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**THE COUNTERPART CONSORTIUM**

**NGO SUPPORT INITIATIVE FOR CENTRAL ASIA**

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**QUARTERLY REPORT**

**APRIL 1, 1996 - JUNE 30, 1996**

**Submitted to: USAID/Almaty**

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Grantee's Name:	Counterpart Foundation, Inc.
Cooperative Agreement No.:	110-0007-G-00-4020-00
Effective Date:	September 25, 1994
Consortium Partners:	Aid to Artisans The Citizens Network for Foreign Affairs Goodwill Industries International
Period Covered in this report:	April 1, 1996 - June 30, 1996

**Program Goal:**

**To help citizens of Central Asia more actively and effectively participate in political and economic decision making**

**Program Purpose:**

**To create effective, democratic and sustainable non-governmental organizations in Central Asia capable of expressing citizens' interests, providing services to vulnerable groups within the population, and working in sectors critical to the economic, political and social development of the region.**

**Intended Impact:**

**NGOs provide financially sustainable services not provided by government**

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## **I. OVERVIEW OF PROJECT MANAGEMENT**

This quarter was marked by a number of significant events for the Counterpart Consortium and an expansion of programming in several important areas.

**The seven local NGOs which were subcontracted to provide Counterpart's two-day training in Basic NGO Skills began to function independently this quarter with great success.** In one step, this dramatically expanded our training capacity and established the infrastructure for sustainable local training organizations. The Counterpart trainers offered new three-day trainings in Strategic Planning and Board of Directors Development. In May, the trainers of the Moscow-based Marshack Foundation were invited to conduct a training for our local trainers. This was a follow-up to their successful TOT in the previous quarter. (The Marshack trainers were trained by Johns Hopkins University as part of the USAID-funded Civic Initiatives Program for Russia.)

**\$823,210 in Seed, Partnership, and Challenge Grants have now been awarded -- a total of 123 subgrants.** However, Chief of Party Len Klein chose to temporarily reduce the amount available for subgrant awards by 16.5% pending obligation by USAID of the final \$825,000 of our original \$5,000,000 grant award. This effectively led to a suspension on awards of new grants until this issue is resolved.

**In June, Counterpart was awarded a contract by the Academy for Educational Development to conduct a NET delegation on leadership development for Central Asian NGOs.** The delegation of 42 participants from Kazakstan, Kyrgyzstan, Tajikistan and Uzbekistan arrived in Washington, DC on June 25 and are scheduled to depart on July 29. A report on this training will be included in the July monthly report.

**Nate Wells joined the Washington-based staff of Counterpart's Central Asia division this quarter.** Nate began working for Counterpart as an intern in February, but was hired as a Program Assistant this quarter in recognition of his excellent contribution to Counterpart during his internship. He will be replacing Tom Sanderson who has held this position since the program's inception.

### **Management Issues**

In May, The Goodwill/Tashkent store held its grand opening. However, because of bureaucratic delays in registering their cash register with the Uzbek government, they are still not able to take in money. As Melanie Reimer has noted, such lengthy delays in getting certain approvals and documents may seem impossible to those not intimately familiar with the Uzbekistan environment. It must be realized and remembered that this kind of charitable business activity is virtually unprecedented in this country, so the officials are not sure which rules to apply, and besides, the regulations are constantly in flux and new demands frequently arise as a result.

During this quarter, Goodwill Industries submitted a revised scope of work and budget to Counterpart and USAID/Almaty reflecting the difficulties their project has faced to date and providing a realistic assessment of what is possible to achieve during the remaining life of the project. This revised scope of work will focus on developing Goodwill/Tashkent as a sustainable organization, while holding off development of Goodwill associations in Kazakstan and Kyrgyzstan.

A counting error at Kramds Bank resulted in a loss of \$15,000 of project funds as reported by the Counterpart Finance Manager to USAID. Counterpart Washington obtained the services, at a discounted rate, of Wayne Shepherd, a highly experienced financial manager with extensive overseas experience working on USAID-funded projects, to assess the situation. Mr. Shepherd spent three weeks in the field visiting three satellite offices -- Kazkstan, Kyrgyzstan and Uzbekistan -- reviewing accounting and grant making procedures and practices. Mr. Shepherd found no evidence of fraud. He made a number of recommendations for improved control procedures which are being implemented pending the completion of his final report. Counterpart Washington has already directed that bank withdrawals always be done by two staff persons.

After this report, Counterpart proposes to discontinue the current format for our Quarterly Reports. Instead, each third monthly report will include the following items which are normally included in the Quarterly Report: Fulfillment of Specific Objectives, Performance Plans, and Financial Pipeline Analysis. The main difference will be the discontinuation of the quarterly narrative (which is largely a repetition of the narratives from the monthly reports) and the activity status (which is already reflected in the performance plans.) This will streamline our reporting to USAID by eliminating duplication. A separate memo will be sent to USAID asking for approval of this step.

## II. BROAD SECTOR SUPPORT: COUNTERPART FOUNDATION

### A. PURPOSE

The purpose of the Counterpart project component is:

**To identify and empower a broad array of Central Asian non-governmental organizations in both rural and urban areas, regardless of sectoral focus.**

### B. NARRATIVE

#### 1. Kazakstan:

##### A. Highlights:

##### *Impacts*

- A.1. NAMI (The Association of Securities Dealers of Kazakstan) began drafting a law *On the Protection of Shareholders Rights* in April. In addition, 25 investment funds participated in discussions on *Interim Provisions of Investment Funds, on Depository Activities in the Republic of Kazakstan* and *Regulations on Keeping a Register for Securities Holders*.
- A.2. ARDI (Parents of Disabled Children) has been able to solicit funds from individuals and private Kazakstani companies, which enabled them to deposit 2000 Tenge into the accounts of indigent families in April.
- A.3. During April, WLCI (Womens' League of Creative Initiative) distributed a statement to the Parliaments of the CAR demanding that something be done about the decline of culture and the miserable conditions in which creative people live. They have also had an article published stating that NGOs should take a pro-active stance and advocate for change.
- A.4. Special Olympics began petitioning the President of Kazakstan, in order to get tax-free status for the organization.
- A.5. During May the COP (Chief of Party) met with the Uzbekistan Women's Committee, Uzbekistan Business Women's Association, and Tashkent Accounting Training Center for the Disabled. Their progress in achieving the goals outlined in various proposals was impressive.
- A.6. The Women's League of Creative Initiative helped to sponsor a May art exhibition at the Modern Art Gallery in Almaty.
- A.7. Six head nurses from the Semipalatinsk Nursing Association arrived in Houston on July 20 for a four week training program by their partner the Operating Room Nurses Association. The funds for this training in the U.S., including transport, were provided by the U.S. partner. This partnership was set up through Counterpart's partnership program. The program was designed in two parts: first nursing management for the group, then individual clinical training. Some of

them also spent time in Denver visiting the American Operating Rooms Nursing Association. They are planning to have a fall conference in Semipalatinsk with participation of The Methodist Hospital, Semipalatinsk nurses, and representatives from AORNA.

#### ***Advocacy***

- A.8. Len Klein suggested to the US Embassy that they use the Almaty Veterans Association to help generate support for Kazakstan entrance into the Partners for Peace Program.
- A.9. Len Klein participated in the Narush celebration given by the local NGO ARDI (Parents of Disabled Children).
- A.10. Len Klein participated in the Democracy Roundtable, with Ambassador Jones, where the emphasis was on Citizen's Participation. During the Roundtable, the important role Counterpart is playing by forming two NGO Coalitions in Kazakstan was noted. The first coalition is being established to affect changes in the legal environment, while the second is being organized to change Parliamentary mentality about NGOs and their "non-antigovernment" cause.

#### ***Grant making***

- A.11. One seed grant and one challenge grant were approved in April for Kazakstan, in the amount of \$16,345 at April's Grant Meeting.
- A.12. The Grant Committee awarded six seed grants, totaling \$35,244 to organizations in Kazakstan in May. This brings the Kazakstan total to: 27 Seed grants, \$213392; 7 Challenge Grants, \$51,305; 1 Partnership Grant, \$2,800.
- A.13. Five Seed Grants were awarded in Kazakstan, totaling \$26,818; one Partnership Grant, \$8,075; and one Challenge Grant, \$6,670 in June.

#### ***Partnerships***

- A.14. The Grant Committee decided that to convert two of the CNFA Seed Grants (Kazakstan and Kyrgyzstan) to Partnership grants, as they met the established criteria for long term support to the PFA.
- A.15. A proposal for a partnership between the Operating Room Nurses Association and the Semipalitinsk Nurses Association was approved at the June grant meeting. This partnership resulted from ongoing discussions with USAID, AIHA, The Methodist Hospital in Houston, Texas and the Cancer Institute at Baylor University. See A.7.

#### ***Training***

- A.16. In April, ten out of the fifteen candidates selected for NGO Leadership NET Training from Kazakstan were nominated by Counterpart.
- A.17. In April, the Counterpart local trainers conducted a three day training on "Strategic Planning and Governance" as well as a three and a five day training on "Project Design and NGO management."
- A.18. In May, two trainings were held:

1) The Almaty Office, in cooperation with their contract trainers, conducted a 2-day training in Atterau. This training was orchestrated by Peace Corps Volunteer Angela Rivers, the International Foundation for Electoral Systems and Research Triangle Institute. Our staff observer, Mansia Kainazarova, reported that the training was very professional and well received by the participants. She also said that the selection of NGO participants was at a very high level, and that many of them would be invited to future Counterpart Trainings. This training was part of a concerted effort by the U.S. Embassy and USAID/Almaty to provide training in *Citizen Participation* in this Oblast (near the Tenghiz Oil Fields)

2) A second 2-day training was held in Akmola, future capitol of Kazakstan, in coordination with Peace Corps environmental volunteers and their counterparts. Because of the non-availability of jet fuel, the actualization of this training was somewhat dubious. Peace Corps staff traveled by train (24 hours), but our local trainers managed to find a Kazair flight at the last minute. The preliminary feedback was that it was a very successful training.

A.19. In June, the Local trainers conducted a three day training on "Strategic Planning and Governance" as well as a three and a five day training on "Project Design and NGO management."

#### **B. Issues and/or Problems:**

- B.1. Logistics for our guests arriving in the CAR consumes a more significant part of the time of the Almaty staff. It is now approaching 10 person-hours per week.
- B.2. Counterpart Registration in Kazakstan is now entering the final stages. We are authenticating and notarizing the appropriate translated documents, in both Russian and Kazak, before delivery to the Minister of Justice.
- B.3. It is becoming increasingly difficult to secure visas for visitors to Kazakstan. It probably would be less time consuming if our guests received a Kyrgyz visa, now that Counterpart is registered in Kyrgyzstan, and used Kazakstan as a transit country. The main problem may be that we, unlike most contractors, are not working directly with any of the Kazak Ministries, which would allow for MFA Invitations.

#### **C. Lessons Learned:**

- C.1. The Almaty office began using the services of *Callback* in April, in order to reduce the cost of calls and faxes to the US. The plan is to reduce the cost of our long distance communication by half, with the use of this service and our high speed fax machine.
- C.2. With the large volume of proposals we are receiving, our available funding for subgrants is rapidly being used up. Considering that the program still has a full year to run under current funding, we must give more emphasis to other forms of financial Sustainability, while still emphasizing programmatic Sustainability.
- C.3. The visit of Wayne Shepherd, Auditor, has shown that it is necessary to hire a bookkeeping clerk for data entry. This will allow Anwar Samad more time to advise, monitor and provide management services to the satellite offices.

- C.5. Counterpart/Washington is working to develop parameters for accountability and control of funds provided under the UNHCR grant in Kyrgyzstan.
- C.6. The COP participated in a long range strategy workshop for Counterpart Country Directors, held in Kiev. The main emphasis was the localization of Counterpart Offices and their Sustainability. It achieved another very important purpose, that being to solidify relationships of worldwide Counterpart senior staff.

**D. Project Changes:**

The COP announced that the grant line item will be reduced temporarily by 16.5%, the amount of un-obligated funds. This decision will curtail the Grant Program until the final amount is obligated. This is in response to concerns over the disparity between expended grant funds and program completion.

**E. Coordination and Cooperation:**

- E.1. Preliminary talks started in April between ARDI and the Wheeled Mobility Center's representatives in Novosibirsk, FINIST. This concerns the production and/or repair/purchase of wheelchairs in Kazakstan.
- E.2. Discussions are on-going with the American International Health Alliance, the Houston/Semipalitinsk Health Care Partnership and the Methodist Hospital of Houston, Texas, concerning the Semipalitinsk Nurses Association Partnership. See A.7.
- E.3. Len Klein discussed future cooperation with INTRAC (International NGO Training and Research Center) with their representative, Bryan Pratt in April.
- E.4. As of April, Coca Cola Bottling/Almaty, is now one of our Corporate Challenge participants.
- E.5. Len Klein and a Department of Commerce representative met to discuss various ways of motivating and stimulating private investment in Kazakstan in April.
- E.6. Counterpart has continued to support the Kazakstani Special Olympics' Program by acting on its Board of Directors in an advisory capacity.
- E.7. The Almaty Office secured a donation of more than \$3,000, in used furniture, from USAID, for the ARDI Association in May.
- E.8. We are cooperating with IESC to bring to the CAR specialists in Board Development and Medical Outreach.
- E.9. NDI contacted Counterpart, concerning details of anticipated NET training in May.
- E.10. In May, Booz-Allen contacted us about the support of the Jambul Legal Center, a possible Matching Grant.
- E.11. During the Month of May, at USAID's suggestion, Anna Julia Haworth, an independent

consultant, contacted us about participation in programs for Women and Youth. We gave her a computer printout of such organizations. Because of this meeting, Miriam Erkohen, a psychologist specializing in group therapy for parents and children, will work as a volunteer for one of our grantees. She is a Swiss citizen, whose husband is the director for Philip Morris/Kazakstan, a potential corporate sponsor.

- E.12. Also during May, the COP met with the Coordinator NIS-US Women's Consortium, of Winrock International.
- E.13. We will be participating with AED on the development of their NET Alumni Association Boards.
- E.14. Jay Cooper and Len Klein, along with Kai Nissley and Marilyn Schmidt, met with Donna Barry, World Learning, Moscow, in May concerning a July Training on Media Presentations by NGOs. In June, initial planning meetings were held with World Learning in Almaty, to develop a contract, agenda, and areas of responsibility for the *Education through the Media Workshop*, which will be held in Almaty, July-5, 1996.
- E.15. Abt Associates has reviewed the Blagodot Proposal for technical applicability, and has given it a good overall recommendation.
- E.16. The Almaty office communicated with Counterpart/Kiev often concerning the logistics for the June Conference in May.
- E.17. In May, we concluded our negotiations with ALC, concerning expenditures from the November 1995 Conference on NGOs and the Law in Central Asia. They have agreed to return more than \$2,000 to Counterpart.
- E.18. In June, the COP provided a 2 hour presentation on the Counterpart Consortium, and NGO development in the CAR, to Peace Corp Volunteers in Kapchagai, 100 km from Almaty. He also attended the inaugural meeting of the Professional Women's Organization and their collaboration with the Family Planning NGO. Mansiya Kainazarova participated, and facilitated organizational meetings for the Women's Network in Kazakstan. The initial mission of this group is to affect parliamentary attitudes concerning the meaning of and the benefits of non-government organizations.
- E.19. Also in June, a joint meeting was held to discuss the possibility of a cooperative effort among Counterpart, Earthkind and the Chevron Corporation. Attending this meeting were Stan Hosie, Jan Hartke, Bruce Kososki, and the COP.
- E.20. The COP met with Leonid Stonov, International Director of the Union of Councils for Soviet Jewry, in June to discuss opportunities for Counterpart to support human rights organizations in Kazakstan.
- E.21. A discussion was held during June with CARANA Corporation about Counterpart's support in development of an association of food distributors. They are working with Arthur D. Little and the Privatization Project.

- E.22. An ad hoc meeting with Stan Hosie, Michael Mills, World Bank and the COP took place in June in Dushanbe to explore Counterpart's participation in a World Bank-sponsored NGO support program.
- E.23. Two interesting meetings were held with representatives of KIMEP (Kazakhstan School of Management) to brainstorm on two future graduate courses. The first would be on Community Development and the second on Community Public Health. The courses will be included in the MPA Program. The COP will be involved in the design, and possibly the presentation of these courses.
- E.24. Counterpart has recommended NGOs to the Soros Foundation to receive training and grants to develop Public Service Announcements.
- E.25. Len Klein attended the official opening of the Afghan Women Refugee Support Center, supported in part by a Corporate Challenge Grant in May.
- E.26. During May, the COP attended the Friedrich Ebert Fund's workshop on *Welfare Reform, The German Model*, for Counterpart-trained NGOs working in the social service sector in Almaty.
- E.27. Len Klein attended the opening of an art exposition at the Modern Art Museum sponsored in part by WLCI, a Counterpart Grantee.
- E.28. Len Klein attended the Grand Opening of the Goodwill/Tashkent Store in May.

**F. Leveraging:**

- F.1. Chevron Oil Company convened a meeting of significant USAID/Almaty contractors and staff, to discuss a Chevron project that would make over \$300,000 available for a medical outreach program, this could represent a significant source of leveraging for grants to medical organizations.
- F.2. The quarterly TOT used outside resources. See Kyrgyzstan.

**2. Kyrgyzstan:**

**A. Highlights:**

***Impacts***

- A.1. In April, Center InterBilim --with Counterpart Foundation and three European donor/support organizations as partners-- was awarded a grant from the Tacis Democracy Programme for the support of NGOs in Kyrgyzstan with specific support to the Osh region. The project is funded for \$140,000. This an important leveraging of the funds of the NGO Support Initiative. See Leveraging.
- A.2. Private Educational Complex Ilim  
  
With the assistance of two grants from Counterpart Consortium totaling \$9,103, Private Educational Complex Ilim was able to conduct two seminars entitled "Civic Education Program" and "Parents' Concept Elaboration." 265 parents of Ilim students participated in these

two seminars along with 150 people from various organizations: World Studies Center, Leninpol Humanitarian Lyceum, APIS Private School, School for Harmonious Education, and High School #6.

Ilim's seminars have had a very positive effect on the students, parents and instructors of the school. It is a rare instance, especially in schools of the former Soviet Union, that students have an active voice in the choice of instructors and development of curriculum. In this way, Ilim not only discusses democracy, it also practices it.

The workshops also attracted the attention of mass media. The Department of International Relations created a television program focusing on Ilim's workshops. Airing the program on television throughout the Republic increases the impact that Ilim has not only in its educational complex, but also on the state of education throughout the republic. Since Ilim invited members of the press to attend these two seminars, and the population surrounding Bishkek, many people are interested in the school's activity.

The school's enrollment has almost tripled since 1993. Members of governmental institutions also became more interested in the programs at Ilim. Before Ilim held its workshops, deputies from the Ministry of Education, the Mayor and Deputy Mayor simply wrote letters of support. After hearing about the conferences, a group of members of the Jorgorku Kenesh wholeheartedly support Ilim and often invite its administrators to participate in discussions relating to legislation affecting education in Kyrgyzstan.

Another result of these two conferences is more planned conferences. No one at Ilim knew how deeply they were going to have to go to really get to the root of the problem. They were unaware that once they began promoting democracy in the schools, they would have to support other projects which instill democratic thinking in all spheres of activity. Through education, Ilim sees itself as trying to affect society as a whole. Ilim plans to lobby Parliament in an effort to better the education system in Kyrgyzstan. In their own words, "Lobbying Parliament is the next step, a natural follow-up. Ilim raises free, democratic children, but where do they go as adults? Ilim is working to change society so that these children don't feel lost and jaded."

#### A.3. Rampa Actors Support Foundation:

Rampa Actors Support Foundation received a grant of \$6,100 for its theater project promoting ethnic tolerance through artistic interpretation. The project consists of performing 40 charitable events as well as 180 paid performances. The performance artfully deals with issues of proper behavior and ethnic tolerance. The multi-ethnic cast performing in Russian, Kyrgyz, and English also sings songs that mention many of the various ethnic groups in Kyrgyzstan. These nationalities include Tartar, Korean, Dungan, Poles, Uighur, etc. The show brings together people of different ethnic groups through performances, music, games dances, and songs that reveal the merits of other cultures.

Although Rampa does not conduct in-service training based on Counterpart methodology, it has found a way to include some of the ideas presented at Counterpart Training Workshops. Members of the group have completed four Counterpart training workshops: NGO and Its Environment, Project Design, Strategic Planning and Board of Directors, and INTRAC

workshops. The most valuable lesson given during training that is incorporated into their program is: "Respect the opinions of others. Listen carefully to whoever is speaking. Try not to interrupt those who are speaking."

Incidents of crime committed by juveniles have slightly decreased as students are present at performances and not wandering the streets looking for something "interesting" to do. Incidents of ethnic conflict among children at schools where the group has performed have also modestly declined.

#### A.4. The Tabiyat Ecological Movement

The Tabiyat Ecological movement is working in the field of ecological education for the population of Jalal-Abad oblast. The group teaches how to determine early signs of approaching spontaneously destructive phenomena (such as earthquakes, floods and mudslides) and instruction on behavior, self-provision, and mutual assistance. The term of their grant from Counterpart runs from September 1995 to February 1996. The program was designed to be completed before the start of natural disaster season which runs from Spring to Fall.

The training program covers 5 villages of Jalal-Abad oblast: Besh-Badam, Gava, Pravda, Chkalov, and Kyrgoo. The number of participants is 105, 15-20 people in each village. By the end of the training all participants underlined the urgent necessity of further development of the training. One of the results of the training was the appearance of a new NGO in each village, aiming to solve their existing problems.

This Ecological Education Project also included development of practical recommendations for all villages, in case of mud slides and earthquakes. At the end of program they published and distributed "emergency manuals" for the local population in quantity of 1000 copies. As a result of their activity the population of this oblast knows about Counterpart Consortium's and Tabiyat's operations. Tabiyat plans to continue a consulting service for the new NGOs and its education program in other regions of Jalal-Abad Oblast, which have similar problems.

#### **Grant making**

A.5. Fourteen proposals were submitted to the Grant Review Committee in April of which four were approved as follows:

NGO	Amount	Description of Project
Forum of NGOs(Uk-Uk)	\$3000	Meeting of NGOs to evaluate the new draft law for NGOs
Uk-Uk International Legal Collaboration Fund	\$1000	3- day seminar "On Administrative Responsibilities"
Family Club	\$4100	Supporting Families through new methods of psychotherapy
Ala-Too Magazine	\$3550	Kyrgyz language magazine reaching rural areas of the country.

A.6. The May Grant Review Committee meeting approved five new seed grants, totaling \$26,966, bringing the total amount of grants awarded in Kyrgyzstan to \$245,151.

- A.7. The June Grant Review Committee meeting approved three new seed grants, one an addendum to a May Grant, totaling \$12,995, bringing the total amount of grants awarded in Kyrgyzstan to \$258,446.

#### ***Rural Outreach***

- A.8. During this quarter, Counterpart's satellite offices developed in Kara-Balta and Jalabad with funding from UNCHR. Office space and staff members have been found, equipment purchased, regular visits by the Coordinator begun, and security arrangements are in the works. See A.1.

#### ***NGO Resource Center and Information Sharing***

- A.9. The Counterpart Satellite Offices play an important role in the support of NGOs in Kyrgyzstan. As NGOs are formed in oblasts distant from the capital, support is necessary for their encouragement and guidance.

#### ***Training***

- A.10. Activities for the month of April in Kyrgyzstan included 3 trainings (2 days each) on "NGO and the Community", 1 training (3-days) on "Strategic Planning and Boards of Directors" and 1 training (5 days) on "Project Design".
- A.11. Training of Trainers for this quarter was planned in response to concern about trainers being overworked and/or overwhelmed with the amount of training activity taking place in the region. The TOT in May was designed to build training skills and review methodologies that Counterpart local trainers have been using for the past year. The quarterly Training of Trainers took place in Kyrgyzstan for Counterpart Trainers from four countries of Central Asia, including Kazakhstan, Kyrgyzstan, Uzbekistan and Tajikistan. Also included in this TOT were some of the NGO training contractors trained and subcontracted by Counterpart.

The 5-day TOT for this quarter was entitled "Creative Training Techniques" and took place from May 20-24. This included a 3 day workshop conducted by the Marshack Foundation of Moscow, one day of "Listening Skills and Training Techniques" conducted by Steve Staley, Fulbright Exchange Professor at Kyrgyz American School and one day of "A Participatory Approach to Project Planning" facilitated by Neil Ford who is currently working with UNESCO in Kyrgyzstan.

The rapid growth of the NGO community requires new methods and the abilities to adapt training activity to specific groups with individual needs. The TOT addressed these issues, encouraging creativity in training activities. As the NGOs grow and reach out to more needs in the community the subject of community assessment using participatory approaches is ever present. The TOT introduced this topic on a higher level than our local trainers have seen before. The movement to work with community groups based in rural areas is making this topic one of importance and on some levels urgent. There are funded projects working with rural populations but little has been done to train NGOs in the steps to approach the rural populations. This is a subject that will be explored during the next quarterly TOT. See Attachment # : Executive Summary from the TOT Report.

- A.12. During June, two "Strategic Planning and Governance" modules were held in Kyrgyzstan and one training on "NGO and the Community."

- A.13. Training for personnel in Counterpart/Kyrgyzstan's new satellite offices will consist of the use of computers, the operation of the Counterpart database, accessing information through the NGO Resource Center in Bishkek, NGO concepts, and project design. Future training will also include "Participatory Rural Appraisal" and other NGO management techniques.

***Sustainability***

- A.14. Counterpart Foundation is now registered locally in Kyrgyzstan.

**B. Issues and/or Problems:**

- B.1. Regional Training Coordinator Jay Cooper has recommended that small partnership grants be developed with local NGOs to begin the process of training NGOs and developing systems of support for the database for long term activity. This is the only real sustainable way for the database management system that Counterpart has developed to continue to serve the NGO community.
- B.2. Projects are being planned and some are underway to provide information about NGOs in Central Asia and Kyrgyzstan to both local organizations and international organizations. There is a need on both the parts of international donors and supporters working in Central Asia as well as local groups to know what activities have taken place, what is currently underway, and what is planned for the future. Available information could encourage donors, as well as facilitate planning and cooperation among any combination of players. The Counterpart Database of NGOs in Central Asia can be a part.
- B.3. The question persists: How do the NGOs ensure a participatory process in the support of their customers?

We can encourage and train NGOs in the development of democratic, well organized and managed NGOs with a sound strategic plan and a board of directors but what about the people that the NGO is representing? Does the NGO understand their needs and do the people or customers have a voice in determining the projects and programs of support for them? How do the NGOs functions differ from working in Urban Areas to working in rural areas?

There is a training activity planned by INTRAC which is being supported by a number of agencies and governments which will focus on *Participatory Rural Appraisal*. This activity should be considered important in the work with communities that is being organized by NGOs not only in Kyrgyzstan but in Central Asia. Some Counterpart Trainers will attend this afternoon workshop and hopefully they will be able to train NGOs in the future about methods for encouraging participation in community based organizations.

**C. Project Changes:**

The project has been expanded to include two rural offices in Kyrgyzstan (funded by UNHCR). See Accomplishments and Leveraging.

**D. Coordination and Cooperation:**

One issue that continues to be discussed is that of future training activities for the NGOs in

central Asia. One new area of training for Counterpart Trainers will be "Public Education Through the Media." This was determined recently by the collaborative efforts of World Learning and Counterpart with the encouragement of USAID which brought this training workshop to Almaty, Kazakstan for the first week in July.

**E. Leveraging:**

- E.1. The most important leveraging for this quarter is the extension of the NGO Support Initiative to rural areas beginning in May. With UNHCR support Counterpart is extending the NGO support program to rural population centers, Kara Balta and Jalal-Abad, which can in turn support villages in those regions. Counterparts' coordinator for this project is Aman Nusupov. Aman is based in Counterpart's Bishkek office and travels to the cities in the development of offices. Counterpart can offer Aman the support he needs in the early stages of the project while the rural offices can identify remote organizations and persons interested in training and support for Counterpart.
- E.2. There is a possibility for adding a third satellite office in Naryn. The funding for this office would come from the World Bank Pilot Demonstration Project and the Swiss Agency, Helvetas. The third satellite office would be coordinated along with the other two by Aman Nusupov.
- E.3. The May TOT made use of the Marshack Trainers (see previous quarterly) as well as the talents and knowledge of Steve Staley, a Fulbright Exchange Professor at the Kyrgyz American School, and Neil Ford who is currently working with UNESCO in Kyrgyzstan. This was a significant leveraging of project funds.
- E.4. See A.1., regarding the Tacis grant awarded to Center InterBilim.

**3. Tajikistan:**

**A. Highlights**

***Impacts***

- A.1. In April, Save the Children/UK contracted a Counterpart-trained NGO to do a TV series on children for Tajik TV.

***Grant making***

- A.2. The pace of grant activities in Tajikistan has quickened considerably. A number of grant activities took place during April. First, "Bosira," a program operated by the blind to manufacture brushes to process cotton, opened on April 25th with the help of a leading banker. Second, startup money was forwarded to grantees Komila and the Union of Photographers. Finally, the WW II Veterans Medical program was finally put on track, thanks to a steel door donated by a businessman and advice from both Paivand, Tajikistan's first medical NGO, and our trainer, Barno.
- A.3. During May, several people had proposals to forward, but since the local trainers will soon conduct a project design course, most chose to submit their grant requests after the course. Renny called on several agencies that had requested funds to see what their activities were and to offer intelligent input at the appropriate grant meeting.

A.4. In June, the Boy Scouts movement received a grant.

***Partnerships***

A.5. Due to the weak status of local NGOs and small business community, the Tajikistan office is focusing on a different kind of partnership: large NGO to small NGO. In this way, the native small NGOs can benefit from the lessons and resources of a larger more experienced counterpart.

A.6. In April, ORA (Orphans, Refugees and Aid, a German NGO) partnered with an NGO trained by Counterpart, the International Center for Child Development. They are developing a partnership grant application to be presented to Counterpart

***Training***

A.8. The local trainers conducted introductory trainings in Dushanbe, Khojand and Kurgan-Tyubbe (Khatlon) in April. The trainers had the benefit of the Save-the-Children consultant for the first two trainings.

A.9. Tajik trainers attended both a Project Design Training in Kyrgyzstan and the quarterly training of trainers in the following week in May. Since the program in Tajikistan began 9 months after the project in the other Central Asian Republics it is important to take advantage of Counterpart's other training resources in Central Asia. In addition, the local trainers conducted more introductory sessions in Dushanbe.

A.10. Local trainers did Program Design modules (two) in Dushanbe and an introductory session in Kurgon Teppe. Sarojuddin, one of our trainers, left Dushanbe to prepare for an introductory training in Khojand.

***NGO Resource/Information Sharing***

A.11. Training materials and Center Umeda's Newsletter were photocopied for distribution in April.

A.12. During May, the Save the Children consultant created a handout on the Consortium program for distribution.

A.13. The Save the Children consultant presented the Consortium Program to the assembled representatives of international NGOs in May.

A.14. Counterpart's Friday Open House for local NGOs has taken off. The resource center was mobbed at the first open house on April 29th. A representative from the Eurasia Foundation came to discuss coordination of our grant programs. For the rest of the quarter, the open house has been similarly crowded, presenting an opportunity for local and international NGOs to interact on an informal basis.

A.15. Country Director Renny Smith has asked a friend who is a teacher at City College and a specialist on Women and Islam to organize a Women's Network in Dushanbe. This represents a good opportunity bring the many women's NGOs that have sprung up in Dushanbe together to work out coordination, strategy, and multi-organizational advocacy efforts. During May Renny continued trying to organize a Women's Network to increase cooperation among the many women's organizations and bring more government representatives to the table so they can see what the

fledgling private sector is doing. In June, Komila and Counterpart decided that the Resource Center would sponsor the network. Many possible participants believe the Network will be useful in building trust among the organizations and have specific ideas where the Network should go.

## **B. Issues and/or Problems**

- B.1. The Ministry of Internal Affairs asked Counterpart to register in April. However, despite Farhood's best efforts, by June we were still unable to register.
- B.2. Guests in Dushanbe have no alternative but to stay with the families of staff. Farhood is trying to locate a comfortable apartment for short-term visitors so they have a non-family option when visiting the office.
- B.3. The greatest problem in the Tajikistan office is technology. Problems with e-mail, phone, and power connections plague the office. Renny and her staff continue to search for solutions. During May, problems with communication continued. We had gaping holes in our ability to communicate, not because we didn't want to talk, but because we could not get through. E-mail helped. By June, the problem was resolved as the office's electronic gear (except for the Xerox Machine which burned out) functioned all month.
- B.4. Two events took place in June which sent a chill through the NGO community. An international NGOs program (successful and self-sustaining) in Khatlon was taken over by the Government. Also, a successful local NGO, Paivand, the only fee-for-service medical program in Tajikistan, was taken over by the Health Ministry. After some negotiation, without outside intervention, Paivand was restored to NGO status.
- B.5. A potential problem is developing in Dushanbe, because of a lack of effective coordination between the Save-the-Children Consultant, Counterpart Country Representative and the COP. Regular calls from Dushanbe to Almaty have been implemented and efforts are being made to insure better communications

## **C. Lessons Learned**

This program plays an essential role in Tajikistan. Renny gave data to USAID in April showing that Counterpart made \$8,000 in grants for all of 1995 while over \$34,000 has already been made in 1996. The proposals are better, and trust in our organization is building. People are seeking out our local trainers because they want to help the community.

## **D. Project Changes**

Due to the large number of proposals and the highly competitive nature of the grant process, the local trainers have begun to screen them before translating them into English. They have also developed a list of translators for use.

## **E. Coordination and Cooperation**

- E.1. Renny Smith attended the regular International NGO meeting in April. The meeting featured presentations by USAID and UNDP representatives.

- E.2. In April, Renny Smith and the Save the Children Consultant made courtesy calls on the Ministries of External Affairs and Justice.
- E.3. In April, Renny Smith helped open the American Center's new computer center for legislators. The President, key legislators, and the Minister of Justice as well as many of his deputies all attended. There will be information at the center on NGO laws for those presently drafting the proposed new NGO law for Tajikistan.
- E.4. Renny Smith helped to nominate candidates for the NET program for NGO leaders in April.
- E.5. Charlie, the Save the Children training consultant, presented information about our program to UNDP May 6th. There is a regular biweekly meeting sponsored by UNDP which alternately focuses on security and programming information. He asked for volunteers to serve on Boards of Directors, a great need for Tajik NGOs, and for international NGOs to reach out and partner with local NGOs.
- E.6. During this quarter, there was tremendous excitement about the forthcoming NET Training for NGO leaders.
- E.7. During May, Renny Smith and the Save the Children Staff interacted with a World Bank team preparing to begin a program to alleviate poverty in Tajikistan. The Bank is doing needs assessment and preliminary inquiries about local NGO activities.
- E.8. During June, UNCHR Representative Francesca Taylor met with Renny to identify local NGOs interested in environmental pollution.
- E.9. TACIS hosted a meeting to get information on the government "takeover" of a local NGO. See issues.
- E.10. Environmental NGOs held a mini conference during the visit of ISAR Representatives and Stan Hosie, Counterpart's Executive Director.
- E.11. Other activities for the Country Representative included meetings with officials involved with energy, the environment, and tourism.
- E.12. On June 27, Renny Smith attended the opening of a new program by the international NGO Orphans, Refugees, and Aid at the School for the Deaf in Lenninsky. ORA, a German NGO, has partnered with one of our trainees in a refugee program supported by UNCHR.
- E.14. Renny also participated in selecting Tajikistani representatives for the Salzburg Seminar's program on NGOs in October funded by USIS.

