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AMERICAN COMMITTEE FOR AID TO POLAND
GRANT # EUR-0158-G-00-1087-01
FIRST QUARTER FY93 REPORT
October 1st - December 30th, 1992

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**AMERICAN COMMITTEE FOR AID TO POLAND
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The American Committee for Aid to Poland received an extension to our first institutional development grant from the U.S. Agency for International Development. The purpose of the grant is to enhance our ability to execute programs that will assist in the development of a viable and lasting democracy in Poland. More specifically, ACAP develops and carries out programs that encourage civic and individual self-help and related non-governmental activities on both a local and national level. In addition, ACAP assists other American PVOs in developing and implementing efforts directed to the same ends.

I. SUMMARY OF ACCOMPLISHMENTS: October - December 1992

ACAP staff accomplished the following in the first quarter of FY93:

- o Provided legal and other assistance to the Ochota Association of Self-Help Groups to enable it to meet organizational requirements for full legal status in Poland.
- o Continued oversight of training programs and other complementary activities to support the development of the Ochota Association of Self-Help Groups.
- o Chaired two meetings of American PVOs and government agencies with programs in Poland attended by roughly fifty and seventy people, respectively.
- o Mailed reports on our October and December PVO meetings to more than 240 recipients in the U.S. and Poland.
- o Assisted an increasing number of American and Polish government and non-profit organizations involved in a variety of activities.
- o Began verifying and updating information from the Citizens Democracy Corps database on American non-profits in Poland which will augment the work of ACAP's Warsaw staff in making the appropriate connections with American PVOs who can provide effective assistance in Poland.
- o With the aim of encouraging small-scale projects for developing NGOs in Poland, ACAP initiated an informational service for new Peace Corps volunteers in Poland. ACAP/Warsaw staff will provide information about

the NGO sector in Poland at the Peace Corps Training Center and will ensure that each new volunteer who is interested has information about the Polish NGOs in his or her location.

- o ACAP staff conducted two monitoring and evaluation visits to Warsaw; one for programmatic and the other for financial purposes.
- o Coordinated efforts with the Rockefeller Brothers Fund and their research consultants regarding their upcoming report on training and development projects in Central Europe in order to ensure that information will be efficaciously distributed.
- o ACAP/Warsaw staff began the planning process for a future training program for senior staff of Polish NGOs in organizational development and management.
- o Neared completion of the first stage of the KLON Database of Self-Help Initiatives.

II. SUPPORTING GRASSROOTS INITIATIVES IN OCHOTA

The objective of this program is to foster a sense of self-reliance, responsibility, and cooperation on the part of Polish citizens to address local needs and, in so doing, to help build a genuine community. From her small office in Ochota, the Ochota Association Coordinator, coordinates and facilitates training programs and other activities for a group of community leaders, activists and volunteers who make up the Ochota Association. The Ochota Association Coordinator and her office are funded by ACAP through our A.I.D. grant. Our program is designed to assist these community leaders in demonstrating the benefits of activities inspired and directed by individual groups, and of working together and with elected local government officials to deal with common problems.

A. Activities

1. *Legal Status of the Ochota Association of Self-Help Initiatives*

During this quarter, a number of substantive meetings of the Ochota Association took place to settle the issue of the organization's legal status. Throughout the process, ACAP's Warsaw Office Director provided assistance and much of the impetus for keeping it going. She helped organize the meetings and arranged for legal advice, which proved to be crucial, from a Polish attorney who has special experience with NGOs. The Association membership gave thorough consideration to all the options allowed

by Polish law and the various political and economic ramifications of each. At the time of this report, founding members have been selected and the structure and goals of the association have been clearly spelled out. All of the necessary documentation has been submitted to the proper governmental authorities and the members expect a prompt and favorable response to their application for legal status as the "Ochota Association of Self-Help Groups".

2. Delphi Training Module 3

Segment Three of the Delphi International Group on-site training was conducted in late November. As a culmination of the other training modules and incorporating many of the previous participants, this was a very practical session designed to develop specific proposals for various community projects envisaged by the members of the different self-help groups. In the end, eight actual proposals were developed in the following areas:

- a counseling center for victims of abuse;
- a youth hostel for older residents of orphanages for supervised independent living;
- a meals-on-wheels type program to feed indigent and elderly home-bound residents of Ochota;
- a diagnostic center for children who have been labeled mentally-disabled and who may benefit from a reassessment of their capabilities;
- respite care for the home-bound and disabled that would help alleviate the ongoing burdens to family caretakers;
- a school-based preventative dental care center for children;
- a transportation assistance program for the physically disabled; and
- a "neighborhood integration project", something like a local recreation and activities center.

Many of these projects have the enthusiastic support of the Director of the Ochota Social Work Center. The Ochota Association Coordinator with the encouragement of Delphi staff, developed a proposal to the Stephan Batory Foundation in Warsaw to fund seed grants and to assist in the selection of the most worthy of these projects to receive grants.

3. Other Activities

ACAP continues to support parallel activities which contribute to the goals of the Ochota project. ACAP/USA staff visited Ochota in late November and held meetings with the Association leadership, community and local government leaders, and a broader meeting with the Association for the purpose of clarifying future goals. The Association members unanimously endorsed the concept of establishing a neighborhood resource center as their next objective. Such a center would be a lasting and visible evidence

of their intentions to work together to solve community problems. Working cooperatively, the Ochota Association could attract resources which might otherwise be inaccessible to the individual self-help groups. For instance, the membership was interested in developing a library, in having a place for meetings and in access to additional training. The Association leadership offered to develop an informal proposal, based on input from the membership, which they will present to ACAP early next year and which will detail their ideas for the Ochota Resource Center.

