot-line counseling on HIV/AIDS and child care for expectant mothers, including PLWHA.	
	21. Individual consultations on HIV/AIDS and child care for expectant mothers including PLWHA.	
	22. Information materials for expectant mothers and specialist on the topic (library, video lessons).	
	23. Club of Young Families	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
Lida NGO “Young Men Christian Association”	“Mobile informational service on HIV/AIDS”	March, 2007 – March, 2008
<i>Brief description:</i>	<i>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 focused rural population and involve more than 1000 children and young people. The project used 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.</i>	
<i>Number of beneficiaries:</i>	Young people (rural area inhabitants)	1000
	Young people (peer educators)	17
	General public	3000
<i>Services established:</i>	24. Training course on HIV/AIDS prevention for peer educators.	
	25. Public awareness actions on HIV prevention.	
	26. Peer education workshops for young people on HIV/AIDS prevention.	
	27. Theme healthy life style promotion campaign.	
	28. Information materials for young people (guidelines).	

<i>Grantee Name:</i>	<i>Project name:</i>	<i>Project duration:</i>
Youth NGO “Youth educational center “Fialta”	“Fashion for Health”	March, 2007 – March, 2008
<i>Brief description:</i>	<i>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 stimulated 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.</i>	
	Young people (working youth and students technical colleges)	210
	Young people (peer educators)	20
<i>Services established:</i>	29. Training course on HIV/AIDS prevention for peer educators.	
	30. Peer education workshops for young people.	

Total number of services by 8 current CCF-Belarus grantees: **30**

Total number of beneficiaries reached by 8 current CCF-Belarus grantees: **14403**

Among them:

Young people – **7997**,

PLWHA – **87**,

Women – **209**,

Care givers, specialists and AIDS-service organizations – **3110**,

General public – **3000**.

CCF-Belarus launched Professional Theme Meetings to facilitate capacity building and experience exchange among AIDS-service NGOs



In February 2008 CCF-Belarus conducted two **Professional Theme Meetings** and introduced Belarusian AIDS-service NGOs to this excellent approach to capacity building and experience exchange.

The idea of Theme Meetings appeared when CCF-Belarus understood that, in addition to trainings on management, organizational development and HIV/AIDS issues, NGOs need an open arena to discuss professional topics, exchange best practices and experience. Regular Theme Meetings should support professional development of NGO specialists through mutual education and tightening of professional relations. The process of professional theme meetings consists of controversial presentation made by high professional expert and further discussion and exchange of questions and answers among the group of counterparts.

February 10 and 24 first Theme Meetings took place at CCF-Belarus office in Minsk. They were devoted to such topics as **leadership, volunteer management and HIV/AIDS counseling of vulnerable groups**. These topics were highlighted by experts and participants during the master-classes and discussion sessions. Each of the experts presented his/her successful experience or effective working approach in the above mentioned topics:

👤 Irina Lukjanovich, NGO *"Mothers Against Drugs"* during her master-class addressed the leadership phenomenon. Irina presented her style of leadership and described the case how she transformed from the leader of the single NGO to community-level leader and recognized expert on HIV/AIDS issues.

👤 Youlia Stankevich, Youth NGO *"Fialta"* presented a unique approach to volunteer management. This case was based on Fialta's 5-years experience of leading the network of regional volunteer centers and the annual volunteer event *"The Day of Dream about the Future"*.

👤 Anna Gorchakova, NGO *"Belarusian Children's Hospice"* presented the model of successful communication and counseling. The model makes consultant well-prepared to deal with difficult situations and stress during the counseling of vulnerable groups.

👤 Olga Kuzmenok, NGO *"Positive Movement"* shared her professional experience of managing the association of PLWH and peculiarities of counseling PLWH and IDUs.

Experts facilitated discussions and participants used this opportunity to analyze cases and discuss the key learnings within the group. The following advantages of the theme meetings organized by CCF-Belarus make them a good platform for capacity building, experience exchange and peer-to-peer learning:

⇒ The agenda of each theme meeting is based on the authentic experience of Belarusian NGOs, which could be easily adopted by their counterparts.

⇒ All presentations are designed using astonishing experience and cases from the practice of recognized experts.

⇒ The topics of the theme meetings are identified to address the most complicated issues of NGOs' prime importance for serving beneficiaries and managing organizations.