## **F. Leveraging**

- F.1. In partnership with the Foundation for the Support of Civic Initiatives, Counterpart applied for a TACIS Democracy Programme grant to develop NGO Support Centers in Dushanbe and Khojand in April.

- F.2. By sharing resources with Save the Children, Counterpart has significantly increased its outreach in Tajikistan while at the same time saving time in start up operations.

#### **4. Turkmenistan**

##### ***Impact***

The Dialog Center for Civic Education has been extensively trained by the Counterpart/Uzbekistan. Two of the founding members of this NGO, one of only a few groups actively working in the rather restrictive environment of Turkmenistan, have taken a significant step towards wide dissemination of the concepts of civic education this month. Tamara Begenchewa and Elmira Hafizova, along with two co-authors, have published a book entitled *The ABC's of Civic Education*. The new book represents an amalgamation of training methodologies, communication strategies, and participatory games developed and perfected during the course of Dialog's work in civic education. Dialog has been funded for two years by the National Endowment for Democracy, and in early 1996 received a grant from Counterpart to expand its successful range of civic education activities even further. The book has been welcomed as an invaluable tool by Uzbekistan NGOs who received it at a recent Counterpart training in Tashkent. It provides numerous useful educational activities which can be used for civic education courses, or easily adapted for use in training and education in other spheres.

#### **5. Uzbekistan:**

##### **A. Highlights:**

##### ***Impacts***

- A.1. Following the late March meeting of 29 NGOs from across the country, sponsored by Counterpart, the NGO Working Group quickly prepared extensive minutes of the meeting from detailed notes, although progress has been slower on finalizing a summary document to be distributed to the attendees and other groups which were unable to attend. Bakhram Tursunov advises that this is now ready for distribution. It is hoped that this document will generate further ideas and lead to a more concrete plan of action for the Group. There is still no word from the UN as to the supposedly pending longer-term support for legal reform or more specifically the activities of the Group.
- A.2. A recent grantee, Socio Service, has launched their needs assessment training program with a three-day introductory seminar on Methods and Structure of Sociological Research in April. The participants included the Women's Resource Center (also a grantee), the Afghan Veterans' Association, Talk Club (an initiative supported by Counterpart), and a former staff member of Counterpart. The seminar was covered by Uzbek television on a program called "Business Week", and by a local newspaper.
- A.3. The Women's Resource Center, one of our first grantees, is showing heightened activity and the newsletter we have sponsored is attracting the attention of local government offices to the plight of women in their regions.

In May, the Women's Resource Center held a "Women's Solidarity Meeting" involving representatives of relevant local and international NGOs and local government, to share

information and promote cooperation among these groups. Though concrete suggestions for the improvement of the situation of women proved hard to generate, the meeting did reinforce a sense of cooperation and shared commitment between GONGOs, government entities and grassroots NGOs. A WRC newsletter followed, summarizing the statements of the participants.

On June 12, the Women's Resource Center played a significant role as a catalyst of and participant in a major meeting of mahalla women. The idea for the meeting developed out of research and newsletters done under a Counterpart project about women's issues in mahallas, both modern and traditional, which demonstrated that the government assistance programs administered by the mahalla committees were not always reaching the women most in need. Marfua Tokhtokhodjaeva of the Center has recently returned from the USA bearing a copy of her hot-off-the-presses new book, co-authored by another woman from the Center, entitled *Daughters of the Amazons: Voices of Central Asian Women*. She is interested in publicly promoting the new book of women's viewpoints, which has been produced in both English and Russian, and has requested assistance from Counterpart to do so.

- A.4. Mubarak Tashpulatova of the Tashkent Public Education Center, a Counterpart grantee, participated in Counterpart's NGO Conference in Kiev during May, and made an excellent presentation of her group and their civic education projects. It was initially felt that the Central Asian NGOs would have difficulty "competing" and presenting alongside more experienced NGOs from the Ukraine and Russia, but all three Central Asian representatives made an impressive showing. Other participants and trainers cited them several times as good examples of sustainable NGO development.

#### ***Grant making***

- A.5. Several grants approved in February and March were disbursed in April, and more concrete activities and impacts should start to appear in near future. These include regional level projects in Fergana, Namangan, and Khodjent. Grantees continue to report on schedule with satisfactory results of their disbursements and project implementation.
- A.6. May saw the presentation of five innovative proposals to the grant committee, of which they approved two, totaling about \$11,000, for the establishment of the Ecopolis Youth Environmental Group Coalition, and for family training and education by the Epileptics Society. The remaining proposals were from three well-developed groups from which the committee would be interested in seeing revised or different projects that better suit our mandate. The committee's standards continue to be very high and the local trainers are working hard with their clients to design projects that will meet those standards.
- A.7. June's meeting saw the presentation of four proposals from Uzbekistan, of which three were approved, including a second grant to our very first grantee, the Kridi Club. They have proved themselves over the 10-month course of their first grant to be a committed and well-organized group of parents, capable of generating an increasing amount of local business sponsorship and dedicated to lobbying foreign business enterprises for support. Mercy Corps has tentatively agreed to fund the portion of this home rehabilitation training project which exceeds the cumulative limit of our funding for a single organization. Two other innovative projects were also approved: the foundation of the first branch of Alcoholics Anonymous in Tashkent, and the launch of a consumer protection initiative which includes advice to cottage producers of food

products on improvement of product safety and quality.

***NGO Resource and Information Sharing***

A.8. In April, an article by the Country Director was published in the Business Review newspaper, and directly resulted in a new contact being made with a representative of the Defense Mission visiting Uzbekistan this month. Charles Manto of Americor International was very interested in promoting corporate sponsorship of NGOs, in cooperation with the Counterpart program. He will explore opportunities through his contacts in the US (for example, with head offices of companies operating in CAR) and continue to communicate on this subject.

***Training***

A.9. In April, the training staff kept busy this month with two five-day Project Design trainings and one three-day Strategic Planning training. This was the first exposure to the Project Design training for the two recently hired local trainers, and all four local trainers devoted substantial time and effort to preparing the whole team for active leadership of the training, with excellent results. Our subcontractors also conducted their first independent two-day training, with minimal supervision by our training staff. This was also a logistical challenge for our office staff due to the venue being the NET Alumni Center conference room instead of our office premises, but all reports indicate a smooth operation.

A.10. May was a TOT month so the training schedule was not as heavy as usual, but we still conducted several training sessions thanks to our local NGO subcontractors. We held a five-day training (originally planned for April) from April 29 to May 3, with participants from nine varied NGOs, including two based in Samarkand, three in Karshi, one each from Chirchik and Bukhara, besides two from Tashkent. Our regional outreach continued with a two-day training by subcontractors Tashkent Public Education Center in Kokand in the Fergana Valley. One of our grantees from Kokand coordinated this expedition which met with an overwhelming response from the community. The plan was to conduct the training in Uzbek language for the first time ever, expanding the reach of our training program to non-Russian-speaking population centers while enhancing the capacity of our local trainers. However, there were so many willing participants that the trainers decided to conduct training in two separate groups, one in Russian and one in Uzbek. In all, 24 participants from 20 NGOs, based in Kokand and the surrounding region, took part in this training. We attempted to satisfy the growing demand for our training program with two more two-day seminars in Tashkent during May. TPEC conducted one and Socio Service another, which trained a total of 25 people from 16 groups.

A.11. June was scheduled for three-day strategic planning sessions, but given the fact that there is limited time for NGOs to prepare and submit proposals for consideration for the June grant review, it was decided to conduct two project design trainings instead. Groups were chosen very carefully in order to ensure that the groups with the most potential for development of solid proposals were given a chance at training, so that we would have a chance to fund them rather than finding other sponsors. The trainers conducted training for a total of 25 participants from 16 NGOs. A broad regional impact was achieved with attendees from Ashgabat, Kokand, Fergana, Samarkand and Bukhara as well as Tashkent. Demand for two-day training continues to be high, especially in outlying towns and villages, so we are planning to send the subcontractors out to centers where there is sufficient demand. The June two-day training targeted 14 participants from Fergana, Khodjent, Samarkand, Nukus and Tashkent. Cooperation with Peace Corps

volunteers is bearing considerable fruit as they identify and recommend participants with whom we have not had previous contact, and help spread the word about Counterpart's work in remote regions of the country.

### ***Sustainability***

- A.12. Unfortunately the Working Group experienced a lull in its level of activity in May, due to the extreme business of its leading proponents with other commitments (notably, Bakhram Tursunov has taken on a new position with a high level of responsibility, and has not had time to dedicate to this group). However, they have scheduled renewed meetings for early June, and the Country Director will cooperate with ALC to ensure that ongoing activity is promoted and facilitated as much as possible. The UN has not taken any initiative in this area yet, but they are finally taking steps toward hiring a National Officer for NGO Issues, so this may present new possibilities for promoting legal reform via the UN.
- A.13. With funding from ALC, members of the Initiative Group from across the Republic were assembled at Counterpart's office on June 19, principally to hear a presentation by Russell Sunshine on legal reform progress in Kazakhstan and Kyrgyzstan and receive copies of the new NGO law of Kazakhstan and draft NGO law of Kyrgyzstan prepared by a coalition of NGOs. The relative lack of progress in Uzbekistan seemed to rekindle the interest of the group in pursuing this issue, which had been allowed to stagnate for a couple of months. It was decided that the Initiative Group would operate much more effectively if it could hire a staff person to coordinate meetings and manage logistics, and this position was subsequently offered to Irina Nazarova of PERDCA, who will undertake this role in addition to her regular duties. Mercy Corps agreed to finance the salary for this position. ALC offered to take responsibility for preparing a draft NGO law by adaptation of the materials from other countries, for analysis and further development by the Initiative Group. ALC will also assist the Group to prepare a proposal to the UN for funding of legal reform activities. Lola Abdousalyamova of our office has taken over the active role in this area which was previously assumed by Bakhram Tursunov, and will work along with the Country Director and ALC staff to monitor and guide this process as it continues.
- A.14. At a meeting of the Country Director with David Mandel, Jill Jackson-Mandel and David Stubbs in June, it was decided that the best tactic for promoting high-level government attention and openness to NGO legal reform was to get the five or six key ambassadors in Tashkent to press the matter in a social setting with Ministers in critical areas. This would hopefully lay the groundwork necessary at the ministerial level, while other activities would target the mid-level administration. Jill will try to use her membership to influence the UN grant selection committee, which has \$100,000 to give to NGOs, to give priority to coalition-building and legal reform by supporting the Initiative Group.

### ***Monitoring and Evaluation***

- A.15. The Country Director, with the assistance of financial officer Vlada Korshunova, began conducting in-depth monitoring and evaluation interviews with grantees and trainee organizations in May. This process is proving very time-consuming, but informative and thus rewarding, especially with respect to our grantees who are producing some great results. The Country Director traveled to Nukus to evaluate one grantee and five trainee organizations there, and also followed up on a grant proposal on which the committee had requested further information and verification.

## **B. Issues and/or Problems:**

- B.1. The monitoring and evaluation process has been launched, with letters requesting reports from trainees distributed to almost all corners of the country by now, and one interview of a grantee completed. The Country Director has some concerns about the time commitment for this activity, given the length of time required for the first interview done this week and the amount of generated data requiring summarization and entry into the computer. The plan is to involve the competent new bookkeeper in the process as much as possible without interfering with her other duties, but extensive travel is obviously incompatible. The two new trainers (who can be objective in monitoring due to their newness) will also be involved in interviewing groups, which means that the pace of proposal development will be somewhat affected during this period, especially when combined with Bakhram's departure.
- B.2. We continue to have trouble meeting our responsibilities with respect to updating the data base, due to the many conflicting duties of the receptionist/secretary assigned to the task. After discussion with Jay Cooper we have decided to use the salary budget freed up by reduced training staff to hire a part-time temporary staff member to be devoted solely to this important duty. More training will also be contributed by the Bishkek office staffer responsible for the data base.

## **C. Lessons Learned:**

It is becoming increasingly difficult to purchase major items such as computer equipment for cash in Uzbekistan, with the government restricting foreign currency transactions more than ever, and disallowing big-ticket local currency sales as well, to try to stamp out the black market. We need to implement procedures for purchase of these items for grantees by bank transfer, which will slow the process somewhat and perhaps add some banking fees to our costs of disbursement.

## **D. Project Changes:**

See Kazakstan: D. Project Changes.

## **E. Coordination and Cooperation:**

- E.1. Our office provided extensive support to INTRAC (International NGO Training and Research Centre), organizing participation by Uzbekistan NGO leaders in the Bishkek workshop for NGO Support Organizations in April. Returning participants gave good reviews of this workshop, and felt an enhanced ability and responsibility to provide assistance to other NGOs with less experience or skills.
- E.2. The successful candidates for NGO Leadership NET training were announced in April. The Country Director continued to consult on a regular basis with the NET program director on issues related to the selection of participants and the arrangement of appropriate internships for those people.

- E.3. Contact was established with two Peace Corps volunteers in smaller communities, one of whom is working with an NGO and will send them for training and facilitate their participation in our program. The other in Kokand is cooperating closely with the Businesswomen's Association and will assist in the implementation of their grant-funded project and future expansion of activities. He will also help spread the word about Counterpart programs in that region, and identify candidates for our training.
- E.4. The Country Director initiated contact with the recently presidentially-decreed banking association, in the form of an introductory meeting with the Executive Director of the association. Unfortunately this individual is also a high official in the major bank which hosts the association, and he had difficulty distinguishing the two entities in his mind. The association itself does not seem to have any staff as such or be well established as an independent body, and therefore it is proving difficult for us to identify people who would benefit from our training. However, the Exec Director invited us to meet with his first deputy to discuss further the possibility for cooperation.

Mr. Jumabekov, the first deputy who actually implements the program of the Association on a day-to-day basis, was very receptive to our program outline and understood that our training program was not for bank staff but for association staff, to help develop the NGO itself. Two people have already attended training as follow up to this meeting.

- E.5. The Country Director met with ISAR's new representative in Nukus, and provided her with an overview of the program. She already knows of some organizations in Nukus who are not on our list of trainees, and will pass on the relevant information, as well as assisting in our monitoring procedures by distributing letters and collecting reports from trainees.

ISAR has recruited Bill Newton to be its representative to work in the Fergana Valley, and we also held a very fruitful meeting with him about opportunities for coordination and cooperation. His mandate in the Valley is actually to search out new NGOs and help to develop existing ones, so he can definitely be a great asset to us in our outreach to this important region. We gave him a mass of information on groups and other contacts in the Valley, which should allow him to get a quick start on his mission.

- E.6. Excellent relations have been established with the management of the Vision International eye hospital, by the provision of emergency translation support in a period of crisis in relations between that organization and the government. Unrelated to this dispute, Vision is pursuing the easing of restrictions on international NGO operations, an effort which we would like to closely monitor and support, in the hopes of the effects trickling down to local NGOs and the law which applies to them.
- E.7. During May, the Country Director had the opportunity to meet with a representative of NOVIB from the Netherlands, and discuss NGOs with whom we are both working, such as the Women's Resource Center and the Friends of the Art Museum in Nukus. They are planning to open a field office in Tashkent as early as July, sharing space with Save the Children.
- E.8. Merja Kovesin of the International Federation of Red Cross and Red Crescent Societies also met with the Country Director to discuss the viability and options for financing several proposals

from Red Crescent groups in Tashkent and Ashgabat, and it was agreed that representatives from Ashgabat would be invited to two-day training as soon as possible.

- E.9. We held a productive meeting with Charles Undeland from the Washington Headquarters of National Endowment for Democracy, to whom we were able to immediately recommend several groups with projects that might be suitable for financing under their grant program, which has a substantial amount of money to be spent in Central Asia.
- E.10. The UN Office invited the Country Director to sit on the Committee to allocate grants from its new small grant program, as one of two representatives of international NGOs, however unfortunately she was unable to participate due to the Kiev conference.
- E.11. The Country Director attended the first general meeting of Junior Achievement Uzbekistan on May 13, was elected to the Board of Directors, and was subsequently voted in as Chairperson of the Board. This close relationship will clearly promote cooperation between our organizations as well as increasing community awareness of Counterpart Consortium's work
- E.12. Most non-training staff efforts in June were concentrated on the facilitation of visits by Jan Hartke of Earthkind, who met with officials and NGOs concerned with environmental and energy questions and also visited the Aral Sea region, and by Michael Reed of the USDA. Arlene Lear also spent over a week in Uzbekistan, meeting with various other international organizations and with numerous grantees of Counterpart.
- E.13. We have recently provided training to staff members of ACCELS, NET project and Mercy Corps, who believe that our training is invaluable in raising the quality of the work of their offices.
- E.14. Anthony Armstrong, formerly COP of the European Union in Tashkent, met with the Country Director as temporary consultant to a new NGO called Kamolot, which is basically a rejuvenated and remodeled Komsomol. As such it has the advantages of strong government support and offices and skeleton staff across the country, but the disadvantages of a long history of Soviet mentality and a cumbersome structure. Like the Banking Association, Kamolot was created by presidential decree accompanied by a significant startup grant from the government, so its status as an NGO is somewhat ambiguous. The mandate of the organization is unbelievably broad, targeting "youth" aged 14 to 35(!), and seems to put great emphasis on business/entrepreneurship promotion among this age group, though there are other elements such as sport. The organization was aggressively pursuing support from the international community as a whole, but has since lost the services of Armstrong rather suddenly, which will not help its credibility. They are particularly interested in the training opportunities which Counterpart could provide to their inexperienced but large staff.

### C. FULFILLMENT OF SPECIFIC OBJECTIVES

- 1. **To develop a functioning and sustainable communications and information-sharing network for Central Asian NGOs.**

- **Output:** Counterpart is playing an important role in the foundation of two NGO Coalitions in Kazakhstan. The first coalition is being established to affect changes in the legal environment, while we are organizing the second to change parliamentary attitudes about NGOs. These coalitions will help to disseminate important information among NGOs on their interactions with the government.
- **Output:** Mansiya Kainazarova participated in and facilitated organizational meetings for the Women's Network in Kazakhstan. The initial mission of this group is to affect parliamentary attitudes concerning the meaning of and value of NGOs. This important group helps to disseminate information among the women of Kazakhstan.
- **Output:** Following the late March meeting of 29 NGOs from across Uzbekistan, sponsored by Counterpart, the NGO Working Group quickly prepared extensive minutes of the meeting from detailed notes. A summary document was prepared and distributed to the attendees and other groups which were unable to attend.
- **Output:** The Women's Resource Center in Uzbekistan, one of our first Grantees, is showing heightened activity and the newsletter we sponsored is attracting the attention of local government offices to the plight of women. The center organized two meetings in May, one of Women's NGOs in Tashkent and another bringing together local government representatives and women from the Tashkent's communities called mahallas. These meetings reinforced a sense of cooperation and shared commitment between GONGOs, government entities, and grassroots NGOs. A WRC Newsletter followed, summarizing the statements of participants.
- **Output:** The Women's Resource Center of Uzbekistan again played an important role in June when it organized a meeting of mahalla women. The idea for the meeting developed out of research and newsletters done under a Counterpart-funded project about women's issues in mahallas, both traditional and modern, which demonstrated that the government assistance programs administered by the mahalla committees were not always reaching the women most in need.
- **Output:** Distribution of a Russian version of the Strategic Planning Manual developed in the Almaty Office has begun in Uzbekistan.
- **Output:** Counterpart has distributed a new book on Civic Education in Uzbekistan created by members of the Turkmen NGO Dialog Center. (See Turkmenistan section.)
- **Output:** Training Materials and Center Umeda's newsletter were copied and distributed in April.
- **Related Activity:** The Tajik Office created a regular Open House for local NGOs which has been widely attended. The Open House provides an opportunity for local and international NGOs to interact on an informal basis.
- **Related Activity:** The registration of Counterpart as a local organization in Kyrgyzstan ensures the viability and Sustainability of its efforts.
- **Related Activity:** Marfua Tokhtokhodjaeva of the Women's Center of Uzbekistan has recently returned from the US bearing a copy of her new book, co-authored by another Women from the

Center, *Daughters of the Amazons: Voices of Central Asian Women*. She has requested assistance from Counterpart to promote the book.

- **Related Activity:** The new Counterpart satellite offices in rural Kyrgyzstan are helping to provide information to developing rural NGOs distant from the capital.
  - **Related Activity:** Tajikistan Country Director Renny Smith is working to organize a women's network in Dushanbe. This represents a good opportunity to bring the many women's NGOs that have sprung up in Dushanbe together to work out coordination, strategy, and multi-organizational advocacy efforts. During May Renny continued trying to organize a Women's Network to increase cooperation among the many women's organizations and bring more government representatives to the table so they can see what the fledgling private sector is doing. In June, Komila and Counterpart decided that the Resource Center would sponsor the network. Many possible participants believe the Network will be useful in building trust among the organizations and have specific ideas where the Network should go.
2. **To catalyze the development of creative partnerships between and among indigenous and foreign NGOs.**
- **Output:** Ongoing discussions between USAID, AIHA, Methodist Hospital Houston, and the Cancer Institute at Baylor University resulted in a partnership between the Operating Room Nurses Association and the Semipalitinsk Nurses Association. ORNA funded and carried out a training program for the SNA during the Quarter.
  - **Output:** ORA (Orphans, Refugees and Aid) has partnered with a local NGO in Tajikistan trained by Counterpart.
  - **Output:** In April, Center InterBilim --with Counterpart Foundation and three European donor/support organizations as partners-- was awarded a grant from the Tacis Democracy Programme for the support of NGOs in Kyrgyzstan with specific support to the Osh region. The project is funded for \$140,000. This an important leveraging of the funds of the NGO Support Initiative.
  - **Related Activity:** The Almaty Office is helping to further polish a proposal for a partnership between Helping Hands and Blagodat.
  - **Related Activity:** Preliminary talks started between ARDI and the Wheeled Mobility Center's representative in April concerning the production and/or repair/purchase of wheelchairs in Kazakstan.
  - **Related Activity:** Tabiyat in Kyrgyzstan is continuing to consult with NGOs in the Jalal-Abad Oblast which formed as a result of an education program funded by Counterpart.
3. **To design and implement a demand-driven training and technical assistance program for NGOs in support of institutional and programmatic viability, using existing in-country training resources wherever possible.**

- **Output:** Counterpart/Washington received a contract through AED to conduct a NET program training in leadership development for NGOs of Central Asia. The program began in late June and was designed to build upon the work of Counterpart offices and trainers in Central Asia with local NGOs. Significantly, a large number of the selected delegates were suggested by local Counterpart Offices, including members of NGOs contracted to conduct trainings in Central Asia.
- **Output:** During April, in Kazakstan, local trainers conducted three training, both a three and five day training on “Project Design and NGO Management,” as well as a three day training on “Strategic Planning and Governance.”
- **Output:** The Almaty Office, in cooperation with their contract trainers, conducted a 2-day training in Atterau during May. This training was orchestrated by Peace Corps Volunteer Angela Rivers, the International Foundation for Electoral Systems and Research Triangle Institute. This training was part of a concerted effort by the U.S. Embassy and USAID/Almaty to provide training in *Citizen Participation* in this Oblast (near the Tenghiz Oil Fields).
- **Output:** A second May 2-day training was held in Akmola, future capitol of Kazakstan, in coordination with Peace Corps environmental volunteers and their counterparts.
- **Output:** During June, trainers in Kazakstan conducted two trainings on “Project Design and NGO Management,” as well as a session on “Strategic Planning and Governance.”
- **Output:** In June the COP provided a two hour presentation on the Counterpart Consortium and NGO development in the CAR to Peace Corps Volunteers in Kapchagai, Kazakstan.
- **Output:** During April, local trainers in Kyrgyzstan conducted three two day trainings on “NGOs and the Community, one three day training on “Strategic Planning and Boards of Directors” and one five day training on “Project Design.”
- **Output:** A May TOT was conducted in Kyrgyzstan for Counterpart Local trainers and several of our subcontracted NGO training organizations. The training include a three day workshop on “Creative Training Techniques” by the Marshack Foundation Trainers, a one day workshop on “Listening Skills and Training Techniques” by Steve Staley, a Fullbright Exchange Professor, and a one day workshop on “A Participatory Approach to Project Planning” by Neil Ford.
- **Output:** Two “Strategic Planning and Governance” workshops and a workshop on “NGO and the Community” were held in Kyrgyzstan during the month of June.
- **Output:** Local trainers in Tajikistan conducted introductory trainings in Dushanbe, Khojand, and Kurgon-Tyubbe during April.
- **Output:** Tajik Local trainers conducted more introductory trainings in Dushanbe as well as attending a training and TOT in Kyrgyzstan during May.
- **Output:** Tajik trainers conducted two trainings on Program Design and another introductory session in Kurgon-Teppe in June.

- **Output:** A recent Grantee in Uzbekistan, Socio-Service, launched their needs assessment training program with a three day introductory seminar on Methods and Structures of Sociological Research in April.
  - **Output:** In April, the Uzbek Local trainers conducted two five day workshops on Program Design as well as three day workshop on Strategic Planning.
  - **Output:** May was a TOT month so the training schedule in Uzbekistan was not as heavy as usual, but we still conducted several training sessions thanks to our local NGO subcontractors. We held one five-day training. In addition, our regional outreach continued with a two-day training by subcontractors Tashkent Public Education Center in Kokand in the Fergana Valley. We attempted to satisfy the growing demand for our training program with two more two-day seminars in Tashkent during May. TPEC conducted one and Socio Service another, which trained a total of 25 people from 16 groups.
  - **Output:** Three-day strategic planning sessions were scheduled for Uzbekistan in June, but given the fact that there was limited time for NGOs to prepare and submit proposals for consideration for the June grant review, it was decided to conduct two project design trainings instead. The trainers conducted training for a total of 25 participants from 16 NGOs. The June two-day training targeted 14 participants from Fergana, Khodjent, Samarkand, Nukus and Tashkent.
  - **Related Activity:** Training for the rural office personnel was planned to include NGO Concepts, Program Design, NGO Management Techniques, and Participatory Rural Appraisal. It is hoped that this training will enable them to train rural NGOs.
  - **Related Activity:** The Friederech Ebert Fund put on a workshop on Welfare Reform for Counterpart trained NGOs working in the social service sector in Almaty.
  - **Related Activity:** Discussions are on-going with INTRAC in both Kazakstan and Uzbekistan to discuss future trainings.
  - **Related Activity:** We are cooperating with IESC to bring specialists in Board Development and Medical Outreach to Central Asia.
  - **Related Activity:** Jay Cooper and Len Klein, along with Kai Nissley and Marilyn Schmidt, met with Donna Barry, World Learning, Moscow, in May concerning a July Training on Media Presentations by NGOs. In June, initial planning meetings were held with World Learning, Moscow, in Almaty, which developed a contract, agenda, and areas of responsibility for the *Education through the Media Workshop*, which will be held in Almaty, July-5, 1996. This will be a new area of training for Counterpart's local trainers.
  - **Related Activity:** Counterpart is cooperating with AED on the development of their NET Alumni Association.
4. **To assist Central Asian NGOs in accessing technical and financial resources in-country and**

**abroad.**

- **Output:** Coca Cola/Almaty provided support to a local Kazakstani NGO through Counterpart's Challenge Grant program.
  - **Output:** The Almaty office secured a donation of more than \$3000, in used furniture, from USAID for the Ardi Association in May.
  - **Output:** During the Month of May, at USAID's suggestion, Anna Julia Haworth, an independent Consultant, contacted Counterpart/Almaty about participation in programs for Women and Youth. We gave her a computer printout of such organizations. Because of this meeting, Miriam Erkohen, a psychologist specializing in group therapy for parents and children, will work as a volunteer for one of our grantees. She is a Swiss citizen, whose husband is the director for Philip Morris, Kazakstan, a potential Corporate sponsor.
  - **Output:** In April, Center InterBilim --with Counterpart Foundation and three European donor/support organizations as partners-- was awarded a grant from the Tacis Democracy Programme for the support of NGOs in Kyrgyzstan with specific support to the Osh region. The project is funded for \$140,000. This an important leveraging of the funds of the NGO Support Initiative.
  - **Related Activity:** Counterpart has recommended NGOs to the Soros Foundation to receive training and grants to develop PSAs.
  - **Related Activity:** During May, the Tajik Country Director interacted with a World Bank Team preparing a program to alleviate poverty. The bank is doing needs assessment and preliminary inquiries about NGO activities.
  - **Related Activity:** During June, a UNCHR Representative Francesca Taylor met with Renny to identify local NGOs interested in environmental pollution.
  - **Related Activity:** In May an article by the Uzbek Country Director summarizing the Counterpart program led to a contact with Charles Manto of Americor International who was very interested in promoting Corporate Sponsorship of NGOs. He will explore opportunities through his contacts in the US and continue to communicate on the subject.
5. **To provide broad-based support for the U.S./Central Asian Partnership Programs**
- **Output:** A partnership grant of \$16,400 was approved to support an on-going partnership between Aid To Artisans and the Samarkand Artisans Association.
  - **Output:** Counterpart continues to provide extensive logistical and administrative support to its three partners in the Counterpart Consortium.

<b>D. ACTIVITY STATUS FOR THIS QUARTER</b>
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<u>Activity</u>	<u>Status</u>
Confer and negotiate with external consultants	ON-GOING
Network with USNGOs in-country	ON-GOING
Network with USAID contractors in-country	ON-GOING
Network with foreign NGOs in-country	ON-GOING
Network with private sector in-country	ON-GOING
Monthly meetings with consortium partners	ON-GOING
Monthly USAID Round-table meetings	ON-GOING
Identify and negotiate with local NGO partners	ON-GOING
NGO Training	ON-GOING
Initiate information exchange/newsletter	ON-GOING
Monthly Financial Reports	ON-GOING
Evaluation of training	ON-GOING
Disseminate RFA for subgrants	ON-GOING
Review proposals for subgrants	ON-GOING
Make subgrants to local NGOs	ON-GOING
Select Participants for US-based training	COMPLETED
Debriefing of US trainees	COMPLETED

<b>E. PROJECTED ACTIVITY STATUS FOR NEXT QUARTER</b>
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All of the above activities will be on-going during the next quarter.

### III. TARGETED SECTOR SUPPORT: AID TO ARTISANS

#### A. PROJECT PURPOSE

The purpose of the Aid to Artisans (ATA) project is:

**To create financially sustainable NGOs in Central Asia through crafts-based microenterprise development.**

#### B. NARRATIVE

##### 1. HIGHLIGHTS

###### a. UZBEKISTAN

###### i.) **Marketing/Market Training:**

- ATA Craft Exhibition and Sale was held in Tashkent, June 22-23, with 6 ATA Uzbekistan partner NGOs. The sale was designed as a profit making event for NGOs and artisans as well as an opportunity to continue testing products in the marketplace and for artisans to have direct interaction with buyers.
- ATA's goal is to establish bi-annual sales events run by Tashkent NGOs as revenue-generating activities open to all artisans in Uzbekistan and eventually Central Asia. While ATA now subsidizes costs associated with the sales, including hall rental, promotion, transportation and lodging of artisans, NGOs plan to assume most all of these costs by winter 1996. By that time product lines will have become more predictable in terms of sales and confidence among artisans in the events as profits will be known and established. Future sales will be paid for by NGOs charging a participation fee and possibly corporate sponsorship.

###### **TRAININGS held in conjunction with the June sales included:**

- Pre-show analysis of product lines and selection of product mix for the sale (creating a balance between products with known sales success and new products, elimination of products with limited sales success and a mix of price points to increase and range of buyer appeal).
- Analysis of sales during and after the show with NGOs and artisan members. Information used to continue development of marketable product collections.

###### **PROGRAM IMPACT:**

- Tashkent June sale generated between \$16,000 - \$20,000 in revenues for artisan NGO members. Many products that sold were new products designed with ATA assistance or products not readily available in stores. The June sale demonstrated again that at current prices the primary market for craft products is the tourist and expatriate communities. Local residents attended and expressed enthusiasm for the event, but few purchased products. However, the sale also demonstrated that the craft market among foreign buyers can grow significantly through the creation of quality new products, realistic pricing, and targeted marketing efforts.

- The sale demonstrated an increased understanding among artisans and NGO leaders of business principles introduced by ATA during the last year. Product lines were complete and diverse and marketable. Products reflected information gained during previous market tests. Participants also showed new sophistication in analyzing sales performance of specific products. Most approached the event as a market research opportunity, as well as a chance to generate revenues. Most NGO leaders showed a new interest both in maximizing profits of successful artisans and increasing sales for less successful participants, a balance that will be key as NGOs seek to support operations through craft revenues and to serve the needs of a broad range of members.
- The sale offered NGOs from different regions a chance to network with colleagues and explore potential collaboration. For example:
  1. Mussavir and Zumrat/Business Women's Association/Tashkent, NGOs with export interests and local retail space, placed orders for products from other NGO members. This cooperation will increase profits for Tashkent NGOs and help producers in more remote regions that depend heavily on limited tourist markets to increase sales during the year.
  2. Women embroiderers from Samarkand and Bukhara artisans associations met after Day 1 of the sale to compare sales results and discuss product ideas and joint marketing. This meeting and the sale itself was particularly meaningful for Samarkand women, none of whom had previously been allowed by their families to participate in Tashkent exhibitions prior to this sale. These women were allowed to participate in the ATA sale solely because of the new Artisans Association, led by a chairman the families knew and trusted. While women's products in general (embroidered and quilted textiles, clothing) sold less than products made by men (ceramics, wooden gifts/furniture, gaunche, miniature paintings), the women worked hard to understand buyer response to their products and to learn from the experience of other experienced vendors.
  3. ATA expanded the impact of project activities by including several artisan groups in the sale who are not regularly part of project work. In addition to regular ATA partner NGOs from Tashkent, Bukhara and Samarkand, representatives from NGOs in Nukus, Kokand, Chirchik and Margilan exhibited products and were able to discuss sales results, compare designs and pricing with colleagues from other regions. UNHCR also had a small exhibition of products made by Afghan refugee women living in Tashkent at the ATA sale and a Junior Achievement class from Bukhara introduced and sold a collection of atlas cloth neckties, raising \$150 in revenues for their emerging organization.