ACAP is interested in keeping up the momentum in Ochota and supporting other related activity in the community. In the U.S., ongoing discussions have been held with Goodwill Industries about their interest in establishing a training facility in Ochota and ACAP is encouraging the possibility of a visit to Ochota by a Goodwill representative early next spring. ACAP held a meeting at our headquarters office with the Forum for Intercultural Communication which is conducting a community development project in Bialystok and we compared experiences of the Ochota and Bialystok projects. ACAP has also identified for the Association two Poles who participated in an internship program sponsored by the Polish American Welfare Association for training in alcoholism treatment. In addition to the benefit of sharing the information on alcoholism treatment learned in the U.S., in meeting with the interns, the Association members may begin thinking more in terms of how and if a future internship program might meet some of their training needs. Through the Association Coordinator, we are encouraging the Association to become more involved in dialogues with such interns and trainees from other relevant programs and project.

4. The Role of the Ochota Coordinator

The Ochota Coordinator was active this quarter in making arrangements for the various Association meetings concerning the legalization process and for the third phase of the Ochota training. She assisted the Delphi International Group in participant recruitment, site selection and coordination, overall communications and served as liaison with the Association's training committee and Delphi. With the assistance of Delphi staff, the Association Coordinator became the point person for a grant proposal to fund the seed grant program. She continued to seek out and coordinate communications between association members and relevant groups and projects. She served as the communication link with other important resources, such as the KLON Database of Self-Help Initiatives and BORIS, the Service Office for the Movement of Self-Help Organizations.

With the imminent legalization of the Ochota Association and the consequent clarification of issues related to the Association's goals, leadership and functions, we are optimistic that the Association's decision-making capacity and clarity of direction will improve. For example, ACAP fully expects new decisions to be taken with regard to a new office site, restructuring the Coordinator's position to reflect new needs and lessons learned during the first year and an Ochota Resource Center. During the visit to Warsaw by ACAP's Financial Officer, these issues were discussed and financial and contractual matters were clarified.

B. Evaluation and Conclusions

After one full year of operations with a full-time coordinator and office, the Ochota Association has matured and much has been accomplished. One of the most significant developments is the commitment of all the Association members to work together for the long-term good of the community as evidenced by the decision to band together and form a legal entity. We are confident that the Association members' very cautious approach to legalization issues will help them to avoid future problems while conforming to Polish law. At the same time, we are encouraged that the discussions and decision-making process which preceded their application for legal status will contribute to a clarification of organizational goals, by-laws, structure and leadership, increasing the long-term viability of the Ochota Association.

This appears to be a very important time in the development of the Association as they await official recognition of their legal status. Decisions are being made about the types of cooperative community endeavors that the Association will involve itself in, leaders are emerging and a generally higher level of cooperative volunteerism is in evidence.

The training received over the course of this year would not have been possible without the considerable involvement of the Association Coordinator. The Delphi training program has been completed and, although it has yet to be formally evaluated, we believe that important concepts and ideas were introduced and skills transferred that will better enable association members to contribute to the development of a viable community association. These activities had an overall energizing effect on the participants, who have all become more involved in their support of the Association. We believe that this progress in strengthening and developing the Ochota Association will ultimately benefit the individual self-help initiatives and activities represented by its members. We expect to see practical projects and increased activity of the individual self-help groups in the community supported by the Association. Many worthwhile projects have been discussed among the membership and we can now expect to see many practical outcomes. It seems to be the time for the Association members to try their wings, so to speak, based upon the experiences

and learning of this past year. In the mind's of the Association members, the establishment of an Ochota Community Resource Center seems to be another essential ingredient in their collaborative endeavors.

The Association members have gained greater understanding of community development issues and concepts and they are now better able to identify and articulate their needs and concerns. As the Association leadership structure becomes more developed, we can anticipate increased initiative in planning and decision-making, in inaugurating relationships with new partners, cooperating with local government when appropriate and in carrying out various projects.

ACAP endeavors to maintain a carefully balanced relationship in Ochota which provides the type of assistance necessary while allowing for and encouraging the development of a viable community association that will be capable of supporting a host of productive self-help and practical social service initiatives. We continue to look for appropriate complementary parallel activities that can be added to the Ochota project through our well-established relationships among American PVOs active in Poland and elsewhere. We believe that the Ochota project can be enhanced by a variety of elements which contribute to the overall goal of community and self-help activities. In order to maintain the momentum that now seems to have been established and to give further impetus and support to the developments underway, it is clear that this young Association - the first of its kind in Poland - will require continued support and assistance. ACAP is committed to playing an active part in the Ochota project for at least the next two years.

III. MAKING AMERICAN ASSISTANCE EFFECTIVE

A. Activities

1. PVO Consortium

The purpose of this program is to improve the effectiveness and responsiveness of American assistance to Poland. ACAP's PVO Consortium meetings provide an important forum for the sharing of information, ideas and experiences among non-profit and government organizations that are working in Poland. In addition to the primary function of the consortium, that of coordination among PVOs, the meetings also serve to keep participants abreast of current political, social and economic developments in Poland.

During this quarter, ACAP chaired two meetings of the PVO consortium. In late October, our twenty-first meeting was held at the Polish Embassy. In addition to program announcements about new initiatives and other developments, the more than seventy attendees were briefed by Embassy staff on the current political and economic

scene in Poland. The consortium members made use of time for further small discussions and information-sharing at a buffet lunch provided by the Embassy. Reports from this meeting were sent to approximately 220 recipients. (See Appendix A)

The twenty-second meeting of the PVO Consortium met in early December. A special guest from Poland, a Sejm Deputy and Solidarity activist, shared his thoughts and expressed appreciation for the interest and efforts of the organizations represented at the meeting. The more than fifty attendees listened to a report on a recent conference sponsored by the Business-Higher Education Forum and other announcements about new developments and programs in Poland. Two hundred and forty reports on this meeting were sent out to recipients in the U.S. and Poland. (See Appendix B)

2. Consultative Assistance - U.S. and Warsaw

Many individual consortium members consult with ACAP's Washington office for advice and information. Other non-profit and government organizations are frequently referred to ACAP for similar reasons. ACAP provides information about Polish needs and realities, about other organizations with similar programs and interests. Prior to scheduling of fact-finding missions and business trips by Consortium members or as a follow up to such trips, ACAP Washington staff assist them in making the right contacts - which often involves a meeting or other assistance from our Warsaw office. ACAP's American staff also meet with visiting representatives of Polish organizations and government agencies to discuss American assistance efforts and specific Polish needs. Numerous contacts for general information and referrals were received during the quarter.

