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# Salus International Health Institute
# Международный Институт Здоровья


**USA Administration**

Mary Kay Wright, M.A.
Executive Director

Barry M. Rosen, M.D.
Medical Director

Barrett G. Levine, M.D.
Psychiatric Consultant

172 Lancaster Road
Walnut Creek, CA 94595 USA
Phone (510) 946-9238
Fax (510) 946-1522
E-Mail salus@well.sf.ca.us

Jeffery Laign, Media Consultant
Phone/Fax (305) 484-3085

In the U.S., Salus is a project of Pacific Institute for Research and Evaluation, a non-profit corporation specializing in chemical dependency education, prevention, and demand reduction.

**Russia Administration**

Olga V. Petroukhina, Director
2-a Pravda Street, #8
Moscow, 125124, Russia
Phone/Fax (095) 250-15-60
E-Mail salus@glas.apc.org

Dori J. Dysland, Psy.D. Cand.
Director of Training
Salus Training Center
Dmitriya Ulyanova 37, Kor. 3
Moscow, 113447, Russia
Phone/Fax (095) 956-90-92
E-Mail dyslandsalus@glas.apc.org

In Russia, Salus is a non-governmental, non-profit organization that specializes in chemical dependency treatment and prevention education.

Ольга В. Петрухина
Директор САЛЮСа
Россия, 125124, Москва
ул. Правды, д.2-а, кв. 8
Тел./Факс (095) 250-15-60
E-Mail salus@glas.apc.org

Дори Джин Дисланд
кандидат психологических наук
Директор Обучения
Россия, 113447, Москва
ул. Дмитрия Ульянова, д.37, кор. 3
Центр Обучения САЛЮСа
Тел./Факс (095) 956-90-92
E-Mail dyslandsalus@glas.apc.org

В России САЛЮС - негосударственная, некоммерческая организация, занимающаяся обучением в области лечения и профилактики химической зависимости.


# FINAL REPORT

## Pacific Institute for Research and Evaluation

## and

## Salus International Health Institute

## Partnership Project

## *Chemical Dependency Treatment Training, Youth Prevention, and Public Education in Russia*

**September 26, 1994 - March 31, 1997**

# FINAL REPORT

## Pacific Institute for Research and Evaluation and Salus International Health Institute Partnership Project

## *Chemical Dependency Treatment Training, Youth Prevention, and Public Education*

**September 26, 1994 - March 31, 1997**

**Contract: NIS-20200-00-37**

### I. EXECUTIVE SUMMARY

Founded in 1989, Salus International Health Institute is a transnational organization committed to the transformation of chemical dependency treatment and prevention in Russia and the NIS. As a World Learning/USAID Health Initiatives Partnership Project subgrantee, Salus was a project of Pacific Institute for Research and Evaluation (PIRE), which served as the Private Voluntary Organization (PVO) fiscal agent. In Russia, Salus is a non-governmental organization (NGO) that provides the administrative infrastructure for all Salus activities.

In the following Final Report, the PIRE/Salus Partnership Project's accomplishments are outlined and reviewed from the perspective of the Project Log Frame, developed during the project inception. By all measures, every output, outcome, and goal of the project was met, on time, and within budget. This includes:

1. 10 Basic Trainings in Chemical Dependency in 6 regions of Russia and Kirgistan;

2. 5 Advanced Trainings in Chemical Dependency Treatment, including 2 in Moscow, 2 in Novosibirsk, and 1 in Chita, plus the emergence of new treatment centers that resulted from the Advanced Trainings;

3. The Training of Trainers Training, with 22 graduates who are Salus certified Chemical Dependency Treatment Trainers;

4. Completion of a data base on Soviet and Russian statistics and demographics related to alcohol and narcotics use;

5. Development of an ongoing multi-media and public education campaign about substance abuse and recovery principles, including the publication of **Recovery News**, a nationally distributed Salus NGO newsletter;

6. Support for youth prevention programs through funding assistance, consultation, and the introduction of the Al-Ateen 12 Step program;

7. Increased involvement with the Russian NGO movement, including partnership and alliance building with other aligned NGOs;

8. Institutional capacity building at all levels, including staff development, increased faculty, improved communications, logistics, and planning processes, and regular participation in organizational development consultation and training.

The result of the Partnership Project is that a full professional training curriculum in chemical dependency treatment has been created in Russian that features a bio-psycho-social-spiritual model of addiction and recovery. This model is being disseminated through Salus trainings, via the media, in social and health policy changes, in new treatment centers, and in youth prevention efforts. The model is facilitating a growing shift in attitudes and understanding about the disease of chemical dependency, and supports the emergence of a *culture of recovery*. This culture of recovery will play a significant role in the current transition from Soviet totalitarianism to a democratic society, based on rule of law, with a lively market economy.

As a cooperative effort between American and Russian citizens, towards the improvement of health in Russia, this project was a total success. This is evidenced in the trusting, functional relationships that were forged, as well as a comprehensive plan for the sustainability of future operations through the creation of ***Health*Works**, the first Employee Assistance Program in Russia. Through World Learning/USAID support, a major period of organizational growth and stabilization was accomplished, that will lead to broadly expanded clinical services and professional trainings in mental health and addiction studies. These interventions are based on a positive image of the future that will result in positive outcomes, benefiting individiuals, institutions, Russian society, and the global community.

## II. DESCRIPTION OF PROJECT ACTIVITIES

Because all of the project activities have been listed and described in comprehensive detail in the Quarterly Reports submitted to World Learning, this Final Report will present a summary of the project in relation to the Log Frame designed during the First Quarter, beginning with a listing of the planned and actual Project Outputs. Additional project activities included during the six month extension will be noted.

## A. Project Outputs

**1. Conduct 8 one-week Basic Training Programs in chemical dependency treatment, prevention, and program administration.**

**Planned:** 4 in 1995; 4 in 1996; 40 hours per training; 40 Russian professionals in each Basic Training program; 2 out-of-Moscow programs in 1995, 3 in 1996. Extension - 1 out-of-Moscow Basic Training.

**Actual:**

| | Location | Dates | Number of Trainees |
|---|---|---|---|
| 1. | Moscow | April 10-14, 1995 | 41 |
| 2. | Novosibirsk | June 5-9, 1995 | 41 |
| 3. | Moscow | June 26-30, 1995 | 33 |
| 4. | Nizhny Tagil | September 18-22, 1995 | 49 |
| 5. | Moscow | January 22-26, 1996 | 42 |
| 6. | Azov | February 5-9, 1996 | 14 |
| 7. | Chita | May 13-17, 1996 | 33 |
| 8. | St. Petersburg | October 4-8, 1996 | 19 |
| 9. | Bishkek, Kirgistan | February 24-28, 1997 | 24 |
| 10. | Moscow | March 24-28, 1997 | 15 |

The Basic Training in Chemical Dependency program delivered a total of 450 hours of training to 311 trainees in six major regions of Russia and in Kirgistan. Each outbound training team delivered additional regional lectures and workshops before the training, to support the visibility and impact of the visit. Originally, Basic Trainings included a mixture of U.S. faculty and Salus Training of Trainers candidates sharing the teaching responsibilities. The first all-Russian faculty Basic Training was conducted in January, 1996. The schedule from this course is included in the Appendix to illustrate the organizational structure and curriculum content of Basic Trainings. Currently all Basic Training responsibilities are being managed by Salus NGO administrative staff and Russian trainers.

Attendees included a broad range of professional and paraprofessional students, from psychiatrists and narcologists to recovering addicts interested in gaining job skills as peer counselors in treatment facilities. Many students were sent by their workplace to receive additional training in Western approaches to addiction treatment, while others came on personal initiative and a desire to learn for personal as well as professional growth. Outbound regional Basic Trainings tended to draw a high percentage of medically and psychologically trained professionals already working in narcology.

Several of the originally planned locations were changed as invitations were accepted to deliver trainings where host groups were prepared to effectively manage local arrangements and logistics, and interest in the professional community had been clearly expressed. One Basic Training scheduled in Irkutsk for June 19-23, 1995 was cancelled due to the lack of cooperation from the local narcologists with the inviting host NGO and poor telecommunications (no email or fax) that resulted in a breakdown of the planning process. The lessons learned from this situation resulted in a very thorough planning methodology for all other Salus trainings.

**2. Conduct 3 one-month Advanced Training Programs in chemical dependency treatment, prevention and program administration, to be followed when possible by supervised clinical internships.**

**Planned:** 1 in 1995, 2 in 1996; 140 hours per training; 20 Russian professionals in each Advanced Training program; 1 out-of-Moscow program in 1996. Extension - 2 out- of-Moscow Advanced Training, 1 out-of-Moscow continuation training.

**Actual:**

| | Location | Title | Dates | Number of Trainees |
|---|---|---|---|---|
| 1. | Moscow | *Creating a Culture of Recovery* | October 17-November 10, 1996 | 36 |
| 2. | Moscow | *The Art and Science of Addiction Treatment* | March 11-April 5, 1996 | 28 |
| 3. | Novosibirsk | *Advanced Training I in Novosibirsk* | June 10-28, 1996 | 35 |
| 4. | Novosibirsk | *Advanced Training II in Novosibirsk* | November 18-23, 1996 | 40 |
| 5. | Chita | *Advanced Training in Chita* | November 25-December 13, 1996 | 44 |

The Advanced Training program delivered a total of 610 classroom hours of professional treatment training to 148 trainees in Moscow, Western Siberia, and the Far East. The purpose of the 3-4 week long programs was to present the range of clinical and management skills needed to operate a recovery-oriented treatment center in Russia. The Advanced Trainings held in Moscow were significantly different from the outbound Advanced Trainings. In Moscow, students met for a month in a classroom setting, and clinical training demonstrations were done "fishbowl" style with volunteer alcoholic/addict patients and their families who had been through treatment or were in recovery. Students were then provided 3-6 month supervised clinical internships at Recovery Treatment Center or another bio-psycho-social-spiritual model facility in Moscow. A sample Advanced Training schedule is included in the Appendix to illustrate the content and process of preparing people to deliver treatment services. In Moscow, 5-8 U.S. faculty delivered much of the technical course material, in partnership with 8-10 Russians, while outbound training teams included Medical Director Barry Rosen, M.D. and 5-6 Russian trainers.

In Novosibirsk and Chita, the trainings were held in treatment facilities with the treatment staff and additional regional medical and psychological specialists attending as trainees. All of the outbound clinical training was done with the patients (and their families) actually going through treatment in these facilities. Much of the clinician training work focused on team building, treatment planning, and other operational factors that were current challenges in establishing Western-style treatment methods in their narcology facilities. An Advanced Training in St. Petersburg proposed for February, 1997 was postponed due to a shortage of funding with the organizing host.

Fully operative new bio-psycho-social-spiritual model treatment centers, with Salus-trained professional teams, have emerged in all three locations - Moscow, Novosibirsk, and Chita. This has clearly demonstrated that when educational resources are provided to a group of motivated Russian treatment professionals, who are willing to change and take risks, that development does occur.

A comprehenisve collection of Basic and Advanced Training course schedules, curricula, teaching outlines, and reading materials in English and Russian for 1995-96 has been submitted to World Learning as an Appendix to this Final Report. Additional copies of this document may be obtained by contacting the Salus Walnut Creek office.

**3. Review of current Russian statistics and techniques of data collection in the area of alcohol and drugs, and recommendations for their improvement.**

**Planned:** Memorandum of Understanding with Goskomstat on implementing recommendations by March, 1996.

**Actual:**

This component of the project was managed by Dr. Vladimir G. Treml, Professor of Economics at Duke University in Durham, North Carolina. Dr. Treml made a seven day vist to Moscow, May 27-June 3, 1995 to consult with Goskomstat on a number issues, including the Salus project. While there, he had a number of meetings with key staticians involved in the collection of "moral

statistics," which includes drug and alcohol coverage. Dr. Treml acquired new alcohol mortality data, and explored future cooperative research and data sharing possibilities with the Russian statistical specialists. Upon return, he reported to Salus that there is a severe shortage of statistical software for contemporary statistical data gathering and analyses and a lack of funding to modernize their systems. He also encountered a lack of technical understanding of the importance of sampling techniques vs. emphasis on alcohol sales as the only data base.

A decision was made to support Dr. Treml to organize his entire data base on Soviet and Russian substance abuse statistics, to be published and distributed by Salus to health and social science statisticians interested in alcohol and drug matters in Russia. His 150 page document, titled **Statistics on Alcohol and Narcotics Use and Related Demographic Data for Russia and the Former Soviet Union** was completed in 1996, and is being distributed to nearly 100 specialists throughout the world.

**4. Improve communications between individuals and organizations in the field through electronic information systems.**

**Planned:** Fully functional email system and electronic bulletin board between groups by June, 1996.

**Actual:**

One of the first steps during the project start-up phase was the purchase of computer equipment in Moscow and acquiring email services for the Moscow and Walnut Creek offices. Key figures such as the Director of Training, Medical Director, and numerous faculty also got email addresses, so that a functional network and communications system between Salus NGO, PIRE (Bethesda), and Salus in Walnut Creek was in place within the first six months. This has served ongoingly as the primary system of linkage for the project, and has been used extensively. In Moscow, Salus NGO now has individual addresses for every staff member (many have home offices with their own computers), and all of the U.S. Salus managers are online.

The notion of creating an "electronic bulletin board" was not pursued, although Salus NGO regularly contributed information and news items to Moscow NGO bulletin boards, so that information dissemination was accomplished. For the future, Salus obtained its own Internic address in 1997 and will create Web pages that provide ongoing current information about professional training courses, recovery activities, current research findings, treatment facilities, and other data relevant to the organization's mission and ongoing activities.

Outbound sites for Salus trainings have also been linked through email, including Chita, Bishkek, and St. Petersburg. Salus NGO purchased a fax machine for Dr. Ravil Terkulov's center in Novosibirsk to facilitate ongoing communication with Dr. Terkulov and his center's clinical staff with Salus in Moscow and Dr. Barry Rosen in the U.S.

**5. Launch a multi-media and public education prevention campaign to increase awareness about alcoholism and drug addiction.**

**Planned:** 25 TV, radio, newspaper, public appearances, and print media events by October, 1995; 50 events by October, 1996.

**Actual:**

The project has been very successful in generating press and media coverage, both in Russia and in the U.S. Articles have appeared in local and regional newspapers about every outbound Basic and Advanced Training, and each area has featured television and radio guest appearances with American and Russian trainers. Moscow newspapers have done stories on chemical dependency and the recovery movement, featuring Salus activities, public presentations, and joint work with organizations such as the Moscow Coordinating Council, the No to Alcoholism and Drug Addiction Foundation (NAN), the Association of Social Pedagogues and Social Workers (ASPSW), Recovery Treatment Center (RTC), and others. In 1995, Salus NGO tabulated 46 separate Salus media appearances and public presentations, including a Salus-organized press conference at the Duma titled **Health and Sobriety as National Priorities**. In 1996, 34 media appearances and public presentations were recorded. Additional articles by American Salus faculty and administrators, as well as public presentations about the Salus project, occured in the U.S. throughout the project.

Public education activities included two booklets that were financially sponsored by Salus and co-produced and published with the No to Alcoholism and Drug Addiction Foundation. They are being distributed to treatment centers, physicians, social workers, and other professionals as well as individuals seeking information about alcohol and drug abuse. A booklet on addiction recovery was also produced in Chita in response to the information shared during the Salus Basic and Advanced Trainings. A resource library was established in Moscow by Olya Klimenko, Salus NGO Administrator, for use by anyone interested in professional educational materials in the addiction field. The library includes video and audio tape recordings of all Salus Basic and Advanced Trainings, plus all of the printed materials in English and Russian that were used in the courses, as well as 12-Step literature and information about treatment facilities.

One media project that did not result in the intended outcome was a series of six half hour video programs produced by Mary Kay Wright in San Francisco. Originally the series was designed to feature Dr. Boris Segal, author of *Russian Drinking* and *The Drunken Society*. Dr. Segal is a Russian emigre at Harvard and a world-class expert on the historical and cultural issues leading to the current epidemic of alcoholism and drunkeness in Russia. The series was to serve as a resource for the Basic Trainings, to raise the complex culture-specific issues related to Russian drinking styles. When additional Russian experts were invited to be in the series, Dr. Segal unexpectedly cancelled his participation in the project. What resulted was an examination of research questions about Russian alcoholism that did not really engage Basic Training students to explore the cultural factors related to Russian drinking. Also, the guest presenters were not really familiar with the paradigm of recovery that Salus advocates, so the language and conceptual framing was very narcological. The lesson learned was to not try to produce Russian language training materials in

the U.S. that are meant for Russians. This type of project needs to be done in Russia. The entire production team needs to be fluent in Russian and understand the subtle nuances of what is going on during all phases of planning and execution.