## ii.) NGO Development:

- Most field work with individual Uzbekistan NGOs during the month focused on development of product lines and logistical coordination for the upcoming sale. Each of ATA's 6 partner NGOs in Uzbekistan coordinated regional participants in the sale, products were represented by artisans not able to attend, transportation of artisans and products and post show sharing of results and information with member artisans not present.
- **Artisans Center of Bukhara/ACB:** The ATA Field Director met with the newly formed board of directors of ACB of June 6th and held several discussions with the board chairwoman during the quarter. Discussion focused primarily on the need for a paid chief administrator for the Artisan

Center (which will be funded by Counterpart/ATA Partnership Grant approved this spring), broad recruitment efforts, formal interviews, selection criteria and job description and qualifications for candidates. The need to secure a formal written lease from the Khokim for the rental of the Caravansaries where the center will be located was also discussed. Both the hiring of the director and leasing the building are required before grant funds will be allocated to ACB. The board chairman of ACB, who is also the chairman of the Union of Craftsmen of Bukhara, attended a 5 day seminar on project design held by Counterpart in Tashkent following the ATA sale.

- **Cultural Business Relations/CBR (Bukhara):** ATA Field Director held several discussions with CBR during the quarter over initial implementation of their Consortium grant outreach program. Their program will encourage women living on collective farms in the Bukhara region to organize craft development and sales. Activities will center on resolving other problems affecting women in isolated regions of Uzbekistan. The CBR Counterpart Consortium grant was awarded in April as an ATA partnership grant.

CBR Director has also been in communication with the US tour agency arranging the ATA Membership tour to Central Asia, October 17 - November 2, 1996. This trip is being co-coordinated by an ATA board member, a US travel agency and CBR's Director who has extensive experience in the tourism industry. Specific site visits to ATA partner NGO headquarters and artisan member workshops as well as local exhibition events are being arranged around the trip dates.

- **Samarkand Artisans Association, Meros:** The primary challenge before Meros has been securing a space for the artisans center that will be funded by the Counterpart/ATA Partnership Grant and eventually co-funded by the UNDP and Mercy Corp. To date, the only available and suitable space for the center is in the existing USTO (state artisans association) headquarters which is owned by the Union of Artists, based in Tashkent. Despite initial agreement, USTO and the Union of Artists have been reluctant to formally lease space to the new association. Alternative spaces investigated by ATA, UNDP, Meros and the Khokim have proven unsuitable, either because of location or size. In June, after numerous meetings between ATA, UNDP and the Meros Board Chairman, the Union of Artists and the Deputy Khokim of Samarkand and the District Khokim issued a decree granting six rooms in the USTO building to Meros. It should be noted that independent meetings between the Khokim, Union of Artists and the Meros chairman were instrumental in this process. While six rooms is less space than requested (15), ATA, UNDP, and Meros agree that space is adequate enough and now can start receiving grant money. (Meros = heritage)
- **Mussavir (Tashkent):** In June, Mussavir, a Tashkent-based NGO, followed-up on orders placed by ATA buyer, Silk Road Gallery, and prepared for a August/September shipment of these orders to the US. This is the first shipment Mussavir has made to a formal US buyer. Mussavir previously shipped government supported shipments for exhibitions to Europe. Because of high export duties, this shipment is also being sent as cargo for exhibition which exempts it from high taxes. However, Mussavir will not be able to ship crafts out as exhibition cargo on a regular basis without endangering its good standing with the government. Elimination of export duties on handcrafts is essential to the growth of this sector. Few buyers will be willing to pay any export duties on handcraft exports. The Uzbekistan government has issued numerous formal statements regarding its intent to support the handcraft and tourism sectors through more lenient tax policies, and it is ATA's understanding that such legislation will be considered in December. ATA will

continue to work with Mussavir to clarify this issue and to develop a strategy for lobbying government regarding tax reform.

Mussavir developed a formal contract with the Silk Road Gallery. ATA will assist Mussavir with quality control, shipping/packing and US customs regulations. Mussavir will continue to work towards developing a formal export department.

## **b. KYRGYZSTAN**

### **i.) Marketing/Market Training:**

- ATA's Field Director followed up trainings and design work conducted in May by ATA consultant, Lynda Grose, by collecting from NGOS products ordered for the exhibit at the August 1996 New York International Gift Fair. Products ordered by ATA buyer, Silk Road Gallery were also collected for shipping. These products are made by producers from Osh, Bishkek, Karakol and Balkanbaeva Kyrgyzstan.
- Discussions were held with artisan members and NGO leaders on quality control, consistent pricing and sizing. US customs regulation for foreign handcraft were also discussed. In Osh, ATA and producers discussed developing independent and international communication capabilities, as a result they may work with Talent Support Fund in Bishkek to solve this problem.
- ATA and TSF fund made initial plans for TSF's Director and Executive Director to come to NYC and participate in ATA's NYIGF Training Program this August (funded by its partnership grant). This experience will expand their knowledge in the export field and allow buyers to speak directly to the individuals involved in product production and design. TSF leaders will attend the show and the training program (training program fees will be covered by ATA Counterpart grant monies) provided Counterpart funds are allocated in time for an August departure.

### **PROGRAM IMPACT:**

- Talent Support Fund (TSF), ATA's partner NGO in Bishkek, successfully coordinated a collection of products from rural communities and did an excellent job in ensuring quality control. Artisans also worked professionally delivering products on time and to high quality standards. Just 4 products ordered were not delivered. In the year that ATA had been working with TSF, the organization has grown from a dedicated but unfocused NGO with few real services to offer members to an increasingly professional craft business assistance organization quite able to handle the export activities in which it will soon engage. Work with ATA has enabled TSF to focus assistance to those most crucial to development of members businesses: product design, basic business training, and marketing of products in both a soon-to-be open expanded retail space (funded in part by a Counterpart/ATA Partnership Grant) and export facilities. TSF now carries out many of these training activities independently, though access to current market trends is still needed through ATA assistance. TSF is also now working with the World Bank to administrate a small loan program that will assist artisans throughout Kyrgyzstan, a service that enhances their existing assistance programs.
- Members of TSF have also grown as entrepreneurs. Products, which once were limited to souvenir items, Sirdak rugs in colors too bright to appeal to a large range of buyers, embroidered pennants and small inexpensive wall hangings of varying quality, have become increasingly sophisticated and are much more marketable to buyers in Central Asia (foreigners). Products now

include items in a lucrative home furnishings market, including floor pillows, napkin rings and candle holders, as well as rugs and pillow in natural tones and natural dyes. Additional functional products, such as toys, slippers and vests have also become strong sellers. Products are still made for the local Kirgiz buyers, particularly wedding items, however, ATA's work has expanded what artisans producer and widen their markets. Local items have increased in quality and have found new buyers among the local population for: table linens, ceramics and apparel.

- Other visible examples of entrepreneurial growth among TSF members include numerous producers who once worked independently but who now work together within their communities to form small production companies. Output from these groups is coordinated by TSF in Bishkek. This is happening in many locations but is best represented by producers in Balkanbaeva, a rural community about 3 hours from Bishkek, who have formed a small company, Golden Thimble. Golden Thimble employs approximately 6 women and 2 men. Now entering the export market (with TSF assistance), this companies design team is lead by an older woman who is an expert in multiple media, including natural dying, is eager to pass on her knowledge to a younger generation of artisan entrepreneurs. Product quality is extremely high. Many women in other communities have been able to enter the competitive local and export markets for the first time because of ATA design assistance and TSF marketing and organizational support.

## **ii.) NGO Development**

- In addition to assisting with export-related activities, ATA reviewed TSF's business plan for their retail store. This plan was required by Counterpart before ATA/Counterpart Partnership Grant funds could be released. The business plan is very thorough, but will require development in specific areas such when the store opens and business activities start. TSF now has a small retail space adjacent to its offices that is not promoted or conducive to profitable craft marketing. The grant will provide funds to open a larger and more central retail shop in Bishkek (a space has already been secured). ATA's Field Director recommended to Counterpart that initial funds be released to TSF.
- ATA's Field Director spoke at length with the top producer in Osh, Burkan Muldoshov, about the need to establish international communication capabilities as export sales continue to grow. Because Osh NGOs lack effective communications and TSF is also working in Osh, it was recommended that Osh producers join TSF and collaborate with TSF on future orders, shipments and communication needs. TSF can also provide a local marketing outlet for Osh products.

## **c. KAZAKSTAN**

### **i.) NGO Development**

- Tengri Umai Gallery (Almaty): ATA held several consultations with gallery directors regarding the hosting of a July craft exhibit and sale (later rescheduled for October 1996) where artisans from throughout Central Asia could sell their works. At a previous sale in December 1995, artisans earned over \$10,000 in profits and the gallery as well as local artisans are eager for another similar event. Because of the large expatriate community in Almaty, the centralized location of the gallery, and the lack of unique craft products in Almaty, a bi-annual sale held at the gallery could be a profitable event, not just for artisans but for the gallery as an organization which now sees craft sales as a way to support its broader work with fine artists from throughout Central

Asia. ATA discussed the possibility of Tengri Umai charging a participation fee for individual artisans and NGOs as a means of making money for future sales events.

ATA also worked with gallery directors to develop a funding proposal draft for Counterpart Consortium to support the purchase of equipment needed to expand the sale. This proposal will be submitted at the September grants meeting.

- The Women's League of Creative Initiative (Almaty): ATA Field Director worked with leaders in Almaty to develop a Partnership Grant proposal for Counterpart that will enable the Vocational School of the Arts in Almaty to have a sister school relationship with Berea College of Crafts in Kentucky. Berea is a US college located in rural Appalachia. The college has built a multi-million dollar craft marketing program (retail, wholesale, mail order) for traditional regional crafts made by college students. Students at Berea learn business skills by participating in all phases of the marketing program. The grant will fund transportation for the Director of the Berea Marketing Program to visit the Almaty Vocational School for one month and will support the purchase of raw materials, equipment, and office supplies for the organization and school. This partnership grant will greatly leverage ATA's own training of the Vocational School and will continue beyond the scheduled term of ATA's work in Central Asia.
- Unit of Craft Producers/UCP (Shiber Aul): ATA's Field Director worked with the Vice President of the UCP to develop a grant proposal funding product development and marketing of products made by UCP and older student residents of an Almaty orphanage. Working with ATA, UCP will train students in basic business concepts and craft production skills and will market products in the group's two prime selling locations: the UCP store in the Central Museum and a soon-to-be occupied space in Tsum department store. Working with students will also enable UCP to broaden its current line of products to include new designs at lower price points (currently a major obstacle to sales). Because of other demands on their time, such as farming and maintaining utilities that frequently fail, the group also now has difficulty producing enough products to make special sales profitable and to fill the museum store.
- PROGRAM IMPACT: As a result of extensive, ongoing work on the above mentioned partnership grant proposals, all 3 Almaty NGOs have analyzed strengths and weaknesses and have devised viable repositioning plans and marketing strategies that will not only assist members but support and improve NGO into becoming self sustaining organizations.

#### d. U.S. MARKETING

- Barbara Loeding of the Silk Road Gallery in Westport, CT placed over \$3,000 in export orders with partner NGOs and their artisans members. Mussavir, ATA partner NGO in Tashkent, is handling all shipping and export documentation. Products were expected to arrive by August 1, 1996, but due to slow production time of painted wooden tables (one of the products purchased) shipping was delayed so that all items would be shipped in the same shipment. Once all products arrive in the US, Silk Road Gallery plans to hold an exhibit on Central Asian crafts at their gallery in Westport, CT. This exhibit was originally planned for September 1996.
- ATA's US staff and Marketing Manager prepared for Central Asia's product display at the New York International Gift Fair (NYIGF). Communication between the home and field offices was frequent to confirm pricing and product selection for the NYIGF display. Felt pillows, home

accessories and slippers are going to make up the bulk of the NYIGF product display this August. ATA's Marketing Manager also made strides toward finding an importer to fulfill the upcoming August 1996 NYIGF orders for Central Asia. Though Sieglinde Importing/Find Artifacts is willing to fulfill a second order, ATA is seeking an importer who would be interested in carrying a line of Central Asia products on a regular basis. Additional US market contacts were made to buyers and importers who may be interested in Central Asia felt products and rugs in particular.

- ATA provided a product presentation for Goodwill Industries International's (GII) Annual Delegate Assembly. The display generated some interest among Goodwill stores in the US and some foreign buyers. A few products were sold at the event, but the display was primarily to generate interest in Central Asian products as GII is making a concerted effort to include overseas partner products in their retail stores and marketing activities. GII reported that most colors were too bright on products to appeal to GII store buyers. However, some GII stores/buyers are expected to order in bulk. The most popular items were carved bone and painted silk scarves and pillows.
- Last quarter ATA developed and initiated a revolving retail store fund to assist NGO management and artisan members in developing and expanding local market outlets. As a result, ATA partner NGOs and artisan members will have access to 3 new local retail outlets in Tashkent and Almaty (Central Museum Store, Almaty and the hotel Tata and Tsum department store, Tashkent). ATA's Field Director is acting as a in-country sales representative for partner NGOs artisan's products at various different retail and museum store contacts in the region. With an initial start-up cost of \$400, the revolving retail fund has more than double it's size and now operates on a \$1,000 revolving fund. ATA will work with NGO management members to assume more of a role in the planning and direction of the fund this next quarter.
- Total Sales To Date:
  - Almaty Sept. 1995 Design Meeting/Intl. Women's Club: \$2,110
  - August 1995 Manas Festival: \$528
  - Estimated Expatriate Sales by Regional Program Director: \$6,000
  - Tashkent November 1995 Holiday Fair: \$6,000
  - Almaty December 1995 Holiday Fair: \$10,000
  - January 1996 NYIGF: \$5,078
  - Local retail sales/revolving retail fund (Feb/March 1996): \$413
  - Tashkent Craft Sale (June 1996): \$16,000
  - Revolving retail fund/local sales (April - June 1996): \$1,873
  - Approximate TOTAL: \$48,002

Note: These sales figures do not reflect the financial impact of local craft fairs held and sales made independently of ATA related activities or informal sales made through the ATA Regional Program Director and tourism activities.

#### **e. PRODUCT DEVELOPMENT**

- ATA Product Development/Design Consultant, Lynda Grose work with artisans in Kyrgyzstan and Kazakstan to prepare for June and July craft fairs as well as design products appropriate for the export market and display at the NYIGF. Lynda worked primarily on designing home accessory and apparel product lines during April/May with a core group of about 60 NGO artisan members

in the two countries. Product development and design work included the following products:

- Mohair shawls and pillows
- Sirdak rugs and pillows
- Pressed felt rugs and pillows
- Felt handbags, slippers, children's clothing and toys/puppets.
- Leather belts/accessories

- An essential part of Lynda's work included information and training on costing and pricing, maximizing profitability through product line development, targeting specific market niches, and quality control. Issues and problems with January 1996 NYIGF orders were discussed and solutions sought through partner NGOs taking on a larger role with production, quality control and pricing. Lynda noted how Talent Support Fund (ATA Bishkek partner NGO) has truly grown as an organization since her last trip. They commented on how they are more focused since her last visit and are now equipped with staff and funding to better assist artisan members.
- ATA's Field Director and ATA Consultant, Lynda Grose, worked with partner NGOs in developing new product lines and furniture lines for upcoming local marketing events. ATA is working with artisan producers to expand their current view of handcrafts so that home furnishings and accessories are developed as a result of local market demands and enhance rugs and other items already being produced by partner NGO artisan members. New products developed with merchandise well with the current selection of artisan products and will provide a broader range of products in local markets. New products include:
  - Carved wood home accessories
  - Painted wood tables and tactors (traditional bed/bench used when drinking tea)
- Lynda Grose also made a trip to Aralsk to do an initial survey of crafts in the area. The trip as funded by the UNDP, who requested an ATA consultant to explore the artisans and the crafts of the region. ATA will cooperate with the UN in tying in Aralsk products to Almaty and export markets. The UNDP is also seeking funding to bring an ATA consultant to Aralsk for two weeks as part of its craft program development.

## **2. Issues, Problems and Lessons Learned**

- One issue discussed during the Tashkent sale was lack of sales for women artisan producers. One of ATA's goals during the remainder of the project is to create lines of market-driven products made by women artisans (textile producers primarily). Design workshops will be held this fall with ATA Product Development and Design consultants. ATA will also investigate the possibility of holding smaller sales spotlighting the work of women artisans, either as independent events or as showcases in hotel stores.
- Newly formed Samarkand Association of Artisans, Meros, could find continued difficulties in sharing a building with USTO management members. Primarily because of the resentment of the USTO Director toward the newly formed association. All efforts will be made to empower Meros within this situation by legally ensuring the lease agreement with the Khokim so that Meros has total access and control of its space and utilities and access to the product show room. The UNDP Resident Representative and Mercy Corps Director will each visit Samarkand this summer and meet with the Khokim. Efforts will continue to clarify lease issues and gain agreement for a lease with the Union of Artists. The Union has agreed informally to the conditions and has even indicated it would lease additional rooms but as yet has not said what the required rent would be.

- ATA has been impressed with the initiative and determination shown by the Meros Board Chairman and fellow board members. ATA supports the choice of Chairman, Zarif Mukhtarov, for the position of Chief Administrator for the Artisans Center (he will resign from the board of directors as a result). Mr. Mukhtarov has attended two Counterpart trainings which further strengthen his abilities. Meros has now met all requirements in order to receive grant monies. First installment of these funds will be allocated in late July or early August.
- Shipping and export duties continue to be high and be very time consuming to ATA's Field Director and 3 of ATA's partner NGO management members. The ATA August NYIGF sample products were shipped by an Almaty shipper as a "personal shipment" by the ATA Field Director due to high export duty costs if shipped as a regular commercial shipment. ATA's Field Director and NGO management members in Almaty and Tashkent will continue to explore shipping costs and documentation. (See MUSSAVIR and shipping issues under Uzbekistan narrative)

### **3. Project Changes**

- The Almaty and Bishkek July local fair/exhibition was rescheduled to October 1996 due to heavy summer shipping, grant proposal needs and production schedules for NYIGF product samples.
- ATA will continue to monitor the project budget carefully, but will continue as planned with project activities until project funds are depleted. It is expected that ATA project activities will continue through January 1997. ATA has briefed Counterpart on diminishing ATA resources. ATA will be preparing a statement for USAID on the status of the ATA project budget and project end date.
- ATA will send 3 consultants to the field vs. 4 in Year 2 of the project due to collaboration with IESC and Peace Corps Volunteers.

### **4. Coordination, Cooperation and Leveraging**

- ATA contacted IESC in Almaty to discuss the possibility of recruiting an IESC volunteer to train NGOS further in retail management principles. IESC was very interested in collaborating with ATA project activities. However, ATA later decided that Peace Corps volunteer in Bukhara, John Smart, is also extremely well qualified in retail management training and could be recruited (pending Peace Corps approval) to train all ATA partner NGOs at seminars in Tashkent, Bukhara and Samarkand. Peace Corps Tashkent approved this idea provided Mr. Smart does not leave Uzbekistan to conduct trainings. ATA field and US staff will meet in August to discuss areas of training expertise that might still be provided by an IESC volunteer. By utilizing well qualified volunteers from Peace Corps and IESC, ATA hopes to leverage funding that will extend or expand project work in the region.
- ATA continues to collaborate with UNESCO and UNDP on their craft development programs and initiatives, especially in Samarkand and Bukhara where ATA/Counterpart Partnership grant programs are being implemented.
- ATA continues to plan and collaborate with the Karakol Research Triangle Institute/Municipal Finance & Management Project and Natural Dye Consultant, Michelle Whipplinger of Caracol in Seattle. Though the consultant would not be contracted directly by ATA, Caracol in Seattle would be contracted for approximately 3 weeks to conduct product development and marketing seminars

with felt producers in Karakol, Kyrgyzstan.

### **C. FULFILLMENT OF SPECIFIC OBJECTIVES**

PLEASE SEE ATA REGIONAL FIELD DIRECTOR KARLA HOSTETLER'S JUNE FIELD REPORT "installment #1" FOR OUTPUTS TOWARDS INTENDED RESULTS. This report was already submitted to the Counterpart Field Director and the USAID Program Officer, however, it is not included here because of the theft of her laptop computer. This report will be included in the Consortium July Monthly Report.

### **D. ACTIVITY STATUS FOR THE QUARTER**

1. ATA Product Development Consultant, Lynda Grose, to travel to Kazakhstan and Kyrgyzstan to conduct product development and marketing workshops: COMPLETED.

Market driven product lines were developed for local exhibitions and the NYIGF display.

2. Barbara Loeding, Silk Road Gallery, will travel to the CAR on a buying trip in preparation for a fall 1996 Central Asia exhibit: COMPLETED

Buyer placed over \$3,000 in export orders.

3. ATA receives January 1996 NYIGF purchase order shipment hand-carried by Mac Viers: COMPLETED.

All January 1996 orders have been delivered to buyers.

4. ATA partner NGOs and Regional Program Director to ship NYIGF product samples for the August 1996 NYIGF: COMPLETED.

Shipping continues to be difficult and expensive for export orders. ATA continues to work and collaborate with partner NGOs on resolving these issues.

5. Hold local Spring Craft Fairs with partner NGOs in Bishkek, Almaty and Tashkent: Tashkent---COMPLETED

Bishkek and Almaty Craft Fairs were postponed until fall 1996 due to heavy production needs for the NYIGF and grant proposal priorities for NGO management members.

6. Assist with NET training participants: COMPLETED

Successful Museum, funding, marketing and exhibition contacts were made by ATA - NET trainees from Bukhara and Almaty during the ATA - NET training component.

### **E. ACTIVITY STATUS FOR NEXT QUARTER**

July: NET Trainees in the US for ATA training component.  
August: Hold a Central Asia Display at the NYIGF.  
August: Secure a US importer to fulfill August 1996 NY show orders.  
August: ATA Field Director returns to the US for vacation and participation in the NYIGF.  
September: Holland Millis, ATA Product Development/Design Consultant in Uzbekistan (wood, metal, ceramics).  
September: Mussavir to ship the completed orders to Silk Road Gallery in the US.  
September - November: ATA Field Director and NGO management members to follow-up on August 1996 NYIGF purchase orders.  
October: Ship August 1996 NYIGF orders to US importer fulfilling NY show orders.  
October - November: Gay Ellis, ATA Product Development/Design Consultant in Uzbekistan (primarily textiles).  
October - November: ATA membership trip to Central Asia and ATA President's visit to the field.  
October: Almaty Craft Fair  
October: Possible Bishkek Craft Fair  
November: Tashkent Craft Fair  
December: Ship NYIGF product samples for the January 1997 show.

### III. CITIZENS NETWORK FOR FOREIGN AFFAIRS

#### A. PROJECT PURPOSE

The purpose of the Citizens Network for Foreign Affairs (CNFA) project is:

**To assist in the creation of democratic and pluralistic participation, promote the economic viability of rural communities and raise the quality of life for people of rural Central Asia.**

#### B. NARRATIVE

##### 1. Highlights

**FARM BUREAU EXPERTS STRENGTHEN MANAGEMENT AND ORGANIZATION OF PRIVATE FARMERS ASSOCIATIONS (PFAs):** Farm Bureau experts from Kentucky and Oregon spent a total of 35 days in Fergana, Uzbekistan and Osh, Kyrgyzstan, respectively. Their workshops for farmers and PFA leaders introduced skills for effective development of oblast and rayon committees and procedures for democratic governance of PFAs.

**CONSORTIUM SEED GRANTS AWARDED TO ADDITIONAL PFAs:** Beyond the core PFA-Farm Bureau partnership grants already awarded, Central Asia Field Director Tom Carmody assisted PFAs in three additional oblasts - Zhezkazgan and Almaty in Kazakhstan and Issyk-Kul in Kyrgyzstan - to develop proposals for seed grant funding.

**COLLABORATION WITH PVOS RESULTS IN EXPANSION OF ASSISTANCE TO PFAs:** Carmody has greatly widened his contacts with USAID implementors such as Mercy Corps, ACDI, VOCA and Winrock - and with the US Peace Corps and UNDP - to leverage increased assistance for each of the three partner PFAs.

**STATE FARM BUREAUS ACTIVELY RECRUIT EXPERTS FOR ASSIGNMENTS WITH PFAs:** Support continued to build this quarter among members of the partner Farm Bureaus in Kentucky, Indiana and Oregon. CNFA/Washington maintained close communications with each Bureau who also regularly utilize the internet to maintain open communications directly with Carmody in the Bishkek Regional CNFA office. The Indiana Bureau conducted a state-wide recruitment campaign to identify prospective experts interested in going to their counterpart private farmers association (PFA) in Taldykorgan.

**RETURNED FARM BUREAU EXPERTS MEET MEMBERS OF CONGRESS:** CNFA debriefs returning experts and arranges appointments for them with their Congressman. Oregon expert Dennis Myhrum met with Congressman Wes Cooley (R-OR) after his 3 week assignment with the Osh, Kyrgyzstan PFA.

## 2. New Staff Hire

Carmody hired a new Secretary/Interpreter named Gulchakhra Karymshakova.

## 3. Issues/Problems

- As of the end of this quarter, the legal challenge posed by members of the old Taldykorgan, Kazakhstan "AGRO" farmers' association (which had merged with the new PFA in December, 1995) to the new PFA was resolved. For several months, the challenge had halted the move of the PFA to a new building and the ongoing litigation preoccupied the PFA President and his attorneys. Carmody was in frequent contact with the President to monitor this situation and consult on action steps under consideration by the PFA.
- Due in part to their ongoing legal problems, the Taldykorgan, Kazakhstan PFA has yet to organize an exchange of its representatives with its two neighboring PFAs as is required by their seed grant agreement.
- The Fergana PFA Board must conduct regular monthly meetings and develop stronger ties between the oblast Board and the President and between the new farmers on the Board and their respective rayon PFAs.
- There is a serious lack of credit for the Taldykorgan, Kazakhstan PFA and its members; Mercy Corps/Kazakhstan is waiting to collect the \$50,000 in outstanding loans to farmers from the previous season. Carmody has reviewed strategies for increasing the loan repayment rate by getting the PFA more involved in the recollection process.

## 4. Lessons Learned

**TIE LOAN REPAYMENT BY FARMERS TO INCREASING DEMOCRATIC PRACTICES OF PFAs:** The creation of the MCI crop loan program challenged the Fergana PFA to develop more democratic (i.e. participatory) practices; they will need the full support and cooperation from their member-farmers to work together to ensure the PFA achieves a 100% loan repayment rate. They can learn from the problem in Taldykorgan, Kazakhstan where \$50,000 in loans made last year remains unpaid and has thus hurt their credit rating with MCI. Carmody has consistently discussed this matter with the PFA, with TACIS advisors and USAID contractors assisting the PFA.

**USAID CONTRACTORS SHOULD SUPPORT DEMOCRATIC PRACTICES OF PFAs:** USAID contractors like Winrock and MCI, and USAID-Tashkent can play important roles in encouraging and supporting the theme of increased "participation" in their respective activities with the Fergana PFA. Their support will reinforce CNFA's ongoing interaction with the PFA President and Board on this issue. CNFA will push for monthly Board meetings and a stronger tie between the oblast Board and the President and between the newly appointed farmer/Board members and their respective rayon PFA members. Increased participation by contractors will strengthen CNFA's efforts to introduce democratic management concepts and practices at both the oblast and rayon levels with the Fergana, Uzbekistan PFA.

**REVERSE EXCHANGES MUST HIGHLIGHT OPERATIONS AND PRACTICES OF STATE FARM BUREAUS:** De-briefing and evaluation of the Osh, Kyrgyzstan PFA/Oregon Farm Bureau

reverse exchange trip resulted in several important findings which will benefit the Kentucky Bureau in planning the schedule for the Fergana, Uzbekistan PFA President selected to come to Kentucky as a member of the Central Asian NET program in July. The Oregon schedule did not sufficiently tie all elements of the PFA President's itinerary directly to the operation of the Farm Bureau; rather, there were too many unrelated farm trips/tours. Future itineraries planned by the Kentucky and Indiana Farm Bureaus should ensure that PFA representatives gain an understanding of these aspects of Farm Bureau operations and practices:

- Structure of Farm Bureau at state and county levels
- Role relationships among staff and between staff and Board
- Memberships services
- Budgeting and finance operations
- Committee structures and operations
- Advocacy and lobbying activities

**RAYON PFA LEADERS NEED TO INCREASE MONITORING OF CROP LOANS:** Greater involvement of the Osh, Kyrgyzstan Union Rayon PFA Presidents is necessary to monitor the work of the rayon monitors for the Mercy Corps crop loan program. Their involvement will ensure the increased likelihood of PFA-member loan recipients repaying their loans on time.

**INCREASED CONTACT IS NECESSARY WITH ALMATY-BASED PVOs:** Because so many donor organizations are working in Taldykorgan, Kazakstan, increased and regular contact with Almaty-based USAID contractors is essential for CNFA to fully leverage their support for our work on behalf of the Taldykorgan, Kazakstan PFA.

## 5. Cooperation and Coordination

- CNFA/Washington initiated a link with the Toronto-based Developing Country Farm Radio Network (DCFRN). DCFRN develops partnerships with grassroots organizations in the developing world to assist them in broadcasting essential agriculture information using radio scripts prepared in Toronto. CNFA's Field Director contacted the Bishkek-based independent station, "Radio Almaz." The station had received a Consortium grant months ago and coincidentally with CN/Washington's contacts with DCFRN, they approached Carmody about developing programs for farmers. This international program cooperation is moving forward and should produce a new agriculture information network for private farmers in Kyrgyzstan and elsewhere in the region.
- CNFA's Field Director assisted the Uzbekistan Mercy Corps country director to establish the second PFA crop loan program for farmers in Fergana, Uzbekistan; 64 farmer/PFA members will divide \$100,000 to assist them in the June harvest.
- CNFA's Field Director worked closely with the ACDI Farmer-to-Farmer project manager to review targeting assistance to the Osh, Kyrgyzstan Union of PFAs; program priorities include an expert to help establish a revolving loan fund. MCI-Kyrgyzstan, given its support for the existing crop loan program will also be linked with this added PVO support to the Union.
- CNFA's Field Director cooperated with VOCA as they developed plans for volunteers to assist the

Taldykorgan, Kazakstan PFA with its insurance company and the creation of business plans.

- CNFA's Field Director assisted two Osh, Kyrgyzstan Union representatives - the Kademjai raion PFA President and the Uzghen PFA Vice President - to win USDA Cochran Scholarships and visit the US later this year.
- CNFA's Field Director assisted the Carana Corporation to develop a cooperative relationship with PFAs in both Taldykorgan, Kazakstan and Osh, Kyrgyzstan. As a result, Carana conducted training workshops in Osh, Kyrgyzstan and a proposal to the Central Asian-American Enterprise Fund to develop business proposals for possible financing by the Fund is under discussion.
- Following many months of dialogue in Washington, a team representing USDA and the Foreign Agriculture Service was introduced by CNFA's Field Director to the Taldykorgan, Kazakstan PFA. USDA has been working with the Kazak Ministry of Agriculture for two years to develop a country-wide agriculture market news service; they were impressed with the work of the PFA and will try to have their in-country reporters spend time developing a similar model for market information in the oblast.
- Following his nomination by CNFA's Field Director, Tolkunjon Egamberdiev, President of the Fergana, Uzbekistan PFA was selected to participate in the NET US-based training program on "NGO Leadership Development to take place in June-July."
- CNFA's Field Director arranged a meeting between the Osh, Kyrgyzstan PFA and the newly established Peace Corps Small Enterprise Development Program; as a result, agreement was reached for one Peace Corps volunteer to work with the PFA over the length of their assignment in the region.
- CNFA's Field Director nominated the Taldykorgan, Kazakstan PFA President to participate in workshops conducted by Soros and World Learning.
- The Consortium field staff - especially in Tashkent - continue to provide CNFA with excellent logistical support on the ground for visiting Farm Bureau experts.

### **C. FULFILLMENT OF OBJECTIVES**

**(1) To support the development of new private farmers associations as democratic, rural-based NGOs in Central Asia, through partnerships with U.S. state Farm Bureaus.**

**Outputs:**

- Two Farm Bureau experts - one each from Kentucky and Oregon - went to the field on assignments with their counterpart private farmers associations (PFAs). They spent a total of 35 days in the region conducting workshops and training to over 150 private farmers representing 11 rayons in both Fergana, Uzbekistan and Osh, Kyrgyzstan oblast PFAs.
- All three US state Farm Bureaus invested large amounts of time and resources in their outreach efforts and in recruiting experts to send on technical assignments to their counterpart PFAs. CNFA/Washington maintains continuous contact with each Farm Bureau and CNFA's

Field Director provides ongoing information about conditions in the field by sharing his Weekly Project Reports - via email - with each Farm Bureau program coordinator.

- CNFA's Field Director facilitated development of proposals for \$19,000 in new partnership grants awarded by the Consortium to the Issyk-kul, Kyrgyzstan and Almaty and Zhezkazgan PFAs in Kazakstan. These grants support 6,000 farmers in 20 rayons in the three oblast PFAs. Anticipated outcomes include formation of information/consulting centers, publication of newsletters, conducting workshops on market reform, and development of business plans.
- 75 private farmers (representing the Fergana, Uzbekistan oblast's 15 rayons and 2 towns) and representatives of USAID and the international PVO community, attended the first Fergana, Uzbekistan PFA General Assembly of farmers. New PFA By-Laws - based on those of both the KY and OR Farm Bureaus - were passed and the PFA Board of Directors was enlarged from 5 to 19 members. The additional 14 members will be farmers (from the various raion PFAs). This will be the first time that private farmers will be represented on the PFA Board.
- As an outcome of their first meeting together, representatives of both the Osh, Kyrgyzstan and Taldykorgan, Kazakstan PFAs proposed an idea to the CNFA Field Director to support and organize a regional forum/conference for all three PFA partners and their members. This would be the first regional gathering of private farmers in Central Asia. CNFA is giving this event a high priority. Carmody has developed an agenda and visited the proposed site at Lake Issyk-kul. The tentative plan is to hold the event in September. CNFA anticipates that this national conference will give a large boost to the work of all three PFAs.
- Kaldar Ergeshov, Osh, Kyrgyzstan Union PFA President and Islambek Boriev, Vice-President presented the newly approved set of agriculture policies of the Union (voted on at their first farmers convention) to the offices of the Kyrgyz Prime Minister, Vice-Prime Minister, and the Minister of Agriculture.
- Oregon Farm Bureau hosted the Osh, Kyrgyzstan PFA for three weeks, the first reverse exchange program for a partner PFA. The group consisted of the PFA President and Vice-President and the CNFA Program Assistant serving as escort/interpreter. The PFA team examined the structure of the OFB; role relationships among staff and between staff and Board of Directors; membership services; budgeting and finance; committee structure and advocacy strategy.
- CNFA organized the first intra-regional exchanges among the three PFA partners as part of their Consortium partnership grant work plans: Osh, Kyrgyzstan PFA representatives visited the Taldykorgan, Kazakstan PFA and also participated in the Fergana, Uzbekistan PFA General Assembly. Fergana, Uzbekistan PFA representatives visited the Taldykorgan, Kazakstan PFA. These trips marked the first-ever farmer-to-farmer exchanges in the region. The cooperation and hospitality shown by each host PFA was indicative of the common ground of understanding which exists among farmers transcending their ethnic, religious and national identities.
- CNFA's Field Director introduced the new Peace Corps Small Enterprise Development Program in Kyrgyzstan to the Osh, Kyrgyzstan Union of PFAs and persuaded the Peace Corps to place one volunteer with the PFA to work on business plan development, committee

development, accounting and membership development.