This quarter our Washington office saw an increase in inquiries about medical programs in Poland. For instance, a new organization, the Polish American Medical Foundation, is interested in opening a state-of-the-art diagnostic clinic and we are eager to see that they get off to the right start by making appropriate contacts. We also received inquiries from the U.S. Peace Corps and a Polish American Veterans organization about the shipping donations of medical equipment and medicines to Poland. (Refer to section below describing DOD Distribution Program.) ACAP staff have a good working relationship with the National Polish-American Medical Society and the Polish American Congress, both of whom work more specifically with medical and health programs.

We continue to receive calls from individuals who are interested in teaching English in Poland as volunteers. Consequently, we are developing a list of organizations involved in English teaching specifically in Poland with relevant information for potential volunteers and others. We hope to have a list ready to mail out to those interested during the next quarter.

ACAP Washington staff maintain ongoing relationships with the Citizens Democracy Corps (regarding our work on the database of American PVOs in Poland); the Delphi International Group (regarding training in Ochota); Goodwill Industries (regarding a potential project in Ochota); the Forum for Intercultural Communication (regarding mutual interests in community development projects and women's programs); and the O.I.C. (about their work in Lublin and possible collaboration on a Polish American Assistance Consortium). Through another long-term relationship with the Johns Hopkins University International Policy Studies Program, ACAP Washington staff developed excellent relationships with Ewa Les, a JHIPS Senior Fellow during the fall semester. Dr. Les, who is a professor of Social Policy at Warsaw University, has continued to provide excellent consultative advice on social service needs, recent developments in social policy and the development of social work in Poland. In the course of several meetings, Dr. Les provided important ideas and input related to ACAP program development and many useful contacts in Poland. Dr. Les offered to continue to be available to ACAP for future discussions and advice following her return to Poland in December.

This quarter, ACAP's Washington and Warsaw staff worked together planning a new collaboration with the U.S. Peace Corps in Poland. ACAP has offered to provide orientation information pertaining to the non-profit sector in Poland at trainings for incoming Peace Corps volunteers. The initial presentation by ACAP/Warsaw staff will be made in January. In addition, through the KLON database, ACAP will provide information about specific, local NGOs to Peace Corps volunteers who may have an interest in assisting developing Polish NGOs in small projects. For instance, we envision that Small Business Development volunteers could assist NGOs in the areas of accounting, planning and management. The purpose is to both provide information about the developing non-profit sector and to encourage assistance from those who might otherwise consider their work to be exclusively in the business sector. ACAP's Washington staff have also begun discussing with the MBA Service Corps about a similar collaboration with their MBAs in Poland.

ACAP's Washington and Warsaw staff continued to work with the Rockefeller Brothers Fund, and their consultants, Jenny Yancey and Dan Siegel, as they put together an important assessment of training and assistance programs in Central Europe since 1990. ACAP staff have provided information and contacts for the researchers over the course of the study. We have recently been asked by RBF to provide input with regard to recipients for the report in the U.S. and Poland. Because ACAP views the information contained in this report as important to the success of assistance to Poland, we have invited the RBF consultants to lead the discussion at our next PVO Consortium meeting in February.

As we have often done in the past, ACAP offices in the U.S. and Poland provided assistance to a U.S. based organization in setting up a Polish office. During this quarter, we assisted Partners In International Education and Training, which has now opened a Warsaw office; PIET continues to seek input from ACAP regarding subcontractors for their training programs as well as suggestions for potential trainees.

ACAP initiated a new relationship with the United Nations Development Programme during this quarter. ACAP's American and Polish staff met with the U.N.D.P.'s Resident Representative for Poland and subsequent meetings were arranged with our respective staffs in Warsaw. ACAP foresees a number of avenues for potential collaboration on programs in human services utilizing experts from the U.N.D.P.' Umbrella Program. We are hopeful that through working more closely with this organization, ACAP/Warsaw may begin to make the type of contacts that would lead to independent funding in the future.

Our Washington office makes an increasing number of referrals to our Warsaw office, where assistance is given to a variety of organizations. This assistance ranges from consultation on project design and potential funding sources to arranging appointments with interested individuals and potential partners in Poland or the U.S. Thus the consultation and referral functions of both ACAP offices contribute in an important way to the effectiveness of American assistance to Poland and also serve to benefit ACAP's Ochota project.

ACAP's Warsaw office has ongoing relationships with international organizations (for example, the International Youth Foundation, and the Fondation de Pologne/European Foundation) and with relevant government officials, (for example, the Ministry of Labor and Social Policy, and social work centers run by municipal government). ACAP/Warsaw also works closely with many well-respected Polish organizations including: the Stefan Batory Foundation; the S.O.S. Foundation; the Solidarity Social Foundation; the Foundation in Support of Local Democracy; the Foundation for Social and Economic Initiatives; the Polish Foundation for Children and Youth; BORIS (the Service Office for Self Help Organizations); KLON, database of Self-Help Initiatives; and JAWOR, database of international PVOs in Poland. Through such extensive relationships, our Warsaw office continues to play an important role in improving communication and information flows, developing partnerships, overseeing the effectiveness of programs and Polish needs.

This quarter, ACAP's Warsaw office played an important part in winning grant support from the German Marshall Fund for the staff and activities of BORIS, the Service Office for Self-Help Organizations. ACAP's Warsaw staff will administer the grant. In addition, ACAP staff in Warsaw are playing a central role in

planning a training program for the senior management of Polish NGOs. Training needs expressed by NGOs leaders are in specific areas of organizational development and management. ACAP is pleased that the type of program envisioned could be accomplished primarily with resources and staff in Poland. The German Marshall Fund has also expressed interest in this potential project.