The important emphasis on media relations led to hiring Stas Kvedorelis as a full-time Public Relations Coordinator for Salus NGO in 1996. His responsibilities include the production of **Recovery News** (co-edited with Olya Klimenko), a national newsletter launched in Spring, 1997, geared towards the recovery community and treatment professionals throughout Russia (see Spring, 1997 issue in the Appendix). Mr. Kvedorelis also lobbies the Moscow City and Russian Federation governments for health reform related to addiction treatment and prevention matters, works cooperatively with the Russian media to promote the social marketing of recovery in Russian society, and publicizes all Salus professional trainings and related activities.

As an outgrowth of the many seminars, workshops, lectures, and other forms of public presentation that Salus faculty and staff have provided during the project, both in Moscow and at outbound regional sites, the Salus NGO faculty have formed a **Speakers Bureau**. They will continue to provide educational presentations on a broad range of topics related to chemical dependency issues for a wide variety of recipients, from schools and institutes to labor organizations and family planning clinics.

An example of the impact of the Salus Speakers Bureau may be seen in the efforts of Valera Vainer, the current Salus Coordinator of Chemical Dependency Trainings. He has given seven presentations of a two hour lecture titled "The Bio-Psycho-Social-Spiritual Model of Addiction and Recovery" in the last two months - in schools at the request of teachers, to a group of social workers, in NAN's training for nurses and physicians, and for a professional psychology group. His outreach activities resulted in creating a new connection for Salus with "Interaction", a medical-social-psychological center in Moscow that specializes in family issues. Their teaching space will be used for the next Moscow Basic Training, and discussions have been launched to explore other avenues for future collaboration.

The Association of Social Pedagogues and Social Workers and Salus are currently negotiating to include Salus trainings in their professional teaching schedule on a regular basis. Director of Training Dori Dysland initiated a series on chemical dependency education in 1995 for ASPSW in Moscow and other cities, and members of the organization have attended Salus Basic and Advanced Trainings. There is a growing interest in the social worker community for increased understanding and effective strategies for working with alcoholic families.

The strong emphasis on public education will continue in the future. It is central to the mission of the organization, and is necessary to bring about increased awareness and positive action to ameliorate the addiction problem in Russia and other NIS countries.

**6. Strengthen youth resiliency to drugs and alcohol through participation in drug abuse prevention groups.**

**Planned:** Establishment of Rotary Club "Life Clubs" for early teens; 1 in 1995; 4 in 1996.

**Actual:**

During Year 1 of the project, three Life Clubs went through a start-up process and several non-Rotarian organizations developed interest in the concept. Life Clubs are organizations connected to Rotary Clubs (now in 31 countries) that provide a positive self-esteem building and community service experience for youth guided by adults, and serve as a prevention strategy against substance abuse. A formal proposal was submitted to the Rotary Foundation's *Health, Hunger, and Humanity Grants Program* by Salus and the Rotarians Against Substance Abuse Foundation requesting $175,000 in support of the development of Life Clubs throughout Russia and a national public media prevention campaign. While the proposal was among the top seven finalists worldwide, only five were funded, not including the Salus proposal. Due to the intensive commitments the Salus staff and faculty were already managing, it was not possible to actively continue the work of promoting the Life Club movement in Russia, outside of the discussions that are offered during Basic and Advanced Trainings about the conceptual framework of Life Clubs.

Other projects involved in youth intervention and prevention programs were supported by Salus. Funding was provided to one of the Moscow NAN centers near Yacenovo Metro, led by Salus trainer and family therapist Anna Terentyeva, M.A., that provides ongoing child and adolescent counseling and therapy programs for children of alcoholics and those at risk for substance abuse.

Salus also helped introduce the 12 Step program Al-Ateen to Russia, through the teaching/training delivered by Jerry Moe, M.A., a nationally recognized leader and innovator in therapeutic strategies for children of alcoholics from Sierra Tuscon Treatment Center in Arizona. He helped establish the first two Al-Ateen groups in Moscow, in cooperation with Al-Anon, during his two week residence as an Advanced Training faculty member in 1996. An Al-Ateen group was also started in Chita, as an outcome of the Salus Advanced Training emphasis on family recovery and prevention assistance for children at risk.

## B. Project Outcomes

The three major project objectives were geared towards NGO capacity building and institutional strengthening in the field of chemical dependency treatment and prevention. The following activities resulted in powerful ***development results*** (or development impacts), as defined by Dr. Gregory Brock in his 1996 USAID analysis of the PVO/NIS Partnership Projects titled **American-Russian Partnerships: Accelerating the Social, Political, and Economic Transitions in Russia.** Dr. Brock emphasized the importance of direct developmet outcomes from USAID funding that are tangible and real, that make positive contributions to social and human needs, and build structures for future growth and work.

**1. Development of Russian and NIS chemical dependency treatment and prevention programs.**

**Planned:** 10 new programs by October, 1996.

**Actual:**

Many types of treatment and prevention projects and new programs have been initiated as direct outcomes of Salus trainings and community mobilization efforts. In Moscow, Salus Training of Trainers faculty launched two new NAN centers, including Zebra Outpatient Clinic, directed by Katrina Savina, M.A. and the Children's Program founded by Anna Terentyeva, M.A. Salus provided start-up funding as well as technical consultation for both projects. Novosibirsk and Chita both have new full-scale inpatient/outpatient treatment facilities managed and staffed by Salus Advanced Training graduates. These centers exist within the narcology system and are partially govenment funded. In Novosibirsk, two additional outpatient treatment programs run by NGO's resulted from the Salus trainings.

In addition to the examples above, in which Salus specifically directed considerable financial and personnel resources, dozens of 12 Step program meetings, youth prevention efforts, and treatment programs have emerged (37 were reported by the Mid-term Evaluation). Many of the students who participated in Basic and Advanced Trainings returned to their workplace or local area and began implementing the principles and practices they had just learned. Programs range from basic educational interventions about drug and alcohol use, to very specific services for populations such as battered and/or sexually abused women, teenage narcotics addicts, or Afghan war veterans. Other examples include narcologists who continue to work within the standard treatment paradigm of their institution but find ways to expand or improve what is offered. They have started Alcoholics Anonymous and Al-Anon meetings for patients and family members, added psychoeducational and relapse prevention education components, and emphasized a new focus on helping patients achieve real life style changes towards sobriety.

Salus NGO continuously receives requests for information and assistance regarding the processes of organizing and managing recovery-oriented activities and programs. Materials, consultation, referrals, site visits, and other forms of support are provided whenever possible. Capacity building in programmatic development will continue to be a primary activity of Salus.

**2. Russian NGOs expand chemical dependency network to provide additional services for addicts and alcoholics.**

**Planned:** Increased NGO involvement in program development and training by October, 1995.

**Actual:**

The impact of this Partnership Project on the Russian NGO community cannot be easily quantified, but is very tangible. Allied NGOs such as NAN, ASPSW, and Otlik were actively involved with

Salus from the beginning of the project, which was planned. However, the rapid and steady growth of NGOs over the past three years has accelerated the range and depth of contact and participation available to address chemical dependency program development and training. NGOs sent staff and personnel to Salus trainings, provided guest speakers and experts on topics such as child abuse and AIDS prevention, cooperated with information dissemination, and gave technical assistance. NGOs also supplied critical logistical support for outbound trainings and workshops in Tambov, Barnaul, Rajzan, Tomsk, Nizhny Tagil, St. Petersburg, Novosibirsk, Yaroslav, Pavlovsky Posad, and Chita.

Many of the new treatment programs that have emerged over the past two years have been launced by non-governmental organizations. It has become increasingly clear that the Russian government and Ministry of Health are not prioritizing effective reform or modernization of the narcology system, and that the NGO and private sectors must respond to the growing problem and impact of addiction in Russian society. Most of these new programs provide services for fees, which blends the reality of doing business and surviving economically in a market economy, with the goal of reducing suffering and disease, helping build healthier lives, and promoting socially-responsible business initiatives.

Salus NGO Director Olga Petroukhina and staff members have become very active with other NGOs and NGO leaders in Moscow and other regions. There is a continuous process of interface, mutual cooperation, resource and information sharing, and networking between Salus and other Third Sector organizations. Monthly MIS reports list an average of 25-30 NGO contacts, through meetings, shared projects, conferences, and other activities that bring individuals and groups together with common interests, needs, and foci on human services.

**3. Strengthened capacity of indigenous leadership to provide training and technical assistance.**

**Planned:** 12 Russian leaders complete Training of Trainers by October, 1995 and facilitate workshops by October, 1996.

**Actual:**

Building indigenous leadership has been the heart of this Partnership Project, centered primarily in the Training of Trainers Program (TofT). The curriculum was designed by Mary Kay Wright and training consultant Susan Galvan, M.A., based on a decade of development at John F. Kenney University. In February/March, 1995 Dori Dysland interviewed and selected 26 Moscow treatment professional who were oriented towards 12 Step programs and humanistic treatment modalities. The class was divided into two subgroups that met weekly and began a rigorous education in process and clinical teaching. Each student was required to prepare and present a series of talks and presentations on various aspects of chemical dependency, treatment, and recovery in class, and to receive in-depth feedback and critique from Ms. Dysland and their peers. All TofT students were required to work with every aspect of organizing and delivering the Basic and Advanced Trainings, from logistical tasks such as scheduling, video taping, or preparing tea and snack for breaks, to designing and teaching components of the courses or providing oral translation for U.S. faculty

during their lectures. In addition, all of the in-class process groups in the Basic and Advanced Trainings were facilitated by TofT candidates.

As the project progressed, more and more of the central responsibilities and curriculum design was transfered to the Russians. Yuri Holkin became the first Russian Coordinator for Chemical Dependency Trainings, and worked in partnership with Ms. Dysland throughout the last year of her work in Russia. Other members assumed key roles, and have emerged as leaders both within Salus and in the larger professional community, such as Ina Bausheva, M.A., who is now the Clinical Director of Salus NGO. At the conclusion of the Training of Trainers training, 22 people graduated, having successfully completed the full range of requirements and are certified by Salus as "Chemical Dependency Treatment Trainers." A full description of the Training of Trainers and an individual evaluation of each graduate was included in Ms. Dysland's Director of Teaching Final Report and appended to the 8th Quarterly Report submitted to World Learning.

One of the most powerful outcomes of the Training of Trainers Program is that most of the graduates are designing and creating teaching opportunities for themselves outside of Salus. A whole new career path has opened. Many have created workshops and seminars, established groups, put together pilot programs for other NGOs, or begun teaching in their own institutions (see sample announcement from the Agency for Social Information regarding a workshop by psychologist Alla Kamenskaya in the Appendix). In addition, they continue to work within Salus as the Russian faculty and meet on a regular basis to share peer development and support. They have built a strong reputation as a reliable, flexible, and very talented team. They are known to be adaptable to the strains and challenges of outbound teaching, and are actively involved in redefining the direction and methodology of chemical dependency treatment in Russia.

Based on the team's needs, a new facet of the TofT was created in 1996, geared towards building more capacity in delivering the medical/biological component of Basic and Advanced Trainings. A new TofT was launched specifically for physicians, which included members from the original TofT plus new doctors who had sucessfully completed the Advanced Training and clinical internships in Moscow. Two of the members of the physicians TofT have joined the Salus faculty for Basic Trainings in St. Petersburg, Bishkek, and Moscow.

Another component of leadership development was weekly clinical supervision and team building consultation provided without charge by Dori Dysland for Recovery Treatment Center. For more than a year, she met with the clinical staff to review cases and enhance the treatment team's ability to deal with the complex challenges of patient care and managing the center. Many of the staff were also participants in the TofT, so this served as additional training in terms of learning consultation and facilitation methodologies to assist an already intact clinical team.

By May, 1996 all of the logistical planning and teaching preparation was essentially being handled by Salus NGO. The only American to travel to Russia since April, 1996 to co-teach is Barry Rosen, M.D. Essentially, a *transfer of technology* has been achieved, resulting in a well qualified and active leadership group of professional chemical dependency treatment trainers.

Two significant factors have impacted leadership development within Salus. The first is outside training for NGO leaders. The two most prominent examples are the excellent series of trainings and conferences offered by World Learning, both in Russia and in Washington, D.C., and the USAID-sponsored **Global Excellence in Management Program** (GEM) conduced by Case Western Reserve University. Every Salus NGO administrator had an opportunity to attend at least one of the World Learning trainings and found them to be invaluable. The conferences greatly facilitated networking and resource sharing, and helped to articulate and define what the growing Third Sector movement is in Russia today.

GEM expanded this vision to the global community of NGO leaders. Mary Kay Wright and Olga Petroukhina met and worked with NGO representatives from Africa, Latin America, India, Bangladesh, Russia, and America in early 1996, followed by a week-long meeting in Puerto Rico in October. Participation in GEM placed Salus in the context of Global Social Change Organizations (GSCOs), with emphasis on the growing importance of non-governmental organizations and citizen participation at every level - economic, environmental, political, and social (see definition of GSCOs in Appendix). As part of her field project for GEM, Olga Petroukhina held a four day staff retreat to conduct an Appreciative Inquiry. As a group, they examined the progress and outputs of the Salus training programs to date, policies and procedures, ideas and creative possibilities for future growth, interpersonal dynamics, team building, the relationship of Salus NGO to the growing NGO movement in Russia, and plans for long-term sustainability. Salus is continuing to build a long-term working relationship with the leaders of GEM, including a site visit to Salus headquarters in Walnut Creek during December, 1996 by James Ludema, Ph.D., Director of the Center for Study of the Human and Organizational Dimensions of Global Change (SIGMA), which directs GEM.

The second factor is organizational development consultation and training delivered to Salus by Stuart Heller, Ph.D. Dr. Heller has provided ongoing assistance to the U.S. Salus team since June, 1995. In addition, he traveled to Moscow in December, 1995 to work for one week with the Salus NGO staff and Mary Kay Wright, to clarify the vision, mission, objectives, goals, organizational chart, and personnel policies of Salus. In September, 1996 he returned to Moscow and delivered a one week training for the entire staff and faculty of Salus NGO on the principles outlined in his most recent book *Retooling on the Run: Real Change For Leaders With No Time.*

The institutional capacity of Salus has grown continuously during the project. Before start-up, nearly all aspects of Salus administration were being handled by Olga Petroukhina and Mary Kay Wright, with only fax and telephone contact, and not even a typewriter in Moscow. All faculty were U.S.-based volunteers who paid all travel expenses to Russia out-of-pocket. Now Salus NGO has 8 full-time administrative staff in Moscow, a Russian faculty of 22 TofT graduates, vastly improved technical and communications systems, and is broadly known throughout Russia in the chemical dependency treatment field as the leading training organization. In March, 1996 Salus NGO joined the American Chamber of Commerce in Russia to begin forging new linkages with private sector leaders and organizations. Salus NGO has also formed cooperative relations with Soros Foundation. Soros has hosted Basic Trainings in St. Petersburg and Bishkek, Kirgistan, and negotiations are underway with Soros in Belarus. Yuri Holkin has been named Fundraising Coordinator and is working full-time to seek additional resources for institutional and programmatic support.

Salus in the U.S. has expanded the management team to a triad of Medical Director Barry Rosen, M.D., Clinical Director Pat Crigler, Ph.D., and CEO Mary Kay Wright. The training faculty has expanded to 25, and clinical internships for Russian trainees have been established at Sequoia Alcohol and Drug Recovery Center in Redwood City, CA. A research project to explore the efficacy of naltrexone with Russian narcology patients was designed by Nathan Watson at Stanford University, to be implemented in coordination with Dr. Evgeny Krupitsky, Chief of Narcological Research in St. Petersburg. New funding initiatives have been launched, including two proposals submitted to ZdravReform (which were not funded), and the receipt of an annual grant from the Nathan Cummings Foundation in support of Salus teaching in Russia. The most recent funding efforts led to the completion of a business plan to create the first Employee Assistance Program in Russia, to serve the expatriate and Russian national employees of multinational and Russian companies in Moscow and other locations throughout Russia and the NIS. This venture was designed in response to the USAID emphasis on the *sustainability* of the PVO/NIS funded partnerships, and the need for independent financial resources beyond the Freedom Support Act foreign aid initiatives.

## C. Project Goal

**The Partnership Project goal was to strengthen the movement toward recovery from alcohol and drugs through training, prevention, and public education.**

**Planned:** Increased public support and visibility for individuals leading clean and sober lives.

**Actual:**

There are two primary objectively verifiable indicators that this goal has indeed been achieved. The first is that the paradigm of a ***culture of recovery*** has been established in Russia. The second is that a new terminology has emerged, based on the bio-psycho-social-spiritual model of addiction and recovery Salus disseminated throughout the project. These two indicators illustrate a crossroads, a critical shift that leads to improved understanding and social policy. This juncture is the real acceptance of alcoholism and drug addiction as a disease, rather than a moral or criminal issue, as it was chronically viewed by the Soviet regime.

Addiction is a disease that impacts a human being at every level - including the physical body, mental and psychological processes, the ability to maintain healthy social relations, and one's spiritual well-being. When chemical dependency is seen as a disease, for which there is an effective and viable treatment that addresses each of these levels, hope emerges. That hope is embodied in recovery.