- Using strategies learned from Farm Bureau experts, Osh, Kyrgyzstan PFA increased its dues-paying membership by more than 100% between July, 1995 and April, 1996; Taldykorgan, Kazakstan PFA increased its membership by 17% between August, 1995 and May, 1996; Fergana, Uzbekistan PFA increased its membership by 30% between August, 1995 and May, 1996.
- CNFA's Field Director assisted the Fergana, Uzbekistan PFA obtain funds from a Consortium seed grant for rayon monitors and gasoline following the approval of Mercy Corps to establish a \$100,000 crop loan program for 64 PFA farmers.
- Stacy Land, a computer expert from the Indiana Farm Bureau, upon returning from her assignment in Taldykorgan, Kazakstan, created a Worldwide Web Page which discusses her PFA assignment and the outcomes of her work to set up their newsletter and offer computer training to the staff. CNFA linked its online newsletter to this web site and it was also hyperlinked to the web site of the American Farm Bureau Federation in Chicago.
- As a result of the training work of the Oregon FB expert, the Osh, Kyrgyzstan PFA created its first 5 committees on budget, policy resolutions, membership, tax issues and women.
- Taldykorgan, Kazakstan PFA achieved a major milestone by obtaining governmental registration for its monthly newspaper. An expert from the Indiana Farm Bureau had trained the PFA staff in production of the newspaper during her assignment.
- For the first time, the Taldykorgan, Kazakstan PFA hired two part-time lobbyists to work on behalf of their interests of the PFA. To date, they have arranged one meeting for the PFA President with the Deputy Prime Minister and two meetings with the Minister of Agriculture where the PFA proposed changes to 5 different laws.

**(2) To support development of other rural NGOs, including trade associations and commodity groups, by creating partnerships with American counterpart NGOs.**

**Outputs:**

- CNFA's Field Director maintained continuous contact with the ACDI regional representatives - interested in developing ties to non-banking rural partners - to assist them in supporting the creation of the first Credit Unions with the three targeted PFAs.
- CNFA's Field Director cooperated with Mercy Corps to establish crop loan programs for both the Osh, Kyrgyzstan and Fergana, Uzbekistan PFAs.

**(3) To stimulate and accelerate US corporate support to Central Asian NGOs by supporting the successful development and implementation of joint ventures between US agribusinesses and their Central Asian counterparts.**

**Outputs:** As agreed, CNFA's work plan no longer includes this objective.

**(4) To develop institutional capability and management skills in running rural NGOs.**

**Outputs:** Outputs for this objective are the same as those listed under #1.

**(5) To provide Central Asian women farmers, managers, entrepreneurs and leaders the skills, training and information necessary for them to develop long-term business and personal linkages with US counterparts.**

**Outputs:**

- The successful completion of the Osh, Kyrgyzstan-Oregon reverse exchange for the PFA President and Vice President provided the first international management training opportunity for these oblast farm leaders [See **Attachments for list of key lessons learned by Osh, Kyrgyzstan leaders during their Oregon trip**].
- As a result of the training conducted by the Oregon Farm Bureau expert, the Osh, Kyrgyzstan Union formed a women's committee and enabled the first women farmers to take on leadership roles within the PFA.

**Related Activities:**

- The Kentucky Farm Bureau worked closely with CNFA/Washington to develop its itinerary for the reverse training program for the Fergana, Uzbekistan PFA President as part of the NET program in July.
- As a result of the meeting set up between the visiting USDA team to Kazakstan and the Taldykorgan, Kazakstan PFA President, USDA decided to incorporate oblast-level PFAs into their project design (which heretofore had only been linked to the Ministry of Agriculture); the Vice President of the PFA participated in a workshop organized by the Agriculture Ministry for oblast PFA representatives.

<b>D. ACTIVITY STATUS FOR QUARTER</b>
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1. Quarterly report submitted by April 15 **(Completed)**.
2. Field Director prepares seed grant proposal to Consortium for Kyrgyz/American partnership program. **(New partnership grants were prepared and approved for 3 oblast PFAs)**.

The Consortium Regional Director and field staff agreed that all grants to PFAs which had previously been characterized as "Seed Grants" would now be called Partnership Grants.

3. Women leaders from the Kyrgyz private farmers association receive training from US Farm Bureau partner **(Completed)**.
4. One female Farm Bureau expert travels to Kazak partner organization to initiate a program targeted

at rural women in Kazakstan.

Due to the legal fight over their office space, no experts traveled to the PFA in Taldykorgan, Kazakstan. This trip is postponed until September-October. Rather than target rural women in general, the partnership program seeks to widen opportunities for increased participation of women farmers in the PFA. The Indiana Farm bureau has already sent two women experts to work with the PFA.

5. One female Farm Bureau expert travels to Uzbek partner organization to initiate a program targeted at rural women in Uzbekistan.

Rather than target rural women in general, the partnership program seeks to widen opportunities for increased participation of women farmers in the PFA. The Kentucky Farm Bureau will target a future slot for a women expert.

6. One Farm Bureau expert travels to Kyrgyz partner organization (**Completed**)

#### **E. PROJECTED ACTIVITY IN NEXT QUARTER**

1. Quarterly report submitted by July 15.
2. Field director prepares partnership grant proposal to Consortium for the Kazak PFA-Indiana Farm Bureau partnership (July).
3. Field director prepares partnership grant proposal for the Uzbek PFA- Kentucky Farm Bureau partnership (July).
4. One expert from Indiana travels to the Kazak PFA (July).
5. Uzbek PFA women leaders receive training from their Farm Bureau partner (August).
6. One Kentucky Farm Bureau expert travels to Uzbek PFA partner (August).
7. Workplan for first half of FY'97 submitted by September 1.
8. One expert from Oregon Farm Bureau travels to the Kyrgyz PFA partner (September).

### III. GOODWILL INDUSTRIES INTERNATIONAL

#### A. PURPOSE

The purpose of the Goodwill Industries International (GII) project is:

**To transfer the Goodwill model of NGO and micro enterprise development, vocational rehabilitation, and employment generation to Central Asia in order to improve the standard of living and quality of life for people with disabilities and other vulnerable groups within the population.**

#### B. NARRATIVE:

##### 1. Highlights:

During this quarter, Tashkent Goodwill opened its first retail store. The renovations for the store and office space were completed in early April. All space is on the first floor, and ramps were built anywhere there was a step, to make the premises wheelchair accessible. A grand opening celebration was held on May 7, 1996 at the restaurant "Sangam" in Tashkent. The space for this celebration was donated by the manager of the restaurant. The celebration was attended by local and foreign dignitaries, including Ms. Sharon White, Deputy Chief of Mission at the US Embassy, and Mr. Alisher Sharipov, from the Cabinet of Ministers.

The grand opening of the store was held on May 8, 1996. The American Ambassador to Uzbekistan, Ambassador Stanley Escudero, cut the ribbon at the Grand Opening ribbon-cutting ceremony and spoke on the importance of self-sustaining NGOs, such as Goodwill, and the help that they can provide to people with disabilities. Despite being unable to sell (due to bureaucratic red-tape) the store worked on a lay-away system and "sold" approximately the equivalent of \$500 worth of clothing. The number of people present for the opening was amazing - there was barely room to move while the Ambassador spoke.

Jim McClelland, president of Goodwill Industries of Central Indiana - the partner organization of Goodwill Tashkent, arrived in Tashkent despite his own very busy schedule, for the grand opening. Mr. McClelland conducted a training seminar with the local board of directors and spoke at the grand opening celebration. His assistance and presence was greatly appreciated by the board and the staff at the Tashkent Goodwill.

Unfortunately, the store was unable to remain open after the grand opening. Bureaucratic confusion regarding the registration of the cash register with the regional tax department (this requirement was necessary in order to obtain a retail license,) made it impossible for the store to be open. During this time, however; the staff continued to prepare the store and office space so that it is ready when the licenses and registrations are obtained.

The shipment, which had been temporarily stored in space rented in the same building where the Counterpart office is in Tashkent, was moved to the storage rooms located in the same building as the store and office. This will allow better access to the clothing, as well as cut down on extra expenditures.

Melissa Brill, a Peace Corps volunteer assigned to Goodwill/Tashkent, traveled to the US for a short

training period. She spent a week with Goodwill of Central Indiana (the partner organization) and learned about the retail, career services, and industrial services programs they have there. She also spent a week in Bethesda, meeting with colleagues and other organizations such as Counterpart and the Uzbekistan Embassy.

## **2. Issues and/or Problems:**

The issue of communication between Tashkent Goodwill and Goodwill Industries International seems to no longer exist, though Ms. Brill is currently working on strengthening the links between the Tashkent Goodwill and their partner organization - Goodwill of Central Indiana. Lines of communication between the field office of Goodwill and Counterpart Consortium are also being strengthened.

## **3. Lessons Learned:**

One of the biggest lessons being learned is to feel a sense of pride in small accomplishments. Things that take a matter of hours in the US often take days or even weeks in the bureaucratic jumble that is the former Soviet Union. Most international organizations are exempt from a lot of these requirements and bureaucracy, but we are building and strengthening a local organization, and this organization is trying to do something that the government does not understand. The most difficult part is that the people in the government with whom the local organization interacts with in order to get registrations and licenses, are in effect low-level, underpaid employees who don't really care what the purpose of the organization is, or who the organization is trying to help.

Another lesson learned is that deadlines and time schedules don't work well in this uncertain environment. When an organization is at the mercy of the local governmental system, there is not much that can be done but wait on their schedule - there is only so far you can push before they start to consider you a trouble-maker, and complainer.

## **4. Coordination and Cooperation:**

Melissa Brill's continued field work with GII and the Tashkent Goodwill demonstrates an outstanding cooperative effort between Goodwill and the Peace Corps. Goodwill Industries has maintained a Memorandum of Understanding with Peace Corps since the early 1960's. This MOU states that Goodwill and Peace Corps shall endeavor to cooperate in developing countries where both entities undertake development projects. The work of Ms. Brill in Tashkent is one of the first Goodwill/Peace Corps cooperative ventures, and, GII hopes that this will spawn additional volunteer ventures in other parts of the world.

## **5. Leveraging:**

In covering all the costs of Melissa Brill's training travel to the United States (a \$10,000+ effort,) GII provided considerable leveraging this quarter. Originally, Ms. Brill's travel was to be covered by federal funds, however GII itself took on the financial responsibility for this vital training trip.

Also, as the quarter closed, Goodwill had devised budget revisions (still pending at report time) which would dramatically increase the match percentage in this subagreement.

## C. FULFILLMENT OF SPECIFIC OBJECTIVES:

*Please note that, with the pending approval of a revised scope of work and budget for GII's subagreement, the exact nature and description of each objective may change in future reports.*

1. **Three Goodwill partnerships will be formed between indigenous Central Asian NGOs and local North American Goodwill agencies:**
  - Tashkent partnership supported by strong communication, cooperation, and mentoring from Indianapolis Goodwill, through partner Jim McClelland
  - Jim McClelland traveled to Tashkent in May to provide on-site board training and to participate in retail set-up activities and the store grand opening
  - Potential activities in other locations on hold pending program scope/budget revision
2. **3 indigenous Goodwill retail/rehabilitation programs will be established:**
  - First Goodwill retail store in Central Asia opened in Tashkent on May 8, 1996
  - Data base of potential clients established for future Tashkent Goodwill rehabilitation programming
  - Potential activities in other locations on hold pending program scope/budget revision
3. **Employment/training opportunities will be created for people with disabilities and special needs:**
  - Store opened in Tashkent, providing first Goodwill jobs in Tashkent for special needs individuals
  - Per Indianapolis partner recommendation, plans begun for second Tashkent retail site to increase revenue stream for rehabilitation programming
4. **North American partners will provide on-going support to Central Asian partners:**
  - Jim McClelland visited Tashkent for the grand opening of the first Goodwill retail store in Central Asia; also conducted a seminar for the board of directors
  - Goodwill of Central Indiana, and their president, Jim McClelland hosted CAR Representative Melissa Brill for a week of training involving familiarization with all three aspects of this organization - retail, career services and industrial services.
  - Store stock needs jointly assessed by Tashkent partners; second shipment to Tashkent prepared
5. **Central Asian Goodwills will become members of Goodwill international network:**
  - Ms. Brill spent two weeks at GII, meeting and working with Goodwill colleagues; she now has a network of retail, rehabilitation, and international programs Goodwill specialists

- Budget revised to include a trip to other NIS Goodwill locations by Tashkent Goodwill leadership to develop ties with NIS colleagues
- Tashkent Goodwill receives regular communications and publications from Goodwill corporate office; member of Goodwill Internet listserv to communicate with Goodwill colleagues worldwide

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**D. ACTIVITY STATUS FOR THE QUARTER:**

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Planned activities, as reported in prior quarterly report **in bold**; actual resulting activity in normal typeface:

1. **Evaluate realistic capabilities to successfully establish complete Goodwill retail/vocational rehabilitation models in Kazakstan and/or Kyrgyzstan within the remaining grant period and expand regional activity based on evaluation of situation**

Realistic capability to fully-establish complete Goodwill models in two additional locations beyond Tashkent questionable. GII has revised Scope of Work and budget for USAID approval to narrow scope of program to an accomplishable goal within the time limitations of the cooperative agreement.

2. **Pending above-mentioned evaluation, develop direct contact between GII ex-pat CAR representative, Melissa Brill, and potential partner organizations (identified by Ms. Jordan, Mr. Rasulov, and Mr. Mulligan) in Almaty and Bishkek**

Ms. Brill has contact information for most likely partner organizations in Kyrgyzstan and Kazakstan. Because of Peace Corps travel restrictions, Ms. Brill cannot travel to either location until her COS with Peace Corps. E-mail and telephone contact made by Ms. Jordan, to be followed up in detail by Ms. Brill.

3. **Identify management interns from Almaty and Bishkek and prepare US training locations; potentially begin internships**

Pending USAID approval of revised project scope and budget, this activity will not be carried out under this cooperative agreement.

4. **Open first Goodwill retail store in Central Asia at Goodwill Tashkent on May 8, 1996, with local dignitaries and US visitors and diplomatic representatives in attendance**

Store grand opening held on May 8, 1996. Ambassador Stanley Escudero cut the ribbon, and spoke about the importance of self-sustaining local NGOs; Mr. Jim McClelland, president of Goodwill Industries of Central Indiana was present for the grand opening and spoke at the celebration; the vice-hakim of the region was also present at the grand opening.

5. **Establish database of disabled and special needs clients and solidify specific plans for vocational rehabilitation component of Tashkent program**

Information gathered concerning people with disabilities from the Yunus Abad district (where the store and office is located) and a relationship established with NGO, concerned with helping

people with disabilities find jobs, established in that region.

**6. Identify, rent, renovate, and furnish rehabilitation facilities in Tashkent**

Due to governmental delays with the registration of the cash register with the tax department and obtaining the retail license for the store, adequate time has not been available to concentrate on this activity, therefore; this line is being forwarded to next quarter.

**7. Procure rehabilitation equipment for Tashkent program**

Due to governmental delays with the registration of the cash register with the tax department and obtaining the retail license for the store, adequate time has not been available to concentrate on this activity, therefore; this line is being forwarded to next quarter.

**8. Assist Tashkent and Indianapolis Goodwills in creating partnership grant proposal for Counterpart consideration to build rehabilitation program (potentially, a computer learning center)**

Due to governmental delays with the registration of the cash register with the tax department and obtaining the retail license for the store, adequate time has not been available to concentrate on this activity, therefore; this line is being forwarded to next quarter.

**9. Expand disabled/special needs staff at Goodwill Tashkent**

Due to governmental licensing problems with opening the store, there has been no opportunity or funding to expand the staff at the Tashkent Goodwill. New opportunities will be examined in next quarter.

**10. Begin retail start-up in at least one other CAR target location**

Pending USAID approval of revised project scope and budget, this activity will not be carried out under this cooperative agreement.

**11. Send Jim McClelland to participate in Tashkent store Grand Opening and assist in board and executive training**

Jim McClelland arrived in Tashkent before the store grand opening; conducted a seminar for the board of directors concerning the role of a Goodwill board; he also provided assistance, and recommendations on the store lay-out and design

**12. Send George Gallyean on delayed trip to assist Tashkent partner in retail/rehab development**

Jim McClelland traveled to Tashkent in George Gallyean's place. Due to the delays in obtaining licenses and registrations, Mr. Gallyean visit was postponed to a point where he could not free himself from Indianapolis-based commitments.

**13. Assess store stock needs and prepare second shipment from Indianapolis to Tashkent**

The second shipment is currently being prepared in Indianapolis.

**14. Undertake US-based hands-on training/ introduction to US partner local Goodwills for Melissa Brill (May 1996) in Indianapolis and Bethesda**

Melissa Brill participated in a one-month training program in both Indianapolis and Bethesda where she had the opportunity to study the retail, career services and industrial services divisions of the Indianapolis Goodwill and meet with colleagues in Bethesda to discuss the operations - present and future of Goodwill in Central Asia. As an integral member of the Goodwill team, Ms. Brill also participated in the revision of the grant scope of work and budget revision.

**E. ACTIVITY STATUS FOR NEXT QUARTER:**

GII intends to achieve the following goals and activities by the end of next quarter, September 30, 1996:

1. Establish database of disabled and special needs clients and solidify specific plans for vocational rehabilitation component of Tashkent program
2. Identify, rent, renovate, and furnish rehabilitation facilities in Tashkent
3. Procure rehabilitation equipment for Tashkent program
4. Assist Tashkent and Indianapolis Goodwills in creating partnership grant proposal for Counterpart consideration to build rehabilitation program (potentially, a computer learning center)
5. Expand disabled/special needs staff at Goodwill Tashkent
6. Establish second retail site in Tashkent to continue build-up of revenue/ increase employment/training opportunities for special needs individuals
7. Choose a candidate for the Vocational Rehabilitation internship, make preparations for internship, potentially begin internship in Indianapolis
8. Initiate further contact through telephone and/or E-mail with potential Goodwill partner organizations in Bishkek and Almaty
9. Send second shipment of donated clothing from Indianapolis Goodwill to Tashkent Goodwill
10. Carry out trip to other NIS Goodwill locations by Tashkent Goodwill director and board chairman

## List of Attachments

1. **Counterpart Performance Plan**
2. **Aid to Artisans Performance Plan**
3. **Goodwill International Performance Plan**
4. **Citizens Network for Foreign Affairs Performance Plan**
5. **Counterpart Financial Pipeline Analysis**
6. **Aid to Artisans Financial Pipeline Analysis**
7. **Goodwill International Financial Pipeline Analysis**
8. **Citizen's Network for Foreign Affairs Financial Pipeline Analysis**
9. **Counterpart: Excerpt from TOT Report**
10. **Counterpart: Training Activities Report**
11. **Counterpart: NGOs Registered in Database by Sector**
12. **Counterpart: Grant Summary Report**
13. **ATA: Trip Report by Lynda Gross, Consultant**
14. **ATA: Pictures from Central Asia**
15. **CNFA: Press Release**
16. **CNFA: Lessons Learned from Oregonian Reverse Exchange**
17. **CNFA: Articles on OSH PFA/Oregon FB Reverse Exchange**
18. **CNFA: Farm Bureau Expert Assignment Statement, David Beck**
19. **CNFA: Farm Bureau Expert Assignment Statement, Dennis Myhrum**
20. **CNFA: Kentucky Article on Assignment of David Beck**
21. **CNFA: Kentucky Radio Newsline Interviews with David Beck**
22. **CNFA: Criteria for Recruitment and Selection of Farm Bureau Experts**

## Performance Plan for Grant-Making (Counterpart)

INDICATORS	1995								1996								1997			
	Quarter		First		Second		Third		Fourth		First		Second		Third		Fourth		First	
Planned vs. Actual	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
<b>Kazakstan</b>																				
Seed Grants (15)			2	1	4	6	6	12	9	21	12	31	14		15					
Partnership Grants (6)							2	0	3	1	4	3	5		6					
Corp Challenge (10)				1		4	2	5	4	5	6	9	8		10					
<b>Kyrgyzstan</b>																				
Seed Grants (13)			1	1	3	7	5	15	7	25	9	36	11		13					
Partnership Grants (5)							1	0	2	1	3	3	4		5					
Corp Challenge (5)							1	1	2	1	3	2	4		5					
<b>Uzbekistan</b>																				
Seed Grants (10)			1	2	2	5	4	13	8	18	10	25	11		12					
Partnership Grants (4)							1	0	2	1	3	3	4		4					
Corp Challenge (5)							1	0	2	1	3	1	4		5					
<b>Tajikistan</b>																				
Seed Grants (7)					1	1	2	2	3	4	5	9	6		7					
<b>Turkmenistan</b>																				
Seed Grants (5)	0		0		0		1	1	2	1	3	1	4		5					

A. 2.

### Aid to Artisans Performance Plan December 15, 1995 - August 15, 1996

**Purpose:** To create financially stable NGOs in Central Asia through crafts-based micro-enterprise development

Results and Indicators by Month	Dec.		Jan.		Feb.		Mar		April		May		June		July		Aug.	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
<b>1) 9 NGOs (3 per country) trained, experienced &amp; productive in craft micro-enterprise ventures &amp; business management</b>																		
a. Identify & assess needs of a minimum of 3 NGOs per country <b>COMPLETED</b>																		
b. Identify & Hire part-time Local Regional Coordinators <b>COMPLETED</b>																		
c. Identify and assist appropriate partner NGOs in planning & writing Consortium Grant Proposals	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	
d. Hold initial meetings & NGO training sessions with identified NGOs to expand project goals & objectives	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	
e. Develop/Revise work plans outlining objectives of ATA partner NGOs in accordance with Partnership grant proposals					X	X	X	X	X	X	X	X	X	X	X		X	
<b>2) 900 individuals trained in product development, marketing &amp; business management</b>																		
a. Conduct Product Development Workshops & Seminars									X	X		X	X					
b. Conduct Marketing Workshops & Seminars					X	X	X	X	X	X	X	X	X	X	X		X	
c. Conduct Business Training & NGO Development Workshops & Seminars					X	X	X	X	X	X	X	X	X	X	X		X	
d. Incorporate additional regional artisans and groups into trainings									X	X	X	X	X	X	X			
e. Explore & assist partner NGOs participating in other regional and U.S. based training activities &							X	X	X	X	X	X	X	X	X		X	

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conferences																		
Results and Indicators by Month	Dec.		Jan.		Feb.		April		May		June		July		Aug.		Dec.	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
<b>3) Linkages and networking among a minimum of 9 partner NGOs:</b>																		
a. Networking through participation in ATA seminars/workshops							X	X	X	X	X	X	X		X		X	X
b. Sample shipments consolidated between countries									X		X	X	X		X			
c. Participation and planning for Holiday Exhibitions or Fairs			X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
d. Explore shared resources for NGO network	X		X	X			X	X	X	X	X	X	X	X	X	X	X	X
e. Creation of an Artisan based NGO network <b>COMPLETED</b>																		
<b>4) \$40,000-\$50,000 in sales of craft products for a minimum of 9 partner NGOs:</b>																		
a. Regional/Local Marketing: Assist appropriate & interested partner NGOs to open, or display products in retail facilities					X	X	X	X	X	X	X	X	X	X	X		X	
b. U.S. Marketing: Hold ATA Design Meeting for Market response to recent samples									X	X								
c. U.S. Marketing: Exhibit products at the New York Intl. Gift Fair			X	X													X	
d. Contact and arrange for U.S. buyer visits to the CAR	X		X		X		X	X	X		X		X		X		X	
e. Sample purchase orders placed for local and export marketing/sales			X	X	X	X	X	X	X	X	X	X	X	X	X		X	
<b>5) Increased cultural identity of Central Asia by foreigners through sales of products adapted for export</b>																		
a. NGO Artisan Resource Guide completed & distributed									X								X	
b. Samples & information provided to tourist groups, U.S. buyers & importers			X	X	X	X			X	X							X	
c. Individual partner NGO marketing action plans developed and updated with grant activities			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

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A. 3.

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PERFORMANCE PLAN

INDICATORS	5th QUARTER (1 APR 96 - 30 JUN 96)	
	PLANNED ACTIVITIES	ACTUAL ACTIVITIES
1. 3 Goodwill partnerships will be formed between indigenous Central Asian NGOs and local North American Goodwill agencies	<ul style="list-style-type: none"> <li>a. Support, maintain, and strengthen partner-to-partner relationship between Tashkent and Indianapolis Goodwills</li> <li>b. Develop direct contact between GII ex-pat CAR representative Melissa Brill and potential partner groups in Almaty and Bishkek (regional travel for M. Brill)</li> <li>c. Evaluate realistic capabilities to successfully establish complete Goodwill retail/vocational rehabilitation models in both Kazakhstan and Kyrgyzstan within grant period</li> <li>d. Proceed with development of Goodwills in Kazakhstan and Kyrgyzstan per conclusion of evaluation (see c)</li> <li>e. Confirm US Goodwill partner commitments for Kazakhstan and Kyrgyzstan; interview candidates and prepare US partners to accept management trainees</li> </ul>	<ul style="list-style-type: none"> <li>a. Tashkent partnership supported by strong communication and cooperation with Indianapolis Goodwill. J. McClelland made May visit to Tashkent to assist in board training and retail store grand opening</li> <li>b. Vocational rehabilitation plan - beyond retail store employment/training - on hold, pending GII/Counterpart/USAID agreement on Goodwill regional development in Central Asia</li> <li>c. See b</li> <li>d. See b</li> <li>e. See b</li> </ul>
2. 3 Indigenous Goodwill retail/rehabilitation programs will be established	<ul style="list-style-type: none"> <li>a. Open first retail store in Tashkent on May 8, 1996</li> <li>b. Solidify specific plans for vocational rehabilitation component of Goodwill Tashkent program</li> <li>c. Identify, contract, and renovate (if necessary) spaces for voc rehab facilities in Tashkent</li> <li>d. Begin data collection on potential Goodwill clients in Tashkent</li> <li>e. Evaluate potential partner capabilities and programs in Almaty and Bishkek</li> <li>f. Procure necessary voc rehab equipment for Tashkent program</li> </ul>	<ul style="list-style-type: none"> <li>a. First Goodwill retail store in Tashkent opened on May 8, 1996</li> <li>b. Vocational rehabilitation plans - beyond training/employment in stores - on hold, pending indicators of self-sustainability/revenue stream for first store</li> <li>c. See b</li> <li>d. Computer set up in store office space; data collection on client base initiated</li> <li>e. Vocational rehabilitation plan - beyond retail store employment/training - on hold, pending GII/Counterpart/USAID agreement on Goodwill regional development in Central Asia</li> <li>f. See b</li> </ul>
3. Employment/training opportunities will be created for people with disabilities and special needs	<ul style="list-style-type: none"> <li>a. Continued retail activity in Tashkent will allow expansion of staff with disabilities and other special needs beyond original seven staffers</li> <li>b. Opening of vocational rehabilitation program in Tashkent will provide training for local disabled - area of initial training interest: computer skills/ word processing</li> <li>c. Start-ups in Kazakhstan and/or Kyrgyzstan will provide employment for sorters, pricers, cleaners and other retail staffers even before stores are opened</li> </ul>	<ul style="list-style-type: none"> <li>a. Per Indianapolis Goodwill partner recommendation to continue building a solid revenue base, plans for a second store underway to provide additional work/retail training spaces for special needs individuals</li> <li>b. Vocational rehabilitation plan - beyond retail store employment/training - on hold, pending GII/Counterpart/USAID agreement on Goodwill regional development in Central Asia</li> <li>c. Vocational rehabilitation plan - beyond retail store employment/training - on hold, pending GII/Counterpart/USAID agreement on Goodwill regional development in Central Asia</li> </ul>

<p>4. North American partners will provide on-going support to Central Asian partners</p>	<p>a. George Gallyean to visit Tashkent (visit delayed from Feb 96) to assist in continued retail/rehab development  b. Store stock needs assessed and second shipment to Tashkent prepared by Indianapolis Goodwill; assessment of stock needs will help potential partners for Almaty and Bishkek better plan initial shipments to CAR groups  c. Melissa Brill to receive hands-on Goodwill training at Indianapolis Goodwill in May 1996, to learn more about North American partners, local Goodwill programs, board relations, and encourage the local partnership concept</p>	<p>a. J. McClelland traveled to Tashkent in place of G. Galyean to assist in board training and retail store set-up/grand opening  b. Store needs assessed jointly by partners; second shipment being sorted in Indianapolis for August 1996 shipping date  c. M. Brill completed 1-month Goodwill internship in Indianapolis and Bethesda; Ms. Brill also assisted in revision of scope of work and budget for GII subagreement</p>
<p>5. Central Asian Goodwills will become members of Goodwill International Network (GII Support)</p>	<p>a. Melissa Brill to visit GII in May 1996 and meet with GII International Programs Office staff and representatives from all GII departments that support international Goodwill activity  b. Continued encouragement of involvement of CAR Goodwills in Goodwill NIS e-mail forum, building cooperative business and experiential ties with other NIS Goodwills and North American partners  c. Encourage participation in Goodwill international events, including annual Delegate Assembly and potential Goodwill Eurasian conference (conference pending available Eurasia Foundation funding)</p>	<p>a. Ms. Brill spent two weeks at GII, meeting and working with International Programs staffers and retail and rehabilitation specialists; she now has a network of Goodwill experts on which to rely for advice and support  b. Budget revised to include a trip to other NIS Goodwill locations for Tashkent Goodwill director and board chairman, to develop ties with colleagues and see other NIS Goodwills in action  c. Invitations issued to Tashkent Goodwill to participate in Goodwill network activities worldwide; Tashkent Goodwill receives regular communications and weekly packages of Goodwill updates from Goodwill corporate office</p>

PERFORMANCE PLAN

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INDICATORS	6th QUARTER (1 JUL 96 - 30 SEP 96)	
	PLANNED ACTIVITIES	ACTUAL ACTIVITIES
<p>1. 3 Goodwill partnerships will be formed between indigenous Central Asian NGOs and local North American Goodwill agencies</p> <p><b>TO BE REVISED PENDING APPROVAL OF NEW SCOPE OF WORK (8/96)</b></p>	<p>a. Support, maintain, and strengthen partner-to-partner relationship between Tashkent and Indianapolis Goodwills</p> <p>b. Second container of donated clothing to be sent to Tashkent Goodwill by Indianapolis partner (8/96)</p> <p>c. M. Brill to establish contact as regional GII representative with potential Goodwill partners in Kyrgyzstan and Kazakhstan, per M. Jordan recommendations</p> <p>d. Voc Rehab intern to be identified by Tashkent Goodwill and prepped for October-November 96 internship in Indianapolis</p> <p>e. Prepare for regional travel by M. Brill, pending COS date from Peace Corps/ determine appropriate travel date for GII staffer, M. Jordan to correspond with M. Brill travel to other countries</p>	
<p>2. 3 Indigenous Goodwill retail/rehabilitation programs will be established</p> <p><b>TO BE REVISED PENDING APPROVAL OF NEW SCOPE OF WORK (8/96)</b></p>	<p>a. Locate facilities for second Tashkent store</p> <p>b. Indianapolis Goodwill to send second shipment of donated clothing to Tashkent (8/96)</p> <p>c. Begin second store site renovation in Tashkent</p> <p>d. Identify rehab facility site in Tashkent</p> <p>e. Begin renovation/procurement for rehab facility in Tashkent</p> <p>f. Continue data collection for potential Tashkent rehab clients</p> <p>g. Continue PR and ad campaigns for Tashkent Goodwill programs</p> <p>h. M. Brill to examine possible cooperative employment/training/funding opportunities with US and other businesses working in Uzbekistan</p>	
<p>3. Employment/training opportunities will be created for people with disabilities and special needs</p> <p><b>TO BE REVISED PENDING APPROVAL OF NEW SCOPE OF WORK (8/96)</b></p>	<p>a. Expand Tashkent retail program, creating additional employment/retail training opportunities for special needs individuals</p> <p>b. M. Brill to examine possible cooperative employment/training/funding opportunities with US and other businesses working in Uzbekistan</p>	

<p>4. North American partners will provide on-going support to Central Asian partners</p> <p><b>TO BE REVISED PENDING APPROVAL OF NEW SCOPE OF WORK (8/96)</b></p>	<p>a. Second shipment of donated clothing from Indianapolis to Tashkent (8/96) b. Continued attentive mutual communication between Indianapolis and Tashkent partners c. J. McClelland to review Tashkent financial reports to provide advice for speed/range of retail/rehab expansion plans d. Indianapolis to prepare training sites/materials/trainers for vocational rehabilitation intern (expected 10/96)</p>	
<p>5. Central Asian Goodwills will become members of Goodwill International Network (GII Support)</p> <p><b>TO BE REVISED PENDING APPROVAL OF NEW SCOPE OF WORK (8/96)</b></p>	<p>a. Continued daily contact with GII office via e-mail and fax communications with M. Brill and part-time consultant B. Rasulov b. Inclusion in GII NIS e-mail forum and Goodwill network internet listserv - collection of data for Goodwill Tashkent homepage to be established by GII c. Budgeted visit by Tashkent leaders to other NIS Goodwills to observe, meet with, and develop cooperative ties with colleague NIS Goodwills d. Invitations issued to Tashkent Goodwill to participate in all Goodwill worldwide events; Tashkent to receive weekly packages of information from Goodwill corporate office</p>	

**Counterpart Consortium NGO Support Initiative for Central Asia  
The Citizens Network for Foreign Affairs  
Performance Plan  
October 1, 1995 - June 30, 1996**

**1. Three U.S. state Farm Bureau alliances established with counterpart Private Farmers Associations (PFAs); one each in Kyrgyzstan, Kazakstan and Uzbekistan.**

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
a. Identify Kyrgyz PFA																										
b. Conduct personal meetings with heads of Kyrgyz PFA																										
c. Network with US Farm Bureaus																										
d. Visit the proposed US farm bureau and make an indepth presentation about the program																										
e. US and Kyrgyz organizations decide to form alliance																										
f. Draft a protocol agreement between US state farm bureau and Kyrgyz PFA																										
g. Do extensive background work on all agricultural NGOs in Kazakstan																										
h. Identify Kazak PFA to be partnered with US state farm bureau																										
i. Conduct personal meetings with heads of Kazak PFAs.																										
j. Visit proposed US partners and make indepth presentation about program																										
k. US and Kazak organizations decide to form alliance																										
l. Draft protocol agreement between US state farm bureau and Kazak PFA	X				X																					
m. Identify Uzbek PFA to be partnered with US state farm bureau																										
n. Meet/brief Uzbek PFA	X	X																								
o. Identify state farm bureau					X																					
p. Meet/brief state farm bureau				X																						
q. Secure commitment of state farm bureau and Uzbek PFA	X				X																					
r. Finalize Uzbek protocol agreement between AFB and PFA				X																						

**2. Three US state farm bureau teams sent to Kyrgyzstan, Kazakstan and Uzbekistan to develop long-term protocol agreements with selected private farmers associations**

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.	
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
a. Send representatives of selected US state farm bureaus to meet with Kyrgyz PFA																										
b. Send representatives of selected US state farm bureaus to meet with Kazak PFA				X	X																					
c. Send representatives of selected US state farm bureaus to meet with Uzbek PFA						X			x																	

3. 50% increase in membership in selected PFAs in Kyrgyzstan, Kazakstan and Uzbekistan.