3. Dictionary Project

In our last report, we indicated that ACAP has been serving as host for a dictionary project which will contribute to increased understanding between US and Polish groups involved in non-profit and voluntary activities in the community development, local government and environmental sectors. During this quarter, the Dictionary Project Director returned to Poland where he is continuing the project, on a part-time basis, while pursuing his career there. ACAP continues to oversee the financial management of the project, which is funded by the German Marshall Fund. ACAP's Washington and Warsaw staff continue to assist the project by facilitating communications between Poland and the U.S.; and our extensive contacts serve as practical resources for the project. ACAP sees this project as potentially increasing the effectiveness of US assistance to Poland by alleviating barriers to communication.

B. Evaluation and Conclusions

ACAP receives consistently favorable comments from a variety of sources on the value of our consortium meetings. Our participation rate continues to grow, and the number of organizations interested in receiving copies of our report has increased by 60% in the past six months. Those working with other countries in the region ask us why there isn't an "ACAP" for them. Evidence suggests that the PVO meetings in Washington continue to fill a significant need for coordinating and informing American PVOs and government agencies with programs in Poland. ACAP is constantly examining the format to determine the most suitable framework for the PVO meetings, both in terms of size and content and ways to make its reports as useful as possible. We are exploring new approaches to smaller, functional discussions or workgroups. For instance, consideration is being given to convening smaller, functional workgroup meetings, such as one on women's issues in Poland.

ACAP will continue to monitor the coordination, facilitation and consultation functions carried out by our Washington and Warsaw staff. Contact logs for both offices reveal a significant increase in the information and referral activity of both offices. It is natural that more organizations and individuals would hear about ACAP over time. Nevertheless, as the number of programs and projects in Poland has multiplied, ACAP has established and

maintains a reputation for making worthwhile contacts and knowing who is doing what.

ACAP is also increasingly recognized in Poland as a leader and coordinator in the NGO field. Our Warsaw staff are included in planning for various training programs and other activities related to NGO development. ACAP/Warsaw contributes through providing database contacts, training and coordinating meetings of NGOs. We will maintain our close working relationships with BORIS and other important NGOs in Poland to further NGO development there.

IV. DISTRIBUTION OF DOD SURPLUS AND OTHER SUPPLIES

A. Activities

During the period covered by this report, no new shipments of surplus DOD supplies were received. We have been in contact with Pentagon staff, who report that, in view of more pressing humanitarian concerns in other countries, no supplies are currently anticipated for Poland. Medical supplies from previous shipments were distributed to two hospitals: Wojewodzki Szpital Zespólny in Wroclaw and Centralny Szpital Kliniczny Akademii Medycznej in Warsaw. Because of the arrangements ACAP staff have with the use of a supplies warehouse, we are able to hold supplies while determining where to make the most efficacious donations.

ACAP receives requests from other individuals and organizations who are interested in making use of ACAP's well-established distribution system for other sources of donations. This quarter, we were contacted by a Polish-American Veterans group for assistance in securing transportation, importation and delivery of hospital beds from the soon-to-be-closed Oakland Veterans Hospital for a Veterans Hospital in Poznan. In this case, we provided information and contacts in Poland, and the Ministry of Health in Poznan was able to manage the shipment on their own.

We also received a request from a Peace Corps Volunteer in Wroclaw for assistance in shipping donated medical equipment from two American humanitarian NGOs (International Aid and World Medical Relief, both in Michigan) for public hospitals in Wroclaw. We are awaiting more details on the shipments in order to facilitate this donation, through the DOD or possibly other resources. (See Appendix C.)

ACAP staff consulted with the NED program officer for Poland about possible future donations of computer equipment through the East-West Educational Development Foundation. We were informed that some software is available for Poland and that additional computer donations can also be expected. Thus we anticipate being active in the distribution of computer equipment in the future.

B. Evaluation and Conclusions

The DOD distributions are one of the means ACAP has used to strengthen non-governmental, humanitarian and social service groups in Poland. These donations can continue to play a role in the development of the private sector social safety net while, at the same time, providing assistance to at-risk segments of the population.

The distribution system established by our Warsaw staff has become recognized as an effective means of getting donated goods to the proper recipients. Evidence of ACAP's reputation in this area is seen in the additional requests we received in this quarter for assistance with other donations. In some cases, ACAP provides information or contacts to facilitate donations; in other cases, additional assistance is required through the DOD or other organizations. (See Appendix C for sample) ACAP and the members of our Warsaw distribution committee are ready to continue the DOD program as long as DOD supplies and other donations are available for Poland.

V. FINAL COMMENT

Even with some recent economic indicators beginning, for the first time, to show signs of progress, the crisis in Poland is far from over. Registered unemployment at year's end stood at 13.6% and, with privatization of major state-owned enterprises yet to be accomplished, may well increase. The country throughout 1992 was racked by industrial strikes. Inflation reached 43 percent, while pensions declined by nearly 6 percent. Well-placed sources who are knowledgeable about Poland's social safety net fear that the worst is yet to come in terms of social problems, at least for the more vulnerable segments of Polish society. While the partial alleviation of Poland's parliamentary crisis under the leadership of Hanna Suchocka is most welcome, the political situation remains inherently unstable and prospects for needed reform of the parliamentary system do not appear particularly bright. Hence although Poland, in the eyes of many observers, does appear at the present time to have a better chance of "making it" than her Eastern European neighbors, one would be ill-advised to assume that success is assured.

ACAP remains committed to its work in helping to build a civil society in Poland, with emphasis on developing the institutional capacity of Poland's non-profit sector, particularly in the social services area. This, we believe, should continue to be a major focus on our part and that of others in the months ahead.