While presenting chemical dependency as a process that affects the person, the family, the workplace, and the larger society, Salus has also modeled that recovery directly impacts each system as well. There is a *culture* that emerges among people who attend AA, NA, Al-Anon or other 12 Step meetings, who are involved in strengthening and improving their physical and mental health

and family relations, who accept responsibility and perform well in their jobs, and who comfortably do not drink or use drugs in spite of peer pressure or family traditions. As the number of people who live a recovering, sober life grows, so the culture grows. It has its own values, language, behaviors, mores, and shared experiences. It has meaning. It has reality. It is a community. This is happening in Russia - a culture of recovery exists and is steadily expanding.

A major milestone of the project was a resolution passed by the Moscow City Government in 1996 that all Health Department alcohol and drug abuse treatment facilities in Moscow are to adopt a bio-psycho-social-spiritual model for addiction treatment, including 12 Step programs. This policy is a radical departure from the state of "treatment" prevalent nine years ago when Salus began in Moscow, when chronic alcoholic patients from Narcology Hospital #17 and other sites were used as cheap labor for the Zil automotive and truck factory. Even more harsh was the Soviet LTP prison system for alcoholics/ addicts, which was finally shut down by President Yeltsin after intensive lobbying by human rights advocates and recovery specialists. It will take time for the Moscow narcology system to broadly implement this directive, but there are already recovery-oriented units at various locations, including several run by Salus NGO faculty.

Favorable press and media coverage that explores and promotes clean and sober lifestyles is growing in Russia. Requests for interviews with Salus NGO faculty and administrators have increased, and dubbed foreign films depicting characters confronting the problems of addiction, such as *When A Man Loves A Woman*, are popular in theaters and video sales. More articles about 12 Step programs are appearing, both in Moscow and in other regions, as the number of cities that have regular meetings available expands. Internews has approached Salus to create a series of Russian PSAs depicting themes and issues related to addiction recovery and sobriety.

Perhaps the greatest contribution of the Partnership Project for the future was the emphasis on the prevention of addiction in youth. As Russia and other NIS countries move forward with political and economic reforms, there will be an ever increasing need for a healthy workforce and population. While treatment intervenes *after* chemical dependency has developed, prevention provides the opportunity to intervene *before* the disease takes hold. Chemical dependency prevention programs, including broad social marketing emphasizing healthy lifestyles, will play a central role in reducing addiction rates.

The prevention movement is in its infancy in Russia, and Salus is actively participating in its growth. Salus is helping to bring issues into open discussion that were rarely addressed honestly with Russian children and teens before, such as their experiences growing up in families with alcoholic parents, social pressure to experiment with alcohol, cigarettes, and drugs, sexual abuse and pregnancy risks associated with alcohol and drug usage, etc. By offering new choices, new ways of thinking, and opportunities for growth and increased self-esteem, youth are able to build greater resiliency and formulate positive images of their own future. These processes are not only essential for preventing chemical dependency, but also serve the larger vision of building a civil society that prospers and progresses in the 21st century.

## III. SIGNIFICANCE OF PROJECT ACTIVITIES

Because the discussion of the significance of the project activities is included in the narrative description above, this section will summarize the highlights below:

1. **Salus is recognized as the leading professional chemical dependency treatment training organization in Russia and the NIS.**

2. **A complete curriculum and methodology for training Russian professionals in the bio-psycho-social-spiritual model of addiction, treatment, and recovery has been designed and successfully implemented.**

3. **A cadre of NGO leaders and chemical dependency treatment trainers has emerged who are committed to continuing and expanding upon the vision and mission of the project.**

4. **Major institutional capacity building has been achieved, which provides a solid base for future continuation and growth.**

5. **New forms for sustainability are being developed, including the creation of socially responsible business initiatives to support the long-term fiscal viability and independence of Salus.**

6. **A *culture of recovery* has been established, which will continue to have a positive impact on Russian society at every level.**

## IV. COMMENTS AND RECOMMENDATIONS

From the perspective of this Partnership Project, the World Learning/USAID Health Initiatives Program was completely successful. All of the goals and objectives were met or exceeded, and a well-functioning NGO is firmly in place and ready to expand to include clinical services delivery in the private sector. Cooperative U.S.-Russian alliances have been built in the medical and psychological professional communities, based on trust, commitment, and shared work.

The reality of the day to day management of a project of this type is very challenging. There were many difficulties that arose due to cross-cultural differences in communication and language, working styles, geographic distances, logistics, interpersonal dynamics, and more. Yet what prevailed was a spirit of working together, of facing the difficulties, and seeking viable solutions. The willingness to try was truly remarkable.

Programmatic support from World Learning was excellent, both in Washington, D.C. and in Russia. Information, ideas and suggestions, feedback, newsletters, development trainings, conferences, and gatherings all helped to weave a fabric of support. The consistency of assistance and positivism provided an essential logistical and emotional resource for moving forward.

We strongly recommend that USAID continue to utilize U.S.-foreign PVO/NGO partnerships as a framework for international development work. It is a form that is *generative*, it fosters new possibilities. People and institutions contributed tremendous resources to Salus - volunteer time, teaching sites, finances, food and lodging, transportation, and more. What engendered participation was *the opportunity to make a difference*. The project was not some directive handed down by an apparatchik with orders for implementation. It was a living process that grew and matured because the stakeholders cared. The grassroots impact of this single project is amazing - hundreds of Americans and Russians were directly affected by their experiences, and this will continue to ripple outward.

## V. FINANCIAL REPORT

Pacific Institute for Research and Evaluation served as the fiscal agent for the Partnership Project as the PVO organization. All financial tracking and reporting was centrally managed at PIRE corporate headquarters in Bethesda, MD. Salus NGO monthly financial reports were prepared by Chief Accountant Marina Faminskaya, in cooperation with Director Olga Petroukhina.

Below is a brief summary of the final fiscal report attached.

| | Account Name | Account Number | USAID Cash | Match Cash | Match Non-Cash | Match Total |
|---|---|---|---|---|---|---|
| 1. | USAID-PVO | 220100 | $710,000.00 | | | |
| 2. | USAID-NGO (included as sub-contract in 220100) | 220200 | (398,966.15) | | | |
| 3. | In-Kind PVO | 220101 | | $ 46,816.94 | | $ 46,816.94 |
| 4. | In-Kind NGO (included as sub-contract in 220101) | 220202 | | (1,737.94) | | |
| 5. | HBSA In-Kind PVO | 220102 | | 41,796.76 | | 41,796.76 |
| 6. | HBSA In-Kind NGO (included as subcontract in 220102) | 220202 | | (2,264.20) | | |
| 7. | Non-Cash In-Kind PVO | 220103 | | | $ 68,621.29 | 68,621.29 |
| 8. | Non-Cash In-Kind NGO | 220203 | | | 186,145.01 | 186,145.01 |
| | **PROJECT TOTALS** | | $710,000.00 | $88,613.70 | $254,766.30 | $343,380.00 |

The project total as tabulated by PIRE is $1,053,380. The project achieved a 32.6% Cost Sharing Match.

In addition to the project funds listed above, the U.S. Salus Management Team contributed many hours of non-tabulated in-kind labor plus $20,415.16 in cash from October, 1996 - March, 1997. This brings the cash match to $109,028.86, and the total match to $363,795.16. This slightly raises the Cost Sharing Match to 34.5%.

The final project invoice and account spreadsheets illustrate the spending activities for the project.

**WORLD LEARNING/NIS FINANCIAL REPORT FORMAT**

**AGENCY: PIRE**
**INVOICE #20**

**GRANT #: NIS-2022-00-37** **TOTAL AMOUNT OF GRANT: $710,000.00** **GRANT PERIOD: SEPT 26, 1994 TO MAR 31, 1997**

| | THIS PERIOD FROM: 09/01/96 TO: 03/31/97 | | TOTAL TO DATE FROM: 09/26/94 TO: 03/31/97 | | BUDGET FOR TOTAL PERIOD OF GRANT (See Grant Agreement) | | |
|---|---|---|---|---|---|---|---|
| | WORLD LEARNING | PIRE | WORLD LEARNING | PIRE | WORLD LEARNING | PIRE | COMMENTS |
| 1. BALANCE BEGINNING OF PERIOD (line 6 previous Financial Report) | ($13,319.24) | $0.00 | ($700,227.58) | $0.00 | | | |
| 2. TOTAL RECEIPTS | $13,319.24 | $45,493.42 | $700,227.58 | $343,380.00 | | | |
| 3. TOTAL AVAILABLE (add lines 1 and 2) | $0.00 | $45,493.42 | $0.00 | $343,380.00 | | | |
| 4. EXPENSES (by line item; see Grant Agreement) | | | | | | | |
| A. Personnel | $6,558.67 | $13,774.47 | $359,193.34 | $167,538.43 | $368,089 | $167,138 | |
| B. Procurement | $0.00 | $11,229.78 | $99,054.87 | $51,611.00 | $92,500 | $51,611 | |
| C. Travel & Transportation | $0.00 | $7,613.93 | $94,668.75 | $48,239.00 | $91,330 | $48,239 | |
| D. Communications | $0.00 | $5,000.04 | $12,118.83 | $6,146.00 | $11,575 | $6,146 | |
| E. Other Direct Costs | $0.00 | $7,875.20 | $13,185.89 | $40,625.00 | $11,146 | $40,625 | |
| F. Mid Term Evaluation | $0.00 | $0.00 | $10,340.00 | $0.00 | $11,700 | $0 | |
| G. A-133 Audit Costs | $0.00 | $0.00 | $213.00 | $0.00 | $213 | $400 | |
| H. Indirect Costs | $3,213.75 | $0.00 | $121,225.32 | $29,220.57 | $123,447 | $29,221 | |
| 5. TOTAL EXPENSES | $9,772.42 | $45,493.42 | $710,000.00 | $343,380.00 | $710,000 | $343,380 | |
| 6. EXCESS (DEFICIENCY) END OF PERIOD (subtract line 5 from line 3) | ($9,772.42) | $0.00 | ($9,772.42) | $0.00 | | | |

IF USING NON U.S. CURRENCY, PLEASE GIVE U.S. DOLLAR EQUIVALENT ONE DOLLAR = N/A

The undersigned hereby certifies:

a. that payment of the sum claimed under the cited subgrant is proper and due and that appopriate refund to World Learning will be made promptly upon request by World Learning in the event of nonperformance in whole or in part under the Subagreement for any breach of the terms of the Subagreement; and,

b. that information in the financial report is correct and such detail supporting information as World Learning may require will be furnished by the Subrecipient promptly to World Learning on request; and

c. that all requirements called for by the Subagreement to the date of this certification have been met.

By: Jessica Patterson Title: Dir. of Finance Date: 27-May-97
Jessica Patterson

28

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET

92.24% DOLLARS SPENT PI BUDGET

| USAID - NIS: SUMMARY<br>SUBACCT: 220?00<br>26-Sep-94 START DATE<br>31-Mar-97 END DATE | PI YR2 BUDGET 01-Oct-96 31-Mar-97 | MARCH | PI YR2 SPENT 01-Oct-96 31-Mar-97 | PI YR2 REMAINING FUNDS | 30-Apr-97 CALENDAR YR SPENT TO DATE | TOTAL AWARD SPENT TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 185,514.67 |
| 32.3% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 61,875.77 |
| 500100 TIER 2 SALARIES: ERISA | 0.00 | 5,591.28 | 24,950.39 | (24,950.39) | 5,591.28 | 99,758.78 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 155.62 | (155.62) | 0.00 | 155.62 |
| 500200 TIER 3 SALARIES: BASIC | 0.00 | 0.00 | (846.11) | 846.11 | 0.00 | 185.17 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | (71.66) | 71.66 | 0.00 | 15.68 |
| TOTAL DIRECT LABOR | 0.00 | 5,591.28 | 24,188.23 | (24,188.23) | 5,591.28 | 347,505.69 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | 0.00 | 0.00 | 237.00 | (237.00) | 0.00 | 2,392.87 |
| MEDICAL DIRECOR: ROSEN | 0.00 | 0.00 | 2,000.00 | (2,000.00) | 0.00 | 9,350.00 |
| TOTAL | 0.00 | 0.00 | 2,237.00 | (2,237.00) | 0.00 | 11,742.87 |
| OTHER DIRECT COSTS | | | | | | 0.00 |
| II. PROCURMT A. OFFICE SUPPLIES | 0.00 | 0.00 | 2,308.43 | (2,308.43) | 187.32 | 39,960.63 |
| B. MEDICAL SUPPLIES | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 20,874.00 |
| C. CONSULTANTS | 0.00 | 0.00 | 5,618.60 | (5,618.60) | 150.00 | 34,096.67 |
| D. SERVICES | 0.00 | 0.00 | 166.61 | (166.61) | 0.00 | 1,187.89 |
| E. OTHER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3,491.38 |
| **SUBTOTAL PROCUREMENT** | 0.00 | 0.00 | 8,093.64 | (8,093.64) | 337.32 | 99,610.57 |
| III. TRAVEL A. AIRFARE | 0.00 | 0.00 | 9,355.70 | (9,355.70) | 0.00 | 31,071.22 |
| B. PER DIEM | 0.00 | 0.00 | 2,890.96 | (2,890.96) | 0.00 | 50,382.59 |
| C. LOCAL TRAVEL | 0.00 | 0.00 | 1,206.57 | (1,206.57) | 50.00 | 15,470.55 |
| **SUBTOTAL TRAVEL** | 0.00 | 0.00 | 13,453.23 | (13,453.23) | 50.00 | 96,924.36 |
| IV. COMM. A. PRINTING & DUPLICATION | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,290.78 |
| B. POSTAGE & COURIER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 241.22 |
| C. TELECOMMUNICATONS | 0.00 | 0.00 | 2,145.57 | (2,145.57) | 134.05 | 10,493.03 |
| D. GLASNET & COMPUSERVE | 0.00 | 0.00 | 130.44 | (130.44) | 0.00 | 954.75 |
| **SUBTOTAL COMMUNICATIONS** | 0.00 | 0.00 | 2,276.01 | (2,276.01) | 134.05 | 12,979.78 |
| V. OTHER A-C. TRAINING | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,743.76 |
| D. AUDIO-VISUAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 4,696.53 |
| E. TRANSLATIONS | 0.00 | 0.00 | 1,320.00 | (1,320.00) | 0.00 | 4,995.60 |
| F. OTHER | 0.00 | 0.00 | 300.00 | (300.00) | 0.00 | 2,530.00 |
| **SUBTOTAL OTHER** | 0.00 | 0.00 | 1,620.00 | (1,620.00) | 0.00 | 13,965.89 |
| VI. EVALUATION | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 10,340.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 213.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 25,000.00 |
| SUBTOTAL OTHER DIRECT COSTS | 0.00 | 0.00 | 25,442.88 | (25,442.88) | 521.37 | 270,776.47 |
| SUBCONTRACT: SALUS - NGO | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 373,966.17 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 373,966.17 |
| TOTAL DIRECT W/SUBS & EQUIP | 0.00 | 5,591.28 | 51,868.11 | (51,868.11) | 6,112.65 | 593,282.16 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 0.00 | 5,591.28 | 51,868.11 | (51,868.11) | 6,112.65 | 219,315.99 |
| 49.00% INDIRECT | 0.00 | 0.00 | 3,475.02 | (3,475.02) | 255.47 | 116,717.82 |
| SUBTOTAL DIRECT WITH INDIRECT | 0.00 | 5,591.28 | 55,343.13 | (55,343.13) | 6,368.12 | 336,033.81 |
| SUBTOTAL BEFORE FEE | 0.00 | 5,591.28 | 55,343.13 | (55,343.13) | 6,368.12 | 709,999.98 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 0.00 | 5,591.28 | 55,343.13 | (55,343.13) | 6,368.12 | 709,999.98 |
| UNBUDGETED CARRYOVER FUNDS | 60,000.00 | | | 60,000.00 | | |
| **CURRENT PI YR AWARD** | **60,000.00** | | | **4,656.87** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 60,000.00 | 5,591.28 | 55,343.13 | 4,656.87 | 6,368.12 | 709,999.98 |
| **GRANT AWARD NIS-2022-00-37** | **710,000.00** | | | **0.02** | | |

| | | | | |
|---|---|---|---|---|
| 31.3% | Actual Fringe | 0.00 | 0.00 | |
| 48.6% | Actual Indirect | 0.00 | 2.26 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.00% | Fees | 0.00 | 0.00 | TOTAL 2.28 |
| Increase (Decrease) in Available Funds | | 0.00 | 2.26 | APPROXIMATE DIRECT 1.53 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 23-May-97