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.			
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
a. Conduct initial membership count of Kyrgyz PFA																												
b. Conduct needs assessment for membership development with leaders of Kyrgyz PFA																												
c. Sign Kyrgyz protocol agreement																												
d. Conduct initial membership count of Kazak PFA		X																										
e. Conduct needs assessment for Kazak PFA				X																								
f. Sign Kazak protocol agreement	X			X																								
g. Conduct initial membership count of Uzbek PFA																												
h. Conduct needs assessment of Uzbek PFA																												
i. Sign Uzbek protocol agreement			X					X																				

4. 60 members of selected PFAs in Kyrgyzstan, Kazakstan, and Uzbekistan trained in management and leadership skills through Consortium activities and by US farm bureau (FB) volunteers.

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.			
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
a. Kyrgyz PFA reps receive Consortium training							X				X						X											
b. Kyrgyz PFA reps receive FB training							X	X																				
c. Kazak PFA reps receive Consortium training			X				X				X																	
d. Kazak PFA reps receive FB training				X	X		X						X								X							
e. Uzbek PFA reps receive Consortium training									X				X															
f. Uzbek PFA reps receive FB training													X		X						X							

5. Nine leaders from 3 selected PFAs in Kyrgyzstan, Kazakstan, and Uzbekistan receive US-based training from state farm bureau:

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.			
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A
a. 2 reps of selected Kyrgyz PFA travel to US for training by FB													X															
b. 3 reps of selected Kazak PFA travel to US for training by FB																										X		
c. 1 rep of selected Uzbek PFA travel to US for training by FB																				X								

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**6. 10 rural NGOs in Kyrgyzstan, Kazakstan, and Uzbekistan receive grants from Consortium to improve organizational capacity and ability to effectively represent interests of local farmers.**

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.		
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P
a. 3 seed grants awarded to support Kyrgyz/American alliance program					X	X										X											
b. 3 seed grants awarded to support Kazak/American alliance program					X	X										X											
c. 3 seed grants awarded to support Uzbek/American alliance program												X		X													

**7. 18 farm bureau volunteer experts, 6 per alliance in Kyrgyzstan, Kazakstan, and Uzbekistan, sent to implement selected PFA technical assistance protocol agreements.**

Results and Indicators	Oct.		Nov.		Dec.		Jan.		Feb.		March		Apr.		May		June		July		Aug.		Sept.		Oct.		
	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P	A	P
a. 6 US experts to Kyrgyz PFA to start work on projects identified in protocol agreement	X	X					X	X										X									
b. 6 US experts to Kazak PFA to start work on projects identified in protocol agreement							X			X											X						
c. 6 US experts to Uzbek PFA to start work on projects identified in protocol agreement							X	X								X	X				X						

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## Report

### “Creative Training Techniques”

The workshop was provided by 3 trainers from S.Marshak Foundation under Training Of Trainers (TOT) Program at Counterpart Consortium Central Asia and was funded by USAID.

This workshop was the next stage of TOT Program, developed by Counterpart Consortium. The trainers from S.Marshak Foundation, who had already conducted 2-week workshop in March 1996, continued their work for skills development of Central Asia trainers.

The workshop was devoted to interactive methods and educational techniques and focused mainly on the development of communication and facilitation skills.

The agenda of the workshop included the following topics:

- basics of active listening skills
- work with problem trainees
- teaching styles of trainees and trainers
- channels for perception of information, verbal and non-verbal ways of information exchange
- methods and techniques of decision making process in a group
- techniques of answering and asking questions and chairing group discussions
- skills for chairing group processes (facilitation)
- team membership skills

The workshop was a success, from the very beginning excellent relations between trainers and participants were formed, which allowed all trainees to actively participate in the workshop.

As a result the participants acquired skills of personal communication and active listening, of chairing group processes (facilitation) and working as a member of trainer's team (co-facilitation)

### Goals and Objectives of the Workshop

The goal of the workshop was the development of communication and facilitation skills of the trainers from Central Asia working under Counterpart Consortium Programs, among them:

- Improvement of active listening skills
- Improvement of techniques of answering and asking questions and chairing group discussions
- Introduction to channels of perception of information, verbal and non-verbal ways of information exchange
- Improvement of work with problem trainees
- Introduction to different educational methods and group decision making process
- Acquaintance with and improvement of basic skills of facilitation
- Improvement of work as member trainer's team

- Identifying participants' educational and teaching style

### Brief Comments for Each Day

*May, 20 1996*

The first day of the workshop was oriented at the improvement of participants' personal skills. The obtained knowledge would serve as basis for the interactive methods and techniques of working with a group (communication skills, active listening skills, work with problem trainees, etc.)

The participants were very active since the very beginning due to a successful procedure of acquaintance and dynamic in the first part.

The **first session** included the introduction of the workshop agenda, presentation of participants, discussing the regulations of the workshop and participant's expectations, and improvement of basic active listening skills. The participants worked in pairs and developed active listening techniques. Effective procedure of discussion (changing pairs) and topics (my place among friends, in professional sphere and private life) also contributed to the process of acquaintance

During the **second and the third sessions** the participants were divided in two groups, which worked separately and discussed and developed two topics:

- work with problem trainees
- how to ask right questions at the workshop

All the participants worked actively, the only exception was the group, which discussed the topic "how to ask questions correctly". They emphasised the importance of this theme, but the method of an open discussion prevented them from dynamic exchange of opinions.

The **fourth session** was devoted to the ways of transmission and transformation of verbal and non-verbal information. The trainers used active games, and as a result, a discussion of schemes of information codification was organised, and the ways of preventing information distortions were set.

Finally, the results achieved during day 1 were summarised, using the "aquarium" method: 4 volunteers sat in the circle and discussed the agenda and the results. The other participants were following them and had an opportunity to change places with them and to continue the discussion process.

The participants' evaluation of day 1 was very positive. They pointed out an excellent beginning of the workshop, underlined the informational side, the importance of the discussion on work techniques with problem trainees and "how to formulate questions correctly". To improve the workshop they suggested to use some other methods (ex. games, small group discussion) for the session "how to formulate questions correctly".

*May, 21 1996*

The second day was devoted to the analysis of individual educational styles and the problems of effective work of the trainers' team.

During the **first session** participants were tested to identify their educational styles. At the end of the session a discussion on differences, strong and weak points of these 4 established educational styles took place.

During **second and third sessions** the participants were divided into 4 groups, according to the country offices (Kyrgyzstan, Uzbekistan, Tadjikistan, Kazakhstan). Each group received a task to prepare and conduct a presentation of an "Ideal team". During the presentation they introduced and discussed different approaches to the trainer's interaction in a team.

During the **fourth session** the groups continued to work on this topic. The trainers conducted a game aimed at making the participants choose either personal success or the team success.

Finally, the achieved results were summed up, using "+" and "Δ" methods. The participants emphasised the informative side of the test, effectiveness of the discussion of 4 educational styles, underlined an interesting discussion on group presentation, devoted to working in a trainers' team.

*May, 22 1996*

Development of interactive educational methods, techniques of decision making processes in a group and summing up the experience, accumulated during the workshop, were regarded as the main goals of the third day of the workshop.

During the **first session** participants were introduced to different techniques of decision-making. An analysis on the way of chairing an open discussion was also presented. The participants were involved into a game, which modelled the situation of chairing group discussion and, according to the obtained skills, they were able to analyse principles and techniques of this method.

The **second session** was oriented at summing up the results of the first and second days, and was held in a form of an open discussion. The following topics were discussed:

- difference between classical approach and facilitation in educational cycle
- facilitator's functions
- skills needed for facilitation

As a result, the participants were able to formulate clearly the facilitator's obligations and principles of facilitation in educational cycle.

The third and fourth sessions were devoted to presentation preparation, conducting and analysis (feedback). The trainees were divided into 3 groups, which were to present each of the methods (open discussion, role play, small group work). As a result they were able to analyse organisational tools, ways of usage and limitations of these methods.

At the end of the workshop participants wrote letters to themselves, which included the analysis of the workshop and recommendations for their future work.

## Training Activities in Central Asia

*17-Jul-96*

### Kazakstan

Type Training	From	Days	# Workshops	NGOs	Participants
NGOs and community	Apr.-95	2	17	134	238
Strategic Planning	Mar-96	3	5	38	60
Project Design	Jun.-95	5	10	85	158
Total:			32	257	456

### Kyrgyzstan

Type Training	From	Days	# Workshops	NGOs	Participants
NGOs and community	Feb.-95	2	26	236	365
Strategic Planning	Mar-96	3	6	52	66
Project Design	Jun.-95	5	11	124	192
Total:			43	412	623

### Tajikistan

Type Training	From	Days	# Workshops	NGOs	Participants
NGOs and community	Jul.-95	2	9	51	68
Strategic Planning		3	0	0	0
Project Design	Jun.-95	5	4	5	9
Total:			13	56	77

### Uzbekistan

Type Training	From	Days	# Workshops	NGOs	Participants
NGOs and community	May-95	2	14	105	141
Strategic Planning	Mar-96	3	3	21	32
Project Design	Jul.-95	5	9	83	105
Total:			26	209	278

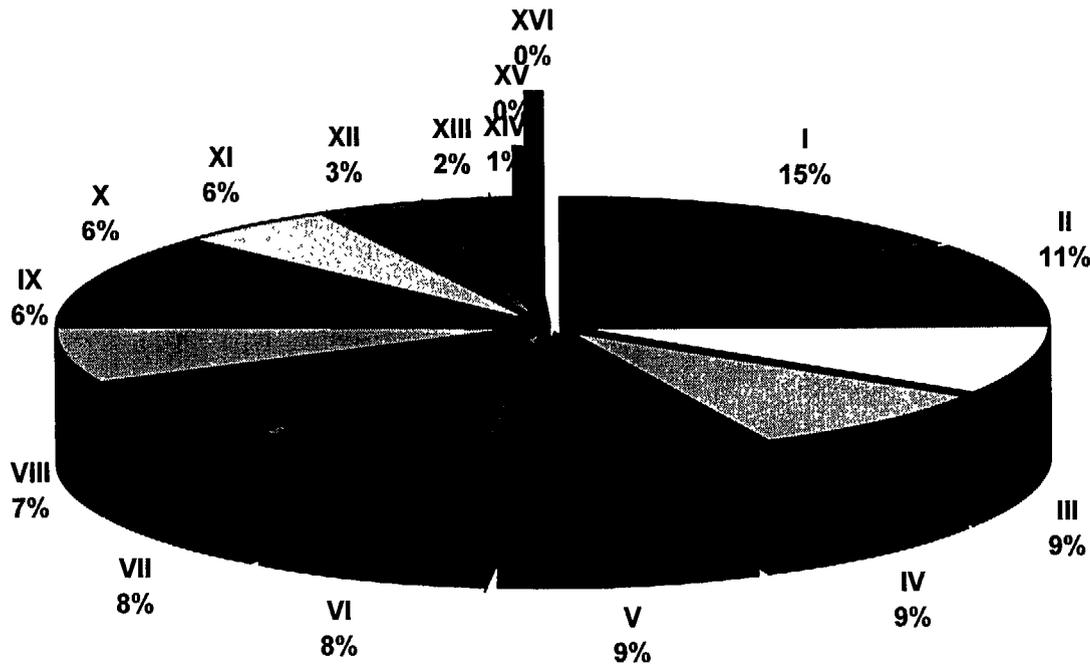
### Summary

Type Training	From	Days	# Workshops	NGOs	Participants
NGOs and community	Feb.-95	2	66	526	812
Strategic Planning	Mar-96	3	14	111	158
Project Design	Jun.-95	5	34	297	464
Total:			114	934	1434

# Counterpart Consortium, Kazakstan

21-Aug-96

## Total # of NGOs Registered in Counterpart Foundation Database



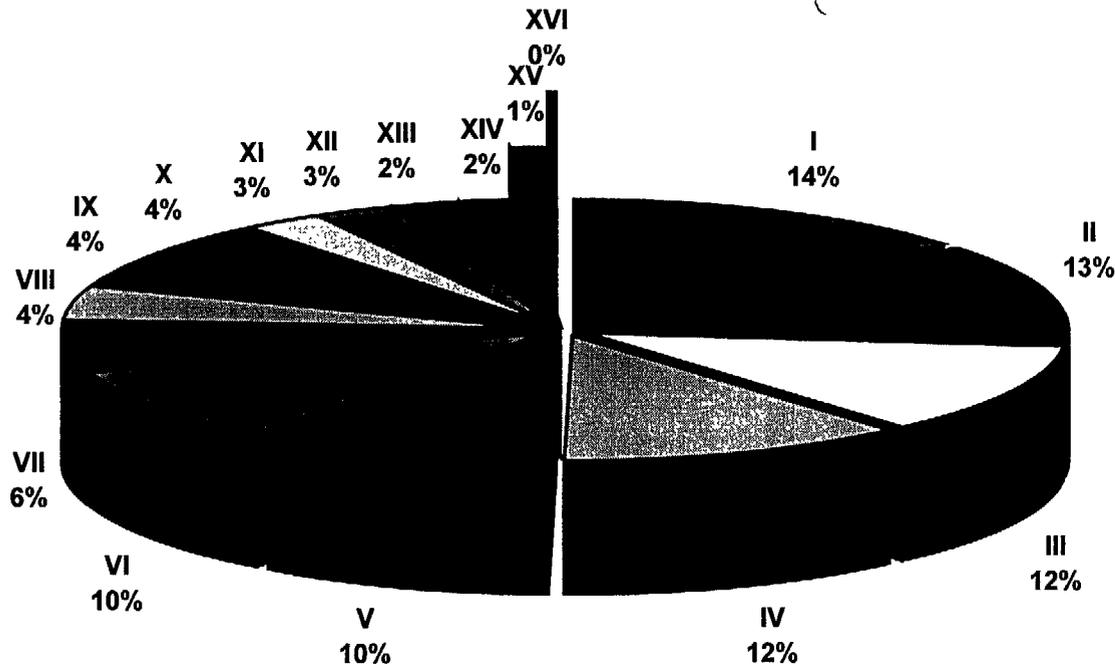
I	Civil Society/Human Rights/NGO Support	31
II	Disabled	23
III	Ecological	20
IV	Legal/Juridical	19
V	Artists/Craftspersons/Culture and History	19
VI	Health	18
VII	Children/Youth	17
VIII	Education	16
IX	Poor Families/Pensioners	13
X	Women	12
XI	Business Promotion	12
XII	Agricultural/Farmers	7
XIII	Science	5
XIV	Cultural/Ethnic Groups	2
XV	Media	1
XVI	Refugees	1
Totals:		216

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# Counterpart Consortium, Kyrgyzstan

21-Aug-96

## Total # of NGOs Registered in Counterpart Foundation Database



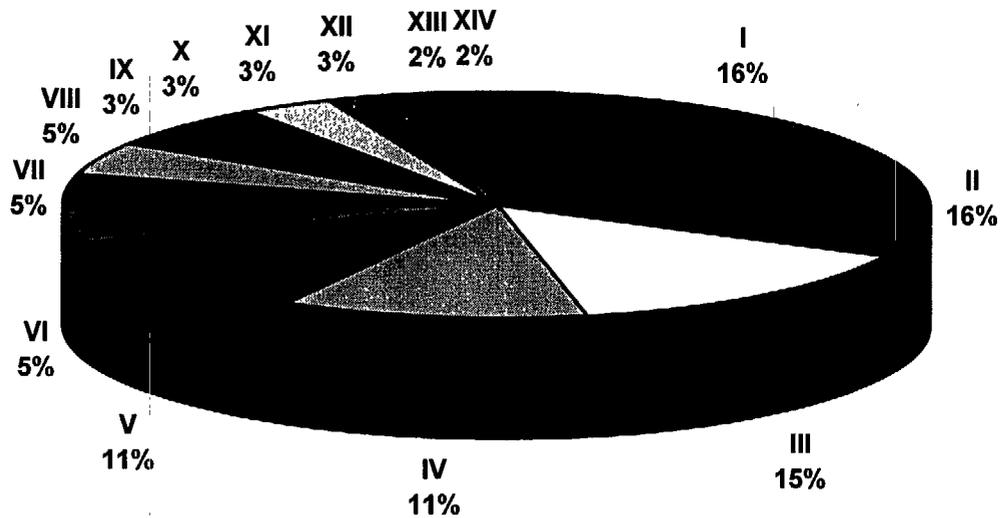
I	Civil Society/Human Rights/NGO Support	50
II	Education	46
III	Children/Youth	43
IV	Ecological	42
V	Women	36
VI	Health	35
VII	Artists/Craftspersons/Culture and History	22
VIII	Agricultural/Farmers	16
IX	Cultural/Ethnic Groups	16
X	Media	15
XI	Disabled	10
XII	Poor Families/Pensioners	9
XIII	Legal/Judicial	8
XIV	Business Promotion	7
XV	Science	4
XVI	Refugees	1
Totals:		360

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# Counterpart Consortium, Tajikistan

21-Aug-96

## Total # of NGOs Registered in Counterpart Foundation Database

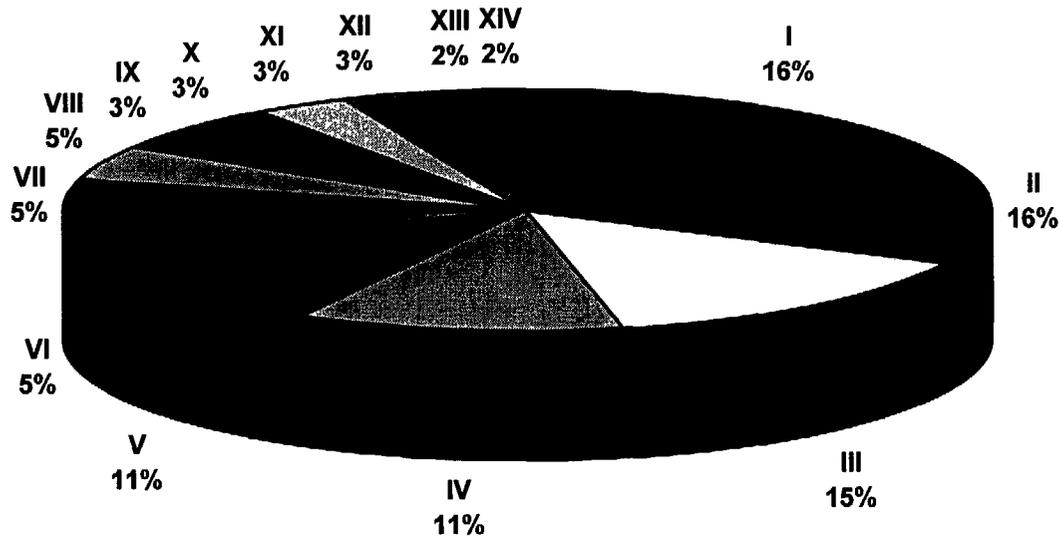


I	Science	10
II	Civil Society/Human Rights/NGO Support	10
III	Disabled	9
IV	Women	7
V	Children/Youth	7
VI	Legal/Judicial	3
VII	Health	3
VIII	Cultural/Ethnic Groups	3
IX	Refugees	2
X	Education	2
XI	Ecological	2
XII	Artists/Craftspersons/Culture and History	2
XIII	Business Promotion	1
XIV	Agricultural/Farmers	1
	<b>Totals:</b>	<b>62</b>

# Counterpart Consortium, Uzbekistan

21-Aug-96

## Total # of NGOs Registered in Counterpart Foundation Database



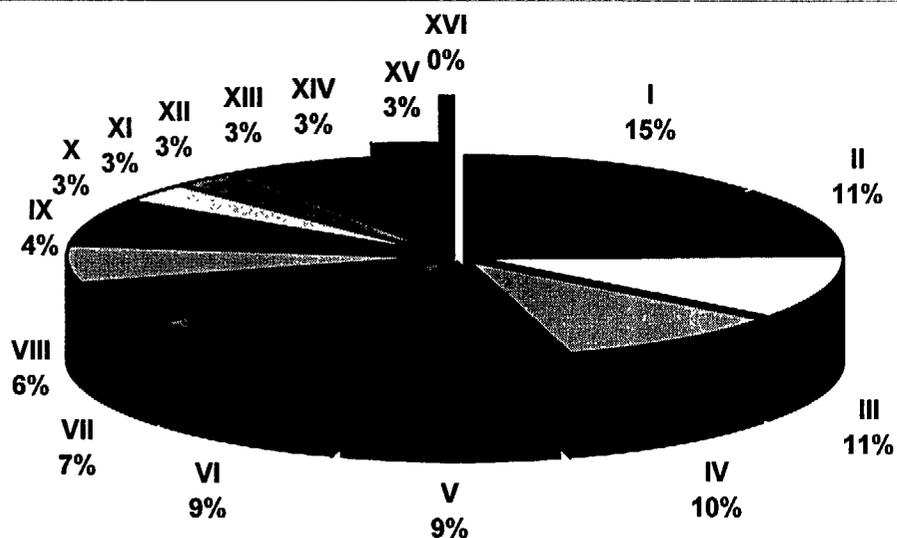
I	Health	30
II	Civil Society/Human Rights/NGO Support	20
III	Women	19
IV	Education	19
V	Civil Society/Human Rights/NGO Support	19
VI	Disabled	11
VII	Ecological	9
VIII	Artists/Craftspersons/Culture and History	8
IX	Business Promotion	7
X	Science	6
XI	Media	6
XII	Cultural/Ethnic Groups	4
XIII	Agricultural/Farmers	4
XIV	Poor Families/Pensioners	2
	<b>Totals:</b>	<b>164</b>

# Counterpart Consortium, Central Asia

21-Aug-96

## Total # of NGOs Registered in Counterpart Foundation Database

(Kazakstan, Kyrgyzstan, Tajikistan, Uzbekistan, Turkmenistan)



I	Civil Society/Human Rights/NGO Support	110
II	Children/Youth	87
III	Health	86
IV	Education	83
V	Women	74
VI	Ecological	73
VII	Disabled	53
VIII	Artists/Craftspersons/Culture and History	51
IX	Legal/Juridical	30
X	Agricultural/Farmers	28
XI	Business Promotion	27
XII	Science	25
XIII	Cultural/Ethnic Groups	25
XIV	Poor Families/Pensioners	24
XV	Media	22
XVI	Refugees	4
<b>Totals:</b>		<b>802</b>

COUNTERPART CONSORTIUM  
Proposal Status  
As of June 10, 1996

Name of Applicant	Location	Name of Organization	Project Title	Focus Group	"Concept Tr Date"	"Project Design" Date	Grant Type	Req'd/App'd Amount	Total Project Cost	Co-Sponsors	Status	Date Rec'd/ Revised	Grant Comm Review Date	Telephone Number
Mr. Jaksilikov Actan	Almaty, Kazakhstan	National University of "Ecology of Man"	New Thinking and Human of Education	Ecological	5/31/95	6/12/95	Seed	\$15,000	\$15,000.00	None	Disapproved	6/7/95	6/11/95	
Ms. Suleimenova Rosa	Almaty, Kazakhstan	Social and Employment Center	Law of Special Education	Disabled	5/11/95	6/12/95	Challenge	\$5,000	\$15,200.00	ALC	Approved	7/26/95	8/10/95	
Ms. Suleimenova R.A.	Almaty, Kazakhstan	Social and Employment Center	Creation of System of Educational Intervention in Kazakhstan	Disabled	5/11	6/12	Challenge	\$2,500	\$13,104.00	Pending	Approved	3/1/96	3/15/96	(3272) 42-86-31
Mr. Filatov Vladimir	Almaty, Kazakhstan	"TENGRU-UMAI" Modern Art Gallery	Special Art Exhibition	Unemployed	No	No	Seed	\$6,900	\$10,940.00	None	Approved	9/21/95	9/22/95	
Ms. Khairullina Asiya	Almaty, Kazakhstan	Women's League of Creative Initiative	"Woman, East-West" Catalog	Women	5/11/95	No	Challenge	\$6,305	\$32,155.00	None	Approved	10/20/95	12/8/95	(3272) 62-07-22
Mr. Aubakirov B. Abauevich	Almaty, Kazakhstan	Kazakh Society of the Blind	International Conference of Blind Persons	Disabled	No	No	Challenge	\$7,500	\$55,585.00	"Aiya"	Approved	7/5/95	6/11/95	
Ms. Taran Lyudmila	Almaty, Kazakhstan	Voluntary Society of Diabetics	Training and Medical Center for Diabetics	Health	4/15/95	No	Seed	\$10,466	\$40,023.50	Soros Mercy Corps	Approved	7/26/95	8/10/95	
Ms. Olga Bakhareva	Almaty, Kazakhstan	Special Olympics	Special Olympics Uniforms & Equipment	Disabled	No	9/4/95	Seed	\$10,000	\$120,000.00	None	Approved	4/95	4/14/95	
Ms. Olga Bakhareva	Almaty, Kazakhstan	Special Olympics	Registration Costs	Disabled	No	3/4	Seed	\$2,250	\$3,000.00	None	Approved	6/1/96	6/13/96	
Ms. Galina Alekseeva	Almaty, Kazakhstan	Design Gallery	Teach Basic Handicrafts	Unemployed	No	6/12/95	Seed	\$6,150 \$2,250	\$28,150.00	None	Approved	8/23/95 10/17/95	9/22/95 10/20/95	(3272) 43-57-83 (3272) 43-57-83
Mr. Burilbaeva J. Muhanovna	Almaty, Kazakhstan	School Association "Jastar"	Creation of Interschool Association	Children/Youth	4/24/95	No	Seed	\$4,950	\$11,190.00	None	Approved	7/20/95	9/22/95	(3272) 63-32-26
Mr. Bruce A. Kososki	Almaty, Kazakhstan	Almaty Little League Baseball	Little League Baseball	Children/Youth	No	No	Challenge	\$10,000	\$62,983.00	Chevron	Approved	7/12/95	8/10/95	
Mr. Bruce A. Kososki	Almaty, Kazakhstan	Junior Achievement of Kazakhstan	Development Business & Education Programs in Kazakhstan	Children/Youth	No	No	Challenge	\$10,000	\$49,000.00	Chevron	Approved	6/29/95	8/10/95	
Ms. Irina Savostina	Almaty, Kazakhstan	Non-state Pension Fund "Generation"	Creation of Material and Technical Base	Poor Families	No	6/26/95	Seed	\$11,849	\$200,000.00	None	Disapproved	4/26/95	9/22/95	(3272) 43-57-83
Mr. Idris Bibolov	Semi-Palat, Kazakhstan	URDZHAR Farmers Association	Information Center	URDZ Farmers	8/7/95	8/7/95	Challenge Seed	\$11,849 \$7,060	\$200,000.00 \$15,220.00	"Intymak" Corp None	Disapproved Approved	4/26/95 9/4/95	12/8/95 9/22/95	(32230) 2-17-42
Mr. Kainazarov Yelyeysin	Almaty, Kazakhstan	Private Non-Profit Organization	Center for Veterans	Poor Families	No	9/25/95	Seed	\$9,100	\$19,420.00	None	Approved	10/10/95	10/20/95	(3272) 62-50-63
Mr. Yuri Zaitsev	Almaty, Kazakhstan	Feministic League	Newspapers for girls "Mal Women"	Women	8/7/95	8/7/95	Seed	\$15,000	\$43,417.00	HIVOS	Pending Rev	9/11/95	9/22/95	(3272) 32-25-46
Mr. Pobedinskiy N.V.	Almaty, Kazakhstan	Moscow District Disabled People	"Helios" Solar Collector	Disabled	4/18/95	9/25/95	Seed	\$10,500	\$66,916.00	None	Approved	10/6/95	10/20/95	(3272) 33-78-70
Mr. Sczherbakov Boris Vasilyevitch	Almaty, Kazakhstan	Ecobiocenter	Ecological Education	Children/Youth	No	6/12/95	Seed	\$5,514	\$12,579.00	None	Approved	10/20/95	12/8/95	(3272) 66-49-00
Mr. Tolkimbaev Gabit Azhdarovich	Almaty, Kazakhstan	National Association of Security	NAMI Public Relations	Business	9/21/95	10/2/95	Seed	\$15,000	\$120,880.00	None	Approved	12/1/95	12/8/95	(3272) 69-16-05
Mr. Polyakov Alexander Petrovitch	Almaty, Kazakhstan	Ecological Association "Green Salvation"	Bureau of Technical Support for NGOs	Ecological	No	No	Seed	\$14,980	\$52,036.00	None	Approved	11/10/95	12/8/95	(3272) 67-13-52
Mr. Solyanik Sergei Mikhailovich	Almaty, Kazakhstan	Ecological Association "Green Salvation" and VOCA	Ile-Alatau National Park	Ecological	No	No	Partnership	\$2,600	\$19,790.00	VOCA	Approved	3/1/96	3/15/96	(3272) 41-16-95
Mr. Bekturganova Bachytzhamal	Almaty, Kazakhstan	Assn of Sociologists & Politicians	Social Partnership for Society	Civil Society/	No	No	Seed	\$9,683	\$58,492.00	None	Pending Rev	12/1/95	12/8/95	(3272) 69-26-33
Mr. Eleusizov Seyitkhan	Almaty, Kazakhstan	Kazakh Society of Deaf	Social Rehabilitation Center	Disabled	5/31/95	No	Seed	\$11,400	\$23,350.00	Soros	Pending Rev	11/30/95	12/8/95	(3272) 40-59-68
Mr. Zhumazhan G. Baizhumir	Almaty, Kazakhstan	Historical-Ethnographic Center	Museum of Nomadic Civil	Ethnicity	No	6/12/95	Seed	\$10,000	\$14,200.00	None	Disapproved	10/30/95	12/8/95	(3272) 39-37-38
Mr. Baron Alexander Losifovitch	Almaty, Kazakhstan	Association of Jewish Organizations	Club/Society "Golden Age"	Poor Families	No	6/26/95	Seed	\$7,830	\$10,590.00	None	Disapproved	N/A	2/9/96	
Ms. Izmailova Zukhra	Almaty, Kazakhstan	Children's Charitable Fund	"Step to Meet"	Children	8/7/95	8/7/95	Seed	\$13,514	\$16,101.00	None	Pending Rev	11/28/95	12/8/95	(3272) 62-48-81