Creation of the first in Belarus information and referral resource on HIV/AIDS services was supported by CCF-Belarus

Issue of the resource was highly appreciated by the leading HIV/AIDS organizations and agencies working in Belarus



Hundreds of HIV/AIDS professionals from different sectors were introduced to the new resource and trained to use it providing prevention, care and support services to vulnerable groups

In February 2008 CCF sub-grantee “Belarusian Association of UNESCO Clubs” successfully accomplished the project on creation of the first in Belarus information and referral resource on HIV/AIDS services. The resource was designed and published in two forms: **i)** hard-copy reference book and **ii)** electronic database. The resource contains detailed information about 276 state-sponsored and NGOs-managed services on HIV/AIDS in all regions of Belarus.

To make the resource convenient and friendly for user, all information was divided into separate sections:

- ✂ General overview of HIV-infection and epidemic facts in Belarus and in the world;
- ✂ Database of national and local-level AIDS-service organizations;
- ✂ Index of services;
- ✂ List of additional information and methodological resources on HIV/AIDS.

Electronic version also includes a lot of methodological manuals, information materials and video reels created by CCF sub-grantees on the topic of HIV/AIDS.

In January – February 2008 the NGO “Association of UNESCO Clubs” conducted series of Round Tables in Minsk, Brest, Vitebsk, Gomel, Mogilev, Svetlogorsk, Bobruisk and Malorita where this new resource was presented and delivered to different stakeholders. Hundreds of specialists were introduced to this new resource and trained to effectively use it providing prevention care and support services to vulnerable groups.

This work was recognized and highly appreciated by the leading HIV/AIDS organizations and agencies working in Belarus including UNAIDS, the Global Fund project, UNDP and Belarusian AIDS Network. The Ministry of Health representatives pointed out that this comprehensive resource shows the spectrum of HIV/AIDS services available in each region and contains authentic and up to date information. At present 1000 copies of the information and referral book with the electronic database are shared among AIDS-service organizations and professionals all over the Belarus. The online version is available at: <http://www.HIV.belau.info>



Christian Children's Fund Belarus

Information bulletin "Vmeste!" (Issue #5)

The information bulletin "Vmeste!" (Together!), produced by CCF-Belarus within the *HIV/AIDS NGO Capacity Building* project, contains information about activities, projects, and opinions of Belarusian AIDS-service NGOs. It also informs about important events in the HIV/AIDS sector in Belarus, highlights best national practices of service provision, and advocates for rights and interests of people living with HIV/AIDS.

The 300 copies of the bulletin are distributed among over 100 Belarusian NGOs and also among state organizations and international agencies. Its electronic version is available on BAN's website www.belaid.net.

The 5th issue of "Vmeste!", published in February 2008, contains the following materials:

BAN NEWS

Leaders of BAN took part in the preparation of the National Progress Report on the Fulfillment of the UN General Assembly Declaration of Commitment on HIV/AIDS (UNGASS).

EVENTS

NGO "Mothers Against Drugs" conducted a drug abuse prevention program and a charitable concert for young people in Svetlogorsk.

NGO "Belarusian Association of People Living with HIV" organized a series of art presentations in 7 different cities aimed at combating stigma and discrimination against HIV-positive people.

CASE-STUDY

Sex-Business on Highways: Prevention Among Men and Women

Interview with Elena Rodionova, project manager of the NGO "Belarusian Association of UNESCO Clubs" about the results of the project "HIV/AIDS and STI Prevention Among Women Involved in Commercial Sex-Work on Highways", and about a nation-wide public awareness campaign conducted within the project in cooperation with several FM radio stations.

PROFESSIONAL DEVELOPMENT

Participatory Assessment: Identifying the Needs of the Target Audience

Article by Ekaterina Kostuchenko, CCF-Belarus HIV/AIDS specialist, describing the method of participatory needs assessment and its role in project design and implementation.

POINT OF VIEW

Sustainability of Non-Profit Organizations: Myth or Reality?

Article by Oleg Eremin, director of the NGO "Vsrecha", about the current state of financial sustainability of Belarusian NGOs, the importance of creating incentive mechanisms for the private business sector to encourage businesses to support NGOs, and a comparative overview of the laws in this area adopted in the neighboring countries.

FUNDRAISING

Foundations of Successful Fundraising: Is It Easy for a Donor to Give Away His Money?