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
92.24% DOLLARS SPENT PI BUDGET

| USAID - NIS: PVO<br>SUBACCT: 220100<br>26-Sep-94 START DATE<br>31-Mar-97 END DATE | PI YR2 BUDGET 01-Oct-96 31-Mar-97 | MARCH | PI YR2 SPENT 01-Oct-96 31-Mar-97 | PI YR2 REMAINING FUNDS | 30-Apr-97 CALENDAR YR SPENT TO DATE | TOTAL AWARD SPENT TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | | | 0.00 | 0.00 | 0.00 | 93,472.61 |
| 32.3% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 31,820.20 |
| 500100 TIER 2 SALARIES: ERISA | | | 846.11 | (846.11) | 0.00 | 846.11 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 155.62 | (155.62) | 0.00 | 155.62 |
| 500200 TIER 3 SALARIES: BASIC | | | (846.11) | 846.11 | 0.00 | 185.17 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | (71.66) | 71.66 | 0.00 | 15.68 |
| TOTAL DIRECT LABOR | 0.00 | 0.00 | 83.95 | (83.95) | 0.00 | 126,495.39 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 425.73 | (425.73) | 187.32 | 1,863.21 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 5,268.63 | (5,268.63) | 150.00 | 28,552.34 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 41.90 |
| **SUBTOTAL PROCUREMENT** | **0.00** | **0.00** | **5,694.36** | **(5,694.36)** | **337.32** | **30,457.45** |
| III. TRAVEL A. AIRFARE | | | (3.00) | 3.00 | 0.00 | 14,860.50 |
| B. PER DIEM | | | 10.00 | (10.00) | 0.00 | 1,869.28 |
| C. LOCAL TRAVEL | | | 581.95 | (581.95) | 50.00 | 3,089.54 |
| **SUBTOTAL TRAVEL** | **0.00** | **0.00** | **588.95** | **(588.95)** | **50.00** | **19,819.32** |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 1,232.00 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 202.98 |
| C. TELECOMMUNICATONS | | | 136.72 | (136.72) | 134.05 | 585.58 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL COMMUNICATIONS** | **0.00** | **0.00** | **136.72** | **(136.72)** | **134.05** | **2,020.56** |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 1,263.76 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 4,046.53 |
| E. TRANSLATIONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL OTHER** | **0.00** | **0.00** | **0.00** | **0.00** | **0.00** | **5,310.29** |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 10,000.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 213.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 25,000.00 |
| SUBTOTAL OTHER DIRECT COSTS | 0.00 | 0.00 | 6,420.03 | (6,420.03) | 521.37 | 92,820.62 |
| SUBCONTRACT: SALUS - NGO | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 373,966.17 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 373,966.17 |
| TOTAL DIRECT W/SUBS & EQUIP | 0.00 | 5,591.28 | 51,868.11 | (51,868.11) | 6,112.65 | 593,282.18 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 0.00 | 0.00 | 6,503.98 | (6,503.98) | 521.37 | 219,316.01 |
| 49.00% INDIRECT | 0.00 | 0.00 | 3,475.02 | (3,475.02) | 255.47 | 116,717.82 |
| SUBTOTAL DIRECT WITH INDIRECT | 0.00 | 0.00 | 9,979.00 | (9,979.00) | 776.84 | 336,033.83 |
| SUBTOTAL BEFORE FEE | 0.00 | 5,591.28 | 55,343.13 | (55,343.13) | 6,368.12 | 710,000.00 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 0.00 | 5,591.28 | 55,343.13 | (55,343.13) | 6,368.12 | 710,000.00 |
| UNBUDGETED CARRYOVER FUNDS | 60,000.00 | | | 60,000.00 | | |
| **GRANT AWARD NIS-2022-00-37** | **60,000.00** | | | **4,656.87** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 60,000.00 | 5,591.28 | 55,343.13 | 4,656.87 | 6,368.12 | 710,000.00 |
| **GRANT AWARD NIS-2022-00-37** | **710,000.00** | | | (0.00) | | |

| | | | | | |
|---|---|---|---|---|---|
| 31.3% | Actual Fringe | 0.00 | 0.00 | | |
| 48.6% | Actual Indirect | 0.00 | 2.26 | UNEXPENDED FUNDS @ ACTUAL RATES | |
| 0.00% | Fees | 0.00 | 0.00 | TOTAL | 2.26 |
| Increase (Decrease) in Available Funds | | 0.00 | 2.26 | APPROXIMATE DIRECT | 1.52 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 23-May-97

22

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
92.24% DOLLARS SPENT PI BUDGET

| USAID - NIS: NGO<br>SUBACCT: 220200<br>26-Sep-94 START DATE<br>31-Mar-97 END DATE | PI YR2 BUDGET 01-Oct-96 31-Mar-97 | MARCH | PI YR2 SPENT 01-Oct-96 31-Mar-97 | PI YR2 REMAINING FUNDS | 30-Apr-97 CALENDAR YR SPENT TO DATE | TOTAL AWARD SPENT TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | | | 0.00 | 0.00 | 0.00 | 92,042.06 |
| 32.3% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 30,055.57 |
| 500100 TIER 2 SALARIES: ERISA | | 5,591.28 | 24,104.28 | (24,104.28) | 5,591.28 | 98,912.67 |
| 0.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 0.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 0.00 | 5,591.28 | 24,104.28 | (24,104.28) | 5,591.28 | 221,010.30 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 237.00 | (237.00) | 0.00 | 2,392.87 |
| MEDICAL DIRECTOR: ROSEN | | | 2,000.00 | (2,000.00) | 0.00 | 9,350.00 |
| TOTAL | 0.00 | 0.00 | 2,237.00 | (2,237.00) | 0.00 | 11,742.87 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 1,882.70 | (1,882.70) | 0.00 | 38,097.42 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 20,874.00 |
| C. CONSULTANTS | | | 349.97 | (349.97) | 0.00 | 5,544.33 |
| D. SERVICES | | | 166.61 | (166.61) | 0.00 | 1,187.89 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 3,449.48 |
| SUBTOTAL PROCUREMENT | 0.00 | 0.00 | 2,399.28 | (2,399.28) | 0.00 | 69,153.12 |
| III. TRAVEL A. AIRFARE | | | 9,358.70 | (9,358.70) | 0.00 | 16,210.72 |
| B. PER DIEM | | | 2,880.96 | (2,880.96) | 0.00 | 48,513.31 |
| C. LOCAL TRAVEL | | | 624.62 | (624.62) | 0.00 | 12,381.01 |
| SUBTOTAL TRAVEL | 0.00 | 0.00 | 12,864.28 | (12,864.28) | 0.00 | 77,105.04 |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 58.78 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 38.24 |
| C. TELECOMMUNICATONS | | | 2,008.85 | (2,008.85) | 0.00 | 9,907.45 |
| D. GLASNET & COMPUSERVE | | | 130.44 | (130.44) | 0.00 | 954.75 |
| SUBTOTAL COMMUNICATIONS | 0.00 | 0.00 | 2,139.29 | (2,139.29) | 0.00 | 10,959.22 |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 480.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 650.00 |
| E. TRANSLATIONS | | | 1,320.00 | (1,320.00) | 0.00 | 4,995.60 |
| F. OTHER | | | 300.00 | (300.00) | 0.00 | 2,530.00 |
| SUBTOTAL OTHER | 0.00 | 0.00 | 1,620.00 | (1,620.00) | 0.00 | 8,655.60 |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 340.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT W/ INDIRECT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER DIRECT COSTS | 0.00 | 0.00 | 21,259.85 | (19,022.85) | 0.00 | 177,955.85 |
| SUBCONTRACT W/O INDIRECT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 398,966.15 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 398,966.15 |
| 0.00% INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL DIRECT WITH INDIRECT | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 398,966.15 |
| SUBTOTAL BEFORE FEE | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 398,966.15 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 0.00 | 5,591.28 | 45,364.13 | (45,364.13) | 5,591.28 | 398,966.15 |
| UNBUDGETED CARRYOVER FUNDS | 60,000.00 | | | 60,000.00 | | |
| GRANT AWARD NIS-2022-00-37 | 60,000.00 | | | 14,635.87 | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 60,000.00 | 5,591.28 | 45,364.13 | 14,635.87 | 5,591.28 | 398,966.15 |
| GRANT AWARD NIS-2022-00-37 | 393,135.00 | | | (5,831.15) | | |

| | | | | |
|---|---|---|---|---|
| 31.3% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.00% | Fees | 0.00 | 0.00 | TOTAL (5,831.15) |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT (5,831.15) |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 23-May-97

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| USAID - NIS: IN-KIND - SUMMARY<br>SUBACCT: 22070?<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 27,535.15 | 22,621.77 | 39,390.33 | (11,855.18) | 22,621.77 | 118,443.62 |
| 32.3% TIER 1 FRINGE | 3,725.85 | 0.00 | 0.00 | 3,725.85 | 0.00 | 6,888.62 |
| 500100 TIER 2 SALARIES: ERISA | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 14,791.30 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | 0.00 | 0.00 | 474.64 | (474.64) | 0.00 | 8,364.13 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 31,261.00 | 22,621.77 | 39,864.97 | (8,603.97) | 22,621.77 | 148,487.67 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | 0.00 | 4,224.01 | 6,094.01 | (6,094.01) | 4,224.01 | 6,294.01 |
| B. MEDICAL SUPPLIES | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | 0.00 | 0.00 | 500.00 | (500.00) | 0.00 | 37,694.50 |
| D. SERVICES | 1,200.00 | 0.00 | 0.00 | 1,200.00 | 0.00 | 0.00 |
| E. OTHER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL PROCUREMENT** | **1,200.00** | **4,224.01** | **6,594.01** | **(5,394.01)** | **4,224.01** | **43,988.51** |
| III. TRAVEL A. AIRFARE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,411.00 |
| B. PER DIEM | 5,000.00 | 8,748.82 | 12,774.82 | (7,774.82) | 8,748.82 | 44,597.69 |
| C. LOCAL TRAVEL | 500.00 | 0.00 | 560.00 | (60.00) | 0.00 | 600.00 |
| **SUBTOTAL TRAVEL** | **5,500.00** | **8,748.82** | **13,334.82** | **(7,834.82)** | **8,748.82** | **47,608.69** |
| IV. COMM. A. PRINTING & DUPLICATION | 2,000.00 | 0.00 | 0.00 | 2,000.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | 1,000.00 | 0.00 | 0.00 | 1,000.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | 0.00 | 183.43 | 983.43 | (983.43) | 183.43 | 983.43 |
| D. GLASNET & COMPUSERVE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL COMMUNICATIONS** | **3,000.00** | **183.43** | **983.43** | **2,016.57** | **183.43** | **983.43** |
| V. OTHER A-C. TRAINING | 9,000.00 | 0.00 | 0.00 | 9,000.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | 4,000.00 | 0.00 | 0.00 | 4,000.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | 11,200.00 | 0.00 | 0.00 | 11,200.00 | 0.00 | 0.00 |
| F. OTHER | 0.00 | 8,324.53 | 14,449.33 | (14,449.33) | 9,324.53 | 42,449.33 |
| **SUBTOTAL OTHER** | **24,200.00** | **8,324.53** | **14,449.33** | **9,750.67** | **9,324.53** | **42,449.33** |
| VI. EVALUATION | 700.00 | 0.00 | 0.00 | 700.00 | 0.00 | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| SUBTOTAL OTHER DIRECT COSTS | 36,337.94 | 21,480.79 | 35,490.84 | 847.10 | 22,480.79 | 136,767.90 |
| SUBCONTRACT: SALUS - NGO | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 67,598.94 | 44,102.56 | 75,355.81 | (7,756.87) | 45,102.56 | 285,255.57 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 67,598.94 | 44,102.56 | 75,355.81 | (7,756.87) | 45,102.56 | 285,255.57 |
| 49.00% INDIRECT | 8,771.45 | 0.00 | 69.56 | 8,701.90 | 0.00 | 16,327.67 |
| SUBTOTAL DIRECT WITH INDIRECT | 76,370.40 | 44,102.56 | 75,425.37 | 945.03 | 45,102.56 | 301,583.24 |
| SUBTOTAL BEFORE FEE | 76,370.40 | 44,102.56 | 75,425.37 | 945.03 | 45,102.56 | 301,583.24 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 76,370.40 | 44,102.56 | 75,425.37 | 945.03 | 45,102.56 | 301,583.24 |
| UNBUDGETED CARRYOVER FUNDS | 2,800.00 | | | 2,800.00 | | |
| **GRANT AWARD NIS-2022-00-37** | **79,170.40** | | | **3,745.03** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 79,170.40 | 44,102.56 | 75,425.37 | 3,745.03 | 45,102.56 | 301,583.24 |
| **GRANT AWARD NIS-2022-00-37** | **292,607.81** | | | **(8,975.43)** | | |

| | | | | |
|---|---|---|---|---|
| 0.0% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL (8,975.43) |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT (8,975.43) |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

24

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| II.A.1 IN-KIND - CASH: PVO<br>SUBACCT: 220101<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2 BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2 SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2 REMAINING FUNDS | 30-Apr-97 CALENDAR YR SPENT TO DATE | TOTAL AWARD SPENT TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 11,535.15 | | 0.00 | 11,535.15 | 0.00 | 21,862.71 |
| 32.3% TIER 1 FRINGE | 3,725.85 | 0.00 | 0.00 | 3,725.85 | 0.00 | 6,888.62 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 15,261.00 | 0.00 | 0.00 | 15,261.00 | 0.00 | 28,751.33 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL PROCUREMENT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. PER DIEM | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. LOCAL TRAVEL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL TRAVEL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL COMMUNICATIONS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | 1,737.94 | | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| SUBTOTAL OTHER DIRECT COSTS | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| SUBCONTRACT: SALUS - NGO | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 16,998.94 | 0.00 | 129.25 | 16,869.69 | 0.00 | 30,489.27 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 16,998.94 | 0.00 | 129.25 | 16,869.69 | 0.00 | 30,489.27 |
| 49.00% INDIRECT | 8,771.45 | 0.00 | 69.56 | 8,701.90 | 0.00 | 16,327.67 |
| SUBTOTAL DIRECT WITH INDIRECT | 25,770.40 | 0.00 | 198.81 | 25,571.59 | 0.00 | 46,816.94 |
| SUBTOTAL BEFORE FEE | 25,770.40 | 0.00 | 198.81 | 25,571.59 | 0.00 | 46,816.94 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 25,770.40 | 0.00 | 198.81 | 25,571.59 | 0.00 | 46,816.94 |
| UNBUDGETED CARRYOVER FUNDS | 0.00 | | | 0.00 | | |
| **GRANT AWARD NIS-2022-00-37** | **25,770.40** | | | **25,571.59** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 25,770.40 | 0.00 | 198.81 | 25,571.59 | 0.00 | 46,816.94 |
| **GRANT AWARD NIS-2022-00-37** | **46,816.94** | | | **0.00** | | |

| | | | | |
|---|---|---|---|---|
| 31.3% | Actual Fringe | 0.00 | 0.00 | |
| 48.6% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL 0.00 |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT 0.00 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

25

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| II.A.2. IN-KIND - CASH: NGO<br>SUBACCT: 220201<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 1,737.94 | | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| 0.0% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 0.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 0.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL PROCUREMENT** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. PER DIEM | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. LOCAL TRAVEL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL TRAVEL** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL COMMUNICATIONS** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL OTHER** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER DIRECT COSTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| 0.00% INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL DIRECT WITH INDIRECT | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| SUBTOTAL BEFORE FEE | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| UNBUDGETED CARRYOVER FUNDS | 0.00 | | | 0.00 | | |
| **GRANT AWARD NIS-2022-00-37** | **1,737.94** | | | **1,608.69** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 1,737.94 | 0.00 | 129.25 | 1,608.69 | 0.00 | 1,737.94 |
| | 1,737.94 | | | 0.00 | | |

| | | | | |
|---|---|---|---|---|
| 0.0% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL 0.00 |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT 0.00 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

H.B.S.A., Inc.
MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| II.B.1. HBSA IN-KIND - CASH: PVO<br>SUBACCT: 220102<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 10,333.46 | | 0.00 | 10,333.46 | 0.00 | 20,188.03 |
| 32.3% TIER 1 FRINGE | 3,337.71 | 0.00 | 0.00 | 3,337.71 | 0.00 | 6,499.39 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 13,671.17 | 0.00 | 0.00 | 13,671.17 | 0.00 | 26,687.42 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 0.00 | 0.00 | 0.00 | 116.72 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL PROCUREMENT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 116.72 |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. PER DIEM | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. LOCAL TRAVEL | | | 0.00 | 0.00 | 0.00 | 1.00 |
| SUBTOTAL TRAVEL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.00 |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 33.34 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 104.00 |
| C. TELECOMMUNICATONS | | | 0.00 | 0.00 | 0.00 | 208.62 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL COMMUNICATIONS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 345.96 |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 125.00 |
| SUBTOTAL OTHER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 125.00 |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 2,264.20 |
| SUBTOTAL OTHER DIRECT COSTS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,852.88 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 13,671.17 | 0.00 | 0.00 | 13,671.17 | 0.00 | 29,540.30 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 13,671.17 | 0.00 | 0.00 | 13,671.17 | 0.00 | 29,540.30 |
| 42.00% INDIRECT | 5,741.89 | 0.00 | 0.00 | 5,741.89 | 0.00 | 12,256.46 |
| SUBTOTAL DIRECT WITH INDIRECT | 19,413.06 | 0.00 | 0.00 | 19,413.06 | 0.00 | 41,796.76 |
| SUBTOTAL BEFORE FEE | 19,413.06 | 0.00 | 0.00 | 19,413.06 | 0.00 | 41,796.76 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 19,413.06 | 0.00 | 0.00 | 19,413.06 | 0.00 | 41,796.76 |
| UNBUDGETED CARRYOVER FUNDS | 2,586.94 | | | 2,586.94 | | |
| GRANT AWARD NIS-2022-00-37 | 22,000.00 | | | 22,000.00 | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 22,000.00 | 0.00 | 0.00 | 22,000.00 | 0.00 | 41,796.76 |
| | 41,796.76 | | | (0.00) | | |

| | | | | |
|---|---|---|---|---|
| 31.3% | Actual Fringe | 0.00 | 0.00 | |
| 42.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL (0.00) |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT (0.00) |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