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Mr. Erzhanov Nurlan Kiyakbayevich	Zhezkazgan, Kazakhstan	AGRO Oblast PFA	Consulting, Training and Agriculture	2/21	4/21	Seed	\$7,320	22821	None	Approved	5/1/96	5/9/96	(3102)733380
Ms. Prmagombetova Amankul	Zhambil, Kazakhstan	Insulin Limited Partnership	A View on Diet Therapy f Health	N/A	N/A	Seed	\$3,670	13571	None	Approved	5/1/96	5/9/96	4-88-23
Mr. Dorovskikh Vaeiyi	Almaty, Kazakhstan	Almaty City Invalids' Society	Revival of Almaty City Invalids' Society	N/a	N/A	Seed	\$10,320		None	Disapproved	5/1/96	5/9/96	
Mr. Gneushev Valery	Stepnogorsk, Kazakhstan	Shilk" Consumers' Rights Protection Society	Legal/Juridici	N/A	N/A	Seed	\$9,982	24282	None	Disapproved			
Mr. Gneushev Valery	Stepnogorsk, Kazakhstan	Shilk" Consumers' Rights Protection Society	Legal/Juridici	N/A	N/A	Seed	\$4,285	\$19,090.00	None	Approved	6/1/96	6/13/96	
Ms. Sandler Sofia	Almaty, Kazakhstan	Business Woman Scientific-	Social and Vocational Re Women	N/A	N/A	Seed	\$10,000	20940	None	Disapproved	5/1/96	5/9/96	
Ms. Sandler Sofia Yakovlevna	Almaty, Kazakhstan	Business Woman Scientific-	Social and Vocational Re Women	N/A	N/A	Seed	\$10,000	\$20,940.00	None	Disapproved	6/1/96	6/13/96	
Mr. Rozhkov Maxim Vasilyevich	Almaty, Kazakhstan	Sport Assoc. of Deaf People	Rehabilitation of People Disabled	N/A	N/A	Seed	\$15,105	\$29,512.00	None	Diapproved	6/1/96	6/13/96	
Mr. Omarbekov Bolat Dauletbaev	Almaty, Kazakhstan	Al-Bota Children's Charita	Professional Training of Disabled	N/A	N/A	Seed	\$4,500	\$46,871.00	None	Approved	6/1/96	6/13/96	
Mr. Lopatin Oleg E	Almaty, Kazakhstan	Association of Information Te	Forming Free Access to NGO Suppor	N/A	N/A	Seed	\$14,200	\$31,844.00	None	Disapproved	6/1/96	6/13/96	
Mr. Dumbaev Albek Erkinovich	Almaty, Kazakhstan	Zhan Society of Assistance	Nadezhda-Computer Ed Disabled	N/A	N/A	Seed	\$10,415	\$17,194.00	None	Approved	6/1/96	6/13/96	
Ms. Zvonaryova E.I.	Almaty, Kazakhstan	Asia Art Charitable Foundation	Disabled	N/A	N/A	Challenge	\$6,670	\$23,950.00	"Green House"	Approved	6/1/96	6/1/96	
Ms. Yelyubaeva Zhanat	Almaty, Kazakhstan	The World of Opposite Force	Kokaserek Art Exhibition a Youth	N/A	N/A	Seed	\$8,360	\$41,610.00	None	Disapproved	6/1/96	6/13/96	
Mr. Amrekulov Nurlan Auezkhanovi	Almaty, Kazakhstan	Intellectual Resources of Sta	Center for Support of Env Education	N/A	N/A	Seed	\$15,000	\$27,000.00	None	Disapproved	6/1/96	6/1/96	
Mr. Yeger Viktor Teodorovich	Almaty, Kazakhstan	Kazakhstan Foundation of Su	Information Bulletins for R Culture	N/A	N/A	Seed	\$11,890	\$16,750.00	None	Disapproved	6/1/96	6/1/96	
Mr. Nam Gennadi Martinovich	Karaganda, Kazakhstan	Center for Protection of Hum	Progressive Specialists t Human Right	N/A	N/A	Seed	\$10,530	\$24,815.00	None	Disapproved	6/1/96	6/13/96	
Ms. Ruziak Larisa	Ust-Kamenogorsk, Kazakata	Environmental and Children	Our School Education	N/A	N/A	Seed	\$11,436	\$12,952.00	None	Disapproved	6/1/96	6/13/96	
Ms. Dorozhkina Irina	Zhambyl, Kazakhstan	Union of Entrepreneurs of	Proposal for the Creatio Business	N/A	N/A	Seed	\$5,368	\$19,960.00	None	Approved	6/1/96	6/13/96	
Ms. Nurtayeva Rimma	Almaty, Kazakhstan	The Union of Spiritual Rebrt	Training in Basics of Appl Culture	N/A	N/A	Seed	\$11,350	\$14,350.00	None	Disapproved	6/1/96	6/13/96	
Ms. Igsatova Dina	Almaty, Kazakhstan	Business Women of Kazakst	Bank of Women's Econo Women	N/A	N/A	Seed	\$8,240	\$22,184.00	None	Disapproved	6/1/96	6/13/96	
Ms. Zhausbayeva Galiya	Semipalatinsk, Kazakhstan	Public Association of Middl	Organization of the Con Professiona	N/A	N/A	Partnership	\$8,075	\$54,237.00	Houston-Semip	Approved	6/1/96	6/13/96	
Mr. Buketov Mazhit	Karaganda, Kazakhstan	Ecocenter Karaganda	Interregional Environment Ecology	N/A	N/A	Seed	\$12,183	\$22,519.00	None	Disapproved	6/1/96	6/13/96	
Ms. Aaya Sasikbaeva	Bishkek, Kyrgyzstan	Center InterBillm	February '96 NGO Forum Civil Society/	9/7/95	9/18/95	Seed	\$1,500.00	\$1,500	None	Approved	5/1/96	5/9/96	
Ms. Gaisha Ibragimova	Bishkek, Kyrgyzstan	Private Educational Complex	Model Civic Education Pr Civic Initiativ	5/3/95	No	Seed	\$2,172	\$3,622.00	None	Approved	6/25/95	8/10/95	
Ms. Z.I. Kochorbaeva	Bishkek, Kyrgyzstan	Bishkek Lyceum of Youth Po	Assistance in Adaptation Teachers	No	No	Seed	\$8,800	\$20,550.00	None	Disapproved	7/26/95	8/10/95	
Mr. Zamirbek Abylaev	Bishkek, Kyrgyzstan	Kyrgyz Children's Fund	Kyrgyz Social Project Info Children/You	11/25/95	No	Seed	\$3,200	\$67,595.00	UNICEF Mercy Corps	Approved	7/7/95	8/10/95	
Mr. Koshmuratov Rustam	Bishkek, Kyrgyzstan	"Almaz" Radio-Station	Information Coverage of t Civil Society/	5/3/95	6/14/95	Seed	\$3,700 \$2,775	\$8,500.00	None	Approved Approved	9/20/95 N/A	9/22/95 10/20/95	
Mr. Mikhail Bogatkin	Bishkek, Kyrgyzstan	Assembly of Kyrgyzstan's pe	Creating Informational-An Human Right	8/1/95	No	Seed	\$5,233	\$19,696.00	Mercy Corps	Approved	7/26/95	8/10/95	
Mr. Vorobiev Genadyi	Bishkek, Kyrgyzstan	"Ecoinfocenter"	To Equip "Ecoinfocenter" Ecology	No	6/17/95	Seed	\$7,500	\$13,500.00	None	Disapproved	7/95	8/10/95	
Mr. Tsopov Stanislav	Bishkek, Kyrgyzstan	"Ecoinfocenter"	Office Development of Ec Ecology	No	6/17	Seed	\$10,745	\$16,485.00	None	Disapproved	3/1/96	3/15/96	
Mr. Tsopov Stanislav	Bishkek, Kyrgyzstan	"Ecoinfocenter"	Office Development of Ec Ecology	No	6/17	Seed	\$721	\$16,485.00	None	Approved	3/1/96	5/9/96	
Mr. Abdrahman Mavlyanov	Bishkek, Kyrgyzstan	International Center of Finan	Professional Training of Unemployed	5/11/95	6/14/95	Challenge	\$7,000	\$63,700.00	"Inter-Bishkek"	Approved	9/8/95	10/20/95	
Ms. Cholpon Idrisova	Bishkek, Kyrgyzstan	Association of Women-Artst	Art Exhibition of Kyrgyz A Unemployed	8/1/95	No	Seed	\$275	\$275.00	None	Approved	7/19/95	8/10/95	
Ms. Janysakova J	Bishkek, Kyrgyzstan	Association of Women-Artist	Organization of Art Exhibi Democracy	8/1/95	9/18/95	Seed	\$250	\$350.00	None	Pending Rev	3/1/96	3/15/96	
Mr. I B Hodjamberdiev	Bishkek, Kyrgyzstan	Ecolog Club	NGO as the Stabilisators Civic Initiativ	5/3/95	6/14/95	Seed	\$2,500	\$2,500.00	None	Disapproved	7/28/95	8/10/95	
			Internal Conflicts & Social Ecological	5/3/95	6/14/95	Seed	\$2,536	\$3,895.00	None	Pending Rev	10/9/95	12/8/95	(3312) 22-10-41
Ms. Aynura Orozalyeva	Bishkek, Kyrgyzstan	Fund of Legal Initiatives	Legal Support of NGOs l Civil Society/	5/3/95	6/14/95	Seed	\$9,864	\$10,444.00	None	Approved	12/1/95	2/9/96	(3312)

Mr. Turarbek Kudaybergenov	Taldykorgan, Kazakhstan	AGRO Private Farmers' Ass	Strengthening the Oblast Farmers	No	1/22/96	Partnership *	\$11,414	\$29,675.00	ALC	Approved	12/1/95	12/8/95		
Mr. Sergey V. Sovo	Almaty, Kazakhstan	Dialogue Express	Free of Charge Professio Training of Socialy Unprotected Population Groups	Unemployed N/A	1/8/96	Seed	\$7,580	\$61,470.00	Soros	Approved	2/1/96	2/9/96	(3272) 33-36-52	
Ms. Galina Bykovets	Akmola, Kazakhstan	Public Center "Consumer's A	"We, Information, Market"	Consumer	12/6/95	1/22/96	Seed	\$14,820	\$14,820.00	ALC	Approved	1/26/96	2/9/96	(3172)32-40-58
Ms. Ilieva Urkyz Zlaudunova	Almaty, Kazakhstan	Int'l Ecological Assoc of East	"Women of the Orient" M Ecological Center	Ecology	12/6/95	1/8/96	Seed	\$14,370	\$30,963.00	None	Pending Rev	1/25/96	2/9/96	(3272)63-38-02
Ms. Ilieva Urkyz Zlaudunova	Almaty, Kazakhstan	Int'l Ecological Assoc of East	Eastern Women Eco Clu	Ecology	12/6/95	1/8/96	Seed	\$6,345	\$19,045.00	None	Approved	4/11/96	4/11/96	(3272)63-38-02
Ovchinnikova Nadejda Pavlovna	Almaty, Kazakhstan	Creative Association "Flamin	Informational Service Org	Artists	N/A	N/A	Seed	\$11,448	\$20,148.00	None	Disapproved	10/17/95	2/9/96	(3272)24-21-61
Ovchinnikova Nadejda Pavlovna	Almaty, Kazakhstan	Creative Association "Flamin	Informational Service Org Creative Collectives	Artists	N/A	N/A	Seed	\$11,448	\$20,148.00	None	Disapproved	5/1/96	5/9/96	(3272)24-21-61
Mr. Makhambet M. Tairov	Almaty, Kazakhstan	Non-Governmental Ecologic	Information & Publishing	Ecological	2/12/95	No	Seed	\$6,985	\$15,023.00	None	Approved	1/17/96	2/9/96	(3272)46-55-10
Mr. Zlotnikov Sergei	Almaty, Kazakhstan	Interlegal/Kazakistan	The Ill Sector Developme in Kazakistan	Law	9/5	9/5	Seed	\$4,465	\$12,760.00	None	Approved	3/1/96	3/15/96	(3272) 44-23-78
Mr. Shtonda Vladimir Ivanovich	Almaty, Kazakhstan	"Contact" Public Association	"Protect the Consumer"	Legal/Juridici	N/A	N/A	Seed	\$11,090	\$31,220.00	None	Disapproved	3/1/96	3/15/96	(3272) 62-51-40
Mr. Shtonda Vladimir Ivanovich	Almaty, Kazakhstan	"Contact" Public Association	"Protect the Consumer"	Legal/Juridici	N/A	N/A	Seed	\$3,890	\$31,220.00	None	Approved	3/1/96	3/15/96	(3272) 62-51-40
Mr. Solomin Leonid	Almaty, Kazakhstan	Center for Civic Initiatives	"Protection of labor, econ	Legal/Juridici	2/29	3/13	Seed	\$4,750	\$21,400.00	None	Approved	3/1/96	3/15/96	(3272) 67-03-52
Mr. Maidanov Viktor Vladimirovich	Almaty, Kazakhstan	Children's Center of Direct In	"Children's Diplomacy"	Children/Chil	9/21	10/2	Seed	\$14,980	\$85,285.00	None	Disapproved	3/1/96	3/15/96	(3272) 53-99-19
Ms. Akhtanova Asiya Takhievna	Almaty, Kazakhstan	Association of Parents of Inv	"Organization of Conducti	Children/Chil	N/A	1/8	Seed	\$6,364	\$60,787.00	None	Approved	3/1/96	3/15/96	
Mr. Turemuratov Marat Berjanovich	Kzyl-Orda, Kazakhstan	"Kokjiek" Nongovernmental	Contact	Ecological	N/A	9/4/95	Seed	\$5,565	\$8,545.00	None	Approved	1/17/96	2/9/96	(3272) 671767
Mr. Oleg Vladimirovich Chernysho	Ust-Kamen, Kazakhstan	Eastern Kazakhstan Green Pa	"Green Futures for Rudny	Ecological	No	No	Seed	\$6,990	\$27,455.00	ALC	Approved	1/23/96	2/9/96	(3232)666606
Mr. Loginov Oleg Vladimirovitch	Ust-Kamen, Kazakhstan	Int'l Social Ecological Uni	Information Education Ce	Ecological	N/A	N/A	Seed	\$9,945	\$13,700.00	SEN	Disapproved	12/12/95	2/9/96	(3232)650134
Mr. Shvetsov Sergei	Rudnyi, Kazakistan	Rudnyi City Association for P	Independent Laboratory I	Legal/Juridici	21/2/96		Seed	\$14,548	\$24,188.00	None	Disapproved	4/1/96	4/11/96	4-52-20
Ms. Sarsembayeva Raushan	Almaty, Kazakhstan	Association of Business Wo	Creation of Information C	Women	N/A	4/8	Seed	\$13,500	\$18,000.00	None	Disapproved	4/1/96	4/11/96	(3272)69-29-03
Ms. Sarsembayeva Raushan	Almaty, Kazakhstan	Association of Business Wo	Creation of Information C	Women	N/A	4/8	Seed	\$3,595	\$18,000.00	None	Approved	5/1/96	5/9/96	(3272)69-29-03
Ms. Sarsembayeva Raushan	Almaty, Kazakistan	Association of Business Wo	Creation of Information C	Women	N/A	4/8	Challenge	\$4,500	\$18,000.00	None	Approved	5/1/96	5/9/96	(3272)69-29-03
Ms. Aref Makal	Almaty, Kazakistan	Afghan Refugees Women's	Creation of Afghan Refug	Women	N/A	N/A	Challenge	\$10,000	\$24,250.00	Azerkhash Co	Approved	4/1/96	4/11/96	
Mr. Kerimkulov Serik	Almaty, Kazakhstan	KazAGRO Limited Partnersh	KazAGRO Limited Partne	Agriculture	N/A	N/A	Seed	\$14,430	\$20,800.00	None	Disapproved	4/1/96	4/11/96	
Mr. Kerimkulov Serik	Almaty, Kazakhstan	KazAGRO Limited Partnersh	KazAGRO Limited Partne	Agriculture	N/A	N/A	Seed	\$6,620	14,830	None	Approved	5/1/96	5/9/96	
Mr. Sadykov Mubarak	Almaty, Kazakhstan	Ardager Kalamger Chantable	Publishing & Polygraphic	Cultural	N/A	N/A	Seed	\$13,640	\$18,940.00	None	Disapproved	4/1/96	4/11/96	(3272) 62-51-62
Ms. Nam Ludmila	Almaty, Kazakhstan	Blagodat' Health Center	Home-visiting Medical As	Health	N/A	N/A	Partnership	\$24,469	\$97,102.00	Helping Hands,	Disapproved	4/1/96	4/11/96	
Ms. Nam Ludmila	Almaty, Kazakhstan	Blagodat' Health Center	Home-visiting Medical As	Health	N/A	N/A	Partnership	\$13,376	\$66,827.00	Helping Hands,	Disapproved	6/1/96	6/11/96	
Ms. Ilyasheva Kulsun	Almaty, Kazakhstan	Istoky Public Association	Futures for Kazakhstan	Children	N/A	N/A	Seed	\$10,572	\$14,222.00	None	Disapproved	4/1/96	4/11/96	(3272)24-32-25
Ms. Tiengova Guldan	Almaty, Kazakistan	Meier Center for Social and	Student-to-Student	Children/Chil	N/A	N/A	Seed	\$10,000	\$27,076.00	None	Disapproved	4/1/96	4/11/96	(3272) 44-06-09
Ms. Tiengova Guldan	Almaty, Kazakhstan	Meier Center for Social and	Student-to-Student	Children/Chil	N/A	N/A	Seed	\$5,649	\$27,076.00	None	Approved	4/1/96	4/11/96	(3272) 44-06-09

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Mr Asylbek T. Asanov	Bishkek, Kyrgyzstan	"Chernobyl" Association	Center of Coordination an Ecological	5/1/95	6/26/95	Seed	\$7,410	\$14,985 00	None	Pending Rev	10/5/95	10/20/95	(3312) 77687
Mr Asylbek T Asanov	Osh, Kyrgyzstan	"Chernobyl" Association	Center of Coordination an Ecological	5/1/95	6/26/95	Seed	\$8,060	\$17,770 00	None	Approved	3/1/96	3/15/96	(3312) 07-76-87
Mr Asylbek T Asanov	Osh, Kyrgyzstan	"Chernobyl" Association	Center of Coordination an Ecological	5/1/95	6/26/95	Seed**	\$600	\$17,770 00	None	Disapproved	6/1/96	6/13/96	
Mr Pechenuk O. Victorovich	Bishkek, Kyrgyzstan	Club of Nature Lovers	Coordination-Methodology Children/You	8/1/95	9/18/95	Seed	\$5,942	\$12,057 00	None	Approved	10/3/95	10/20/95	(3312) 442912
Mr. Ibraghimova Gaysha Jusupbek	Bishkek, Kyrgyzstan	ILIM Private Complex School	Democratic Development Civic Initiativ	5/3/95	9/18/95	Seed	\$8,000	\$9,946 00	None	Approved	10/13/95	12/8/95	(3312) 42-03-76
Mr A Balbekin	Bishkek, Kyrgyzstan	"Rampa" Actors Support Fou	Theater of Nations in Dis Unemployed	12/12/95	No	Seed	\$6,100	\$13,700 00	None	Approved	11/27/95	12/8/95	(3312) 22-15-91
Mr. Almatay Abdрахmanovich Um	Bishkek, Kyrgyzstan	National Red Crescent Socie	Computers & Humanitari Pensioner	9/7/95	9/18/95	Seed	\$4,692	\$22,697 00	None	Approved	11/24/95	12/8/95	(3312) 22-24-11
Mr Atirkul Allesheva	Bishkek, Kyrgyzstan	Kyrgyz Peace Research Cen	Democracy in the School Civic Initiativ	9/7/95	9/18/95	Seed	\$9,750	\$14,585 00	None	Approved	12/1/95	12/8/95	(3312) 28-04-23
Ms I Malveenko	Bishkek, Kyrgyzstan	Ecological Club "Big L"	Information Center of Chil Children/You	9/7/95	9/18/95	Seed	\$7,121	\$13,581 00	None	Approved	10/15/95	2/9/96	(3312) 21-98-77
Mr Barkyzhokova Kakin	Bishkek, Kyrgyzstan	"Sohopker" Benefit Associati	Myrza-Terek Ecology	9/7/95	9/18/95	Seed	\$4,337	\$4,728 00	None	Approved	10/13/95	2/9/96	(3312) 2-23-54
Ms Sadykova Chinara	Bishkek, Kyrgyzstan	Women's Assoc of Kyrgyzst	"Publication of Informato Ecology/Hea	9/7	1/16	Seed	\$1,096	\$1,792 00	None	Approved	3/1/96	3/15/96	(3312) 21-77-73
Ms Borombaeva Toktokan	Osh, Kyrgyzstan	Osh Regional Society "Znan	Bohoruker Education No	No	No	Seed	\$7,855	\$16,830 00	None	Approved	3/1/96	3/15/96	(3312) 222-42-10
Ms Abdurachmanova Monus	Osh, Kyrgyzstan	"Training Center Nookat"	Nookat Education/W No	No	No	Seed	\$4,513	\$6,617 00	None	Disapproved	3/1/96	3/15/96	(3312) 30-223-64
Ms Svetlana Bashtovenko	Issk-Kul, Kyrgyzstan	YUMYUT Society	Youth Center Children/You NA	N/A	N/A	Seed	\$6,982	\$11,235 00	Mercy Corps	Approved	N/A	5/13/95	
Ms Svetlana Bashtovenko	Balychky, Kyrgyzstan	YUMYUT Society	Democracy, Women, You Women/Chil	NA	N/A	Seed	\$14,938	\$15,438 00	None	Disapproved	4/1/96	4/11/96	
Mr Eshimbekov Azizbek	Osh, Kyrgyzstan	Osh Oblast Youth Organizati	Educational & Training S Children/You	5/1/95	6/26/95	Seed	\$5,010	\$8,640 00	None	Approved	10/5/95	10/20/95	(3312) 22216
Mr Ergechov Kaldar	Osh, Kyrgyzstan	Osh Private Farmers' Associ	Creation of the Oblast PF Farmers	9/5/95	9/25/95	Partnership *	\$9,486	\$49,393 00	TACIS	Approved	11/24/95	12/8/95	
Mr Omorbek Abderaimov	Osh, Kyrgyzstan	ITVRC "Keremet"	Development of the ITVRC Media	No	No	Seed	\$11,620	\$24,036 00	None	Disapproved	12/11/95	2/9/96	(3312)24043
Mr. Omorbek Abderaimov	Osh, Kyrgyzstan	ITVRC "Keremet"	Development of the ITVRC Media	No	1/22	Seed	\$11,620	\$25,836 00	None	Pending Rev	3/1/96	3/15/96	(3312)24043
Mr Charskiy Vyacheslav Pavlovich	Bishkek, Kyrgyzstan	"AGATE" Club	Professional Orientation Children/You	No	No	Seed	\$3,685	\$5,065 00	None	Disapproved	12/1/95	2/9/96	(3312)218281
Mr. Charskiy Vyacheslav Pavlovich	Bishkek, Kyrgyzstan	"AGATE" Club	Professional Orientation Children/You	No	No	Seed	\$2,589	\$5,483 00	None	Approved	3/1/96	3/15/96	(3312)218281
Mr. Vyacheslav P Morozov	Bishkek, Kyrgyzstan	School Council Assoc of Kyr	School Councils-First Ste Civic Initiativ	No	No	Seed	\$210	\$290 00	None	Approved	2/1/96	2/9/96	(3312)474606
Mr Yuriy Sorokin	Bishkek, Kyrgyzstan	"MANAS Precepts for the XX	Coordinating & Monitorin Civil Society/	No	No	Seed	\$4,240	\$8,540 00	None	Disapproved	11/29/95	2/9/96	(3312)222702
Mr Yuriy Sorokin	Bishkek, Kyrgyzstan	"MANAS Precepts for the XX	Coordinating & Monitorin Civil Society/	No	No	Seed	\$4,244	\$8,540 00	None	Approved	3/1/96	3/15/96	(3312)222702
Mr Chyrakbek Omorkulov	Osh, Kyrgyzstan	"Gul-Choro" Business Firm	"Cheber" Artisans No	No	No	Seed	\$1,659	\$2,479 00	None	Disapproved	2/1/96	2/9/96	(3312)76300
Ms Tazagul Zakerova	Osh, Kyrgyzstan	"NASYIAT" International Wo	Establishment of Educab Women	12/5/95	1/22/96	Seed	\$12,250	\$19,050 00	None	Disapproved	12/22/95	2/9/96	(3312)26997
Ms Tazagul Zakerova	Osh, Kyrgyzstan	"NASYIAT" International Wo	Underprivileged Women's Women	12/5/95	1/22/96	Seed	\$11,790	\$15,690 00	None	Pending Rev	3/1/96	3/15/96	(3312)26997
Ms. Tazagul Zakerova	Osh, Kyrgyzstan	"NASYIAT" International Wo	Underprivileged Women's Women	12/5/95	1/22/96	Seed	\$7,510	\$15,690 00	None	Approved	3/1/96	5/9/96	(3312)26997
Ms Kenmbekova Anara	Bishkek, Kyrgyzstan	Talent Support Foundation	"Palette of Mountains and Artisans	No	No	Seed	\$3,720	\$3,720 00	None	Disapproved	1/12/96	2/9/96	(3312)282702
Ms. Kenmbekova Anara	Bishkek, Kyrgyzstan	Talent Support Foundation	Traditional Crafts Revival Artisans	No	No	Partnership	\$24,832	\$32,212 00	ATA	Approved	3/1/96	3/15/96	(3312)282702
Ms Kerimbekova Anara	Bishkek, Kyrgyzstan	Talent Support Foundation	"Palette of Mountains and Artisans	No	No	Seed	\$3,720	3720	None	Disapproved	3/1/96	3/15/96	(3312)282702
Mr Shapakov J.	Bishkek, Kyrgyzstan	Bishkek Charitable Foundab	Organization of TV Marat Women	No	No	Seed	\$300	\$300 00	None	Approved	3/1/96	3/15/96	(3312) 43-22-82
Ms Smanalieva	Bishkek, Kyrgyzstan	Ukuk the International Legal	Discussion of the Draft L. Legal/Juridic	N/A	N/A	Seed	\$3,000	\$5,123 00	None	Approved	4/1/96	4/11/96	(3312)22-54-02
Ms Smanalieva	Bishkek, Kyrgyzstan	Ukuk the International Legal	Discussion of Draft Laws Legal/Juridic	N/A	N/A	Seed	\$1,000	\$1,966 00	None	Approved	4/1/96	4/11/96	(3312)22-54-02
Mr Mandychiev A.	Bishkek, Kyrgyzstan	Defense of Life Training and	Protection Against Earthq Health	N/A	N/A	Seed	\$4,031	\$7,533 00	None	Disapproved	4/1/96	4/11/96	(3312)21-45-63
Ms Kochorbayeva Zulfiya	Bishkek, Kyrgyzstan	Bishkek Information Society	Educational Program D Education	N/A	N/A	Seed	\$14,355	\$30,025 00	None	Disapproved	4/1/96	4/11/96	(3312)21-90-41
Ms. Kochorbayeva Zulfiya	Bishkek, Kyrgyzstan	Bishkek Information Society	Educational Program D Education	N/A	N/A	Seed	\$8,675	23745	None	Approved	5/1/96	5/9/96	(3312)21-90-41
Ms Usenbekova Ulububu	Bishkek, Kyrgyzstan	Women's Help Center	Computer Training Cente Women	N/A	N/A	Seed	\$9,563	\$9,563 00	None	Disapproved	4/1/96	4/11/96	

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Mr. Kulevtsov Alexander	Bishkek, Kyrgyzstan	Family Club	A-1	Children	N/A	N/A	Seed	\$6,500	\$11,277 00	None	Approved	4/1/96	4/1/96	(3312)21-16-93
Ms Tashibekova Djamal	Bishkek, Kyrgyzstan	Union of Kyrgyz Friendship a	Promotion of Kyrgyzstan	Culture	N/A	N/A	Seed	\$5,450	\$13,812 00	None	Disapproved	4/1/96	4/1/96	(3312)26-10-14
Mr Karimov Kazimir	Bishkek, Kyrgyzstan	Ecological Protection Foun	Free Access to Ecologica	Ecological	N/A	N/A	Seed	\$15,000	\$33,500 00	None	Disapproved	4/1/96	4/1/96	(3312)24-36-61
Mr Nekrasov Vladimir	Bishkek, Kyrgyzstan	Family Foundation	Open Your Eyes Phase 1	Family	N/A	N/A	Seed	\$2,196	\$9,094 00	None	Disapproved	4/1/96	4/1/96	(3312)21-28-56
Mr Jusupov Kenesh	Bishkek, Kyrgyzstan	Ala-Too Magazine	Democracy and Society	Democracy	N/A	N/A	Seed	\$3,550	\$10,000 00	None	Approved	4/1/96	4/1/96	(3312)22-12-70
Mr Ibragimov Ismail	Bishkek, Kyrgyzstan	Tengn Tug Foundation for th	Involving the Uighur Pop	Culture	N/A	N/A	Seed	\$7,004	\$11,970 00	None	Disapproved	4/1/96	4/1/96	(3312)21-48-56
Ms Serebnakova Galina	Bishkek, Kyrgyzstan	Art Club Bobok	Children's Magazine "Svo	Children	N/A	N/A	Seed	\$9,230	\$14,250 00	None	Disapproved	4/1/96	4/1/96	(3312)29-64-26
Ms. Serebriakova Galina	Bishkek, Kyrgyzstan	Art Club Bobok	Children's Magazine "Svo	Children	N/A	N/A	Seed	\$9,230	\$14,250 00	None	Disapproved	5/1/96	5/9/96	(3312)29-64-26
Mr Korobaev Abash	Karakol, Kyrgyzstan	Issyk-Kul Oblast PFA "Dyka	Strengthening the Oblast	Agriculture	N/A	N/A	Seed	\$5,206 00	7746	None	Approved	5/1/96	5/9/96	
Mr. Korobaev Albash	Karakol, Kyrgyzstan	Issyk-Kul Oblast PFA "Dyik	Strengthening the Obla	Agriculture	N/A	N/A	Seed	\$1,805.00	7746	None	Approved	5/1/96	5/9/96	
Mr Abdylayev R.A	Bishkek, Kyrgyzstan	Non-Governmental Medical	Health of Women in Kyrg	Health	N/A	N/A	Seed	\$6,000 00	32320	None	Disapproved	5/1/96	5/9/96	
Ms. Ondokeeva Ak-Bermet	Bishkek, Kyrgyzstan	Charitable Fund "Carmel"	Organization of Material	Women	N/A	N/A	Seed	\$4,604 00	9424	None	Approved	5/1/96	5/9/96	
Mr Jamgyrchiev Erlan	Toktogul Kyrgyzstan	Ketmen-Tube Jashtary	Help Yourself	Education	N/A	N/A	Seed	\$3,740 00	8866	None	Disapproved	5/1/96	5/9/96	
Mr Morozov Vyacheslav	Bishkek, Kyrgyzstan	Association of School Council	Democracy Needs Suppo	Democracy	N/A	N/A	Seed	\$5,750 00	6950	None	Disapproved	5/1/96	5/9/96	
Ms Lavnenko Svetlana	Bishkek, Kyrgyzstan	Charity Fund "Boorukerlic"	Foundation for Center of I	Civil Society/	N/A	N/A	Seed	\$7,335 00	13525	None	Disapproved	5/1/96	5/9/96	
Ms Omurekova Nuria	Bishkek, Kyrgyzstan	Junior Achievement of Kyrgy	Applied Economics for Y	Children/You	N/A	N/A	Seed	\$14,995 00	45745	None	Disapproved	5/1/96	5/9/96	
Ms Mambetalieva Gulmira	Bishkek, Kyrgyzstan	English Teachers' Associatio	Issyk-Kul Oblast English	Education	N/A	N/A	Seed	\$300 00	800	None	Approved	5/1/96	5/9/96	
Mr Ibraimov Azmjan	Bishkek, Kyrgyzstan	Republican Newspaper Ata-J	Assistance for Kyrgyz Pu	Education	N/A	N/A	Seed	\$12,658 00	\$32,494.00	None	Disapproved	6/1/96	6/13/96	
Mr Sydykbaev Adis	Bishkek, Kyrgyzstan	National Privatization Consul	Consulting Aid included I	Business	N/A	N/A	Seed	\$3,817 00	\$41,836 00	None	Disapproved	6/1/96	6/13/96	
Mr Kazakov Bolat	Bishkek, Kyrgyzstan	Producers' Rights Protection	Protection of Producers'	Business	N/A	N/A	Seed	\$3,510 00	\$9,960 00	None	Disapproved	6/1/96	6/13/96	
Mr. Shalamov Yuri	Bishkek, Kyrgyzstan	Aikyn Association for Cons	Efficient Organization o	Consumers	N/A	N/A	Seed	\$3,205.00	\$5,376.00	None	Approved	6/1/96	6/13/96	
Mr Buhtuyev Vladimir	Bishkek, Kyrgyzstan	Nadezhda Association	Our Duty	Health	N/A	N/A	Seed	\$7,345 00	\$8,585 00	None	Disapproved	6/1/96	6/13/96	
Ms. Omurbekova Nuria	Bishkek, Kyrgyzstan	Junior Achievement of Kyr	Applied Economics for	Youth	N/A	N/A	Seed	\$7,985.00	\$32,145.00	None	Approved	6/1/96	6/13/96	
Ms Kurochikina Grenada	Tashkent, Uzbekistan	Kridi Parents Club of Disable	Social Rehabilitation of In	Disabled	N/A	N/A	Seed	\$8,220	\$12,720 00	None	Approved	5/1/95	5/13/95	(73712) 65-72-06
Ms.Kurochikina Grenada	Tashkent, Uzbekistan	Kridi Parents Club of Disab	Social Rehabilitation of	Disabled	N/A	N/A	Seed	\$6,780	N/A	None	Approved	6/1/96	6/13/96	(73712) 65-72-06
Mr. Lomonosov Mikhail	Tashkent, Uzbekistan	Anonymous Alcoholics As	Formation of the Anony	Health	N/A	N/A	Seed	\$8,815	\$12,008.00	None	Approved	6/1/96	6/13/96	
	Tashkent, Uzbekistan		Computer Guildbooks	Education	N/A	N/A	Seed	\$360	\$360.00	None	Approved	6/1/96	6/13/96	
Ms Feuova Valera	Tashkent, Uzbekistan	Business Women's Associati	Improving Communicatio	Women	5/16/95	No	Seed	\$3,817	\$3,817 00	None	Disapproved	N/A	5/13/95	
Ms Kurbanova Dilvar	Tashkent, Uzbekistan	Medical Rehabilitation Cente	Information Links Betwee	Disabled	3/20/95	3/20/95	Seed	\$2,244	\$6,500 00	None	Approved	7/3/95	8/10/95	
	Tashkent, Uzbekistan	I2I Artists Group	Computer System	Unemployed	5/16/95	No	Seed	\$4,829	\$4,829 00	None	Disapproved	4/17/95	5/13/95	
Ms Rasuleva Dilbar	Tashkent, Uzbekistan	Women's Resource Center	Fozila Info Leaflet	Women	3/20/95	3/20/95	Seed	\$7,220	\$14,750 00	Global Fund for Women	Approved	7/20/95	8/10/95	(73712) 41-71-03
	Tashkent, Uzbekistan	Eremurus Club	Summer Camp VideoEco Project	Children/You Ecology	N/A No	N/A No	Seed Challenge	\$2,950 \$3,488	\$2,950 00 \$7,092 00	None None	Approved Pending Rev	5/29/95 12/1/95	6/11/95 12/8/95	
Mr Richard G Pitchford	Tashkent, Uzbekistan	Junior Achievement	Economic Education Pro	Children/You	No	No	Seed	\$12,500	\$129,365 00	Peace Corps	Approved	9/21/95	9/22/95	
							Seed	\$500	\$2,500 00	Mercy Corps	Disapproved	12/3/95	12/8/95	
Ms Zelifra Sattarova	Tashkent, Uzbekistan	Diabetic Children's Society	Diabetic Society Confere	Health Children	N/A 6/5/95	N/A 7/14/95	Seed	\$315 \$6,944	\$315 00 \$15,070 00	None	Approved	10/18/95 12/1/95	10/20/95 12/8/95	(3712) 62-26-37