APPENDICES

- A- Report of 21st Consortium Meeting of PVOs
- B- Report of 22nd Consortium Meeting of PVOs
- C- Sample Response to Peace Corps Request for DOD Assistance in the Distribution of Donated Medical Supplies

APPENDIX A
TWENTY-FIRST MEETING
PRIVATE VOLUNTARY ORGANIZATIONS ACTIVE IN POLAND
chaired by
THE AMERICAN COMMITTEE FOR AID TO POLAND

October 27, 1992

The twenty-first meeting of private voluntary organizations active in Poland took place at the Embassy of the Republic of Poland in Washington. Participants were invited to a buffet lunch at the Embassy immediately following the meeting. More than 70 people attended. ACAP President Gifford Malone chaired the meeting.

Gifford Malone, speaking on behalf of all those present, expressed thanks to the Embassy and its staff for their hospitality, and for the meeting arrangements. Mr. Maciej Kozlowski, Mr. Andrzej Buzinski and Dr. Hubert Romanowski participated in the discussion.

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**COMMENTS BY MEMBERS
OF THE EMBASSY:**

Mr. Maciej Kozlowski, Deputy Chief of Mission, on behalf of Ambassador Dziewanowski, expressed regret that the Ambassador, who had hoped to take part in the meeting, had been unexpectedly called away on other business.

Mr. Kozlowski opened the discussion with comments on the current political and economic situation in Poland. Recent economic news has been consistently positive. Poland is the first of the Eastern European countries where the economic transformation is beginning to work. "Eastern Europe was on a train about to derail. It was necessary to stop the train, put it on a new track and the train has just started to go again." Poland is now technically out of recession; April seems to have been the turning point. GNP for the last quarter increased by 1.2%. By the end of 1992, Poland's balance sheet will be in the black. More than 50% of productive employment is in the private sector. Poland has therefore crossed the threshold and is slowly progressing to a market-based economy. In recent months the optimism factor has also been rising.

On the negative side, unemployment is still rising and currently stands at 13% - representing more than 2.5 million people. The standard of living is still declining. Inflation was declining, but is now increasing due to the severe summer drought - food prices rose 5% last month.

On the Polish political scene, there has been improvement with increasing stability. Parliament is working with a shaky majority. The new prime minister and members of her cabinet are very popular. There is more cooperation and, perhaps, an increased ability to compromise as evidenced by the coalition that includes the Democratic Union and the Christian National parties, which generally take opposite positions. The adjustment to new realities at the moment seems successful.

Mr. Andrzej Buzinski of the Embassy's Economic Office gave further information about the economic situation in Poland. For the first time since 1990 the economic news is good. All major economic indicators are on the rise. Projected GNP growth is 2% for next year. Privatization is a complex process and is taking effect very slowly. Poland is re-examining its

customs policies, which favor trade relations with Europe. The results should benefit both the U.S. and Japan, Poland's largest trading partners.

Dr. Hubert Romanowski, Counselor for Science and Technology, spoke about cultural and educational exchanges and training programs. Major programs are designed to strengthen democracy, communications and business development. There are more than 260 American institutions working in Poland, including many American universities - more than 40 of which have agreements with Polish academic institutions. In the scientific area there are projects for joint research in science and technology representing \$3.5 million (jointly contributed by the US and Poland). He also called attention to a new project to support "reverse emigration" of Poles by providing training for them prior to their return to Poland.

The Poles continue to need technical training in how to better use the resources they have. There is also a need to develop further the manufacturing sector through the acquisition of new management, marketing and technical skills and trade skills.

A number of participants then spoke about their programs in Poland:

COMMUNITY DEVELOPMENT

Gerald Hursh-Cesar, reported that *The Forum for Intercultural Communication's* "Dialogue" program, a two-year demonstration project in community participation in local government in Bialystok, is the first citizen-government participation project in Poland. Working with the Foundation in Support of Local Democracy, Dialogue encourages community action through civic education and mobilization of local skills and organizational, financial and physical resources. The strategy is to utilize community information gathering to build consensus and work toward community action. There is a 6-person staff at the Bialystok Action Center, a 12-member planning group and a 30-person coalition of local

government and other community leaders. Using neighborhood-to-neighborhood outreach programs, the mass media and local discussion groups, the Dialogue process helps the coalition to take ownership of community problems. Through ongoing monitoring and reporting, the coalition is held publicly accountable to the community in enacting its plans.

The program required one year of intense preparation, during which various groups collaborated in a community-wide survey to identify priority Dialogue issues. The actual campaign began in the second year focusing on public safety, the target selected by the coalition. Results of the public safety campaign thus far include: a new police station/precinct, a police public information service program, publication of police emergency services, city council legislation to control public drinking and a neighborhood watch program. For the first time since World War II, police and the citizens are working together.

The Dialogue program is supported by the German Marshall Fund, USIA, the US Institute for Peace, the Peace Corps and the U.N.D.P. After developing a durable, institutionalized system of citizen debate and community action, community empowerment in Bialystok and, practical training provided to the 15 regional FSLD Centers, the Dialogue project can serve as a model for the rest of Poland.

Janet Kerley, Delphi International Group: The second phase of the Ochota training project was recently completed. The theme of the training is "developing a community and its resources," and concentration is in the social services sector. Delphi would be interested in discussions with the Dialogue program, which has related objectives.

LOCAL GOVERNMENT

Joanna Regulska, Project Director for Local Democracy in Poland at Rutgers University, introduced the Director of the Office of International Programs at Rutgers, Jim Johnson; Maria Nagorski, the FSLD Program Manager for Poland, who has just returned to

the US; and Maria Jakobowicz, currently interning with environmental agencies in the U.S. The Local Democracy program was created in 1989 and represents the Foundation in Support of Local Democracy (FSLD), which operates 15 regional training centers and 4 schools of local government in Poland. Program funds come from government and the private sector; approximately \$4 million has been raised. FSLD works with many other institutions and continues to look for appropriate partners for its regional centers. The U.S. office serves as a clearinghouse for information, resources and fund raising information. Future issues for FSLD are: training of trainers for long-term program sustainability in Poland; building regional libraries (for which there is support from the Mellon Foundation); and continued building of Polish skills and material resources.