27

H.B.S.A., Inc.
MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| II.B.2 HBSA IN-KIND - CASH: NGO<br>SUBACCT: 220202<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 32.3% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 19.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 9.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | 500.00 | | 0.00 | 500.00 | 0.00 | 500.00 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL PROCUREMENT | 500.00 | 0.00 | 0.00 | 500.00 | 0.00 | 500.00 |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. PER DIEM | 1,764.20 | | 0.00 | 1,764.20 | 0.00 | 1,704.20 |
| C. LOCAL TRAVEL | | | 0.00 | 0.00 | 0.00 | 60.00 |
| SUBTOTAL TRAVEL | 1,764.20 | 0.00 | 0.00 | 1,764.20 | 0.00 | 1,764.20 |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL COMMUNICATIONS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| V. OTHER A-C. TRAINING | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER DIRECT COSTS | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| 0.00% INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL DIRECT WITH INDIRECT | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| SUBTOTAL BEFORE FEE | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 2,264.20 | 0.00 | 0.00 | 2,264.20 | 0.00 | 2,264.20 |
| UNBUDGETED CARRYOVER FUNDS | (2,264.20) | | | (2,264.20) | | |
| **GRANT AWARD NIS-2022-00-37** | **0.00** | | | **0.00** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,264.20 |
| | 2,264.20 | | | 0.00 | | |

| | | | | |
|---|---|---|---|---|
| 0.0% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL 0.00 |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT 0.00 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

28

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| III.A. IN-KIND - NON-CASH: PVO<br>SUBACCT: 220103<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 5,000.00 | 8,975.43 | 13,898.31 | (8,898.31) | 8,975.43 | 46,574.79 |
| 0.0% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 0.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 0.00 | 0.00 | 0.00 | 0.00 |
| 0.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 5,000.00 | 8,975.43 | 13,898.31 | (8,898.31) | 8,975.43 | 46,574.79 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 0.00 | 0.00 | 0.00 | 21,342.50 |
| D. SERVICES | 1,200.00 | | 0.00 | 1,200.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL PROCUREMENT** | **1,200.00** | **0.00** | **0.00** | **1,200.00** | **0.00** | **21,342.50** |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. PER DIEM | | | 0.00 | 0.00 | 0.00 | 664.00 |
| C. LOCAL TRAVEL | | | 0.00 | 0.00 | 0.00 | 40.00 |
| **SUBTOTAL TRAVEL** | **0.00** | **0.00** | **0.00** | **0.00** | **0.00** | **704.00** |
| IV. COMM. A. PRINTING & DUPLICATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | | | 0.00 | 0.00 | 0.00 | 0.00 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL COMMUNICATIONS** | **0.00** | **0.00** | **0.00** | **0.00** | **0.00** | **0.00** |
| V. OTHER A-C. TRAINING | 5,250.00 | | 0.00 | 5,250.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | 1,200.00 | | 0.00 | 1,200.00 | 0.00 | 0.00 |
| F. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL OTHER** | **6,450.00** | **0.00** | **0.00** | **6,450.00** | **0.00** | **0.00** |
| VI. EVALUATION | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER DIRECT COSTS | 7,650.00 | 0.00 | 0.00 | 7,650.00 | 0.00 | 22,046.50 |
| SUBCONTRACT: SALUS - NGO | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 12,650.00 | 8,975.43 | 13,898.31 | (1,248.31) | 8,975.43 | 68,621.29 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 12,650.00 | 8,975.43 | 13,898.31 | (1,248.31) | 8,975.43 | 68,621.29 |
| 0.00% INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL DIRECT WITH INDIRECT | 12,650.00 | 8,975.43 | 13,898.31 | (1,248.31) | 8,975.43 | 68,621.29 |
| SUBTOTAL BEFORE FEE | 12,650.00 | 8,975.43 | 13,898.31 | (1,248.31) | 8,975.43 | 68,621.29 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 12,650.00 | 8,975.43 | 13,898.31 | (1,248.31) | 8,975.43 | 68,621.29 |
| UNBUDGETED CARRYOVER FUNDS | (1,200.00) | | | (1,200.00) | | |
| **GRANT AWARD NIS-2022-00-37** | **11,450.00** | | | **(2,448.31)** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 11,450.00 | 8,975.43 | 13,898.31 | (2,448.31) | 8,975.43 | 68,621.29 |
| | 59,645.86 | | | (8,975.43) | | |

| | | | | |
|---|---|---|---|---|
| 0.0% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL (8,975.43) |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT (8,975.43) |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

# PACIFIC INSTITUTE FOR RESEARCH & EVALUATION

MONTHLY EXPENSE REPORT

100.00% TIME SPENT PI BUDGET
95.27% DOLLARS SPENT PI BUDGET

| III.B. IN-KIND - NON-CASH: NGO<br>SUBACCT: 220203<br>01-Oct-95 START DATE<br>31-Mar-97 END DATE | PI YR 2<br>BUDGET<br>01-Oct-96<br>31-Mar-97 | MARCH | PI YR 2<br>SPENT<br>01-Oct-96<br>31-Mar-97 | PI YR 2<br>REMAINING<br>FUNDS | 30-Apr-97<br>CALENDAR<br>YR SPENT<br>TO DATE | TOTAL<br>AWARD<br>SPENT<br>TO DATE |
|---|---|---|---|---|---|---|
| I. LABOR | | | | | | |
| 500000 TIER 1 SALARIES: ELIGIBLE | 11,000.00 | 13,646.34 | 25,492.02 | (14,492.02) | 13,646.34 | 50,006.12 |
| 0.0% TIER 1 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500100 TIER 2 SALARIES: ERISA | | | 0.00 | 0.00 | 0.00 | 14,791.30 |
| 0.0% TIER 2 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 500200 TIER 3 SALARIES: BASIC | | | 474.64 | (474.64) | 0.00 | 8,364.13 |
| 0.0% TIER 3 FRINGE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT LABOR | 11,000.00 | 13,646.34 | 25,966.66 | (14,966.66) | 13,646.34 | 73,161.55 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| RUSSIAN PAYROLL TAXES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| MEDICAL DIRECTOR: ROSEN | | | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| OTHER DIRECT COSTS | | | | | | |
| II. PROCURMT A. OFFICE SUPPLIES | | 4,224.01 | 6,094.01 | (6,094.01) | 4,224.01 | 6,294.01 |
| B. MEDICAL SUPPLIES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| C. CONSULTANTS | | | 500.00 | (500.00) | 0.00 | 16,352.00 |
| D. SERVICES | | | 0.00 | 0.00 | 0.00 | 0.00 |
| E. OTHER | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL PROCUREMENT** | **0.00** | **4,224.01** | **6,594.01** | **(6,594.01)** | **4,224.01** | **22,646.01** |
| III. TRAVEL A. AIRFARE | | | 0.00 | 0.00 | 0.00 | 2,411.00 |
| B. PER DIEM | 5,000.00 | 8,748.82 | 12,774.82 | (7,774.82) | 8,748.82 | 43,933.69 |
| C. LOCAL TRAVEL | 500.00 | | 560.00 | (60.00) | 0.00 | 560.00 |
| **SUBTOTAL TRAVEL** | **5,500.00** | **8,748.82** | **13,334.82** | **(7,834.82)** | **8,748.82** | **46,904.69** |
| IV. COMM. A. PRINTING & DUPLICATION | 2,000.00 | | 0.00 | 2,000.00 | 0.00 | 0.00 |
| B. POSTAGE & COURIER | 1,000.00 | | 0.00 | 1,000.00 | 0.00 | 0.00 |
| C. TELECOMMUNICATONS | | 183.43 | 983.43 | (983.43) | 183.43 | 983.43 |
| D. GLASNET & COMPUSERVE | | | 0.00 | 0.00 | 0.00 | 0.00 |
| **SUBTOTAL COMMUNICATIONS** | **3,000.00** | **183.43** | **983.43** | **2,016.57** | **183.43** | **983.43** |
| V. OTHER A-C. TRAINING | 3,750.00 | | 0.00 | 3,750.00 | 0.00 | 0.00 |
| D. AUDIO-VISUAL | 4,000.00 | | 0.00 | 4,000.00 | 0.00 | 0.00 |
| E. TRANSLATIONS | 10,000.00 | | 0.00 | 10,000.00 | 0.00 | 0.00 |
| F. HOUSING | | 8,324.53 | 14,449.33 | (14,449.33) | 9,324.53 | 42,449.33 |
| **SUBTOTAL OTHER** | **17,750.00** | **8,324.53** | **14,449.33** | **3,300.67** | **9,324.53** | **42,449.33** |
| VI. EVALUATION | 700.00 | | 0.00 | 700.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| VII. AUDIT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBCONTRACT W/ INDIRECT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL OTHER DIRECT COSTS | 26,950.00 | 21,480.79 | 35,361.59 | (8,411.59) | 22,480.79 | 112,983.46 |
| SUBCONTRACT W/O INDIRECT | | | 0.00 | | | 0.00 |
| | | | 0.00 | 0.00 | 0.00 | 0.00 |
| EQUIPMENT | | | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL SUBS & EQUIP W/O INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL DIRECT W/SUBS & EQUIP | 37,950.00 | 35,127.13 | 61,328.25 | (23,378.25) | 36,127.13 | 186,145.01 |
| TOTAL DIRECT SUBJ. TO INDIRECT | 37,950.00 | 35,127.13 | 61,328.25 | (23,378.25) | 36,127.13 | 186,145.01 |
| 0.00% INDIRECT | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL DIRECT WITH INDIRECT | 37,950.00 | 35,127.13 | 61,328.25 | (23,378.25) | 36,127.13 | 186,145.01 |
| SUBTOTAL BEFORE FEE | 37,950.00 | 35,127.13 | 61,328.25 | (23,378.25) | 36,127.13 | 186,145.01 |
| 0.00% FIXED FEE | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL | 37,950.00 | 35,127.13 | 61,328.25 | (23,378.25) | 36,127.13 | 186,145.01 |
| UNBUDGETED CARRYOVER FUNDS | 4,000.00 | | | 4,000.00 | | |
| **GRANT AWARD NIS-2022-00-37** | **41,950.00** | | | **(19,378.25)** | | |
| DIRECT OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL OBLIGATED FUNDS | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TOTAL INCLUDING OBLIGATED FUNDS | 41,950.00 | 35,127.13 | 61,328.25 | (19,378.25) | 36,127.13 | 186,145.01 |
| | 186,145.01 | | | 0.00 | | |

| | | | | |
|---|---|---|---|---|
| 0.0% | Actual Fringe | 0.00 | 0.00 | |
| 0.0% | Actual Indirect | 0.00 | 0.00 | UNEXPENDED FUNDS @ ACTUAL RATES |
| 0.0% | Fees | 0.00 | 0.00 | TOTAL 0.00 |
| Increase (Decrease) in Available Funds | | 0.00 | 0.00 | APPROXIMATE DIRECT 0.00 |

OAM [EXPENSE ANALYSIS & SALARIES THRU APR 30, 1997] 27-May-97

# APPENDICES

1. **Project Framework Format (Log Frame)**

2. **Basic Training in Chemical Dependency Sample Schedule**

3. **Advanced Training in Chemical Dependency Treatment Sample Schedule**

4. **Moscow City Government Declaration Regarding Implementation of Bio-Psycho-Social-Spiritual Model Treatment**

6. **Sample Announcement of Workshop Developed by Salus Training of Trainers Graduate Alla Kamenskaya**

7. ***Recovery News*, Spring, 1997 Issue**

8. **Current Salus International Health Institute Fact Sheet**

# PROJECT FRAMEWORK FORMAT - PIRE / SALUS
# 1995

| NARRATIVE SUMMARY | OBJECTIVELY VERIFIABLE INDICATORS | MEANS OF VERIFICATION | ASSUMPTIONS |
|---|---|---|---|
| **GOAL**<br>To strengthen the movement toward recovery from alcohol and drugs through training, prevention and public education. | Increased public support and visibility for individuals leading clean and sober lifestyles. | Observation of the Russian media, changes in public policies and awareness of chemical dependency as a treatable disease. | |
| **OUTCOME**<br>1. Development of Russian and NIS chemical dependency treatment and prevention programs. | 1. 10 new programs by October 1996. | 1. Progress Reports on new programs. | Current political events will not result in termination of Western support for reform. |
| 2. Russian NGOs expand chemical dependency network to provide additional services for addicts and alcoholics. | 2. Increased NGO involvement in program development and training by October 1995. | 2. Progress Reports on NGO involvement with Salus and PIRE. Names of NGOs and description of increased services. | Recovery Treatment Center will be a viable training site for interns and trainees. |
| 3. Strengthened capacity of indigenous leadership to provide training and technical assistance. | 3. 12 Russian leaders complete Training of Trainers by October 1995 and facilitate workshops by October 1996. | 3. Statistical records on results of training of trainers. Followup data on these individuals. | Salus NGO is not undermined by domestic economic instability. |

| OUTPUTS | | | |
|---|---|---|---|
| 1. Conduct 8 one-week Basic Training Programs in chemical dependency treatment, prevention and program administration. | 1. 4 in 1995, 4 in 1996; 40 hours per training; 40 Russian professionals in each Basic program; 2 out-of-Moscow programs in 1995, 3 in 1996. | 1. Statistical records and lists of participants of Basic Training. | |
| 2. Conduct 3 one-month Advanced Training Programs in chemical dependency treatment, prevention and program administration. | 2. 1 in 1995, 2 in 1996; 140 hours per training; 20 Russian professionals in each Advanced program; 1 out-of-Moscow program in 1996. | 2. Statistical records and lists of participants of Advanced Training. | Participants will have employer and other support in order to complete month-long training. |
| 3. Review of current Russian statistics and techniques of data collection in the area of alcohol and drugs, and recommendations for their improvement. | 3. Memorandum of Understanding with Goskomstat on implementing recommendations by March 1996. | 3. The Statistical Review document with recommendations. | Cooperation with Goskomstat and other state statistical reporting agencies. |
| 4. Improve communications between individuals and organizations in the field through electronic information systems. | 4. Fully functional email system and electronic bulletin board between groups by June 1996. | 4. Records of electronic information usage on the Glasnet electronic bulletin board . | Trainees have access to computers. phone lines and modems. |
| 5. Launch a multi-media and public education prevention campaign to increase awareness about alcoholism and drug addiction. | 5. 25 TV, radio, newspaper, public appearances and print media events by October 1995; 50 events by October 1996. | 5. News clippings, lists and records of media events. | Interest in recovery-oriented stories by the national media. |
| 6. Strengthen youth resiliency to drugs and alcohol through participation in drug abuse prevention groups. | 6. Establishment of Rotary Club "Life Clubs" for early teens; 1 in 1995; 4 in 1996. | 6. Description and records pertaining to the development of these clubs. | |

| INPUTS | ACTIVITIES | | |
|---|---|---|---|
| USAID 2-year Funding: $650K<br><br>PIRE Match (Cash): $90K<br><br>PIRE Match (In-Kind): $200K<br><br>ROTARY CLUB Match: $175K | 12,800 human/hours of Basic Training in chemical dependency.<br><br>8,400 human/hours of Advanced Training in chemical dependency.<br><br>Western chemical dependency treatment and prevention technology transfer.<br><br>Multi-media public education prevention campaign on alcoholism and drug abuse. | | Rotary Foundation will fund Life Club start-up. |

BASIC TRAINING IN THE BIO-PSYCHO-SOCIAL-SPIRITUAL MODEL OF ALCOHOLISM AND DRUG ADDICTION
PRESENTED BY
SALUS INTERNATIONAL HEALTH INSTITUTE
Moscow, January 22-26, 1996

## MONDAY

**9:30 AM** REGISTRATION: name tags, distribution of materials

**10:00 AM** SALUS FACULTY INTRODUCTION

Olga Petroukhina, Salus NGO Director
Dori Dysland, MA, Salus Director of Training:
Angela Islamova, Salus NGO Interpreter
Yuri Holkin, Coordinator of Salus Training Program
Alexander Galimurin, MD,Director Psychological Support Center, Pavlovski Posad
Valeri Wayner, Counselor, Recovery Treatment Center
Isaac London, Family Counselor, Narcological Dispensary #12
Sasha Didkovski, MD, Recovery Treatment Center
Irina Dychakova, Family Counselor, Recovery Treatment Center

OVERVIEW OF SCHEDULE **Dori Dysland**
Logistics, Ground Rules and Confidentiality, Assignment to Small Groups

**11:15-11:45** TEA BREAK

**11:45-1PM** PARTICIPANT INTRODUCTIONS **Yuri Holkin**

**1 -2** LUNCH

**2:00** BIO-PSYCHO-SOCIAL-SPIRITUAL MODEL OF ADDICTION
**Sasha Galmurin (45)**

STRETCH BREAK

**3:45-5** THE FIVE LEVELS OF RECOVERY **Dori Dysland**

**5-5:30** TEA BREAK (facilitators set up small groups)
Sasha Galimurin, Valeri Wayner, Isaac London, Yuri Holkin, Yuri Sorokin

**5:30-7** SMALL GROUP PROCESS - Self introductions; What brought you to the

35

Basic Training? What are your personal concerns, biases, observations, fears, and experiences regarding drinking, alcoholism, drug usage, and drug addiction?