Article by Alexey Golontsov, CCF-Belarus project manager, describing how some areas of organizational development of an NGO are related to its fundraising strategy and financial sustainability.

NEW RESOURCES

Announcement about the first in Belarus "Directory of Organizations Providing Services in the Area of HIV/AIDS" published by the NGO "Belarusian Association of UNESCO Clubs" and CCF-Belarus. The directory contains detailed information about 276 organizations from all regions of Belarus providing HIV/AIDS prevention, treatment, care and support services, and is available in paper and electronic formats.



Comments to PMP of HIV Project

Report covers time period from April 2006 to September 2007

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:

projects being implemented:

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

NGOs – partners:

9. Vstrecha, Minsk
10. Alternativa, Svetlogorsk (Gomel oblast)
11. Crossroads, Vitebsk
12. Community Development Projects, Gomel
13. Mothers Against Drugs, Minsk
14. Mothers Against Drugs, Pinsk (Brest oblast)
15. Belarusian Community of PLWH

The reporting period was shadowed by external factors – issuing of legal documents by the state that are producing harmful effects on NGOs and their stakeholders.

Presidential Edict No 533 which took effect on April 23, 2008 raises space rent for NGOs tenfold. Taking into account that Presidential Edict No 300 forbids NGOs to accept sponsorship from legal entities and foreign organizations, and that entrepreneurship for NGOs is banned, now non-profit organizations are challenged to survive using only registered grants money and membership fees.

The situation is worsened by the fact that NGOs are allowed to be registered only if they have legal address in the state- or business-owned rooms (no home addresses can be used for registration). The coming half-year will show how it will influence NGOs development.

To increase the organizational capacity of NGOs in the reporting period CCF trained 60 representatives of 27 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 10 NGOs correspond to the indicator. Currently 67% of the assessed NGOs demonstrate high and improved governance.

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

- During the reported period HIV Project was continuing to improve educational services for NGOs – training on Governance in NGOs was provided to leaders and activists of NGO-grantees and NGOs-partners. Several organization which reported improved governance in the previous reporting period have made new efforts and improved transparency of their Boards’ activities. National YMCA and Hospice reported during M&E visits and interviews that their Boards practice involvement into meetings of stakeholders (representatives of local NGOs, volunteers, partners, and experts). This practice makes it possible to take better grounded decisions related to the needs and interests of target groups and stakeholders.
- Mothers Against Drugs (Pinsk), Focus Group, YMCA (Lida) report improvement of Board procedures when decision-taking process is well-structured (Focus Group has the meetings procedure in written form), well-facilitated and helps conduct effective meetings in shorter time. National YMCA approved the written paper regulating responsibilities of the Board and the Executive Committee.
- Mothers Against Drugs (Pinsk) with CCF assistance managed to educate all five members of their Board at the same level, so now the NGO is governed not only by the experienced Board Chair but by the group of Board members. The decision-making has become more decentralized and qualified. The Board influences much the successful development of the NGO. As a result, Irina Lukyanovich – Board Chair – was recommended by CCF to participate in Community Connection Program in Volunteer management in the USA and became the winner of the scholarship.
- National NGOs optimize their governance of big organizations by introducing ways of shared decision-making alternative to regular but rare Board meetings – YMCA takes decisions by consulting with all the Board members by phone and email, Belarusian Community of PLWH uses Board forum on their web-site.
- In general, 10 of 15 assessed NGOs report better-structured and accountable activities of their governing bodies. At the same time there is a tendency towards reducing the intensity of Boards’ activities then NGOs have no current financed projects. Vstrecha reports lower motivation of Board members if the NGO activities are too much regulated, as is the case with Global Fund project.
- National NGO “Mothers Against Drugs” reported the tendency to reduce the effectiveness of governance at the national level while local NGOs develop better. The reason for lowering the effectiveness is the NGO leader burnout caused by the long period of the same leadership of the national NGO. Currently the leadership of Mothers Against Drugs plans to launch Strategic Planning process to improve the situation in the NGO.

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 is 73%.

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

- CCF’s grant and training program produces a positive impact on the NGOs’ planning systems, which is witnessed by 11 NGOs-grantees who regularly plan their project work activities. Special focus is made by CCF on strategic planning practices, thus, national YMCA and Focus Group used the expertise and assistance of CCF to develop their strategic plans till 2010. The plans serve as a blueprint for planning yearly activities, as well as they are presented to donors and partners as an evidence of NGOs’ sustainability and credibility.