EDUCATION AND STUDENT EXCHANGE

Jan Wydro said that *Americares* is working on the establishment of a new college in Western Pennsylvania for students from Poland and other Central European countries (currently most applications come from Poland). Negotiations are now underway for possible affiliation with a major university. Programs may begin as early as January.

Carl Sharek, People to People International Committee for the Handicapped: a proposal has been developed to establish a school for translators and interpreters that will be for people who are wheelchair-bound. It is to be called, "the Franklin D. Roosevelt School for Training Interpreters and Translators" and is considered to be a pilot project that could be replicated in other major cities in Poland. Beginning with 30 students, the 3-year curriculum will attract the many disabled Poles who have a good knowledge of English. The project is not yet funded, but there is support from Georgetown University and also much support in Poland. Additional partners are being sought.

Don Evans, Penn State University, has been working with the USDA-Extension Service, 15 other US universities and the Polish Ministry

of Agriculture and Food Economy since 1991 to deliver educational programs for farmers and agribusiness leaders. There are 50 Americans working with the Polish agricultural sector.

Current efforts are underway to establish a demonstration project to teach Polish youth and educators the theoretical and practical applications of private enterprise and the free market economic system through participation in a 4-H type club. Through an exchange of high school students with US technical schools, Polish youth would learn about private enterprise, farmer-owned cooperatives, basic agricultural economics in a free market system and agriculture manufacturing. The program would also develop Polish 4-H programs to promote private enterprise, a free market economic system, and community and youth leadership development. The program is also designed to share agricultural curriculum.

ECONOMIC DEVELOPMENT

Tom Neu, Polish Desk Officer with the US Peace Corps: Peace Corps/Poland will welcome another 43 trainees on November 6 - including 30 in Small Business Development and 13 in the Environment sector - replacing some of the initial group of volunteers and bringing the total number of volunteers and trainees in Poland to 270. This is currently the largest Peace Corps program in the world.

November 19th marks the formal opening of the Krakow office of the "Free Enterprise Transition Center," of which Peace Corps is a founding member. November also marks the formal opening of the new Peace Corps office in Warsaw. Peace Corps/Poland Director, Tim Carroll, will host a regional meeting of Peace Corps Eurasia and the Middle East Region during the week of December 7th.

Don Blandin, reported that *The Business-Higher Education Forum*, along with USAID, the Department of Treasury and the Charles Stewart Mott Foundation, is sponsoring a conference on December 1st and 2nd. The purpose is to assess the impact of technical

assistance programs for economic development in Central and Eastern Europe. The conference will bring together key representatives from the U.S. private, public and nonprofit sectors, as well as representatives of Poland, Hungary, the Czech Republic and Slovakia to share experiences and lessons learned after several years of assistance in this region.

There will be a post-conference publication to disseminate results as widely as possible. B-HEF is particularly concerned about building in an effective follow-up mechanism. It is forming a counterpart in Poland and an informal regional network in Central Eastern Europe. Further information is available from Noel Adams or Walter Raymond at B-HEF.

Jim Coon, Poland Project Director, International Executive Service Corps: The IESC was founded by David Rockefeller in the mid-1960's as a way to utilize the skills of retired business executives and other American professionals. Programs in Poland opened in 1989; nearly 150 technical and managerial assistance projects have been completed there. IESC also provides market access information about the US and has prepared nearly 50 practical industry studies for Polish enterprises seeking partners and importers of their products in the US. More than 200 business-to-business networking introductions of various kinds have been established between American and Polish firms. Three practical business training seminars have been held, including follow-up visits by IESC volunteers. Volunteers often continue their work in the US once they have completed their service in Poland.

Sandra Dunlap, the Kenan Institute of Private Enterprise at the University of North Carolina: The Kenan Institute organizes and administers the MBA Enterprise Corps, which seeks to promote international private enterprise by assisting former socialist economies in the transition to a free market. The Free Enterprise Corps sends seasoned MBAs (those with professional experience prior to recent completion of their MBA) from 16 MBA programs in the U.S. to management positions in companies in Poland, Hungary and CSFR. Of the 49 program participants in 1991, 32 have

chosen to stay on for a second year. Currently, there are about 110 American MBAs working in Poland, CSFR and Hungary. They may also serve as resources to other programs such as the ones represented here.

The Enterprise Corps program contributes to the internationalization of US business education, provides an opportunity for future American business leaders to develop international business skills and enhances the global competitiveness of US business through the networks and experience of returning Corps members. The program is run by the Kenan Institute and is supported by USAID and a number of notable private foundations. Its goal is to help companies and countries reach free market competence to the point that the Corps' assistance is no longer necessary.

Mauricette Hursh-Cesar said that *The Forum for Intercultural Communication* is also sponsoring "Women-to-Women: Partners in Business," an internship program in which Polish business women will spend one month in the U.S. with women-owned businesses similar to their own. The program is being funded by USIA and the Stephan Batory Foundation, with additional assistance from the Peace Corps and FSLD. Eight participants are currently being selected, and the internships are scheduled to take place in January 1993.

* * *

Gifford Malone announced that the next meeting of the PVO Consortium will take place on Tuesday, December 8th at 11 o'clock in the National Endowment for Democracy's new 7th floor conference room. We are most grateful to the Polish Embassy for hosting this meeting and providing lunch.

17

APPENDIX B

TWENTY-SECOND MEETING
PRIVATE VOLUNTARY ORGANIZATIONS ACTIVE IN POLAND
chaired by
THE AMERICAN COMMITTEE FOR AID TO POLAND

8th December 1992

The twenty-second meeting of private voluntary organizations active in Poland took place at the National Endowment for Democracy in Washington. More than 50 people attended. ACAP President Gifford Malone chaired the meeting.

Gifford Malone announced that the next PVO meeting will be held Thursday, the 11th of February at 11 am at the same location. Jenny Yancey and Dan Siegel, private consultants who recently completed an important report and analysis on assistance in Central and Eastern Europe for the Rockefeller Brothers Fund will attend and conduct a discussion of their report and its implications for Poland.