## TUESDAY

| | |
|---|---|
| 9:30 AM | INTRODUCTION TO THE DAY Dori Dysland |
| | BIOLOGICAL ASPECTS OF ADDICTION Sasha Didkovski ( 50) |
| 11:15-11:45 | TEA BREAK |
| 11:30-1PM | PSYCHOLOGICAL ASPECTS Yuri Holkin (50) |
| 1-2 | LUNCH |
| 2 | SPIRITUALITY AND ADDICTION |
| | "The 12 Steps & 12 Traditions" Valeri Wayner (50) |
| 3:00-3:15 | STRETCH BREAK |
| | "Addiction as Spiritual Hunger" Irina Dychakova (45) |
| 4:15-4:45 | TEA BREAK |
| 4:45-5:30 | "The 12 Steps & Programs in Russia" Valeri Wayner (45) |
| 5:45 -7 | SMALL GROUP PROCESS |

## WEDNESDAY

| | |
|---|---|
| 9:30 AM | INTRODUCTION TO THE DAY Dori Dysland |
| | FAMILY SYSTEMS AND ADDICTION |
| | "Family Systems and Codependency" Irina Dychakova (40)<br>"Alcoholic Families" Isaak London (40) |
| 11:30-12 | TEA BREAK |
| 12-1PM | "Children from Alcoholic Homes" Isaac London |

| | |
|---|---|
| 1 -2 | LUNCH |
| 2-5 | SOCIAL AND CULTURAL FACTORS<br>Valeri Wayner (60)<br>Anya Terentyeva (30) |
| 3:30-3:45 | STRETCH BREAK |
| 3:45-5 | Large Group Discussion |
| 5- 5:30 | TEA BREAK |
| 5:30-7 | SMALL GROUP PROCESS |

## THURSDAY

| | |
|---|---|
| 9:30 AM | INTRODUCTION TO THE DAY Dori Dysland |
| | OVERVIEW OF CHEMICAL DEPENDENCY TREATMENT<br>Chairs in the front:<br>Dori Dysland (20)<br>Sasha Didkovshi Recovery Treatment Center (20)<br>Sasha Klimenko Hospital #19 (10)<br>Evgeny Prozentka Old World Outpatient (10)<br>Anya Terentyeva Narcology Dispensary #12 (10) |
| 11:30-12 | BREAK |
| 12-1PM | ROLE OF INTERVENTION Sasha Galimurin |
| 1- 2 | LUNCH |
| 2 | INTERVENTION DEMONSTRATION - Role play & discussion |
| 5-5:30 | TEA BREAK |
| 5:30-7 | SMALL GROUP PROCESS (CLOSURE) |

## FRIDAY

| | |
|---|---|
| 9:30 AM | INTRODUCTION TO THE DAY **Dori Dysland**<br>Complete feedback questionaires |
| | CHEMICAL DEPENDENCY PREVENTION<br>**"Prevention as a Change of Consciousness" Ina Bausheva (40)**<br>**"Prevention Programs in Russia" Anya Terentyeva (30)** |
| 11:30-12 | TEA BREAK |
| 12-1PM | ADVANCED TRAINING INFORMATION **Dori Dysland** |
| 1-2 | LUNCH |
| 2-2:45 | QUESTIONS AND ANSWERS |
| 3-5 | CLOSURE CEREMONY (large circle of sharing; hand in written course evaluations and received Certificates of Participation |

**"DEVELOPING A CULTURE OF RECOVERY"**
**SALUS ADVANCED TRAINING, MOSCOW**
**OCTOBER 16 -NOVEMBER 10, 1995**

## WEEK ONE

### MONDAY, 0CTOBER 16

| | |
|---|---|
| 9:00 AM | Registration |
| 9:30 | Faculty Introductions |
| 10:30 | Participatory Action Philosophy of Training & TX (Dori Dysland) |
| 11:00 | Trainee Introductions |
| 12-1 PM | LUNCH |
| 1-2:00 | Overview and Needs Assessment (DD) |
| 2:15-5:00 | Basic Review of Chemical Dependency, Diagnosis & Detox (Barry Rosen) (with teabreak) |

### TUESDAY, OCTOBER 17

| | |
|---|---|
| 9-9:45 AM | Community Meeting |
| 10-12 | Models of Treatment (Ethan Nebelkopf)<br>Chemical Dependency Treatment (BR) |
| 12-1 PM | LUNCH |
| 1-2 | Art Therapy (Models of Transformation) (DD) |
| 2:15-3:30 | Yoga (BR) |
| 3:30-4 | Tea Break |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

### WEDNESDAY, OCTOBER 18

| | |
|---|---|
| 9-9:45 AM | Community Meeting |
| 10-12 | The Interface Between 12 Step Programs and TX (DD) |
| 12-1 PM | LUNCH |
| 1:00-2:00 | Step 1: Powerlessness & Unmanagebility (Tatiana Mikhaleva) |
| 2-3 | Tea Break |
| 2:30-3:45 | Spirituality in Treatment (DD) |
| 4:00-5:00 | Small Group Process (Assignment: 1st Step) |
| 5-6 | Small Group Supervision |

### THURSDAY, OCTOBER 19

| | |
|---|---|
| 9-9:45 AM | Community Meeting |
| 10-12 | Basic Interview Skills Presentation (BR) |

| | |
|---|---|
| | Initial Interview Demonstation (BR) |
| 12-1 PM | LUNCH |
| 1:00-1:30 | Discussion of Initial Interview |
| 1:30-2:30 | Basic Interview Skills Paired Practice (BR) |
| 2:25-3:45 | Yoga (BR) |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

**FRIDAY, OCTOBER 20**

| | |
|---|---|
| 9-9:45 AM | Community Meeting |
| 10-12 | Family Systems and Emotions (EN) |
| 12-1 PM | LUNCH |
| 1:00-2:30 | Art Therapy with Group Process demonstration |
| 2-3:30 | Tea Break |
| 3:00-4 | Feedback from trainees |
| 4:00-5:00 | Small Group Process |

**WEEK TWO**

**MONDAY, OCTOBER 23**

| | |
|---|---|
| 9-9:30 AM | Community Meeting<br>Schedule for the week |
| 10-12 | Fundamentals of Group Process (BR)<br>Large Group Process as Community Meeting (BR & DD) |
| 12-1 | LUNCH |
| 1-2:30 | Post-group Discussion |
| 2:45-3:45 | Yoga (BR) |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

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| | |
|---|---|
| 6:15-7:15 | Nicotine Anonymous Meeting |

**TUESDAY, OCTOBER 24**

| | |
|---|---|
| 9-9:30 AM | Community Meeting |
| 10-12 | Principles of Psychotherapy (Barry Levine) |
| 12-1 PM | LUNCH |
| 1-1:45 PM | Preparation for Observing Groups (DD) |
| 2:15-3:45 | CD Group #1 |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

## WEDNESDAY, OCTOBER 25

| | |
|---|---|
| 9-10 AM | Treatment Planning:<br>Presentation of Clients (BR) |
| 10-10:30 | Tea Break |
| 10:30-12 | Post-group #1 Discussion |
| 12-1 PM | LUNCH |
| 1-1:45 | Treatment Planning cont. (DD)<br>Review Problem List<br>Assignment of clients to small groups for tx planning |
| 2:00-3:30 | CD Group Therapy #2 |
| 3:30-4:00 | Tea Break |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

## THURSDAY, OCTOBER 26

| | |
|---|---|
| 9-9:30 AM | Community Meeting |
| 10-12 | RTC 1993 Research (BL)<br>Tea Break<br>RTC staff: Experience with BPSS Model |
| 12-1 PM | LUNCH |
| 1-1:45 | Difficulties in the Realization of 12 Step Treatment in Russian Culture (Sasha Klimenko) |
| 2-3:45 | CD Group #3 |
| 3:30-4:00 | Tea Break |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

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| | |
|---|---|
| 6:15-7:15 | Women's AA Meeting |

## FRIDAY, OCTOBER 27

| | |
|---|---|
| 9-930 AM | Community Meeting<br>Introduce Pat and Barbara<br>Good-bye to Barry and Ethan<br>Tea Break |
| 9:45-10:45 | Post-group #3 Discussion |
| 11-12 | Dual Diagnosis (BL) |
| 12-1 PM | LUNCH |
| 1-2 PM | Small Groups |
| 2:15-3:45 | CD Group Therapy #4 (BR & BL) |
| 4:00-5:00 | Yoga |
| 5:00 | Tea and cakes for Barry and Ethan |

## MONDAY, OCTOBER 30

| | |
|---|---|
| 9-9:45 AM | Community Meeting<br>Schedule for today<br>Schedule for the week |
| 9:45-10 | Tea Break |
| 10-12 | Family Therapy Components of TX (Barbara Correia) |
| 12-1 PM | LUNCH |
| 1-2:00 | Small Group Process |
| 2:00-2:30 | Tea Break (Pranayama) |
| 2:30-3:45 | Documentation (DD)<br>General Feedback |
| 4:00-5:00 | Client Group Discussion |
| 5-6 | Small Group Supervision |

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| | |
|---|---|
| 6:15-7:15 | Nicotine Anonymous Meeting |

## TUESDAY, OCTOBER 31

| | |
|---|---|
| 9 AM | Announcements |
| 9:15 | DC Planning & Continuing Care (DD) |
| 10:15-10:30 | Tea Break |
| 10:30-11 | DC Planning & Continuing Care (DD) |
| 11-12 | Human Sexuality in Addiction and Recovery Part I (Pat Crigler) |
| 12-1 PM | LUNCH |
| 1-2:00 PM | Small Group Process |
| 2:15-3:45 | CD Group Therapy #5 |
| 3:45-4:00 | Tea Break |
| 4:00-5:00 | Post-group #5 Discussion |
| 5-6 | Questions for Pat and Barbara |
| 5-6 | Small Group Supervsision |

## WEDNESDAY, NOVEMBER 1

| | |
|---|---|
| 9 AM | Announcements |
| 9:15-10:15 | Codependency in TX (BC) |
| 10:15-10:45 | Tea Break (Pranayama) |
| 10:15-12 | Codependency in TX (BC) |
| 12-1 PM | LUNCH |
| 1-2:30 PM | Multi-Family Group #1 |
| 2:30-2:45 | Tea Break |
| 2:45-3:45 | Post-group discussion |
| 4:00-5:00 | Small Group Process |
| 5-6 | Small Group Supervision |

## THURSDAY, NOVEMBER 2

| | |
|---|---|
| 9AM | Announcements |
| 9:15-10:00 | Human Sexuality in Addiction and Recovery Part II (PC) |
| 10-10:15 | Tea Break |
| 10:15-11 | Human Sexuality in Addiction and Recovery Part II (PC) |
| 11-12 | Art Therapy (DD) |
| 12-1 PM | LUNCH |
| 1-2 PM | Small Group Process (DD& BC) |
| 2:15-3:45 | CD Group Therapy #6 |
| 4:00-5:00 | Post-group discussion |
| 5-6 | Small Group Supervision |
| 5-6 | More on Sexuality with Pat |

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| | |
|---|---|
| 6:15-7:15 | Women's AA Meeting |

## FRIDAY, NOVEMBER 3

| | |
|---|---|
| 9-9:45 AM | Community Meeting |
| 9:45-10 | Tea Break |
| 10-12 | Treatment for Children of Alcoholics/Addicts (BC) |
| 12-1 PM | LUNCH |
| 1-2:30 PM | Children's Group #1 |
| 2:30-2:45 | Tea Break |
| 2:45-3:45 | Post-group discussion |
| 4:00-5:00 | Small Group Process |

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| | |
|---|---|
| 5:00 | Tea and Cake for Barry Levine |

## WEEK FOUR
## MONDAY, NOVEMBER 6

| | |
|---|---|
| 9-9:15 AM | Announcements<br>Schedule for the day & week |
| 9:15-10:15 | Relapse Prevention TX (DD) |
| 10:15-10:45 | Tea Break |
| 10:45-12 | Relapse Prevention TX (DD) |
| 12-1 PM | LUNCH |
| 1-2 PM | Small Group Process |
| 2:15-3:45 | CD Group#7 |
| 4:00-5:00 | Post-group Discussion |
| 5-6 | Small Group Supervision |

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| | |
|---|---|
| 6:15-7:15 | Smoker's Anonymous |

## TUESDAY, NOVEMBER 7

| | |
|---|---|
| 9-9:15 AM | Announcements |
| 9:15-10:15 | Team Building (PC) |
| 10:15-10:45 | Tea Break (Pranayama) |
| 10:45-12 | Team Building (PC) |
| 12-1 PM | LUNCH |
| 1-2 | Small Group Process |
| 2:15-3:45 | Multi-Family Group 2 |
| 4:00-5:00 | Post-group Discussion |
| 5-6 | Small Group Supervision |

## WEDNESDAY, NOVEMBER 8

| | |
|---|---|
| 9-9:30 AM | Community Meeting |
| 9:30-10 | Tea Break & Photos |
| 10-11:30 | Kid's Group 2 |
| 11:30-12 | Post-group Discussion |
| 12-1 PM | LUNCH |
| 1-2 | Small Group Process |
| 2:15-3:45 | CD Group Therapy #8 |
| 4:00-5:00 | Post-group Discussion |
| 5-6 | Small Group Supervision |

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| | |
|---|---|
| 5-6 | Co-dependency in the Treatment Team (BC) |

## THURSDAY, NOVEMBER 9

| | |
|---|---|
| 9-9:45 AM | Issues of closure (DD) |
| 9:45-10 | Tea Break |
| 10-12 | Small Group Process (Closure) |
| 12-1 PM | LUNCH |
| 1-2 | Art Therapy (DD) |
| 2:15-3:45 | CD Group Therapy #8 (Closure) |
| 4:00-5:00 | Post-group Discussion |
| 5-6 | Group Dynamics (BC) |
| 5-6 | Small Group Supervision |

**********

| | |
|---|---|
| 6:15-7:15 | Women's 12 Step Meeting |

## FRIDAY, NOVEMBER 10

| | |
|---|---|
| 9-9:30 AM | Community Meeting |
| 9:30-10:00 | Tea Break |
| 10-12 | Strategic Planning Discussion(DD) |
| 12-1 PM | LUNCH |
| 1:00-5:00 PM | Crossing the Final Threshold on the Hero's Journey<br>Play, Celebration, Closing Ceremony |

ПРАВИТЕЛЬСТВО МОСКВЫ

ДЕПАРТАМЕНТ ЗДРАВООХРАНЕНИЯ г. МОСКВЫ

# ПРИКАЗ

от 15.02.96. Москва № 84

Об утверждении "Положения о Совете по групповой и индивидуальной психотерапии и психокоррекции в наркологии".

В целях дальнейшего совершенствования медицинской помощи наркологическим больным,

1. Утверждаю:

1.1. Положение о Совете по групповой и индивидуальной психотерапии и психокоррекции в наркологии (приложение 1);

1.2. Состав руководства Совета по групповой и индивидуальной психотерапии и психокоррекции в наркологии (приложение 2).

2. Поручаю главному психиатру Департамента В.Н.Козыреву и главному специалисту по детской и подростковой наркологии О.В.Зыкову:

2.1. Организовать работу Совета в соответствии с положением;

2.2. Представлять копии протоколов заседаний Совета в Управление организации и контроля качества медицинской помощи взрослому населению Департамента.

3. Возлагаю контроль за исполнением настоящего приказа на первого заместителя руководителя Департамента И.А.Лешкевича.

Руководитель Департамента Л.Н.Соловьев

к приказу №84 от 15.02.

ПОЛОЖЕНИЕ
о Совете по групповой и индивидуальной психотерапии и психокоррекции в наркологии

## 1. ОБЩИЕ ПОЛОЖЕНИЯ

1.1.Совет по групповой и индивидуальной психотерапии и психокоррекции в наркологии (далее "Совет") организуется при Департаменте здравоохранения г.Москвы.