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Mr Yury Itkin	Tashkent, Uzbekistan	Association of Accountants & Professional Training for t Disabled	8/24/95	No	Seed	\$6,911	\$23,174 00	None	Approved	12/1/95	12/8/95	(3712) 34-01-87
Mr Mubarak Tashpulatova	Tashkent, Uzbekistan	Tashkent Public Education C Citizens Forum Education	No	N/A	Seed	\$5,450	\$15,690 00	None	Approved	11/30/95	12/8/95	(3712) 55-98-68
Ms Sagdiana V Rakmatullaeva	Tashkent, Uzbekistan	"Save Women" Group "Save Women" Crisis Ce Women	8/25/95	10/16/95	Seed	\$970	\$970 00	None	Approved	12/1/95	12/8/95	(3712) 45-07-42
Ms. Kabulova Firuz Bakhodirovna	Tashkent, Uzbekistan	Computer Center "Tumaris" Computer Competence fo Women	8/25/95	10/16/95	Seed	\$7,660	\$29,290 00	None	Approved	12/1/95	12/8/95	(3712) 45-18-39
Mr Hafizova Mila	Tashkent, Uzbekistan	"Socio-Service" "NUR" Civil Society/	9/22/95	N/A	Challenge	\$8,329	\$19,299 00	None	Approved	1/26/96	2/9/96	(3712) 34-94-88
Mr. Turdiev Azim Aminovich	Tashkent, Uzbekistan	Assn of Psychological Rehab Association "NADEJDA" Health	N/A	10/2/95	Seed	\$15,000	\$19,320 00	None	Disapproved	12/1/95	12/8/95	(3712) 62-34-51
Mr. Turdiev Azim Aminovich	Tashkent, Uzbekistan	Assn of Psychological Rehab Association "NADEJDA" Health	No	10/2/95	Seed	\$15,000	\$19,320 00	None	Disapproved	3/1/96	3/15/96	(3712) 62-34-51
Mr. Mirzakhmedov Diyoy	Tashkent, Uzbekistan	"ALADDIN" Group Business Training for Far Farmers	No	No	Challenge	\$11,650	\$26,561 00	Stockholders So	Pending Rev	12/1/95	12/8/95	(3712) 33-73-00
Ms. Oral Ataniyazova	Nukus, Uzbekistan	Centre PERZENT Establishment of Educati Health	9/25/95	No	Seed	\$13,580	\$18,780 00	McArthur Fdn	Approved	10/5/95	10/20/95	(36122)75517
Ms Sakhibakhon Irgasheva	Kokand, Uzbekistan	Business Women Associatio Trainings on Entrepreneu Women	5/16/95	7/14/95	Seed	\$5,490	\$10,200 00	None	Approved	12/1/95	12/8/95	
Ms. Saidahan Faizieva Muhtidinova	Andizhan, Uzbekistan	BWA Andijon Branch Creation of Training Cent Women for Enterprise Development	No	1/22/96	Seed	\$14,363	\$24,241 00	None	Disapproved	1/23/96	2/9/96	
Mr Ahmedova Dilbar Buranovna	Bukhara, Uzbekistan	BWA Bukhara Branch Creation of Training Cent Women for Enterprise Development	No	1/22/96	Seed	\$13,735	\$20,829 00	None	Disapproved	1/23/96	2/9/96	(3712)
Ms Laila Kashaeva	Samarkand, Uzbekistan	Samarkand Info and Consult Creation of "GRASSROO Civil Society/	9/21/95	No	Seed	\$9,820	\$19,960 00	None	Disapproved	1/24/96	2/9/96	
	Tashkent, Uzbekistan	Uzbek NGO Working Group NGO Working Group for Legal	N/A	N/A	Seed	\$1,883	\$1,883 00	None	Approved	1/24/96	2/9/96	
Ms Mukhamediyeva Ludmila Petro	Chirchik, Uzbekistan	Russian Cultural Center Rights to Children Children	6/5/95	N/A	Seed	\$2,150	\$2,270 00	ALC	Approved	2/1/96	2/9/96	(271)62523
Mr Almeev Robert	Bukhara, Uzbekistan	Union of Craftsmen of Bukha Bukhara Living Crafts Mu Artisans	No	No	Partnership	\$18,360	\$18,360 00	ATA	Approved	3/1/96	3/15/96	
Ms Avanesova O E	Tashkent, Uzbekistan	Youth Studio Pstchological University f Children	No	No	Seed	\$362	\$1,710 00	None	Disapproved	3/1/96	3/15/96	(3712) 67-24-28
Mr Shayakubov Sh K	Tashkent, Uzbekistan	Republican Handicrafts Firm Strengthening of the Kara Artisans	No	No	Seed	\$13,575	\$13,575 00	None	Disapproved	3/1/96	3/15/96	(3712) 89-15-17
Mr Shayakubov Sh K	Tashkent, Uzbekistan	Republican Handicrafts Firm Strengthening of the Kara Artisans	No	No	Seed	\$9,540	\$14,625 00	None	Approved	4/1/96	4/11/96	(3712) 89-15-17
Goodwill Tashkent	Tashkent, Uzbekistan	Goodwill Tashkent Goodwill Tashkent Job Training/	No	No	Seed	\$7,547	\$7,987 00	None	Approved	3/1/96	3/15/96	
Mr Egamberdev Tolkunjon	Fergana, Uzbekistan	Fergana Private Farmers As Developing Fergana Obla Agnculture	N/A	N/A	Partnership *	\$8,371	\$10,851 00	None	Approved	3/1/96	3/15/96	(3732) 24-53-92
Ms Isakova Svetlana Ivanovna	Iunusabad, Uzbekistan	Iunusabad District Disabled Creation of the Coordinati Disabled	N/A	N/A	Seed	\$14,676	\$18,016 00	None	Disapproved	3/1/96	3/15/96	(3712) 23-58-39
Mr Rash Kim Nikolaevich	Tashkent, Uzbekistan	Musical Theater-Studio for C Staging plays on sanitary Children	N/A	N/A	Seed	\$14,067	\$14,067 00	None	Disapproved	3/1/96	3/15/96	(3712) 39-13-59
Ms Gareeyeva R A	Bukhara, Uzbekistan	Business Cultural Relations " Crafts of Bukhara Region Artsans	N/A	N/A	Seed	\$15,017	\$17,817 00	None	Disapproved	3/1/96	3/15/96	(3712) 03-72-77
Ms Gareeyeva R.A	Bukhara, Uzbekistan	Business Cultural Relations " Giving Village Women A Women	N/A	N/A	Seed	\$9,800	\$15,590 00	None	Approved	4/1/96	4/11/96	(3712) 03-72-77
Ms Abdulhalimova Mavluda	Namangan, Uzbekistan	Namangan Oblast Business Creation of the Computer Women	N/A	N/A	Seed	\$5,930	\$24,410 00	None	Approved	3/1/96	3/15/96	
Mr Mukhtorov Zarf	Samarkand, Uzbekistan	Samarkand Artists' Associab Creation of Artists' Center Artisans	N/A	N/A	Partnership	\$16,400	\$56,620 00	ATA	Approved	4/1/96	4/11/96	
Mr. Khodzhabekov Palmurza	Nukus, Uzbekistan	Social Research Center Creation of Legal and Inf Civil Society/	N/A	N/A	Seed	\$8,745	23975	None	Disapproved	5/1/96	5/9/96	
Ms. Sidorenko Svetlana	Tashkent, Uzbekistan	Center for Social Rehabiliatio Creation of Social Rehabi Health	N/A	N/A	Seed	\$3,915	9685	None	Approved	5/1/96	5/9/96	
Mr Zuyev Aleksandr	Tashkent, Uzbekistan	Cultural Ecological Center "E Organization and Functio Ecology	N/A	N/A	Seed	\$6,985	14950	None	Approved	5/1/96	5/9/96	
Mr. Khasanov Bakhadir	Urgench, Uzbekistan	Internatobal Scientific Societ Setting Up a Cultural Cen Culture	N/A	N/A	Seed	\$11,201	21644	None	Disapproved	5/1/96	5/9/96	
Mr Tolpov Farhad	Tashkent, Uzbekistan	Political Science Center Human Rights Developm Human Right	N/A	N/A	Seed	\$11,690	16390	None	Disapproved	5/1/96	5/9/96	
	Tashkent, Uzbekistan	Society for Consumers' Rights Protection Consumers	N/A	N/A	Seed	\$2,200		None	Approved	6/1/96	6/13/96	
	Tashkent, Uzbekistan	Orf Training Center			Seed				Disapproved	6/1/96	6/13/96	
Mr Skochilov Yuri	Dushanbe, Tajkistan	Information Centre "UMEDA" "Representatives-Tutors ( Civil Society/	No	6/26/95	Seed	\$8,352	\$6,960 00	None	Approved	7/20/95	8/10/95	
Mr Abdulqodir Kholloqzoda	Dushanbe, Tajkistan	Oli Somon Cultural and Intell Help for Gifted Children Children	No	No	Seed	\$14,794	\$14,794 00	None	Pending Rev	N/A	5/13/95	
Mr Ibod Shanli	Dushanbe, Tajkistan	Coordinating Child Centre for Children in Transitional P Children	N/A	N/A	Seed	\$24,540	\$33,470 00	Not Listed	Disapproved	3/7/95	5/13/95	

International Development

Mr Bobokalonov Akram Karimovitch	Dushanbe, Tajikistan	Assoc of Blind People & Inv	Vacancies for Invalids Disabled	12/6/95	1/8/96	Seed	\$8,423	\$11,318 00	None	Approved	1/15/96	2/9/96	(3772)21-04-37
Mr D. Saidzoda	Khojend, Tajikistan	Business Women's Associat	Woman & Business Actv Women	N/A	10/6/95	Seed	\$1,200	\$1,200 00	None	Approved	12/1/95	12/8/95	(37922) 64940
Ms Kamalova Saodat Saidovna	Dushanbe, Tajikistan	Women's Section under FSC	Humanitarian Rehabilitati Disabled	N/A	N/A	Seed	\$7,350	\$18,990 00	None	Approved	1/5/96	2/9/96	(3772)240337
Mr Savvateyev Vladimir Sevastyan	Dushanbe, Tajikistan	Tajik Scientific-Pedagogical	Ecological Education of Pensioner of Ecologists	12/12/95	1/8/96	Seed	\$8,000	\$10,496 00	None	Disapproved	1/18/96	2/9/96	(3632)217141
Ms Gatnazarov Byashmurat Khed	Ashgabad, Turkmen	Ctr for Civic Education "DIAL	Youth Leadership & Citiz Children/You	8/95	8/95	Seed	\$13,180	\$14,900 00	None	Approved	12/1/95	12/8/95	(3632) 41-92-60
Mr. Karimov Rustam Erkenovich	Dushanbe, Tajikistan	Scouts' Association of Tajikis	Tajikistan Scouts' Informa Children/You	N/A	N/A	Seed	\$12,230	\$20,070.00	None	Disapproved	3/1/96	3/15/96	
Mr. Karimov Rustam Erkenovich	Dushanbe, Tajikistan	Scouts' Association of Tajik	Tajik Scouts' Headquart Youth	N/A	N/A	Seed	\$3,000	\$18,250.00	None	Approved	6/1/96	6/13/96	
Ms Shahabova Malohat	Dushanbe, Tajikistan	Women's Assoc. of Tajikista	FOR the Sake of the FUTu Youth	N/A	N/A	Seed	\$10,815	\$12,565 00	None	Disapproved	6/1/96	6/13/96	
Ms Sanovbar Sharipova	Khojend, Tajikistan	Association Women for Progr	Women and Entrepreneur Women	N/A	N/A	Seed	\$13,654	\$15,884 00	None	Approved	4/1/96	4/11/96	(8 397 22)60-750
Ms Isaeva Safo	Dushanbe, Tajikistan	Komila	Women's Resource Cent Women	N/A	N/A	Seed	\$6,320	\$16,663 00	None	Approved	4/1/96	4/11/96	(3772)23-15-74
Mr. Ratushenko Gennadi	Dushanbe, Tajikistan	Tajikistan Union of Photo-Art	Newspaper for NGOs Civil Society/	N/A	N/A	Seed	\$4,800	\$13,120 00	None	Approved	4/1/96	4/11/96	(3772)27-75-37

\*\* The seed grant for the "Chernobyl" Association has changed considerably since it was first approved. As a result, Bishkek Office resubmitted the project for a decision on whether to continue funding, in light of the very different circumstances.

Summary Information

Update on Grant Review Committee Meeting of June 13

No. of Grant Review Meetings Held to Date	12		
No. of Proposals Reviewed by Committee to Date	223	No. of New Proposals Reviewed by Committee	30
No. of Proposals Approved to Date	123	No. of Revised Proposals Reviewed by Committee	5
		No. of Proposals Approved by Committee	15
Seed Grants Awarded in Kazakhstan (31)	\$224,296 00		
Challenge Grants Awarded in Kazakhstan (9)	\$62,475 00	Seed Grants Awarded in Kazakhstan (5)	\$26,818
Partnership Grants Awarded in Kazakhstan (3)	\$22,089 00	Challenge Grants in Kazakhstan (1)	\$6,670
Total Grants Awarded in Kazakhstan (43)	\$308,860 00	Partnership Grants Awarded in Kazakhstan (1)	\$8,075
		Seed Grants Awarded in Kyrgyzstan (2)	\$5,010
		Challenge Grants Awarded in Kyrgyzstan (1)	\$7,985
		Partnership Grants Awarded in Kyrgyzstan (0)	
Seed Grants Awarded in Kyrgyzstan (36)	\$163,846 00	Seed Grants Awarded in Uzbekistan (4)	\$18,155
Challenge Grants Awarded in Kyrgyzstan (2)	\$14,985	Partnership Grants Awarded in Uzbekistan (0)	
Partnership Grants Awarded in Kyrgyzstan (3)	\$46,318	Seed Grants Awarded in Tajikistan (1)	\$3,000
Total Grants Awarded in Kyrgyzstan (41)	\$245,151 00		
Seed Grants Awarded in Tajikistan (9)	\$53,109 00	AMOUNT APPROVED	\$75,713
Total Grants Awarded in Tajikistan (9)	\$50,109 00		
2			
Seed Grants Awarded in Uzbekistan (25)	\$154,450 00		
Challenge Grants Awarded in Uzbekistan (1)	\$8,329 00		
Partnership grants Awarded in Uzbekistan (3)	\$43,131 00		
Total Grants Awarded in Uzbekistan (29)	\$205,910 00		
Seed Grants Awarded in Turkmenistan (1)	\$13,180	\$13,180	
Total Grants Awarded in Turkmenistan (1)			
AWARDED/APPROVED TO DATE	\$823,210 00		

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Country	No of Proposals Submitted	No of Proposals Approved	Average Size of Grants	No of Proposals Received	No of Proposals Approved	Percent Approved	Average Size of Grants
Kazakistan	79		43 \$7,183	223	123	55 16%	\$6,824
Tajikistan	15		9 \$5,801				
Kyrgyzstan	79		41 \$5,979				
Uzbekistan	48		29 \$7,100				
Turkmenistan	2		1 \$13,180				
		223	123				

No of Seed Grants	Type of Grant	Average Size	Amount Approved	Total Grants Approved	Percent of Total Approved
42	Seed	\$14,973	\$628,883 00	\$839,390	74 92%
12	Challenge	\$7,149	\$85,789 00	\$839,390	10 22%
9	Partnership	\$9,939	\$89,449 00	\$839,390	10 68%

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## TRIP REPORT AID TO ARTISANS CENTRAL ASIA MAY 96

LYNDA GROSE

### BACKGROUND:

The project in Central Asia covers Kazakstan, Kyrgystan and Uzbekistan, and involves approximately 400 individual artisans, some of which are affiliated with local non-profit groups.

Karla Hostetler, Regional Director for ATA Central Asia, had been in the area for almost two years, making contacts with local organizations and artisans, strengthening collaborations and partnerships, and developing regional markets and sales. More recently she had been involved in assisting in grant applications to local NGO's, and giving recommendations for grant assignments. Karla had also, on a continuous basis, held workshops on product development, marketing and had given feedback from the expatriate community as to the types of products that were in demand.

I myself, had been to Central Asia once before, 9 months prior to this visit, for a three week period. I had visited Almaty, Bishkek, the Karakol region, and Osh, giving seminars on product development and relating the products to the marketplace.

Product development was generally difficult at that time. The artisans had no concept of costing their goods, prices were arbitrarily high, quality was low and the most popular items were felt pendants and small chi wall hangings.

During this first visit, we had to do a lot of ground work, explaining and demonstrating the very basic elements of a well-designed quality product.

### OBJECTIVES:

The objective of this trip was to develop a reasonably priced, focused, strongly merchandised group of home furnishings for the New York Gift Fair in August 96. Given the wide area covered by the project, the diversity of artisans and the products they made, there had not been a strong visual representation or "collection" of Central Asian products at the Gift Fair before. My main task was to make sure that this happened.

In addition my brief included the following:

- Identify potential markets for selected Kazak and Kyrgys products and design products geared to appeal to selected professional contacts.

- Provide formal and informal seminar presentations on market trends and developing a product line in Almaty, Bishkek, Osh and Karakol.

- Research museums in Almaty and Bishkek.

- Explore the cultural context, resources, costs, materials available, skills and production capacities of the artisans.

- Meet the regional ethnographers and NGO counterparts to explore regional design motifs and possible development ideas/plans.

- Conduct product preview in ATA workshops and in one-on-one consultations.

- Communicate basic needs of US buyers and the US market.

- Provide hands-on guidance as appropriate in the development of sample prototypes (reference samples, sketches, specifications).

In other projects, for example in Armenia, where one center sets the direction and image for the producers and the products, a complete product collection can be designed along similar lines to a USA company; groups of closely co-ordinated pillows, twelve to a collection in various sizes, shapes and colorways, for example. However, given the diversity of the products from so many different individual producers in central Asia, it was clear that this "collection" would have to be eclectic. Merchandising skills and building loosely linked but clear groups would be the key to making the trip successfully meet the brief.

#### DESCRIPTION OF COMMUNITY:

On my last trip, the area was on the tip of going through great change, at least in the cities. American and European products were coming into the marketplace. Foreigners were present in an aid capacity or to develop Western business interests. There were no advertisements, and stores were generally difficult to see, let alone find. The cities were run-down, in disrepair or dysfunction.

This trip, the Western presence was more apparent. Billboards are quite a common sight, with familiar Western products displayed. Mobile phones and pagers were a common sight, and sound. Cadbury's chocolate from England has their logo displayed in Cyrillic, Coca Cola signs were as numerous as Lenin monuments, and there were now Levi's, Benetton and Nike stores in Almaty.

Work is being done to build an oil line to bring Kazak oil to Turkey and onto the international market. This, it is said, will make Kazakhstan the Kuwait of Central Asia.

The city of Almaty is definitely buzzing. Artisans in the city or just outside in Shiber Aul village sell their products to visiting business people and tourists as much as to the resident ex-patriots. As a result, they don't have much incentive to develop products for an export market. They often get ten times the price for a locally sold item, than for an export item.

Kyrgystan, on the other hand, is a different story. The main resource for Kyrgystan is sheep; not as lucrative as oil. The resident ex-patriot population is about a tenth that of Kazakhstan. Bishkek is a much smaller, quieter city than Almaty...and more charming. Generally the prices of products are lower, and the artisans are definitely looking to export markets to help support themselves on product development.

#### ACTIVITIES:

### KAZAKSTAN

#### SEMINAR: SHIBER AUL

I visited this village four times: Once with Karla and Barbara Loading, a US gallery owner and buyer, twice to do product development workshops with the artisans, particularly the women, and once to follow-up at the end of the trip. Jewelry makers, saddle makers and sword makers were all men enjoying local sales. The rug makers, women, needed some attention. We worked with about 14 people total.

The whole village was geared up to fulfill a saddle order of 60 pieces for the State. Even the felt used for rugs was being used for saddle linings. We had to work with what was available and rework products partly finished. People came in and out of the seminar, distracted by their

deadline for the saddle order. The seminar was informal and spontaneous, giving feedback on products and reworking items on the spot. We worked a lot on quality and finishings. We developed horn button closures, which the men in the village cut, polished, dyed and drilled for us within minutes. We also co-ordinated pillows to work with the furniture in the village, to create a strong display for local sales. In particular a large, low stool was made to carry a 90cm square cushion that the women were making. It worked well as a stool alone, a small coffee table, and as a stool with the cushion on top. Leather details from the whips done by the men were also applied to pillow edges as a new detail, that no one else in the marketplace was doing. We worked on some ideas for wooden photo frames with the furniture makers, knitted sweaters in Kyrgys designs, and gave general feedback on products.

← picture  
←

#### KEY ARTISANS:

MAIMUR NURGALEYEVA: Sirmak rugs and pillows  
 FATIMA ZANGIROVA: Felt rugs and pillows  
 GULNARA SHAMPAYEVA: Organizing and managing the group  
 MORAT DUSENOV: carved and inlaid furniture  
 MUSAEV RUSKELDA: Silver daggers and photo frames  
 ARAM MUKAZHANON: Artistic silver jewelry

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#### IMPACT STATEMENT:

##### Product:

Shiber Aul has several artisans that were doing well with local sales. The most significant impact I noticed since my last trip was that they were adding smaller, less elaborate items to supplement their expensive items.

##### Ryskolda Musaev:

Was making great German silver photo frames, which were selling from \$20-\$40. Last visit he was just making daggers for \$400. There is a local market for both.

##### Aram Mukazhanon:

Jewelry artist was continuing in his own style, which was working well. His items are gallery pieces, one of a kind, and signed by him....truly original pieces with a universal appeal, priced at \$35-\$250. His work stands as a collection of style-related pieces, but each unique. Barbara Loeding bought 5 pieces. We gave no design or marketing input. He was doing well on his own.

##### Maimur Murgaleva:

Good quality sirmak rugs. We managed to develop some pillows whilst we were there with much improved strong quality finishes and fastenings.

##### Prices:

Price for the pillows and in Shiber Aul was \$100. Lower quality Aligiz rugs were \$40. No amount of talking or explaining in the seminars persuaded the artisans to re-think their pricing. They have local sales at these prices.

##### Understanding business:

We discussed creating labels for rugs, pillows and sweaters. In soft leather, with Shiber Aul stamped into the leather. This would add value to the items, and act as free advertising in the store. The artisans are understanding that they need to differentiate themselves in the market, and have a naturally competitive spirit. The whole group responded to the idea of increasing the quality of their items so that Shiber Aul developed a reputation for quality goods.

GuynaraShampayeva is an excellent manager, calm, organized, had last year's notes neatly filed in a cupboard. She is much more focused and easier to work with than Rima. Perhaps Guynara can head up product development, whilst Rima does marketing and sales for the group?

**Export potential:**

The only export potential was Aram's artistic jewelry for high-end galleries. All other items are overpriced, for what they are.

### SEMINAR: VOCATIONAL SCHOOL

I visited the school three times. Once with Barbara Loeding and Karla, once to do a formal seminar and one-on-one consultations, and once to follow-up at the end of the trip and give general product feedback.

Worked with approximately 10 students and staff. The seminar covered the building of merchandised product groups to increase sales:

- Variation of sizes
- Variation of Shapes
- Variation of colors

We also went over the trend to mismatch products together, rather than having them strictly co-ordinated. Magazine clippings were used to illustrate the points, and a yurt was used as an example of mismatched items that still relate together. The yurt reference was very clear for them and a discussion ensued as to the mismatched effect in a yurt, versus Soviet mismatching that would just be bad taste!!!

The importance of strong display and presentation to the customer was emphasized. We discussed the image of the Western stores arriving in Almaty: Nike, Benetton and Levi's, and how each of them had a different image and customer who would buy a different product. The point was made that design of a product had to include market awareness and the needs/wants of the customer, as much as the quality and aesthetics of the item itself.

We then did individual consultations on products, including musical instruments, wood-carving, jewelry, felt hats, embroidery, pillows, ceramics, leather belts, and chi hangings.

**KEY STUDENTS:**

INDIRA CHALEKBAEVA: Felt hats  
 ZHANARA MIRZHAZANOVA: Felt hats  
 AMAN MAMBEKOV: Leather belts

**IMPACT STATEMENT:**

**Product:**

Not much has changed at the school since my last visit. The students and teachers listen to the comments on their products, and discuss the concepts of marketing with intelligence and sophistication, but don't aggressively apply the comments to their products. This is perhaps due to the fact that the school is a learning institution, rather than a commercial institution.

Both teachers and students are designing groups of items, rather than a single piece. This concept of building a line or collection of items was the main theme of the seminar during my last visit, and has been well understood and implemented. Bakayt Abdoukarimov, woodcarver, had developed sets of wooden bowls and candlesticks in small, medium and large sizes. This made a much stronger display than what we saw on my first visit.

Aman Mambekov was a new student, with a natural sense of style and quality. His belts were the best I'd seen at the price in Kazakstan. \$40, as opposed to \$400 at Shiber Aul. Since I didn't see him last visit, I cannot supply an impact statement.

Indira Chalekbaeva and Zhanara Mirzhazanova were making the same felt hats as they had done last year. Their sales were primarily through friends and family who took them on international trips as gifts. There were no local venues for sales besides Karlas' regional shows. I saw no marked differences in the way these young women built their line. However we did have them work on a new product category: pillows, to bring them into a new market.

**Prices:**

Prices again were generally high. Reason: local sales to hotels and foreign visitors. The felt hats were reasonably priced at \$10. The leather belt at \$40 was very competitive in comparison other local sources.

**Understanding Business:**

There was a very sophisticated level of understanding the theory of business, from product development and pricing through to the marketplace and communication. However, in practice, the principles were only occasionally applied to product development. Bakayt Abdoukarimov had fabulous working drawings for his jewelry, which could have been developed into prints and sold framed. He saw this idea as a "Brain Drain," the selling of his ideas, rather than the selling of the print. This showed a lack of understanding as to the potential of sales, and was still more of an artistic approach than a design approach to sales.

**Export Potential:**

Indira Chalekbaeva and Zhanara Mirzhazanova's felt work was the only potential for export. We developed the hats into pillow ideas for the New York Gift Fair and suggested kids clothing, too. We met with Zhanara a second time at the end of the trip to review the pillows and comment on finishing details. They looked modern, in funky shapes and bright colors, and fitting with the theme of Fifties Retro, which is popular at the high end of the home furnishings market at the moment. At \$10 they should be positioned well in the US.

Aman Mambekov's belts could do well at the high end of the US market, and are priced well for Whispering Pines catalogue.

## TENGRI UMAI

I visited the gallery twice during the trip. Once with Barbara Loeding and Karla, and once to work with Serge Hromov, the lighting designer. I missed visiting this gallery on my first trip, so I have no comparisons to make. The products were generally well selected and very good taste and quality. Prices were generally very high, with absolutely no room for negotiation. Barbara and Vladimir Filatov, the gallery owner could not come to a mutually acceptable agreement for an export arrangement.

**KEY ARTIST:**

Batik designer.

Very delicate and commercial designs of ferns and fauna from the mountains. Open to input on products and has many ideas herself about how to show the batiks in other products. Delicate disposition and very gentle personality. Extremely creative.

**Product:**

We started to develop high-end lamps with batik and delicate frames. She needs to work with a lighting designer to bring the function and artistic effect of the batik together. We worked together with Serge Hromov, who was recommended by Vladimir, as the lighting designer. Serge was a little heavy-handed in his sensibility, but was starting to work well with her when I left.

**Pricing:**

Pricing advice for the high-end gallery market was given by Barbara Loeding of the Silk Road Gallery: around \$400.00 US retail for an art lamp. Both artists were willing to work into this price and were considering and re-considering their design choices to make this work. A good process.

**Export potential:**

The lamp was unfinished when I left, but a good prototype had been made and commented on. Karla will follow-up. Good ground-work has been made.

## KYRGYSTAN

### TALENT SUPPORT FUND

**IMPACT STATEMENT**

This trip I worked almost exclusively out of the Talent Support Fund office in Bishkek. Interbillim provided the translator and organized travel arrangements and drivers. I also used the e-mail and Xerox machine in the Interbillim and Counterparts offices.

I met Dinara, director of Talent Support Fund, during my last trip, and was generally impressed with her taste, intelligence and enthusiasm, but felt she was unfocused and not involved in pragmatic application of her ideas.

This trip was a 180° turnaround. The Talent Support Fund had received a large grant from Counterparts, and was now much more involved directly with the artisans, training and product development. In addition, Karla Hostetler was unable to be in Kyrgystan much of the time I was there. As a result, a designated person from Talent Support Fund had to assume the responsibility to follow-up on product development when I left. This served two purposes:

To relieve Karla of some of her workload.

To have a local NGO start to take more responsibility and to become more independent, in preparation for the ATA project ending.

Raigul Ahkmatova, a felt artist/teacher and very knowledgeable about the regional history and culture was the designated product person who traveled with us around the Yssyk Kul area.

### SEMINAR : BISHKEK

I held two formal seminars in Bishkek: One for artisans visiting from the Karakol Region and one for Bishkek artisans. Each seminar covered essentially the same material, followed with one-on-one consultations with the artisans, and focusing on specific products for the New York Gift Fair in the afternoons. There were 13 people in the seminar for Bishkek artisans, and 17 people in the seminar for Yssyk Kul artisans.

**SEMINAR CONTENT:**

I. Emphasized the supply chain from raw materials to consumer and the 6 times formula that applied to all global exports. Explained that the formula is applied to items made in England and exported to Kyrgystan, made in India and exported to Europe.....etc. (Chart #1).

II. Explained the responsibility of design: to consider not just aesthetics, but also production, cost, quality, marketplace, cultural relevance. (Chart #2).

III. Explained the marketing Triangle....high, middle and low markets and positioning for Kyrgystan.....Explained corresponding high, middle and low quality and prices, and small, medium and large volume (chart #3).

I constantly referred to these charts as we went around peoples products.

Described building groups to increase sales...

Colorways,

Sizes and shapes

Themes....to build a cohesive group.

Explained the trend to mismatch items and used the interior of a yurt to illustrate the effect, along with magazine clippings.

**KEY ARTISANS: BISHKEK**

KAKEN DUSALIVA: Mohair knit pillows.

DAMIRA KASHBOLOTOVA: Embroidered ancient Kyrgys motifs on felt.

ROSA MARCOVA: Felt finger animal in yurt box.

ERKIYA JAPAROVA: Shirdak and aligiz slippers.

**IMPACT STATEMENT:****Product:**

Generally speaking, the products I saw were much more sophisticated than my last visit. There was a general awareness and understanding about quality, and a certain pride in achieving the best quality possible. I even had to explain to Kaken Dusaliva that for the market we were aiming for, middle-high end, we had to be careful about achieving the right price, and may have to choose a lesser grade of fiber for yarn if the higher grade was going to take us into too high-a-price range and lower grades were still very nice. This was a discussion I could never have thought of having during my last visit.

The artisans were building collections of items, rather than individual pieces, and understood the concept of co-ordinating groups to increase sales.

In consultations with Rosa Marcova, we discussed adding value to the products by designing a container to hold the felt animals. I explained that the container should be so nice that you would want to keep it, as much as the products themselves. This resulted in a felt yurt box design which visually doubled the value of the items. This concept of "value-added packaging" is completely new in this region (there are no local examples to reference) and it is now starting to become understood through the ATA workshops.

The reasons for the differences between my last trip and this trip are many fold:

-Karla Hostetler and Talent Support Fund have been continuously working on education with the artisans in the area of product type and quality. Dinara has a natural sense of quality and style, has traveled Internationally and experienced international standards. The Talent

Support Fund store accepts only a certain level of product, which is noticeably better quality than other retail outlets in Bishkek.

-Local shows organized by Karla have given the artisans first-hand experience as to what the market will bear regarding costs and quality.

-Re-orders for certain items have directed the artisans to develop products for which there is a market demand, rather than arbitrarily developing ideas.

-As product quality increases at the retail level, the competition increases to produce better quality and more innovative ideas. These market forces are already at work. This trip I was able to purchase some items at retail and use them as an example of good quality and clever design. I could find nothing at retail during my last trip.

#### Price:

The pricing structure of 6 x cost for the export retail price needs no explanation at all. The artisans had heard this so many times that they readily accept and work with this formula.

First hand experience of market dynamics at work, has influenced the artisans' thinking about pricing. Prices for products presented at the Manas Festival were apparently originally set high, and as customers responded to items but didn't buy because of cost, the artisans dropped the prices to more reasonable levels and witnessed the difference in sales.

We were even able to discuss and set reductions in price with larger orders for the New York Gift Fair.

#### Understanding business:

Understanding the market, price, competition and ones' own product value all contribute to the understanding of business as a whole. In addition, talent support Fund is now holding seminars on costing, calculating profit and the demands of the export market. Assistance from the World Bank and resources provided by Counterparts Consortium as well as the ATA workshops have enabled this to happen.

#### Export potential:

Damira Kashbolotova was the only artisan from the key selected artisans that I didn't feel completely comfortable with for export. Her work was sophisticated and commercial, fitting the sensibility of ATA and positioned well for the target market we were aiming for (mid-high end). However, I was worried by her inability to fulfill requests and meet short-term deadlines whilst I was in the area. All the other three artisans, followed direction well, had their own sense of quality and pride in their work, were realistic about pricing and had the capacity to fill larger orders. Very high potential.

#### KEY ARTISANS : YSSYK KUL AREA: BOKONBAEVA, KARAKOL AND KYZL-TOO:

YLDYZ ASANAKUNOVA: Aligiz, rugs and pillows, hats, ornaments, natural dyes

UPURKAN JUMADIELOVA: Patchwork felt pillows and rugs

GULBAR TOKSOMBAEVA: Shirdak pillows.

TOTU NELGIMBAEVA: Shirdak pillows.

GULNARA: Aligiz with embroidered outline.

#### IMPACT STATEMENT:

##### Product:

Product categories were generally much improved. The artisans were using the sizes and fastening details from the last design workshop to develop pillows.....No sign of chi wall hangings or felt pendants, which were so abundant during my last trip! We worked on large floor pillows, using the pressed felt techniques and patterns of the Shirdak rugs. Totu

Nelgimbaeva and Gulbart showed good quality work. With some revisions in color and fastening details, and guidance on quality, we developed some very handsome pillows for export.

Upurkan Jumadielova is an old lady, bent almost double as she walks, wearing the traditional outfit comprising a flowery dress, traditional black boots with upturned toes, tailored jacket and a flower print scarf... Fabulous style!!!! Her patchwork rugs used traditional motifs, combined in an eclectic modern way. They were easily made into pillows. Quality was somewhat of an issue, since her eyesight wasn't so good, and the dexterity of her fingers was less than it used to be. However, after discussion, we arranged for the younger members of the same village to assist with assembly and sewing, whilst Upurkan did the artistic direction. This concept of working co-operatively as a group, rather than as an individual artisan is relatively new, and was beyond discussion on my last trip.

Gulnara's pillows and rugs were spectacular, and had already been ordered by Barbara Loeding for the Silk Road Gallery. I used them as an example of good quality to the rest of the group in the Anan Yevo seminar. All details, tassels and finishings were excellent. She was also designing in groups and colorways, responding to the advice given in previous design workshops. We even had to point out that such high quality finishing might not be necessary on the under flap of the pillow fastening!!!! She has her own style of cross-stitching over the aligiz motifs, which renders them modern whilst maintaining the traditional element.

Jyldyz was the star of this region. I highly recommended her for export potential in my last report, and the confidence was not misplaced. The products produced by this group whether on the local market for export are consistently high quality and good design. The group consists of eight core people, steered by a master craftswoman, Silken, and lead by Jyldyz. All members of the group teach art and crafts at the local school, and have an innate sense of good design. They have many bright ideas, respond well to suggestions, are strongly self-motivated and prolific in both a creative and production capacity.

#### Price:

The pricing structure of 6 x cost for the export retail price needs no explanation at all. The artisans had heard this so many times that they readily accept and work with this formula.

Jyldyz' group is learning to calculate their expenses and fixed costs. When discussing prices, they confer on the labor involved and base their decisions on experience, and potential for new opportunities. They are intelligent in their calculations and considerations as to the appropriate price. I purchased an Aligiz at retail for \$45, and this group was the only one I considered to look at the rug and price it to fulfill potential New York orders.

Upurt, Totu and Gulbar are less sophisticated in their understanding of price, but are influenced by the reaction and work being done by Jyldyz' group. They also trust Jyldyz, whom is often the calming local voice articulating the need for change and a new way of thinking and working. They are also guided by the Talent Support Fund, and Dinara, who articulates the goals and vision of the organization clearly in Kyrgys.

Gulnara was so anxious to export her goods that she said whatever price I wanted she would accept!!!! We discussed how to cost out an item, including overhead. We talked about timing how long it took to do several centimeters of different embroidered finishings, and how to balance cost with visual effect. I talked her through knowing what her costs were, adding an amount of profit, and knowing how much she could come down in price, and why. I used this process as an example in the seminar in Anan Yevo.

All the artisans agreed to set reductions in price with larger orders for the New York Gift Fair, and understand the concept of large orders offsetting the time for labor invested in a new product that sells just a few pieces.