At the request of the Polish Ambassador, Mr. Malone reported an inquiry from a member of the Polish Sejm seeking support for disabled Polish sailors to participate in an international sailing competition in Boston next August. The Polish team will be the only representatives from Central and Eastern Europe and they will need \$2,000 in assistance for travel expenses. Suggestions regarding support may be given to ACAP.

Mr. Malone said that in addition to reporting on new programs and the status of existing programs, it is desirable at this and future meetings for members to try to assess what they believe they and others have achieved so far and what the priorities should be for the future.

* * * * *

GUEST SPEAKER:

Sejm Deputy Stanislaw Weglarz was one of the early Solidarity organizers at its inception in 1980 and was interned during the martial law period. He is currently a member of the National Solidarity Union Committee Presidium. Mr. Weglarz, who was visiting the United States as a guest of OIC International, offered the following remarks about Solidarity and the current situation in Poland.

On behalf of the national leadership of the Solidarity Union and the Polish Parliament, Mr. Weglarz expressed gratitude for all of the assistance efforts to Poland represented by those at this meeting.

Mr. Weglarz said that Solidarity is not a political party, though it is currently represented in the Parliament. It endeavors to represent Polish national interests and support legal measures to benefit Poland during the political and economic transition. Solidarity entered into the national political process during a very difficult political situation as a mediator in building the current government coalition before the imminent collapse of the previous government. Now that the present government coalition seems to be succeeding, Solidarity intends to withdraw from the process to continue to represent the interests of the working people of Poland.

Other countries are now looking at Poland as an indication of what should be happening in the transition process in Central and Eastern Europe. Among the three countries where the transition process is going in the right direction (Poland, Hungary and Czechoslovakia), Poland can provide a good example. In Poland, reforms began in 1989, and Solidarity participated in the initial meetings. Poland's first post-communist elections, June 4, 1989, were only one-third democratic. At this time, the Solidarity Trade Union took responsibility in co-managing, not as a wage-demander.

This vision of union responsibility for management has borne fruit recently with the "Pact on Enterprises" between government, the unions and employers (a new entity in Poland). Mr. Weglarz emphasized that the creation, development and organization of a group of employers is essential in the transformation process. The Pact on Enterprises was devised during talks about the transformation of the Polish economy. It consists of fourteen agreements. These will be modified by Parliament over the next three to four months, but will identify the major issues for the national government. The Pact proposes that labor-management issues be solved at the local level and that collective bargaining negotiations take place at the enterprise level. Poland's political and economic transformation, so far, has stretched over three years. Although mistakes have been made and everyone is still learning, Poland serves as an example of a positive political and economic transformation.

One serious problem in today's Poland is unemployment. The OIC has been a good friend to Poland and Jim Isenberg is the main energizer for its work there. Lublin, the site for the opening of the OIC project in Poland was well-chosen. The basic OIC principle is to create a network of business incubators which would help create jobs for the unemployed. Additional aims include the organization of training to find new jobs, to assist people in changing careers and to aid in the development of small enterprises.

Mr. Weglarz appealed to those present to continue to carefully monitor programs for Poland and to check the progress and

effectiveness of the programs - not just on paper. He suggested that it is a good idea to work closely with experienced partners, like Jim Isenberg of OIC.

PROGRAM ANNOUNCEMENTS:

Training and Conferences:

Walt Raymond, announced the formation of a Polish "Business-Higher Education Forum," which will bring representatives from corporations and industries together with the academic world. This type of group illustrates a new concept in Central and Eastern Europe where structures and relationships have been more vertical. Seventy participants attended the first meeting in Warsaw on November 12th; twenty-five representatives will be expected on a more regular basis.

The *Business-Higher Education Forum* is running several programs in Poland: creating business incubators, sponsoring a recent conference on Technology Transfer in November in Warsaw and a Management Training Business Education Conference in Washington in early December. Mr. Raymond offered the following brief summary of the conclusions of the December conference:

1. Partnership must be genuine in order to craft the necessary programs, in contrast to offering "supply-driven" programs.
2. Flexibility is necessary to adjust programs to meet reality and new needs as they arise. There should be flexibility in approaches to staffing as well.
3. Teaching materials must be more plentiful and available in Polish.
4. Internships in the U.S. or with US corporations should be increased. This will allow for the development of an understanding of the culture of the business environment within the context of additional education.

Copies of the final conference report can be made available through ACAP. Please contact ACAP if you are interested.

Colin Davies reported that *Partners in International Education and Training (PIET)* has a contract with AID for a significant share of AID-sponsored academic and job-related training programs. The contract has several components to set up programs in all Central and Eastern European countries, including the establishment of country offices, the recruitment, selection and preparation of trainees to spend usually one to two months in the US for training in areas identified under the SEED legislation. The areas of training include: banking, and the private sector, (banking supervision, taxation, privatization and health finance); housing and the environment (waste control); local government and democratization (city management).

PIET has opened their first Central European office at Chopina 5A in Warsaw. The office director is Maida McGill, and six Polish nationals have recently been recruited for various positions. The Warsaw office will recruit trainees and conduct language and health screening. PIET's Washington office is responsible for training program content. Initial recruitment efforts in Poland have been focussed on government ministries, but PIET now hopes to target mid-career and management level staff of Polish NGOs for practical hands-on internships and course work. PIET is now requesting proposals from US training organizations who would like to participate as subcontractors in this program.

Marcia Frank, from the *Polish Welfare Association Foundation* described plans for the Third Annual Polish and American Conference on Community, Self-Help and Volunteerism to be held on or about April 22 to 26, 1993 in Poland. PWAFA is working with ACAP, the Childrens Aid Association and the Polish Foundation for Children and Youth in preparing the conference. Possible topics include: dealing with the social stigma of service recipients; government and NGO relations; and youth issues and programs. It is hoped to establish a follow-up mechanism to monitor the results of this conference.