1.2.Совет не имеет штатного обеспечения, действует на общественных началах, являясь совещательным и консультативным органом

1.3.Совет собирается не реже 1 раза в месяц.

1.4.Совет в своей деятельности руководствуется Законом Российской Федерации "О психиатрической помощи и гарантиях прав граждан при ее оказании" и настоящим Положением.

## 2.ЗАДАЧИ СОВЕТА

2.1.Исходя из концепции химической зависимости как болезни, связанной с изменением биохимических и физиологических функций организма, на которые наслаиваются психологические, духовные и социальные нарушения, основной задачей Совета является популяризация и внедрение в лечебную практику духовноориентированных методов индивидуальной и групповой психотерапии и психокоррекции.

2.2.Использование как базовой формы групповой психотерапии признанной в мировой практике 12-ти шаговой лечебной программы.

## 3. ФУНКЦИИ СОВЕТА

3.1.В целях выполнения указанных задач Совет:
оказывает консультативную и методологическую помощь медицинским наркологическим учреждениям, имеющим в своей структуре подразделения, работающие по 12-ти шаговым и другим духовноориентированным лечебным программам.

3.2.Осуществляет экспертную и прочую оценку организации лечебного процесса в подразделениях и медицинских центрах, работающих по вышеперечисленным лечебным программам.

3.3.Участвует в подготовке методических разработок и организации обучения специалистов в области наркологии.

3.4. Взаимодействует с Московским и Всероссийским обществом психиатров и наркологов.

3.5.Создает базу данных по лечебным программам, а также по используемым в лечебных центрах психотерапевтическим методикам, в виде общественной библиотеки.

3.6.Сотрудничает с другими государственными, негосударственными и международными организациями, заинтересованными в преодолении проблем, связанных с алкоголизмом
и наркоманией.

3.7.Оказывает поддержку и популяризацию движения Анонимных Алкоголиков и групп самопомощи наркологических пациентов и их родственников.

3.8.Совет издает собственный периодический печатный орган, готовит к изданию методические пособия, и иные публикации по духовноориентированным методам лечения. Предоставляет материалы в Ученый Совет Департамента.

3.9.Широко контактирует со средствами массовой информации.

## 4. ОРГАНИЗАЦИЯ СОВЕТА

4.1.Участие в Совете является коллективным.

4.2.Коллективным членом Совета могут быть государственные и негосударственные лечебные учреждения, в структуре которых имеются подразделения, работающие по 12-ти шаговым и
другим духовноориентированным лечебным программам.

4.3.Коллективный член делегирует в Совет представителя.

4.4.Представитель коллективного члена должен являться сотрудником лечебного подразделения работающего по духовноориентированной лечебной программе и принимать непосредственное участие в лечебной работе.

4.5.В Совете предусмотрено руководящие и координирующие должности:
-Председатель Совета,
-Заместитель председателя Совета,
-Председатель-координатор Совета,
-Ответственный секретарь Совета,
которые утверждаются Департаментом.

4.6.Оперативное руководство работой Совета осуществляет председатель-координатор Совета.

4.7.Председатель-координатор Совета имеет право выступать от имени Совета и выражать его мнение.

4.8.Смена председателя-координатора и ответственного секретаря Совета происходит по инициативе Департамента, по решению Совета, либо по просьбе председателя-координатора.

4.9.Ответственный секретарь Совета выполняет функции делопроизводителя.

4.10.Решения по каким-либо вопросам осуществляется голосованием представителей членов Совета, большинством голосов.

4.11. Решение Совета приобретает юридическую силу после утверждения Первым заместителем руководителя Департамента.

Начальник Управления организации
и контроля качества медицинской
помощи взрослому населению Н.Ф.Плавунов

Приложение
к Приказу от "15" 02 1996 г. N 2

**Состав руководства Совета**

1. **Председатель Совета** - главный психиатр Департамента здравоохранения г.Москвы Козырев В.Н.
2. **Заместитель председателя Совета** - главный специалист по детской и подростковой наркологии Департамента здравоохранения г.Москвы Зыков О.В.
3. **Председатель-координатор Совета** - заведующий отделением наркологической больницы N19 Батищев В.В.
4. **Ответственный секретарь** - специалист по социальной работе наркологического диспансера N12 Аксенова Д.И.

Начальник Управления организации
и контроля качества медицинской
помощи взрослому населению Н.Ф.Плавунов

The following is one excerpt from the ASI bulletin number 36. More excerpts will follow in a few days, but this excerpt had particular time constraints.

CCSI presents excerpts from the Agency for Social Information (ASI) e-mail information bulletin. Translated from the Russian by Dana Tumenova, CCSI intern. For more information on how to receive ASI's bulletin regularly, contact:

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AGENTSTVO SOTSIALNOI INFORMATSII
Kutuzovskyi pr. 22 pod. 14a,
Moscow, 121151
Tel./fax: (095) 249-3989
E-mail: asi@glas.apc.org

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N 36
September 3-9, 1996

Moscow Charity Foundation "No to Alcoholism and Drug Addiction" Offers Training to Nonprofits

On September 16-20 from 10 AM to 5 PM, the foundation is organizing a training seminar on the theory and practice of psychological rehabilitation for people with alcohol and drug addiction. The training is intended to develop personality skills and to improve communication abilities of social workers working with addicted people and people with addictions. The seminar will be conducted by a psychologist and a trainer of the Institute for Group and Family Psychotheurapy, Alla Ivanovna Kamenskaya. Contact information: ul. Shvernik, 10A, Moscow Tel.: (095) 126-0451

******* ** CENTER FOR CIVIL SOCIETY INTERNATIONAL
* ***** ** 2929 NE Blakeley Street Tel: (206) 523-4755
* * *** Seattle, WA 98105 Fax: (206) 523-1974
* * * ** USA Email: ccsi@u.washington.edu
* * *** **
* * * ** CCSI online: http://solar.rtd.utk.edu/~ccsi/ccsihome.html
* * *** ** To subscribe to CivilSoc, CCSI's electronic conference,
* ***** ** send this message, all on one line:
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to this address: listproc@solar.rtd.utk.edu

**Salus International Health Institute**
**Международный Институт Здоровья САЛЮС**

# Информационный бюллетень

# Новости Выздоровления

№1. Весна 1997 года

## Дорогие читатели, добро пожаловать!

Перед Вами новая публикация Международного Института Здоровья САЛЮС — бюллетень «Новости Выздоровления». Идея его издания родилась летом 1991г., когда Бэрри Розен, Джеффри Лэйн и я работали в Москве с нашими русскими коллегами и когда мы увидели, что новое движение выздоровления в СССР не имеет своего канала общения.

Люди приезжали в Москву за тысячи миль, чтобы попасть в отделение САЛЮСа на базе наркологической больницы №17, где проводилось лечение алкоголизма и наркомании в стационаре — по модели, основанной на 12 шагах. Но когда они возвращались домой, у них не было способа общаться, получать поддержку и надежду в их трезвой жизни. Мы видели, что этому растущему сообществу необходимо иметь постоянный контакт, знать о том, как распространяется выздоровление. Так появилась концепция Информационного бюллетеня.

С 1991 г. произошли огромные изменения в бывшем СССР, и САЛЮС изменился тоже. В 1993 г. САЛЮС был зарегистрирован как некоммерческая организация (НКО) в Москве, а в 1994 г. получил грант через организацию World Learning от USAID (Агенство США по Международному Развитию) с целью расширить профессиональное обучение в области лечения химической зависимости в новой России. Идея о «Новостях Выздоровления» была также включена в эту программу.

За последние 2,5 года штат САЛЮСа (НКО) вырос. Творческая энергия издавать бюллетень реализовалась. Я очень рада тому, что команда САЛЮСа под руководством Оли Клименко воплощает эту идею в жизнь. Отныне Информационный бюллетень существует. Его цель — делиться видением о здоровой жизни. Мы надеемся, вы присоединитесь к нам. Приглашаем вас к сотрудничеству.

С наилучшими пожеланиями,

Мэри Кэй Райт,
Исполнительный Директор
Международного Института Здоровья САЛЮС

## Давайте вместе делать наш бюллетень!

Дорогие друзья! Приглашаем Вас принять участие в формировании структуры и содержания Информационного бюллетеня «Новости Выздоровления».

*Информационный бюллетень — каким видит его САЛЮС*

В Бюллетене мы хотели бы отражать наиболее актуальные темы ВЫЗДОРОВЛЕНИЯ, основанного на био-психо-социо-духовном (БПСД) подходе к вопросам здоровья.

На наш взгляд, такими темами могли бы стать:

— новое в выздоровлении — статьи, публикации, мнения специалистов о новых методах и формах профилактики и лечения, реабилитации и адаптации, основанных на БПСД-модели выздоровления;
— наиболее интересный и полезный опыт в работе Центров и Программ, учреждений и организаций, отдельных регионов по применению БПСД-модели выздоровления;
— материалы о действующих Центрах, Программах, учреждениях и организациях, работающих в области выздоровления по БПСД-модели;
— Ваши истории о выздоровлении, Ваши достижения, обзор наиболее интересных писем;
— изложение идей, мнений, взглядов — как приглашение к дискуссии;
— отклики на публикации, дискуссионные материалы;
— заочное обучение — публикация наиболее интересных и актуальных методических материалов, лекций и пособий по вопросам здоровья.

Кроме того, в каждом номере бюллетеня планируются постоянные рубрики:

*Вопросы — ответы*
*Планируемые мероприятия*
*Помощь и сотрудничество (Ваши просьбы и предложения)*
*Хроника*

Приблизительно таким видит САЛЮС Информационный бюллетень «Новости Выздоровления».

А каким видите его Вы?

Напишите нам, какие темы Вы хотели бы видеть на его страницах? Какую помощь Вы могли бы оказать в поддержке бюллетеня (информация, издание, распространение)? Будем рады любому отклику, полученному от Вас.

С нами можно связаться по адресу:
**129594 Москва, ул. 2-ая Марьина Роща, д.14, кв.61**
Ольге И. Клименко. Международный Институт Здоровья САЛЮС или по тел\факсу : (095) 971 32 87

49

# Международный Институт Здоровья САЛЮС

История, развитие, перспективы

По роду своей деятельности и характеру организационных принципов и ценностей САЛЮС является Организацией Глобальных Социальных Перемен. Видение САЛЮСа - Здоровый Человек в Здоровом Обществе на Здоровой Планете.

Миссия САЛЮСа состоит в изменении существующих в России отношения к здоровью и практики лечения.

## История САЛЮСа

Международный Институт Здоровья САЛЮС был создан в 1989 г. как проект Тихоокеанского Института Сравнительных Исследований и Оценки (негосударственная организация США, штат Мэриленд). Учредителями САЛЮСа (salus в пер. с лат. — здоровье) были Мэри Кэй Райт и Андрей Даниленко. Исполнительным Директором САЛЮСа является Мэри Кэй Райт (Mary Kay Wright, M.A).

Первым партнером САЛЮСа в России была крупнейшая в стране Наркологическая больница №17, на базе которой проводилось Обучение по Розен-методу (Телесная Психотерапия) и Лечение от Химической Зависимости.

В ноябре 1990 г. усилиями САЛЮСа в Москву была привезена первая обучающая делегация. В мае 1991 г. в рамках программы обучения западным методам стационарного лечения химической зависимости в н/б №17 открыли лечебное отделение на 35 коек, где работало около 40 российских специалистов, подготовленных САЛЮСом.

В феврале 1991 г. САЛЮС и Американское Информационное Агенство (АИА) организовали поездку в США первой российской делегации специалистов в области лечения химической зависимости для установления контактов с американскими экспертами, работающими в государственных и частных клиниках. В сентябре 1992 г. САЛЮС и АИА выступили спонсорами крупной обучающей Конференции по Программе Помощи Сотрудникам, которая проходила в Москве по инициативе Государственного департамента США.

В 1993 г. Международный Институт Здоровья САЛЮС был зарегистрирован в России как некоммерческая негосударственная организация. Директором САЛЮСа в России является Ольга Петрухина.

В 1994 г. САЛЮС вместе с Тихоокеанским Институтом Сравнительных Исследований и Оценки получили грант Агенства США по Международному Развитию (USAID) для реализации совместного проекта «Обучение Лечению и Профилактике Химической Зависимости», расчитанного на 2 года. В рамках этого проекта было проведено 8 Семинаров Базового Уровня в различных городах России (Москва, Санкт-Петербург, Новосибирск, Чита, Нижний Тагил и др.), 4 Семинара Продвинутого Уровня, Семинар «Тренинг для Тренеров», расчитанный на 1 год, а так же ряд региональных семинаров (Тамбов, Рязань, Томск, Барнаул, Павлов Посад и др.). В Обучении участвовало более 400 слушателей. Была оказана помощь в открытии Лечебной Программы в Новосибирске и Лечебного Центра в режиме полного стационара в Чите.

Для своих сотрудников и тренеров в 1995-96 г. САЛЮС провел 2 Семинара по Организационному Развитию.

## САЛЮС сегодня

В настоящее время Международный Институт Здоровья САЛЮС имеет два отделения — в Wallnut Creek, Калифорния, США и в Москве, Россия.

Основная деятельность САЛЮСа направлена на профессиональное обучение в области лечения и профилактики алкоголизма и наркомании, психического и холистического здоровья.

Программа Обучения Международного Института Здоровья САЛЮС включает:

— Лечение и Профилактику Химической Зависимости

— Розен Метод

# Международный Институт Здоровья САЛЮС

История, развитие, перспективы

— Обучение Тренеров
— Программу Помощи Сотрудникам (ППС)
— Развитие Организации

*Лечение и Профилактика Химической Зависимости.*
Обучение состоит из семинаров:
— Базового Уровня — 5-дневный вступительный курс, рассказывающий о био-психо-социо-духовной модели заболевания и выздоровлении;
— Продвинутого Уровня — 4-недельный интенсивный курс, рассчитанный на профессионалов, работающих в области лечения алкоголизма и наркомании, с целью дальнейшего применения био-психо-социо-духовной модели в лечении.

После обучения САЛЮС берет на себя ответственность за организацию прохождения интернатуры в одном из действующих лечебных центров в Москве. Возможно дальнейшее супервизорство на местах.

Факультет преподавателей состоит из российских и американских специалистов. Семинары проходят как в Москве, так и в других городах России.

В рамках Программы Общественного Образования САЛЮС проводит Просветительскую Акцию для предприятий и организаций с целью привлечения внимания общества к проблеме химической зависимости.

Акция состоит из Информационной Лекции «Био-Психо-Социо-Духовная Модель Алкоголизма/Наркомании и Выздоровления».

*Розен Метод - психотерапевтическая работа с телом*

Обучение расчитано на 5 лет. Состоит из интенсивов, проводимых преподавателями из США и Европы, и практикумов каждые 2 недели, а также определенного количества часов интернатуры под супервизорством.

*Обучение Тренеров*

Программа имеет целью подготовку российских специалистов для проведения обучения в области лечения и профилактики алкоголизма и наркомании и Розен Методу.

## Наши Планы

Новый Проект САЛЮСа — Программа Помощи Сотрудникам (ППС).

ППС — служба, предлагающая организациям для их сотрудников модель из лекций и 12 сеансов консультирования: первичного, супружеских пар, семей и группового.

Службы ППС включают в себя:
— консультирование в кризисных ситуациях;
— управление стрессом;
— консультирование для индивидумов, семейных пар, детей/подростков, семей;
— оценку употребления алкоголя/наркотиков, обучение/профилактику, направление на лечение;
— специализированную групповую психотерапию;
— обучение для менеджеров и Директоров Отдела Человеческих Ресурсов о направлении за Помощью в ППС;
- консультирование для организаций по вопросам психического здоровья и употребления алкоголя и наркотиков.

Команда САЛЮС планирует регулярный выпуск Информационного бюллетеня «Новости Выздоровления».

ня с людьми, которые работают со мной в Программе: Людмиле, Инне, Наташе, Марине и многим другим.

Говорят: Богу – дорого, бесу – дешево. Да, проще, казалось бы, жить, как все, плыть по течению и сетовать на судьбу. Да, сложнее разбираться, учиться, сопротивляться, но это интересней – жизнь приобретает оттенки, хотя все равно черное и белое рядом.

Если у кого-нибудь наступило отчаяние и безысходность, приходите к нам.

Пишите мне:141960, Московская обл., Талдомский р-он, п. Запрудня, ул.Ленина, д.16, Центр « Надежда», для Лены Д.

ЖИЗНЬ

Я на собраниях АА слыхал немало,
Что, бросив пить, мы начинаем жить сначала.
Но это мнение – не принимаю:
Не умирал я, жить я продолжаю.

Не зачеркнуть мне в прошлом ни едину строчку,
Но где-то смог поставить (я надеюсь) точку.
И с нового абзаца стал писать
То, что иначе начал в жизни понимать.

Михаил П.

## "Путь к себе"

Алексей И.