- Several NGO will have strategic planning in the near future, among them are national Mothers Against Drugs, Belarusian Community of PLWH, Mothers Against Drugs-Pinsk.
- Community Development Projects revise their strategic plan every year and train their members and activists in the practices of strategic planning. Belarusian Children's Hospice maintains the tradition of using hard-copy Strategic Plan as a tool of governance, PR and fundraising, as we as YMCA-Lida.
 - Vstrecha and Amrita haven't managed to produce as written copy of their Strategic Plans but they have a yearly practice of defining strategic priorities for the coming year-year and a half
 - All NGOs report the significance of strategic planning to ensure guided development of the NGOs, but accept the fact that such a plan is possible only when the NGO reaches a definite level of capacity development.
 - Operational planning is exercised in all visited NGOs and is a usual practice for NGOs-grantees and partners, but planning becomes more sporadic when an NGO has no current financed projects (e.g. Crossroads)

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 gave the value of 93% (14 NGOs out of 15).

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

- Grant programs still function as the main factor of activating program/project management. 9 NGOs that implemented CCF supported projects in the reported period demonstrated high or improved level of managing their activities. 5 NGOs-partners of CCF (former grantees or current grantees in another CCF Project) also demonstrate improved or the same level they had before. Only one of the NGOs-partners – Crossroads (Vitebsk) – conducts idle activities because currently they have no financing from any donor in Belarus.

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:

- In general NGOs maintain the same level of HR management, though for some of them trainings and interventions of CCF helped to go beyond HR policies and procedures which are always observed according to the official regulations. Thus, Belarusian Community of PLWH (new NGO registered at the beginning of 2008) started to introduce necessary tools for HR involvement into the activities and motivation from the initial stage of NGO's operations. They developed job descriptions for hot-line consultants, peer consultants, as well as internal psychological groups that weekly encourage the formation of team inside the NGO. Job description for hot-line consultants was created in Mothers Against Drugs-Pinsk. The experienced NGO Belarusian Children's Hospice introduced the practice of detailed discussion with members, volunteers and staff of their responsibilities and how they understand these responsibilities. National YMCA improved the information flow inside the NGO through Info Bulleting distributed among local NGOs on a monthly basis. Some local NGOs introduced mentoring of new volunteers. Among HR priorities internal training system is still one of the main focuses.

- It is also worth mentioning here that too much formalized HR system demotivates members and volunteers of NGOs (Vstrecha implementing Global Fund supported project) because they feel that their informal contacts which initially brought them to the NGO stop functioning.

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 12 NGOs correspond to the indicator. The current value is 80%.

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

- In the reported period 7 CCF-grantees kept 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 is 80% (12 NGOs out of 15).

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

- Guidance by CCF of NGOs-grantees in monitoring, evaluation, and reporting, as well as close contacts with NGOs-partners, maintain high level of responsibility among NGOs towards outputs, outcomes, and impacts of their activities. Even if it's premature to declare that M&E procedures become systematic, and all the NGOs' activities are well monitored and evaluated, within the projects all NGOs develop M&E plan and procedures to measure the results. Experienced NGOs, like national YMCA, Belarusian Children's Hospice, Vstrecha, UNESCO Clubs, keep demonstrating high level of M&E procedures, while developing NGOs, like Belarusian Community of PLWH, Amrita, Mothers Against Drugs, and some others are in the process of introducing M&E practices in their everyday activities. During the survey the M&E component is reported by all the respondents as one of the most challenging and useful.

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 **46 services and 37 types of services**. Included here are also 5 services that were created and provided by the Trainers' Team of Multipliers trained at CCF:

NGO		Services	Geography	Beneficiaries
Belarusian Association of UNESCO Clubs	1	Information and referral resource on HIV/AIDS services and AIDS-service organizations in Belarus	Belarus	AIDS-service organizations, specialists
Fialta Youth educational center, Minsk	2	Peer education workshops	Minsk	Young people (peer educators)
	3	Training course on HIV/AIDS prevention	8 technical colleges in Minsk	Young people (working youth and students technical colleges)
Focus Group	4	Peer education workshops on HIV/AIDS	Minsk, Minsk region (Zhodino) boarding schools	Young people-orphans
	5	Web-resource on HIV/AIDS	Belarus	Young people living in boarding schools, specialists working with these people
	6	Information materials on HIV/AIDS prevention (leaflet, poster)	Minsk, Minsk region (Zhodino) boarding schools	Specialists working with young people living in boarding schools
	7	Manual for boarding schools on HIV/AIDS prevention		Young people (peer educators)
	8	Training course on HIV/AIDS prevention		
Lida NGO "Christian community of young and adult"	9	Information materials on HIV/AIDS prevention	Lida, Lida region	Rural young people, young people from Lida, peers
	10	Public awareness activities of mobile informational mini-bus for young people in rural area of Lida rayon		
	11	Peer-to-peer training course on HIV/AIDS prevention		
	12	Healthy life style promotion campaign		General public
	13	Peer education workshops on HIV/AIDS		Young people (peer educators)
Amrita	14	Training course on HIV/AIDS, drug-abuse and sexually transmitted infections (STI) prevention	Minsk, Soligorsk, Svetlogorsk	Young people - students of technical colleges

	15	Public events on HIV prevention by trained youth groups		Young people
	16	Manual on HIV/AIDS prevention		Specialists working with students
Young Men Christian Association	17	Training course on HIV/AIDS prevention	Lida (Grodno region), Vitebsk, Molodechno (Minsk region), Volozhin (Minsk region), Brest, Minsk	Young people (peer educators)
	18	Public events on HIV prevention by trained young people		Young people
	19	Peer education workshops on HIV/AIDS for young people		
	20	Video-reels on safe behavior		
Belarusian Children's Hospice	21	Training course (counseling skills, ethical principles in work with HIV-positive children and their parents; prevention of professional burn-out)		Health-care providers
	22	Guidelines on professional burn-out		PLWH parents and children
	23	Home-visiting (multidisciplinary team of specialists)		
	24	Informational materials on HIV/AIDS and reproductive health		
	25	Discussion clubs and workshops on HIV/AIDS and general health issues		School students
Duhovnost	26	Training course on HIV/AIDS prevention, safe behavior and child care for expectant mothers, including HIV-positive	Gomel	Family members of PLWH
	27	Hot-line counseling on HIV/AIDS and child care for expectant mothers, including HIV-positive		
	28	Individual consultations on HIV/AIDS and child care for expectant mothers including HIV-positive		Family members of PLWH, women (expectant mothers including those with HIV)

	29	Information materials for expectant mothers and specialist on the topic (library, video)		Expectant mothers and specialists of Maternity ward of Gomel regional hospital
	30	Club of Young Families		Young people
Vstrecha	31	Training course on HIV/AIDS prevention	Minsk, Grodno, Gomel, Vitebsk, Mogilev,	MSM
Alternativa, Svetlogorsk	32	Rehabilitation center for IDUs/PLWH, socialization	Svetlogorsk	IDUs/PLWH
	33	Individual consultations		
	34	Developing addiction to ARVT		
Crossroads	35	Pee-to-peer seminars on HIV/AIDS for school students		Young people
Community Development projects	36	Web-site "Gomel-Info-AIDS"		
Mothers against drugs	37	Telephone hot-line service providing psychological assistance and prevention of HIV/AIDS for PLWHA and their family members, IDUs and co-dependent	Minsk, Vitebsk, Brest, Orsha, Zhodino, Kobrin	PLWHA and their family members, IDUs and co-dependent

	38	Psychological rehabilitation of PLWHA and IDUs in self-help groups		
Mothers against drugs - Pinsk	39	Telephone hot-line service providing psychological assistance and prevention of HIV	Pinsk	PLWHA and their family members, IDUs and co-dependent
	40	Anonymous individual counseling		
	41	Psychological rehabilitation in self-help groups		
Trainers' Team of Multipliers	42	Trainings on HIV/AIDS Basics	Mogilev, Vitebsk, Minsk, Slutsk, Volkovyssk, Zhodino, Svetlogorsk, Lida, Naroch, Bobruisk	MSM, young people, PLWHA and their families/friends
	43	Trainings on STI	Mogilev, Vitebsk, Minsk, Bobruisk	MSM, young people, PLWHA and their families/friends
	44	Trainings on counseling in HIV issues	Svetlogorsk	PLWHA and their families/friends
	45	Trainings on Living with HIV/AIDS	Pinsk, Vitebsk, Lida	PLWHA and their families/friends
	46	Trainings on Drug Abuse	Molodechno, Zhodino, Zhlobin	Young people, PLWHA and their families/friends

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.

