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QUARTERLY PROGRESS REPORT - AID CONTRACT No. LA-711
April 15, 1973

Table of Contents

- I. Introduction
- II. Visit of Director of Latin American Programs to six countries
- III. Field Staff/Program Officers meeting
- IV. Central America
- V. South America
- VI. Training Program Design
- VII. Intercambio
- VIII. Project of Development of Resource Materials on Coordination

I. Introduction

As a result of the study of OEF's program design and staff management techniques by the American Technical Assistance Corporation, significant changes are taking place in OEF operations.

Program design has been developed under an organizational goal of "increased citizen participation in the process of social change at the local, regional and national level," for all countries in Latin America where we have programs. Country plans have been developed for building up the capabilities of selected organizations through which citizens can work together toward development. OEF work began to focus on these institutions as soon as they had been identified as targets.

The subject of staff-management relations has been thoroughly explored by a committee now ready to bring its recommendations to the OEF Board of Directors. The object of changes recommended is to clarify the roles of board members, volunteers, and staff for more efficient operations.

Under our contract, Article I, Statement of Work, B. Scope of Work, 1 a, the number of three training courses of about two and one-half weeks each for a total of some 75 participants has been amended at our request to reflect the expressed desire of our client groups for more non-residential courses of shorter duration. While residential courses have excellent results insofar as learning and attitudinal changes are concerned, it is true that many people cannot leave their jobs and homes for 15 or 20 days and therefore cannot participate.

II. Visit of Director of Latin American Programs to six countries -
February 12 - March 8, 1973

Purpose of trip was to consult with AID Missions as to how OEF plans for work fit into overall AID Mission program and to seek the advice of Mission personnel as to coordination of our program with theirs. A second purpose was to consult with organizations identified as targets for OEF programs in order to clarify common objectives.

Countries in which OEF has programs but which were not included in this trip are:

Bolivia, because the field representative was occupied with conducting courses in the provinces and not available for consultation in La Paz.

Dominican Republic, because field representative was out of the country.

Honduras, because Mission personnel were unable to meet with Mrs. Montgomery on date requested.

In chronological order of the visits, below is a brief report:

Costa Rica

Director attended the course on Coordination and Development in San José, February 12-17. She consulted with the Organización de Ciudadanas Costarricenses and with the Centro Cívico de Asociaciones Voluntarias, exploring with them their objectives and program plans and their stated needs for OEF technical assistance, which are reflected in the Costa Rica country plan.

She had a fruitful discussion with Mr. Thomas McKee and acting Director of Mission Mr. Peter Kreis in which results of the meetings with the above organizations and the OEF proposed plan for work were discussed thoroughly. The Mission is knowledgeable and favorable to our program and eager to see the OCC get into civic action programs. Mr. Kreis indicated their willingness to continue financial support in the neighborhood of \$5,000 to the OCC for its training program.

El Salvador

A meeting was held with the OEF field representative, Ligia Jaén, and representatives from the Asociación Demografica Salvadoreña, volunteers of Hospital Bloom, the Instituto de Vivienda Urbana, the Procuraduría General de Pobres, and the Organización de Ciudadanas Salvadoreñas. Representatives of the first four groups are all former participants of OEF programs and are working together as a coordinating committee in conducting training courses for volunteers working in these institutions. Together with the OCS and with OEF technical assistance, they planned and carried out a course on coordination at the end of April. They very much want continued OEF help in training at progressively sophisticated levels.

The field representative and Mrs. Montgomery met with AID Mission Director Mr. James Derum and with Mr. John Lamazza to discuss OEF programs and the Pines Report (to which they had not sent their reaction to AID Regional.) They seemed very much interested in the field representative's account of OEF programs, especially so regarding the Asociación Demografica. Their general reaction was that a plan anticipating any legislative response to civic pressures was unrealistic and that any program in El Salvador should be very long term with small results expected.

Honduras

Was not visited because Mission people were unavailable on the day an appointment was requested and the Director of Latin American Programs, Mrs. Montgomery, could not stop in Tegucigalpa on her return without spending an additional three days. A telephone call was made by her from San Salvador to Mr. Johnson (Mr. Hopgood being unavailable). The Mission was informed that OEF will go ahead with a 5-day course already planned to be held in Las Milpas, Pinalejo (San Pedro Sula area) on coordination, but that OEF did not feel the results in Honduras warranted a full program of work -- perhaps two follow up visits of two weeks each during the year. Mr. Johnson reported his feeling that the Mission would agree with this assessment, but he was pleased we were having the course in San Pedro Sula area where he thought possibilities of results were better. The Mission asked for a report of the course, which will be sent.