Чем дольше я остаюсь трезвым благодаря Программе АА, тем больше поражаюсь тем, прямо скажем, драматическим изменениям, которые произошли в моей жизни за последние 6, 5 лет.

С 1993 года я работаю в США, делясь своим опытом, силами, надеждой и знаниями с теми, кто все еще страдает от страшной болезни – алкоголизма.

За годы работы в США жизнь свела меня с замечательными людьми, настоящими профессионалами своего дела. Назвать поименно всех наверное, трудно, учитывая небольшой объем этих заметок, но некоторых из них я просто не могу не упомянуть.

Конечно же, это в первую очередь господин Лу Б., стоявший в те годы во главе крупной корпорации. Именно благодаря его усилиям и поддержке родилась и набрала силу программа помощи русским алкоголикам в рамках Международного Института по проблемам алкоголизма.

Это Джим К., тогдашний директор Программы помощи служащим (EAP) в корпорации, руководимой Лу Б.

Хочется сказать несколько слов и об Отце Мартине, сооснователе и духовном руководителе одного из лучших лечебных центров США, авторе многих книг, видео- и аудиолекций по лечению алкоголизма в рамках 12-шаговой Программы АА.

Кстати, его видеолекция « Двенадцать шагов АА», которую я перевел и продублировал в американкой студии, по предложению Международного Института, осуществлявшего финансовую поддержку этого проекта, прочно заняла свое место в качестве одного из любимых пособий, пользующегося неизменным успехом в лечебных 12-шаговых Программах Москвы и Российском АА.

Сильное впечатление осталось от встречи с Терренсом Г., признанным авторитетом мирового уровня, автором и разработчиком « Программы профилактики срывов».

Никогда не забуду Отца Бэрни, руководителя и духовного наставника лечебной программы, осуществляемой на базе Францисканского монастыря в городке Греймор, под Нью-Йорком. Его искрящиеся юмором глаза излучают тепло и мудрость. В присутствии этого человека становится как-то очень светло и вера в то, что человек может преодолеть болезнь, обретает особую силу.

Повторяю, хотелось бы назвать имена многих американцев, оставивших глубокий след в моей душе и повлиявших в значительной мере на формирование моего трезвого мировоззрения, но это я сделаю как-нибудь в другой раз. Сейчас же я просто скажу: « Низкий поклон вам всем, всем тем, кто трудится на ниве лечения химической зависимости, сея семена выздоровления, дающие такие замечательные всходы».

Как-то раз Отец Мартин, выступая на выпускной церемонии в своем центре «Эшли», сказал, обращаясь к пациентам : «Я благодарен Богу за ту роль, пусть и весьма скромную, которую мне посчастливелось сыграть, в вашем прекрасном процессе обретения вновь самих себя!» Замечательные слова, которые во многом помогают понять другим людям, почему мы занимаемся этим трудным, но благородным делом.

Однако моя жизнь и карьера не всегда были наполнены столь интересными и значительными событиями. Была и другая жизнь. И об этом мне как выздоравливающему тоже не следует забывать.

Итак, немного истории. Истории трагической, горькой, без которой, однако не было бы счастливого настоящего. Примечательно, что со временем начинаешь видеть элементы комизма даже в тех ситуациях, которые не вызывали никаких других эмоций, кроме леденящего душу ужаса. Видимо, это связано с глубочайшей верой в то, что прошлое не обязательно повторять, сегодня у меня есть свобода выбора, и, пользуясь этой свободой, я бесповоротно и окончательно сделал выбор в пользу светлого настоящего и счастливого будущего.

Остановлюсь на двух событиях из моего прошлого, происшедших незадолго до моего прихода в Программу выздоровления. Они сыграли значительную роль в процессе моего двухдневного пробуждения, без которого, как говорят, никакое выздоровление невозможно. Однако событие – горькое, но весьма поучительное (я имею в виду попадание в психиатрическую больницу им. Кащенко). Другое же... Но, судите сами. Итак, все по порядку...

(Продолжение в следующем номере)

## «Если моя история кому-то поможет, я буду считать, что делаю это не зря...»

*Два года назад я думала , что моя жизнь потерпела крах, она для меня была слишком тяжела и неинтересна... Останавливал ребенок, не просил меня его рожать, он не обязан сопереживать мой крах и т.п. катаклизмы судьбы.*

*Пьет младшая сестра, молодая красивая женщина, на иждивении которой двое мальчиков (тогда 5 и 10 лет), и муж, безработный и пьющий, бьющий, «пыль в глаза пускающий», – тоже « мальчик» на иждивении. Пьют родители, которых судьба из руководителей предприятия, бор-цов за наше «светлое коммунистическое общество», привела к жизни деревенской, безнадежной и, скажем прямо, безрадостной.*

*Пьет муж, время от времени все больше и круче и...*

*Я тоже стала расслабляться после периодов « массовых» запоев, когда была уверена, что на этот раз у них это в последний раз, что теперь они поняли, что мы гибнем... А потом, они же видят, что я закрыла грудью их период срыва. Ведь я сделала все, чтобы дети были в тепле и накормлены, чтобы дома не сгорели, чтобы в конце концов никто не умер, не отравился, не удавился и не знаю, что еще могло бы произойти, не говоря уже о моем личном состоянии.*

*Я тогда считала, что обязана это все делать, потому что это мои самые близкие и любимые люди на земле. Потому что это моя семья и просто никто не может себе представить, как каждый из них умен, добр, остроумен и красив. И я смогу изменить ситуацию, надо только еще этот «груз» потянуть и вот, вот...*

*Начну с сестры. Когда она умерла, до ее 32-летия не хватало двух месяцев. Как символично: она родилась 1 мая, в светлый праздник трудящихся! Светлана – дали ей имя мои родители и тогда, в 1963 году, 1 мая шли семьями на демонстрацию в колоннах с детьми, пели песни, верили и надеялись, что так будет всегда. Моя мать шла в роддом и ждала мальчика (даже имя ему придумали Валерий – в честь Чкалова).*

*Умерла Светлана 6 марта, в сырую землю опустили в Международный Женский День. Тоже весна... но какая горькая! Помню, неделей раньше хоронили Влада Листьева, и я успокаивала себя, так как Светка снова пила и я в панике говорила с собой о тяжелем времени, что оно пройдет...*

*Да, это был очередной срыв после поездки в Москву с мужем за какими-то подарками от золовки (она тоже старалась им помочь держаться на плаву и не выглядеть хужу других). Кончилось пьянкой – последней в ее жизни. Умерла она на второй день трезвости на даче в деревне. Вскрытие показало: плеврит и пневмония легких. Пишу, а перед глазами те дни около нее. Пила она сильно, около двух лет, пила с мужем, по улицам не моталась, поэтому для многих эта смерть была неожиданной и нелепой. Родители тяжелопереносили потерю младшей дочери и трудно передать состояние души от переживаемого.*

*Вот тогда, два года назад я искала выход и не находила...*

*Может быть, Бог услышал меня, мои молитвы, беспорядочные, искренние, крики души о спасении меня и моих близких, а может быть, это судьба дала мне шанс попробывать способ изменить что-то в моей жизни в плане алкоголизма.*

*Через нарколога поселка, Людмилу Иосифовну, я стала читать и узнавать, как многие люди, страдающие около пьющих близких, и как сами алкоголики нашли спасение в новом осмыслении своих поступков, своей жизни через Духовную Программу 12 Шагов.*

*Живя по Программе, пришедшей к нам в Россию из США, от американских алкоголиков, я опиралась на веру и надежду людей, которые пережили подобное мне. Истории их жизни описаны в Большой Книге АА. Они искали и нашли...*

*Я тоже встала на этот путь. Из историй наших алкоголиков (сейчас я работаю специалистом социальной помощи в лечении алкоголизма и наркомании в нашем поселке) я знаю, что ни кодирование, ни гипноз не остановит человека от пьянства. Только сам человек может решить за себя, будет ли он менять себя, свои поступки, свою жизнь.*

*Я стала больше обращать внимание на свое поведение и оценивать его с новых позиций. Я не в праве менять других, не в праве и не в силах решать проблемы личной жизни другого человека. Я в ответе за себя, и менять мне надо в первую очередь свое отношение к алкоголизму и перестать терзать себя по поводу спасения близких. На первый взгляд покажется, что это эгоистично, но ведь есть результат – что-то стало меняться!*

*Два года в Программе дали мне уверенность в жизни. Мои родные тоже стали меняться, глядя на меня, стали осознавать происходящее в другом свете. Мои чувства, эмоции, поступки стали принимать более спокойный характер. Три раза в неделю я бываю на встречах в анонимных группах выздоравливающих людей. Это большая поддержка. Я научилась быть честной сама с собой. Я не хочу и не могу быть святой, я хочу быть тем, кто я есть. Быть счастливой и приносить счастье близким. А чем меньше слез и упреков, агрессии и ненависти, тем светлее в доме и на душе.*

*Как передать опыт своего восприятия жизни хотя бы моим близким? Ведь надо разрывать нездоровый круг, и это наше право, мы должны пробовать.*

*После учебы в Международном Институте Здоровья САЛЮС я обрела новые знания и импульс к действию. Попросила свою дочь пригласить в дом подружек, у кого в доме беда с пьянством. Тогда нас было четверо. Сегодня – 12. Кажется мало, но это такое счастье видеть, как дети, так же, как и взрослые, учатся снимать с себя комплексы вины, страха, стыда за поступки других. Теперь Анонимная группа Ал- Атин под названием «Тюльпанчик» собирается в центре по воскресеньям. Благодаря работе в терапевтических группах у них появилось желание идти к малышам в детские сады и рассказывать в игровой форме о вредных привычках.*

*Я благодарна судьбе, своей Высшей Силе, которая свела ме-*

## ДЛЯ ВАШЕГО СВЕДЕНИЯ

РБФ "НАН" проводит тренинг, посвященный обучению работы с группой как развивающейся системой взаимодействия между участниками, создающей условия для личностного развития каждого.

### «ПРАКТИКА ВЕДЕНИЯ ГРУПП»

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*Благодарим за помощь в издании Первого номера нашего Информационного бюллетеня редакцию журнала «Бизнес Класс»*

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## Центров и Программ, использующих метод «12 шагов»

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«Выздоровление» — Российско-Американский Центр
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ул. Чистова, д. 7, (НБ №19, VI отделение), лечение наркомании, только мужчины тел.: 178-27-01

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ул. Энтузиастов, д. 11, корп. 5.
тел.: (8-221) - 2-11-89,
тел./факс: 2-11-40,
E-mail: <dubna2@univer.dubna.ru>

**г. Талдом**
«Выбор» — Центр
мкр. «Юбилейный», 17.
тел/факс: (8-220) 2-42-89,
E-mail: <taldom1@univer.dubna.ru>

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Центр психологических проблем алкоголизма (Смирнова Надежда, тел. (8-096 м.б. 222) 3-88-40 )

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тел./факс: (8-254) 4-93-67

Центр «Надежда»
141 960, Московская Область,
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Областная наркологическая ассоциация. Психотерапевтическое отделение
Колхозный проезд, д. 18.
тел.: (8-0912) 44-73-42

**г. Нижний Новгород**
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ул. Ереванская, д. 2/5, кв. 76.
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<igor@alc.chita.zu>

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тел.: (8-3432) 31-93-43

**г. Одесса**
«Ступени» — Лечебный Центр
270008, ул. Разумовская, 1/3
тел./факс: (0482) 327728
E-mail: <akhmerov@steps.odessa.ua>

*В следующем номере:*

— Вы узнаете о первом в России Лечебном Центре, который начал использовать Программу 12 Шагов как основу для лечения Химической Зависимости, — Московском Центре «Выздоровление»;

— сможете прочесть продолжение заметок Алексея И. — «Путь к себе»;

— почерпнете много другой интересной информации.

***

*Как говорил Поэт,*
*Мой век измерен,*
*Но чтоб продлилась жизнь моя,*
*Я утром должен быть уверен,*
*Что часть АА сегодня я.*

***

*Меня перевернуло осознание:*
*Алкоголизм — болезнь, а не призвание.*

Salus International Health Institute
Международный Институт Здоровья

# Fact Sheet

- ***Health*Works Employee Assistance Program in Russia**
- **International Trainings in Chemical Dependency Treatment, Mental Health, and Wholistic Health**

## History

Salus International Health Institute is the leading organization working with the U.S. and Russian governments, medical specialists, and the non-governmental sector to create pioneering trainings in Western-style alcoholism and drug addiction treatment and prevention in Russia. From 1989 to 1992 Salus established a bio-psycho-social-spiritual model inpatient treatment unit in the largest treatment center in the former Soviet Union with 6,500 patients and 1,000 staff.

The United States Information Agency (USIA) worked with Salus for three years (1990-93) co-sponsoring a series of delegations and conferences in Moscow and Washington, D.C. on alcohol and drug abuse prevention, workplace intervention, and treatment strategies. Since 1992 Salus has provided ongoing supervision and clinical training for Recovery Treatment Center, Russia's only 12 Step-based, full service inpatient/outpatient treatment facility.

In 1994, Salus launched the first national training program in chemical dependency treatment, prevention, and public education in Russia, as a World Learning subcontractor for the United States Agency for International Development (USAID). The project delivers *Basic* and *Advanced Trainings in Chemical Dependency Treatment* in six Russian regions and a *Training of Trainers* in Moscow.

In 1996, ***Health*Works** was launched to provide comprehensive mental health and chemical dependency treatment for Western corporate personnel and their families. In 1997, these services will extend to Russian corporate employees.

## Mission

As a global social change organization, the mission of Salus is to improve practices and attitudes towards health in Russia through:

- Providing professional education and training in mental health, chemical dependency treatment, and wholistic health;
- Fostering the integration of mental health services and chemical dependency in the workplace through ***Health*Works**, a Employee Assistance Program (EAP).
- Building a bio-psycho-social-spiritual model of recovery and supporting the recovery community, including the 12 Step movement, individuals in recovery, treatment centers, and a national network of health organizations and providers;
- Networking with policymakers, educators, media, local authorities, and other non-governmental organizations.

## Scope

In Russia, Salus is a registered non-governmental, non-profit organization that provides professional trainings in mental health and chemical dependency treatment approaches. In 1996, Salus is expanding the scope of operations to include ***Health*Works**, the first Employee Assistance Program in Russia. ***Health*Works** provides clinical services for the English-speaking expatriate community in Russia and the Russian employees of multi-national and Russian corporations. To support the development of EAPs, Salus is creating a new educational program in EAP service delivery and management for Russian mental health professionals.

## *Health*Works Employee Assistance Program

• ***Services Provided*** - ***Health*Works** offers a 12 session model for indivdual, couples, family, and group counseling and education. All English clinical services are delivered by licensed U.S. practitioners, supervised and reviewed for quality control by a senior American clinician. Russian services are provided by Salus-trained Russian psychotherapists and chemical dependency treatment specialists. ***Health*Works** services include:

- *Emergency Consultations and Crisis Intervention*
- *Stress Management*
- *Individual, Couples, Child/Adolescent, and Family Counseling*
- *Alcohol/Drug Abuse Evaluation, Education/Prevention, and Out-Patient Treatment*
- *Specialized Group Therapies*
- *Cross-Cultural Coping Strategies for Expatriates*
- *Managers and Human Resource Directors Training for Referral to* ***Health*Works**
- *Corporate Consultation for Mental Health and Substance Abuse Issues*

## International Trainings

• ***Basic Training in Chemical Dependency*** - A five day introductory course on the bio-psycho-social-spiritual model of addiction and recovery.

• ***Advanced Training in Chemical Dependency Treatment*** - A month-long intensive training for chemical dependency treatment professionals who will implement a bio-psycho-social-spiritual treatment model in private sector and governmental treatment centers. A supervised internship at Recovery Treatment Center or other Salus-approved facilities may be arranged.

• ***Employee Assistance Program Design*** - Specialized preparation for clinicians and administrators to provide and manage Russian EAP services.

• ***Organizational Development*** - Consultation on managing and sustaining wholistic health services delivery organizations in Russia.

• ***Rosen Method Bodywork*** - A five year training for professional Rosen Method bodywork practitioners, including Intensives taught by American and European instructors, bi-weekly practica, and 400 hours of supervised internship.

• ***Training of Trainers*** - Two year programs for Russian health practitioners to become professional teachers of humanistic therapeutic disciplines. Programs include extensive participation in the logistical preparation, curriculum development, course delivery, and evaluation of Salus trainings. Trainees receive professional supervision, peer support/review, and ongoing feedback about their clinical teaching skills.

• ***Training Sites*** - Locations include Moscow, St. Petersburg, Novosibirsk, Nizhny Tagil, Azov, Chita, and Pavlovsky Posad.


**SALUS INTERNATIONAL HEALTH INSTITUTE**

**USA Headquarters:** 172 Lancaster Road, Walnut Creek, CA 94595
(510) 946-9238 Tel, (510) 946-1522 Fax
Email: salus@well.com

**Russia Headquarters:** (095) 971-32-87 Phone/Fax
(095) 250-15-60 Phone/Fax
Email: salus@glas.apc.org