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**. 12 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 **12387** representatives of the target groups (*IDU, PLWHA, MSM, youth, women*) were covered with the focused services. At the same time NGOs trained 3110 specialists who work with the projects' target groups.

4650 people are the general public covered by public awareness campaign by YMCA-Lida and web-site "Gomel-Info-AIDS" of Community Development Projects.

So the total number of covered population is **20147 people**.

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.

During the reporting period the environment in which NGOs exist hasn't improved or become more beneficial. So most efforts in cross-sector networking were focused at maintaining the existing level of cooperation with state structures. All the NGOs-grantees and NGOs-partners managed to do it. Moreover, as a follow up of the Strategic Planning provided by CCF to NGO Positive Movement in 2007 one more NGO - Belarusian PLWH Community – was founded and officially registered in January 2008, and later it established contacts/cooperation with government agencies (Ministry of Health and National AIDS Prevention Center) and medical services.

Total for this indicator – **20**.

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.

In the last semi-year period NGOs-grantees and partners of CCF managed to establish new joint initiatives due to the fact of the appearance in the NGO community of a newly-born NGO “Belarusian PLWH Community”. Together with several other AIDS-service NGOs (*Alternative and Parents for Children’s Future*) during National Conference of PLWH held in Minsk in October 2007 they put forward the appeal to improve access to ART for PLWH.

Due to the joint participation of AIDS-NGOs including NGO “Belarusian PLWH Community” at the round table on the Global Fund Round 8 Grant in March 2008 NGOs managed to add an objective to the national draft of Grant Application which states the necessity of AIDS-service NGOs’ active and broad involvement into the implementation of the program, their capacity building and other interventions leading to better AIDS-service provision and broader coverage of target groups.

The 5th issue of BAN Information Bulletin “Vmeste” (Together) was published and distributed among AIDS-service organizations in Belarus and neighboring countries. BAN web-site “Together against AIDS” was updated to continue serving AIDS-service organizations as a communication arena, and source of authentic information.

So the total for this indicator is **29**.

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

Below is the table demonstrating NGOs’ activities in joint initiatives on behalf of BAN during the reported period.

<p>BAN Steering Committee meeting Recommendations from AIDS-service NGOs to the Country Report on the Implementation the UN Declaration of Commitment on HIV/AIDS (UNGAS Report) were discussed and agreed.</p>	<p>20 December, 2007</p>
<p>Follow up activity (if any): December 21, the agreed recommendations were presented at the meeting of the National AIDS Monitoring and Evaluation Council, which is responsible for the preparation of the Report.</p>	
<p>BAN Steering Committee meeting Preparation for the General Meeting of BAN: goals and objectives, agenda, project registration issues.</p>	<p>17 Jan, 2008</p>
<p>Meeting with Director of National AIDS Center Presentation of the results of recent activities of BAN, and objectives and agenda of the forthcoming General Meeting of BAN.</p>	<p>28 Jan, 2008</p>
<p>Outcomes achieved: official approval for conducting General Meeting received</p>	
<p>Meeting with Deputy Minister of Health, National Coordinator of the Project “Prevention of HIV/AIDS in Belarus” funded by the Global Fund</p>	<p>28 Feb, 2008</p>

Outcomes achieved: official approval for conducting General Meeting received	
Participation in the meeting on development of the national proposal for the 8th Round of the Global Fund grant	10-11 March, 2008
Outcomes achieved: BAN submitted its to the national Global Fund Round 8 competition.	

Total for this indicator is **19**

Indicator 3.4. Number of BAN members.

In October 2007 Belarusian AIDS Network was officially registered by the Ministry of Justice. Currently the Network comprises 15 AIDS-service NGOs, though BAN is planning to expand in the near future.

Indicator 3.5. BAN Development and Sustainability Plan.

In January 2008 BAN applied for grant to UNAIDS and was awarded this grant, which includes General Meeting of BAN, elections of governing bodies, and series of experience exchanges between BAN members. Due to the fact that the official registration of UNAIDS grant took 3 months and happened in the beginning of April, now the Meeting is planned for the second half of May. As a result BAN Development and Sustainability Plan is due to be approved.