Local Government and Democracy:

Tony Gardner, *Arlington County Manager*, was recently in Poland to help organize the first phase of the *Manager-to-Manager Program*, established by the Virginia Local Government Managers Association. The program fosters relationships between Virginia city managers and their counterparts in Poland. The Polish Foundation in Support of Local Democracy is a partner, having played an essential role in the project in Opole and Olsztyn. In the summer of 1992, prior to the inauguration of the program, a few Polish local government officials came to Virginia for training and to attend a conference.

Under the program retired Virginia managers will arrive in Poland in January for 8 weeks to assist their Polish partners and to offer local training programs. In the spring, the Polish managers will take part in internships in the US to share in the daily experience of Virginia managers. There is hope to expand the program next fall with another 6 to 8 partnerships. Further information exchanges can be handled through correspondence.

Thus far, USIA support has been received for exchanges with three cities - Opole, Olsztyn and Warsaw - but during meetings in Krakow on the recent trip, the VLGMA received a request to include Krakow. To do so will require additional funding. Nevertheless, Krakow's inclusion is felt to be important, particularly at this time, because the Krakow city administration has recently adopted a city council and professional city manager structure.

The most important issues facing local government managers in Poland seem to be "civil service engineering" (i.e. how to manage bureaucracy), infrastructure needs (like water and sewer) and the fact that municipalities have no access to international financial markets. The city of Warsaw has created a task force to attempt to organize Poland's first municipal bond issue. They are looking for major American financial firms with experience in this field. The Sejm is currently considering a local government restructuring plan for Warsaw.

Orna Tamches, outlined the *League of Women Voters'* project to build sustainable grassroots institutions in Poland. Working in collaboration with the Foundation in Support of Local Democracy, the two-year project has three phases and a follow-up. The first phase took place last summer when twenty emerging women leaders from Poland visited the US for training fellowships and attended the national conference of the League of Women Voters.

The second phase occurred in November when these twenty women organized a conference in Warsaw for 150 participants. Workshops included: civic education, fund raising, public relations, lobbying and conflict management. The third phase involves awarding ten seed grants (of \$1500 each) for eight-month technical assistance projects related to non-partisan citizens participation. In the future, the League hopes to sustain and possibly to broaden their network of contacts through the Foundation in Support of Local Democracy. In addition to grassroots activism, the League has an interest in environmental programs and possibly in organizing a similar project in Hungary.

Private Enterprise:

Jennifer Bremer, from the *Kenan Institute*, spoke about the *University of North Carolina's MBA Enterprise Corps*. This program, which was described at our last meeting (see report of meeting no. 21), is supported by twenty-two major US business schools. MBA graduates with at least 3 years of business experience serve as long term advisors in Polish companies where they are placed as employees. (The program also operates in the CSFR and Hungary and is hoping to move into southern Poland and the rest of the country.) In-country sponsors in Krakow determine the placements of the MBAs, who receive company housing, a local salary and 2 months of language training and local orientation.

Most MBAs work in finance, accounting and auditing; a small number have been placed in NGOs and governmental agencies. The program attempts to foster ongoing involvement and

continued commitment to the relationship and is very cost-effective - approximately \$30,000 per participant for two years, including training and language instruction, administration and housing.

The MBA Enterprise Corps is currently funded by USAID (approximately 50%) and corporations and foundations, but very broad support is needed to continue the program. The Kenan Institute is seeking to expand the program's corporate sponsorship. It is also interested in cooperating with other programs by providing advice or completing short-term projects. Brochures are available from the Kenan Institute.

Legal:

Nnandi Ezera, representing the *Central and East European Law Initiative (CEELI)*, offered an update on their activities, which are primarily concerned with rule of law and commercial law. CEELI is sending a specialist to Warsaw, Robert Stark, to replace their current liaison there. Bill Voletta, in Krakow, works in the city planning area. In June, CEELI hopes to open a Commercial Law Faculty Training Institute in Krakow to be affiliated with the Chancellery of the Sejm. It would include a criminal law specialist to deal with white collar crime.

Medical:

Don Bersing introduced the *Polish American Medical Foundation*, a new entity which has been created to establish what he described as the first Polish-American Diagnostic Center in Warsaw. Mr. Bersing has travelled to Poland and met with hospital administrators. Solving the critical infrastructure problems in Poland requires a commitment to institute modern management techniques and quality control throughout the health care system. A modern diagnostic center meeting basic health care needs would be an on-the-ground demonstration of Polish and American cooperative effort and a platform for education and research. Mr. Bersing has written materials providing further details of the project.

Financial requirements for the project are to be met by in-kind and cash contributions. Mr. Bersing's staff has a wealth of experience and many contacts with medical suppliers. Special outreach efforts are being made to medical suppliers and organizations with a presence in Poland. Currently, efforts are focused on establishing credibility for the project, a prerequisite for successful fund raising efforts. Mr. Bersing highlighted the need for endorsements from organizations and individuals within the Polish community. Mr. Bersing and his colleagues would welcome suggestions, comments and criticism. *For more information contact Mr. Donald Bersing, Sr., Polish-American Medical Foundation, Inc., 1744 N. Woodhouse Road, Virginia Beach, VA 23454; (804) 481-3939.*

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15th December 1992

Ray Doherty
US Peace Corps
Wroclaw, Poland

Dear Mr. Doherty:

I have received your fax and I have spoken with Filip Rosciszewski about your situation. When we first received your request, I immediately contacted our friends at the Department of Defense and they said they could consider the request if they had the particulars on the shipment, its size, contents and location. The next information that we received was that it was a shipment of only 20 kgs. - far too small for DOD to be concerned with. Now that it appears the shipment is larger - and once you can provide us with the exact size and contents, and precise contact information for each of the donors - I would be happy to contact DOD again. If the DOD is not able to assist with this shipment, there are some other potential resources that I can contact.

In sum, we would be happy to assist you in this worthwhile project in so far as we are able to mobilize the right resources. The sooner you can provide us with the particulars, the better. I look forward to hearing from you.

Sincerely,

Caryle Cammisa
Senior Program Officer