Guatemala

Mr. Harlan Harrison, Deputy Chief of Mission, and Mr. Roberto Leon de Vivero met with the OEF visitor on February 21. The sudden transfer of Director Robert Culberston to Nicaragua had the Mission a bit upset. AID Mission reported their feeling that government changes resulting from citizen action was an unrealistic expectation although they were entirely in accord with OEF's program objective. They said the negative cable sent to AID Regional resulted from objection of the DCM because the indicators in the OEF plan on government response sounded like U.S. interferences in a delicate pre-election period.

The DCM was out of the country, but at the request of Mrs. Montgomery, Mr. William Pryce, Political Officer, came in (although on leave) and provided an opportunity for a clear explanation of OEF's program in Guatemala, which appeared to reassure him that the work proposed with the Alianza Cívica de Asociaciones Femeninas was in no way interference with the political system, but deals with civic education, voters service and eventual cooperative action on problems selected by the member organizations.

Panamá

Mr. Alex Firfer and Mrs. Firfer invited Mrs. Montgomery for lunch and a searching talk on OEF programs in Panamá. There was mutual agreement that no program should take place at the present time. Some members of the Union de Ciudadanas Panameñas have been openly critical of the present regime and are out of favor.

Colombia

Miss Norma J. Parker met Mrs. Montgomery in Bogotá and together with the Colombian OEF field representative Amparo Giraldo had a series of productive work sessions with AID Mission Chief Marvin Weissman, Mr. James Smith, Mr. Peter Boynton, Miss Analee Rawlins as well as several meetings with the Agencia Coordinadora del Voluntariado (ACOVOL) and with Mrs. Patricia de Davila, President of the National Union de Ciudadanas Colombianas. The question raised in the Pines Report as to whether the OEF should give its major support to the UCC rather than to the network of coordinating agencies (including ACOVOL) was thoroughly explored.

A meeting was also held with Mrs. Robert White and Mrs. Marvin Weissman, who had been urging direct financial support for the UCC. The revised country plan reflects an amiable solution to this question with the already planned continuing technical assistance of the field representative to the UCC to be augmented by special assistance of the former president of both the San Juan and Puerto Rican Leagues of Women Voters plus a small fund to permit travel of the UCC national board members, following this training by the Puerto Rican League specialist, to train members of the UCC local chapters. ACOVOL provided a full briefing to Miss Parker and Mr. Boynton on the progressive training developed for ACOVOL with OEF technical assistance.

Ecuador

Miss Parker, Mrs. Montgomery and the OEF field representative spent several days at the AID Mission with Mr. Jon A. Gant, Mr. James Fritz and Dr. John McGill discussing the proposed program of work and revising the plan to make it more specific. They also met with members of the Secretariado General del Voluntariado (SEGESVOL), the target coordinating institution in the plan. The AID Mission offered a training course by CEMA for SEGESVOL which was gratefully accepted. A meeting was held with the CEMA director and plans made for the field representative, Hortense Dicker, to work with CEMA on design of the training program to be given in May. It was also planned to provide long term CEMA training for an Ecuadorian resource person who would continue working with SEGESVOL. The Ecuador plan was expanded to include beginning organization of a coordinating group in a third city in Ecuador.

III. Field Staff/Program Officers meeting

In January the field staff met in Washington for two primary purposes. The country plans were refined and revised to reflect reactions from the AID Missions and from the institutions with which we plan to work.

A good deal of work was done on beginning the design for a progressive training program with all the field representatives describing their current programs as to purpose, content and techniques. Group discussion defined areas of similarity and difference.

In addition, the field representatives reviewed a draft of material prepared for a publication on program planning and finally decided that it was not a useful tool and should not be carried out at this time.

IV. Central America

Two OEF field representatives, both Panamanian nationals, spent a total of three man-months in Central America during the period covered by this report. A Guatemalan field representative, not funded under this contract, worked an additional 2 1/4 months. They spent three weeks at OEF headquarters in Washington for consultation and program planning.