HIV/AIDS NGO Capacity Building in Belarus

BASELINE AND PERFORMANCE TARGETS*

Report covers time period of a year from October 2007 to April 2008

Indicator	Definition & Unit of Measure	Baseline		Planned Targets	Achieved Targets	Planned Targets	Achieved Targets	Achieved Targets
		Year	Value	2006	2006	2007	Sep2007	Half Year 3 (by Apr08)
Objective 1								
Number and ratio of organizations participating in the project with improved governance	Number of organizations involved in CCF HIV project reporting regular functioning of governing body in place and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	5	45%	60%	60%	73%	67%
Number and ratio of organizations participating in the project with improved multi-level (strategic and operational) planning	Number of organizations involved in CCF HIV project demonstrating functioning strategic and operational plans in place and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	6	55%	67%	65%	73%	73%
Number and ratio of organizations participating in the project with improved program/ project management	Number of organizations involved in CCF HIV project demonstrating program and project implementation plans, project staffing, and reporting system in place and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	8	60%	80%	70%	100%	93%
Number and ratio of organizations participating in the project with improved HR management	Number of organizations involved in CCF HIV project demonstrating functioning HR policies/ procedures in place and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	8	60%	80%	70%	87%	87%
Number and ratio of organizations participating in the project with improved financial management	Number of organizations involved in CCF HIV project demonstrating accurate financial management and accounting/reporting systems and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	9	70%	67%	80%	100%	80%
Number and ratio of organizations participating in the project with improved M&E system	Number of organizations involved in CCF HIV project demonstrating functioning M&E plans/ procedures in place and ratio of such organizations to total number of the organizations involved in CCF HIV project	Jan 2006	2	40%	87%	55%	87%	80%

Objective 2									
# of NGOs' established HIV/AIDS services as a result of capacity building and micro-grants programs	Number and type of HIV/AIDS services based on the clients' needs and reported by organizations as being delivered.	Jan 2006	12	12	20	15	43	46services/ 37 types	
# of geographic regions/districts, covered by HIV/AIDS services provided by organizations participating in the project	Number and names of geographic regions/ districts, where NGO HIV/AIDS services are available for direct beneficiaries.	Jan 2006	12	15	15	20	26	26	
# of direct beneficiaries (IDU, PLWHA, STW, MSM, youth, women), reached through HIV/AIDS services provided by NGOs	Total number of people including youth, women, IDU, PLWHAs, STW, MSM benefited from HIV/AIDS services provided by NGOs as a result of capacity building and micro-grants program	Jan 2006	17910	18500	21700	20000	22155/ 60000	12387 direct/ 7760 indirect	
Objective 3									
# of organizations participating in the project that have established working contacts with GOs.	Number of organizations reporting improvements in cross-sector networking and proven established working contacts with governmental organizations including governmental media (meetings, discussions, consultations, participation in governmental commissions or decision making bodies, regular information exchange, etc.).	Jan 2006	9	13	15	18	19	20	
# of organizations participating in the project that have established NGO-NGO joint initiatives.	Number of organizations reporting improvements in intra-sector networking and proven established NGO-NGO joint initiatives (regular information exchange, joint projects, participation in associations/partnerships).	Jan 2006	8	12	15	18	28	29	
# of organizations that initiated joint activities on behalf of BAN	Number of organizations reporting their activities in joint initiatives on behalf of BAN.	Jan 2006	n/a	5	11	8	19	19	
# of BAN members	Number of organizations, which are members of Belarusian Aids Network	Jan 2006	13		15		15	15	
BAN Development and Sustainability Plan.	Development and Sustainability Plan elaborated and agreed by BAN as a common framework for functioning and cooperation of its members. Plan will include necessary regulations and working procedures as well.	Jan 2006	n/a	1	0	1	1	1	
# of experience exchange visits	Number of in-country and international experience exchange visits of participating in the project NGOs.	Jan 2006	1	3	3	8	5	n/a	
# of organizations that have participated in experience exchange events	Number of organizations participating in the project, were involved in in-country or international experience exchange practices.	Jan 2006	6	10	13	16	20	n/a	
# of follow-up replication activities made by NGOs as a result of experience exchange visit	Number of replication activities made by project targeted NGOs as a follow-up of experience exchange visits.	Jan 2006	n/a	8	5	16	9	n/a	

* See comments to PMP Table in additional attachment "Comments to PMP of HIV Project"