Costa Rica

Two OEF field representatives (one of which is funded privately) provided technical assistance for a five-day course on "Coordination and Development." Twenty-eight representatives from 17 organizations working in or near San José attended the course, which was jointly sponsored by OEF, the Organización de Ciudadanas Costarricenses (OCC), the Centro Cívico de Organizaciones Voluntarias, and egresadas of the OEF. The course dealt with the basic principles of coordination and group activity, the roles of the volunteer and the professional in coordinating programs, the practical aspect of initiating coordination among the groups represented and the methods for establishing communication channels between the different organizations.

Additionally, the OEF field representative for Costa Rica continued to provide consultative services to the OCC and the Centro Cívico.

El Salvador

Technical assistance was provided by the OEF field representative in El Salvador for two "study days" organized as a follow-up to the training courses on community leadership held in the fall of 1972. The two study days drew a total of 51 participants from the following organizations: the Instituto de Vivienda Urbana, Procuraduría General de Pobres, the volunteers of the Bloom's Children's Hospital and the Asociación Demografica Salvadoreña. The study days were set up to discuss the impact of their fall training and the application of the training to their on-going work in the community.

Consultation was provided to the Asociación Demografica Salvadoreña, the Organización de Ciudadanas Salvadoreñas (OCS), the Instituto de Vivienda Urbana, the Procuraduría General de Pobres and the volunteers of the Bloom's Children's Hospital, for the planning of a five-day course on coordination.

Consultative services were also provided to the OCS and Fe and Alegría for preliminary planning of a teachers' training course on citizenship to be held later this year.

A meeting was held with the AID Mission to discuss the OEF's plans for future work in El Salvador.

Guatemala

A five-day course was held in Quetzaltenango, Guatemala on "The Promotion of Social Welfare by Means of Voluntary Social Action." Thirty-six persons from 17 different associations in Quetzaltenango attended the course, which was jointly sponsored by the OEF and the Consejo de Bienestar Social, as part of the Consejo's expansion program aimed at initiating training events outside of the capital city. Two social workers and the executive director of the Consejo de Bienestar Social of Guatemala City (a former OEF participant) comprised the training team, and the OEF field representative provided technical assistance. The objective of the course was to demonstrate to the participants the need for sound organization within their associations in order to service their own community more effectively.

Technical assistance was also provided for the planning of a course to be co-sponsored by the Alianza Cívica de Asociaciones Femeninas (ACAF) and the OEF on the role of women's voluntary organizations in the development of Guatemala.

Honduras

Technical assistance was provided to the Organizaciones Hondureñas de Ciudadanas (OHC) in planning a five-day residential course on coordination to be given in Las Milpas, Pinalejo, near San Pedro Sula. Consultative services were given to the Movimiento del Comité de Asociaciones Femeninas, and an initial contact was made with the Federación de Asociaciones Femeninas de Honduras.

V. South America

Four OEF field representatives (two U.S. nationals, one Colombian and one Panamanian) spent a total of eight man-months in South America during this period. Additionally, they spent three weeks at the OEF headquarters in Washington for consultation and program planning.

Bolivia

Four five-day residential courses were given during this period, each co-sponsored by the Confederación Nacional de Instituciones Femeninas, (CONIF), and OEF egresadas. The courses were held in Santa Cruz, Tarija, Tupiza and Oruro, and were attended by a total of 82 participants.

The technical teams for each course included two OEF field representatives and two OEF egresadas, who in most cases were also members of the local affiliate of CONIF. The training courses were designed to improve the volunteers' skills in organizational techniques and human relations with reference to the coordination of voluntary activities. This training is specifically intended to strengthen CONIF, a coordinating agency, and is preliminary to advanced training to be given later this year.

Colombia

OEF's field representative worked intensively with a number of regional coordinating agencies in the country as well as with the Unión de Ciudadanas de Colombia's national board and a few of its local chapters.

In Pasto, a second step, five-day Seminar on "Human Relations as it Pertains to the Administration of an Organization," was given for fourteen members of the Asociación Nariñense del Voluntariado, (ANAVOL), and its board of directors.

An evaluation of the second step training, which took place last year in Medellín, was done with 16 members of the Asociación Antioqueña del Voluntariado, (ADEVOL). OEF's field representative then directed the third step training entitled "Maturity of the Volunteer" to the ADEVOL group. There were 18 participants, three of whom are members of ADEVOL'S own training team.

Five work sessions were held with the training team of the Coordinación del Voluntariado de Manizales (CODEVOL), in preparation for the third step training, which was given by the team and the OEF field representative for 21 members of CODEVOL. The CODEVOL training team is now capable of planning and carrying out the second step training, including a follow-up evaluation, without outside technical assistance.

OEF's field representative gave the third step training to 10 members of Coordinación del Voluntariado de el Magdalena (COVOLMAG) together with COVOLMAG's training team, in Santa Marta. The COVOLMAG training team is developing a capability for giving training and will take the major responsibility for the third step by the end of this year.

Eighteen members and the training team of the Coordinación de Asociaciones Femeninas (CODAFE) in Barranquilla participated in the third step training on the maturity of the volunteer. The CODAFE training team plans to give the third step training without outside technical assistance this coming fall.

A special evaluation session for members of the Unión de Ciudadanas de Colombia (UCC) of Medellín and their board of directors was conducted by the OEF field representative to examine the extent to which their activities are in line with their objectives. A total of 15 persons participated.

The national board of the UCC met with the national coordinators of the UCC in Monteria to work on plans to coordinate the work of the national board and local boards with the stated objectives of the organizations. In order to carry this out six work sessions were held for the board of directors of the UCC of Santa Marta plus 32 participants from four branches of the UCC in the coastal area focusing on the needs of the training teams within the member organizations and action-oriented programs.

In Cali OEF's field representative collaborated with the UCC in sponsoring two sessions for 16 participants on the basis of motivational training.

Ecuador

OEF's field representative worked intensively with the training team of the Secretariado General del Voluntariado (SEGESVOL) on two training events sponsored by SEGESVOL in Quito. The first was a basic training course of four days duration for 32 members of affiliated organizations. The second event was a week-long seminar on "Human Relations as it Pertains to the Administration of an Organization" with 18 participants.

During this period OEF's field representative traveled to Guayaquil to consult with various organizations on the possibility of setting up a coordinating agency there.

Paraguay

In Ikua-Satí (outside of Asunción) 22 persons participated in a 15 day residential course which was jointly sponsored by OEF and the Consejo Nacional de Entidades de Beneficiencia (CONEB).

The objective of the course, entitled "Volunteer Participation in Community Development," was to stimulate an interest in volunteer service through the application of team-leadership processes and techniques directed toward the improvement of communications among community sectors and the planning of programs based on felt needs and the development of human resources. The training team consisted of an OEF field representative and the Dean of Social Service Faculty of the University of the Museo Social in Buenos Aires, as co-directors, and two Paraguayan OEF egresadas.

VI. Training Program Design

This quarter was devoted to collection of internal data on current OEF training programs and development by present and former OEF field representatives of progressive training worksheets that define the content and format of a progressive training curriculum.

Research is under way on techniques used by trainers in other organizations. Miss Wishner attended a two-day conference in New York City on new group work techniques which were developed through demonstrations and small group sessions.

VII. Intercambio

Attached are copies of the December 1972 and February 1973 issues.

The December issue commemorates the 25th Anniversary of the OEF and has stimulated a great many messages of congratulations and warm expressions of appreciation for the OEF technical assistance given to Latin American groups over the years. The enclosed copy is of an article on the OEF, written from the Intercambio of December 1972, that appeared in Jueves de Excelsior, Año 51, No. 2640, published in Mexico.

The February issue has an article on the Laubach system of teaching literacy, written by an OEF volunteer, and an article from a chapter of the Unión de Ciudadanas Colombianas describing their program in Ciénaga using this method in a very successful program.

The requests for more information and for addresses to write directly to Latin American organizations that have described their work in Intercambio are clear indications of the value of the interchange provided by this publication.

VIII. Project of Development of Resource Materials on Coordination

The need for modern material on coordination and mobilization of resources for problem solving is acute in all OEF programs. Experts in this field have been consulted and work begun on preparation of material to be used by our field representatives in their in-country work and in the U.S.-based Multinational Seminar.

The publication grant of \$5,000 in this AID Contract No. LA 711, designated for a pamphlet on program planning, is to be used for preparation of this material on coordination. After it has been tested in the Seminar and in field work, the material will be published for distribution.