**Understanding business:**

Jyldyz' group in Bokonbaeva is very strong in this area. They understand the concept of competition, and sent one of their artisans along with us around the Karakol Region to see what other artisans were doing. They have formed a group, chosen a name, and developed a hangtag. They are extremely organized and professional, and had all items spread in the garden, ready to work and learn as much as possible whilst I was there. They had a list of questions and items they wanted to discuss, in addition to the items ordered for the NY Gift Fair. They are as good at applying themselves to structure, organization and planning as they are at developing product.

Upurt, Totu and Gulbar are less sophisticated in their understanding of business, but are benefiting from the seminars and workshops held by ATA and Talent Support Fund. These two groups are working and collaborating well, to their mutual benefit.

**Export potential:**

One of the highest potentials of the whole trip. Good quality, good design, realistic pricing, flexibility in accommodating pricing according to size of orders, responsible in fulfilling commitments, production capacity available.

### SEMINAR: OSH

We had one formal seminar in Osh, with attendance of 7 people. Subsequent visits to artisan workshops included an additional 12 artisans. The formal seminar was a duplicate of the one held in Bishkek, with one-on-one consultations and product development for the New York gift fair in the afternoon.

**KEY ARTISANS:**

**BURKAN MALDESHOVA:** Patchwork felt backpacks, pillows and slippers.

**MELIKAN ATTENBAEVA:** Crochet and knitted mohair pillows.

**ASADULLA JOLDUSHOV:** Ceramics

**JOLUM SORUMBAEV:** Lithographs.

**IMPACT STATEMENT:**

**Product:**

Burkan Maldeshova was again the star of this region. During my last trip he had developed felt backpacks that had their own personality, and did very well at the New York Fair. We had suggested that he do childrenswear: slippers, hats and vests. The slippers were a great success and he had received orders for adult sizes also. The adult ones were too bright and brash, in my opinion when large scale. Burkan's quality also seemed to be slipping, with machine stitching running crooked along bindings, and innersoles cut with a raw edge in flimsy cotton. We worked on some more sophisticated designs and deeper, richer colors for the August show, added leather soles for durability, and did double felt in the toe caps also for durability.

In addition, we had Burkan develop pillows in his own style: quirky patchwork with funky embroidery in the new rich colors. This should take him into a new product category and secure more sales.

Some of the other artisans were producing the same items that they had done during the last visit, despite poor sales. We gave general product feedback, and ideas. There was a lot of fine art which is a category that ATA does not specialize in. We left some ideas for painted products. Follow-through for these items will have to be done at a later time.

**Price:**

Burkan's prices are reasonable, and were received well at the last Fair. The new slipper designs were more complicated than the last ones, and Burkan wanted to increase the price from \$5 to \$6. When I showed him slippers developed by Bishkek artisans at \$3.50, he recognized the competition, and kept his price at \$5. Market forces are becoming understood.

Prices for the lithographs were reasonable at \$10, and will be tested at the Fair.

**Understanding business:**

Both Melikan, and Burkan had experienced sales as a result of the last design workshop. They were very trusting and open to ideas. Melikan is a teacher at the university, and had not treated her crochet items as a serious business. Burkan, on the other hand had experienced a great response to his children's shoes and backpacks at the New York fair and was already exporting. Burkan has yet to be trained to handle his own exporting without the support of ATA. This is the next step.

Melikan had not received a salary from her University position for 2 months, and was very interested in the possibility of developing products for the local market again. Her quality is excellent, but pricing is appropriate only for local sales.

**Export potential:**

Continued and increased potential with Burkan Maldeshova. We have to make sure that increased orders do not result in a decrease in the quality of the product. Testing some ceramics with Asadulla Joldushov. Testing Lithographs with Joluz Sorumbaev.

### SEMINAR: ANAN YEVO

The whole seminar an Anan Yevo was organized by Talent Support Fund, and included costing, natural dye and felt-making workshops, collaboration, marketing, in addition to my seminar on design and demands of the international marketing.

I conducted a formal seminar on The Rules of International Marketing and knowing your business. In the afternoon we worked as a group on the New York gift fair items and individual consultations. There were about 40 artisans present, representing 9 groups. Artisans brought the products that we had been working on around the Yssyk Kul Region, and we worked on them in various stages of completion. The whole group had the opportunity to comment, see the development and refinement process on a whole range of products, and to see the merchandised groups for the fair coming together.

### RULES OF INTERNATIONAL MARKETING:

#### KNOW YOUR PRODUCT:

Talked a lot about quality, finishings, variety of size and color, and shape. This was already well-understood through the work we had done prior to the seminar.

### KNOW YOUR COMPETITION:

Global

Local

#### Global:

Talked about international competition from India, China, Philippines, and sophisticated machine work. What was it that artisans had that was unique? How the best marketing edge they had was to produce things that were typical...No one else could do this as well as they could.

#### Local:

Also talked about local competition. How they would compete with each other, and that it was really important that they develop their own individual styles and versions. What was it that each of them had that was unique? For example there were many slipper-makers, but Sabyrjan Alyahunov had his own molded style, and Konushbek did flat embroidered ones...both of which were very salable.

There were now several people working on hammocks, but each had a feature that was unique to the skills of a particular artisan: the curved frame from the yurt maker, or the Alasha detail from a weaver...etc.

I pointed out that competition could be a healthy process, that fostered innovation and increased quality. Made a comparison to Kazakstan, where partly due to a larger expatriate population, prices were still high and quality relatively low. This basically destroyed any export potential. In Kyrgystan, where the market was sporadic at best, they were forced to look at exports and would adapt accordingly to higher demands for quality and value.

Suggested using each other's talents:

Sabyrjan, with naturally colored molded wool slippers didn't want to use synthetic dyes. But he could use the natural dyes from Jyldyz' group. Gulnara had a store in the marketplace that was having difficulties. She could show other people's products in the store on consignment. This would diversify the offering, bring her a commission, and expose others' products to the marketplace.

### KNOW YOUR MARKET

Quality

Price

Timing

Used the marketing triangle to explain high, medium and low end markets. Explained the positioning of products to be middle-high end (see diagram # 3). Felt pendants and chi wall hangings were low end items that could not command a high price. Explained medium-high-end items and the need for corresponding high quality, with sensitivity to cost. Also explained high-end items as being collector pieces, antiques, traditional chi from the yurts, artwork and best quality rugs...a gallery market.

Clarified the items that were traditional that would still appeal to the US taste and lifestyle, and the ones that were more difficult (e.g. Kumis bottles).

**Quality:****-Durability:**

Mentioned the issue with color-fastness. That everything about the product could be perfect, but that lack of color fastness would ruin a sale and any future potential business.

That the details should be strong. Pointed out that I bought a calpac at a middle-high price point, and the tassel fell off when I lifted it up the first time. All it needed was a double knot finish inside the hat. No extra cost, but better quality: Watch your tassels!!!!  
Stitching on pillows needed to be strong and tassel details substantial....so that you would buy something just because of the detail.

**Service:**

This was a new concept. Service is not one of the strong points of the Soviet system.

I used Gulnara as an example. She had done some great picnic sets for the Manas Festival which sold out. Karla ordered more of the same, over a short lead time. Gulnara took the timing very seriously, which was good, but she used available materials, instead of taking longer to prepare the right materials and colors. Karla rejected the pieces because it was not what she ordered. Gulnara lost the sale.

I pointed out that quality of communication and service were as important as quality of product. Gulnara should feel perfectly comfortable, saying that she could not produce what was asked for in two weeks, but she could, say, within four weeks, or she could provide something in available materials within the desired time limit.

This quality of service could actually become a marketing edge over another supplier who was not so organized or communicative with the client.

**Pricing:**

An interesting question came up from Essenkan about the right price for Calpacs. He pointed out that there were many Calpacs in the market at all different prices and some machine-made, others hand-made. What did I think the right price for a Calpac was? A good question.

**Price....Quality.....Design**

Discussed the marketplace in relationship to product design. I pointed out that if you have an original design, or technique that no-one else has, you can command a higher price, because there is no competition. You are the only resource for it. Once there are many people doing the same item, as with Calpacs, then you had to distinguish your product by having a better price, better quality or better design.

Talked through the costing of an item versus, the price. Knowing your materials cost and labor involved. How to include overhead, and add some profit. When negotiating price, know how much profit you have to play with, and how far you can drop the price. Also know why you drop the price. -

-Maybe this sale will get you into the export market, and once made you can increase prices very slowly over a long period to build up to the profit you need.

-Maybe you offer a price break at a given quantity, since the majority of the work goes into designing and working through the difficulties of the first sample, and decreases over a given quantity.

I used the examples of Jyldyz' group who set two prices, reducing the price when over 10 pieces were ordered.

**TIMING:**

Spring vs. Winter seasons

**Christmas**  
**Local and export shows**  
**Retail flow of traffic**  
**Planning Your Own Business**

**Spring vs. Winter:**

Used Sabyjan's slippers as an example of a timing issue for a product. He had had poor sales since Christmas and was discouraged. Further discussion revealed that he had been offering chunky styles and boots in the Spring season. I suggested that a mule may be the best item to offer in the Spring, and that the boots could be the best sellers in the winter. Though this seems obvious, it had not occurred to him as a reason for poor sales. The audience at the seminar also realized their naive understanding of sales and the example was well understood.

**Christmas:**

Discussed making Christmas item several months in advance for local fairs, and in June for the New York Gift Fair in August. Encouraged the artisans to be demanding of The Talent Support Fund and Karla: to demand sales information, and ask about what shows were coming up, what they needed and by when.

**Retail Traffic:**

Gulnara, who owned a store in the Bazaar noticed that her business did well in the Summer, when there were tourists in the marketplace. She needed to plan how to bring business in during the winter months, when tourist traffic was minimal at best. Export was one area she was aggressively pursuing to maintain year-round sales.

Finally, I pointed out that each group should appoint someone to do marketing. I had noticed that when some artisans got orders, they became absorbed in fulfilling that order, and dropped everything else in order to complete it. I used Shiber Aul and Osh as examples, where people didn't even have time to come to the seminar or do new product development. This resulted in very busy periods of fulfillment, and very slow periods, making items hoping to generate sales, with little information as to the market's needs. (see chart). They could have a more even work-flow if they worked on generating a new customer, whilst they were working on a project. Many of them had encountered this difficulty already, and just didn't know what to do about it.

**RECOMMENDATIONS:**

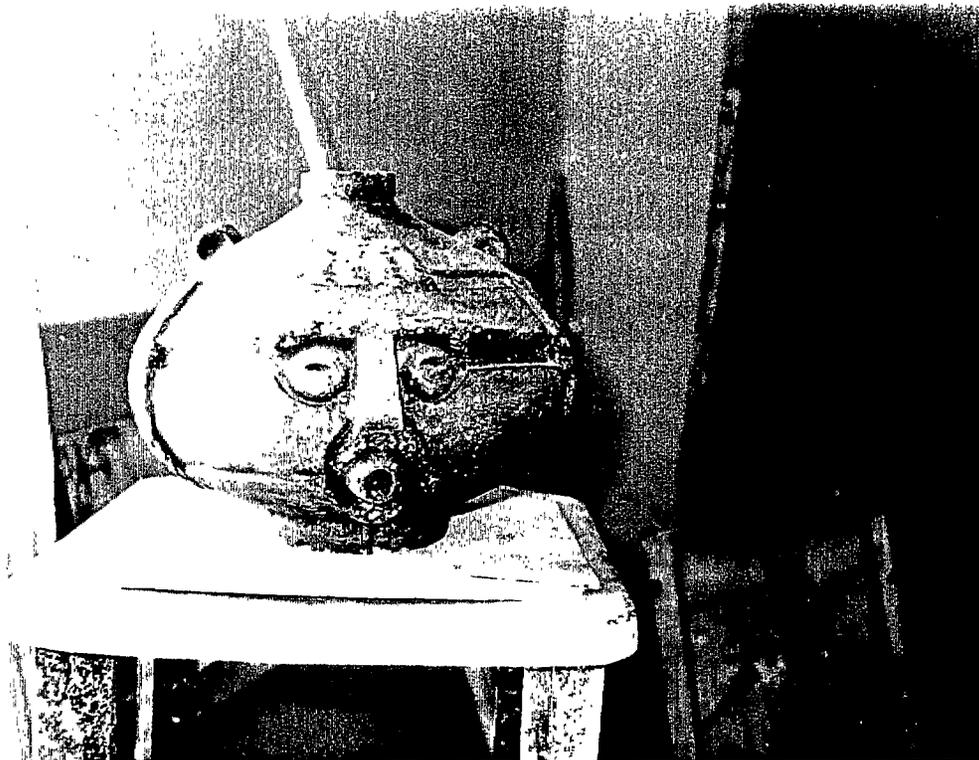
- The artisans in Kyrgystan are clearly benefiting a great deal from the work that ATA has done. Many of the individuals and groups are organized, clear about pricing, know a quality product, recognize the need to service the customer and deliver on time, and are in the process of finding out how to distinguish their products from others in a competitive market place. The local NGO, Talent Support Fund is now actively involved in education and training of the artisans and is well respected and trusted by all groups in the Yssyk Kul Region. Some individuals and groups have exported goods to the US and other countries, with the co-ordination help of Regional Director, Karla Hostedler. Some groups will be exporting this season for the first time. Many artisans have experienced local sales and have benefited a great deal from being present at the local events to interface directly with the buyers.

No one has exported without the help and assistance of ATA. This trip was the first time that Talent Support Fund was responsible for product development follow-through and delivery in time for the New York Gift Fair. It remains to be seen if the organization can rise truly to this new responsibility.

The Central Asia project funding comes to an end in the Fall of 1996. I would recommend that the project be extended for another year, so that artisans presently exporting have a few seasons of sales under their belt, and so that they can be more independent of ATA as regards shipping logistics. Artisans who are now showing in the US markets for the first time would also obviously benefit from a couple of seasons' guidance through the new experience of exporting.

- The artisans benefit the most from being exposed to the buyers at the fairs and events organized by ATA. Seminars help prepare them, but nothing like practical experience trains the artisans to be market driven in their product development. I would highly recommend that Burkan from Osh be brought to the US, health permitting. (Clair Smith had a suggestion that he could come to one of the European Shows if a US trip is too much of a strain.) I would also recommend Jildis from Bokorbaeva be brought to the US. She is bright enough and sophisticated enough to absorb a tremendous amount from such a trip. I would have her hold a seminar for her region on what she experienced on the trip. She is so well respected, has natural leadership qualities, and has such a humble disposition, that her report and recommendations to the artisans would definitely be observed, digested and implemented. This would have a tremendous impact on the whole Yssyk Kul Region.
- Talent Support Fund is very involved with the Yssyk Kul artisans, and is not involved at all with the artisans in Osh. Karla travels a great deal between Kazakhstan, Uzbekistan and Kyrgyzstan, and visits Osh less frequently than the other major cities. The artisans in Osh are therefore not as far along as the other areas in their understanding of business and the potential of the export market. Burkan is an exception. He would benefit a great deal from being more involved in seminars and workshops held by Talent Support Fund.
- Two women from the Narin Region visited Talent Support Fund offices in Bishkek and insisted on coming to the seminar in Anan Yevo. I was impressed with their tenacity. We did some one-one-one product development together, and their products were noticeably poorer quality than those of the artisans with whom ATA had spent the last 18 months working. If the project is extended, perhaps it could include the Narin Region. A feasibility study and assessment of the region may be useful to help decide this. I would take this further to suggest that the project shift its focus from Kazakhstan, where there is very little export potential, to Narin in Kyrgyzstan, pending assessment results.
- I had the opportunity to visit the Aral Sea area in Kazakhstan to assess the viability of the artisans in Aralske and nearby villages on behalf of UNDP. I found the people to be very enthusiastic, capable, even pushy! Alasha weaving, knitting and felt-making are readily available skills and the people have very few other means of income besides crafts. Camel wool is abundant and a wonderful fiber that could be developed into high-end items. Despite the desolate quality of the region, notorious pollution from pesticide dumping in the sea, and remoteness from central cities, I would definitely recommend Aralske to be included in some future project funding. Of all the products I saw in Kazakhstan, there is much potential for development in this area and a great need for any sales to generate income.

I was very impressed with advancement of the artisans in Kyrgyzstan. In our first design seminar last year, the artisans seemed rather overwhelmed with the information and different ways of thinking. They were fully attentive in the seminars, this trip, absorbing as much information as they could, and asking deeper questions than would have been possible, last year. All the artisans said they would come to the next seminars, even if they weren't invited!! They are thoroughly enjoying the ATA training sessions and are personally experiencing the results in increased sales of their products.



## Aid to Artisans

Counterpart Consortium  
NGO Support Initiative for Central Asia

Quarterly Performance Report  
*April - June 1996*





Product Development Workshops with  
Lynda Grose, ATA Consultant





Silk Road Gallery buyer, Barbara Loeding  
in Kazakstan and Uzbekistan

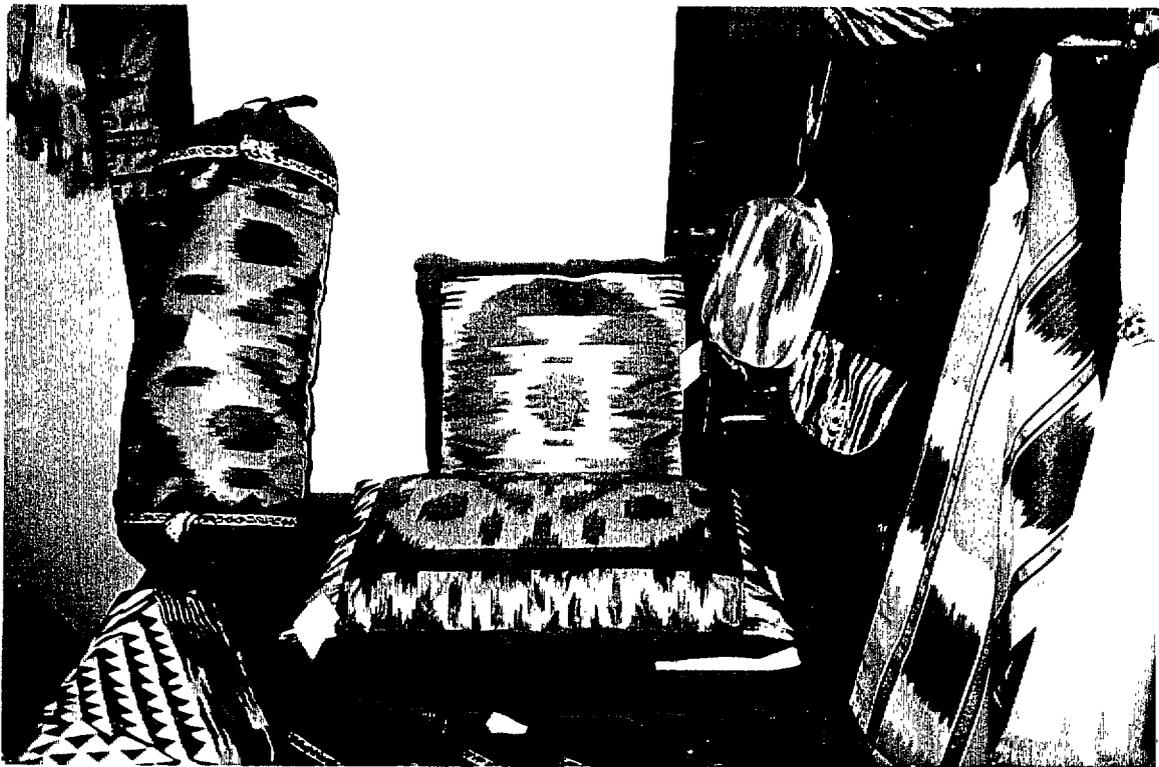


TASHKENT July Craft Fair 1996





TASHKENT July Craft Fair 1996





# THE CITIZENS NETWORK NEWS NEWS NEWS

FOR FOREIGN AFFAIRS INC.

For Immediate Release  
July 2, 1996

Contact: Jessica Jacobson  
202-296-3920

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## OREGON FARM BUREAU FIELD SERVICES DIRECTOR VOLUNTEERS IN KYRGYZSTAN

Oregon Farm Bureau (OFBF) Director of Field Services Dennis Myhrum returned to Cove, Oregon, today after spending three weeks in Osh, Kyrgyzstan, working with the Osh Private Farmers Association (PFA).

While in Osh, Myhrum advised staff of the Osh Private Farmers Association on how to help local farmers formulate and enact farm policy. Myhrum conducted workshops with the PFA board and with county-level PFAs to explain the "committee" structure at the oblast level, to work with rayon (county) PFA's to develop boards of association, and to increase understanding of the policy development process. His assignment is the result of a cooperative partnership between the Oregon Farm Bureau Federation (OFBF), the Citizens Network for Foreign Affairs (CNFA), and the Osh Private Farmers Association.

Under the agreement, volunteers from Oregon spend three to eight weeks in Osh to advise farmers, train association officials, and stimulate private sector interest in Kyrgyzstan. Myhrum is the third volunteer expert from the Oregon Farm Bureau to work with the Osh PFA.

Before returning to Cove, Myhrum visited the office of Rep. Wes Cooley (R-OR) to provide an update on agricultural reform in Central Asia.

The Central Asia Partnership Program (CAPP) builds alliances between state Farm Bureaus in the U.S. and private farming groups in Central Asia. CAPP is funded by the U.S. Agency for International Development through the Counterpart Consortium.

Dennis Myhrum received an A.A. degree in Agricultural Sciences from Treasure Valley Community College. He is a 15 year member of the Oregon Farm Bureau and is married with two children.

The Citizens Network for Foreign Affairs is a non-profit group dedicated to stimulating international growth and development. CNFA works with U.S. companies, entrepreneurs, farm groups, business alliances, and other organizations to create lasting and effective opportunities in international markets.

###

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Date: 5/17/96 Time: 10:23 AM

To: Marty Tillman (TILLMM @ CNFA)  
From: John Rossner (JROSSNER@SMTP (jrossner@pnn.com))  
Subject: What our visitors learned

*Reverse Exchange Outcomes*

Message:

17 May 1996

Dear Marty,

In regards to our conversation yesterday, I am listing some points that I feel that our visitors learned on the trip to Oregon

1. The President conducts the Board meeting by allowing the Board Members to speak freely and make the decisions. The President does not dominate the conversation.

2. The budgeting process is done with a budget committee with the help of the Executive Vice-President (administrator) and Treasure. The budget committee meets on a regular basis to review the income and expenses.

3. Membership records are important. A records system needs to be in place in order to know the number of members, who has paid membership dues, and who has not paid for those people who were members the past membership period.

4. Dues for the state Farm Bureau organization are set by the Board of Directors for the State and the dues for the county Farm Bureau organization are set by the County Board of Directors. All members will pay the same amount to the state, but the amount that a member pays to his/her county will vary depending on the dues amount set by the county. (Note: this area was one that President Kaldar and First V.P. Islambek had some difficulty understanding, but after visiting about this subject a number of times, they seemed to understand. I would suggest that this is one area that needs to have continued monitoring.)

5. The president of the state Farm Bureau is a spokesperson for the organization and the agricultural industry. To some extent, the same is true for the County Farm Bureau president

6. The County Farm Bureau presidents do not receive a salary, but are reimbursed for many of their expenses for doing Farm Bureau work.

7. People are willing to volunteer to do Farm Bureau work. Those serving on State Farm Bureau committees receive compensation for mileage driven to and from meetings. Those serving on County Farm Bureau committees seldom receive compensation for mileage.

Marty, I believe that these are the some of the major points that President Kaldar and First Vice-president Islambek learned. There will probably be other points that will come out in their report as well as Gulmira's report.

I hope that this is helpful to you.

Sincerely, John

CROOK COUNTY'S PIONEER NEWSPAPER -- ESTABLISHED 1881

# Central Oregonian

TWO SECTIONS - SIXTEEN PAGES

PRINEVILLE, OREGON

114TH YEAR - NO. FORTY-TWO

PRICE 50 CENTS



BILL SHEEHY/Central Oregonian

Ergeshov Kaldar, left, listens as the translator, Guimira Torokulova interprets a question for Doug Breese (with back to camera). Another member of the visiting farmers, Boriev Islambek, and Oregon Farm Bureau President John Rossner listen.

## Kyrgyzstan ranchers meet with local ranchers

By Bill Sheehy  
Managing Editor

A small group of ranchers from countries which were once within the USSR are in Oregon this month, meeting and learning how American ranchers operate. Wednesday, two members of the group, including their translator, visited Doug Breese's ranch.

Sponsored by the Oregon Farm Bureau, the two, president and vice-president of the Osh Union of Private Farmers' Association, plan on visiting various farms and ranches over the next two weeks.

Ergeshov Kaldar from Uzghen was elected president of the union. He is a veterinarian and served many years as a director of a state farm in the Osh re-

gion.

Boriev Islambek is from Karasoo and was elected vice-president. Both men, and translator Gulmira Torokulova, are traveling with Oregon Farm Bureau president John Rossner.

The group spent time with Doug Breese, former president of the Oregon Farm Bureau, learning how the Breese Pilot Butte ranch operates.

THURSDAY

May 2, 1996  
Salem, Oregon  
Business news: Don Currie  
399-6677

# STATESMAN JOURNAL Business

## New ways to farm

Ken Iverson (right) gives guests Gulmira Torokulova (from left), Kaldar Ergeshov and Islambek Boriev a tour of his Woodburn farm. The visitors were amazed at the farm's size and its use of technology.

Gerry Lewin/  
Statesman Journal



## Hands-on farmers look at high-tech

Visitors from the former Soviet Union find much that's surprising in Woodburn.

By Marie Gravelle  
The Statesman Journal

He grows cotton and corn on about 40 acres just north of China, where his wife hand milks the family's 45 cows.

So when Islambek Boriev visited a modern, 2,000-acre bulb farm near Woodburn this week, he spent much of his time videotaping the high-tech operation.

"I love farming. I love animals," the 34-year-old Kyrgyz farmer said through an interpreter. Boriev quit his state job as a biology teacher five years

ago when the Soviet Union collapsed. His region became the independent country of Kyrgyzstan, and he became one of the first to farm on private property.

The whole idea of farming one's own land was unheard of in Kyrgyzstan until 1991. At that time, the government began breaking up the collective farms and giving away or selling small acreages.

Now Oregon farmers are trying to help Kyrgyz farmers learn about marketing, financing and suppliers so that they can be successful in a capitalistic global market.

The recent visit was financed through a partnership among the Oregon Farm Bureau, the Citizens Network for Foreign Affairs and a newly created regional farming group in

Kyrgyzstan. Boriev and a Kyrgyz veterinarian-turned-farmer were given a weeklong tour of Oregon farms, along with advice on everything from applying for loans to organizing lobbying groups.

The president of the new Kyrgyz farm bureau, Kaldar Ergeshov, worked on collective Soviet farms as a vet for 30 years. Now 57, he's planting his own crops, raising his own animals and facing the challenges of making his own living.

"People in our country used to work under government control," Ergeshov said through the interpreter. "Now we've got our freedom, and it's very important to us. We are feeling the responsibility of owning property."

To U.S. farmers, their methods seem to harken

back to those used in America at the turn of the century.

"Everything they do is by hand," said Barbara Iverson of the Iverson Brothers Bulb Farm in Woodburn, amazed to think that seed potatoes are cut up by hand in Kyrgyzstan, not by machine.

Ergeshov was awed by the millions of dollars worth of equipment and farm buildings at Iverson Brothers. But Ergeshov is not looking to emulate American farmers.

"First of all, we don't have the land," he said. A 40-acre farm is about average, and the acreage is not likely to increase. Machinery is a major dilemma in the former Soviet Union because it is very expensive and the cost of fuel and repairs is astronomical.

Where the Kyrgyz

farmers do need help is with selling their products and dealing with financial institutions. Former Soviet farmers now are paying about 45 percent interest on loans.

"We don't expect economic help," Ergeshov said. "We have to do this ourselves. But we need help creating an organization and strengthening it."

Modeled after the U.S. Farm Bureau system, the Kyrgyz farmers group is working to seek changes on a nationwide scale.

Farm Bureau officials have traveled to Kyrgyzstan to help organize, and local farmers were pleased to show their stuff.

"We want to show them what their potential is," Iverson said. "They have a ways to go."

**Counterpart Consortium NGO Support Initiative for Central Asia**  
**The Citizens Network for Foreign Affairs**  
***Farm Bureau Expert Assignment Statement***

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**Expert:** David Beck  
**Partnership:** Kentucky Farm Bureau and Fergana Private Farmers Association  
**Assignment:** Introduction of Management Advisory Services  
**Dates:** 4-18 May 1996

**Background:**

The Kentucky/Fergana alliance was formed in January 1996 during the visit of the first KFB representative, JK Henshaw. Priorities were identified for future KFB experts including: video production training, developing an oblast newsletter, management advisory services and assisting with the PFA's seasonal crop loan program.

The Fergana PFA has 15 rayon and 2 town PFAs. Mr. Tolkunjon Egamberdiev is the elected president. A European Union TACIS project has worked with the Fergana PFA for the last two years to create an advisory service and strengthen the PFA. Additionally, the PFA has begun to work with Mercy Corps-Uzbekistan to develop a crop loan program and with Winrock International to identify some American experts.

**Assignment Goals:**

- ◆ Work with the newly reformed oblast Board of Association to review their roles and responsibilities. Work with 7-10 rayon PFAs to form Boards of Association.

**Planned Activities:**

- ◆ Conduct a workshop with the recently reformed oblast PFA Board of Association to review the recently revised oblast bylaws, identify their roles and responsibilities and highlight their relationship to the oblast PFA president and the rayon PFAs. Use Kentucky's bylaws as a reference document.
- ◆ Conduct similar workshops in 7-10 interested rayon PFAs. Assist the PFA form a Board.

**Beneficiaries (expected):**

- ◆ Oblast PFA Board of association members.
- ◆ 7-10 rayon PFAs and their Boards of Association.

**Counterpart Consortium NGO Support Initiative for Central Asia**  
**The Citizens Network for Foreign Affairs**  
***Farm Bureau Expert Assignment Statement***

---

**Expert:** Dennis Myhrum  
**Partnership:** Oregon Farm Bureau and Osh Union of Private Farmers Associations (PFA)  
**Assignment:** Strengthening Oblast Committees and Rayon Board of Associations  
**Dates:** May/June 1996

**Background:**

The Osh PFA/Oregon Farm Bureau (OFB) alliance was formed in September 1995 by the first visiting OFB representative, Don Schellenberg. At the time, five rayon PFAs had formed with assistance from the European Union TACIS project. Following a Counterpart workshop, the rayon presidents designed an oblast PFA and in December 1995, a founding General Assembly was held. Kaldar Ergeshov was elected president. The first Oregon expert and the president of the OFB, John Rossner, spent four weeks in January to implement the "policy development process." He toured the five rayons, conducted workshops with PFA members and developed resolutions. Later, at an oblast General Assembly, John assisted the PFA in turning these resolutions into policies, which were debated and approved by PFA members. The Osh Union has received a Counterpart grant as well as a 175k loan from Mercy Corps International for 150 farmers to receive vouchers for fuel and fertilizer.

**Assignment Goals:**

- ◆ Continue strengthening the association by introducing the "committee" structure at the oblast level; work with rayon PFAs to develop boards' of association; and, extend the resolution/policy development process to the newest rayon, Kara-Kuldja.

**Planned Activities:**

- ◆ Conduct a workshop with the oblast Board of Association on the "committee structure." Introduce the roles and responsibilities of chairpersons and members, reporting system, relationship to the Board, etc. Possible committees may be: land, livestock, food processing, tax, water, input supply, marketing, membership, budget, credit, business and women.
- ◆ Facilitate an initial meeting of the top 2-3 committees. Review the roles and responsibilities of chairpersons and members, reporting system, relationship to the Board, etc.
- ◆ Conduct workshops on forming Board of Associations at the rayon level. Use the OFB "Board of Directors Manual" to explain the role and responsibilities of a Board, their relationship to the rayon president and their relationship to the oblast Union.
- ◆ Visit Kara-Kuldja rayon and conduct a "resolutions workshop." Review the process, generate resolutions and review the oblast policy.

**Beneficiaries (expected):**

- ◆ Oblast PFA Board of Association.
- ◆ Oblast PFA committee chairs and members.
- ◆ Rayon PFA Boards of Association.

# Beck visits remote Asia republic

**F**armers in the distant former Soviet republic of Uzbekistan are a small, but significant step closer to having an effective farm organization thanks to the recent two-week visit there by Kentucky Farm Bureau Executive Vice President David Beck.

The visit by Beck to the Uzbek state of Fergana was part of a two-year partnership between Kentucky Farm Bureau and the Fergana Private Farmers Association.

Under that agreement, KFB leaders are working through the Washington-based Citizens Network for Foreign Affairs to conduct workshops, advise farmers, train farm association officials and help implement projects in the area.

The program is designed to support the emergence of private farming in Central Asia by strengthening local farm groups and stimulating U.S. private sector interest in the region.

During his stay, Beck, with the help of two interpreters, conducted briefings for state and local farm association volunteers. He toured local farms and listened to the farmers accounts of what they produce, why, and for whom?

"Cotton has always been the staple crop, the money crop for those producers," Beck noted. "But it's not always their choice.

The government dictates a certain level of cotton production for each farmer, each year.

"The farmers then have to sell a certain portion of their crop to the government, but in some years, the government can't pay the farmers what it owes them. These folks have some real problems built into their system."

Beck said the notion of policy development-- a process where



*Beck, left, holds a Kentucky Farm Bureau cap while a translator explains the caption and a local Uzbek farm association leader looks on. In the background are flip chart pages showing structure of a farm organization.*

Farm Bureau members debate and decide their organization's policy-- is pretty much foreign to the Uzbeks. Policy has historically been the exclusive province of government, he noted.

When the local farmers go to a meeting, they're accustomed to hearing a government official speak, then they go home.

said, but it brought him to a greater appreciation for life in this country.

The Uzbek's move to private semi-modern agriculture is often at odds with their living conditions and customs, Beck said. But they do respond positively to the concepts of freedom and self-determination.

## ***They are required to sell to their government, but may never get paid***

There's no participatory involvement by the individual farmers at all, he said.

Besides their problems in agriculture, the Uzbeks live in difficult conditions. Many farm homes have dirt floors. One family Beck met lived in a cave during the summer season to be close to their crops.

Visiting the region was like stepping back in time, Beck

KFB Radio/TV Director Mike Feldhaus is scheduled to visit Uzbekistan in the coming months, to help the group develop a video product promoting their new organization.

That excursion may come in late summer or early fall. Other Kentuckians are likely to visit the remote region in the final year of the Kentucky-Uzbek partnership.

**A. 21.**

On Newslines, Tues, May 14, 96 a 1:08 report. Kentucky Farm Bureau's CEO is in Uzbekistan this week working with farmers there on building a farm organization. Mike Feldhaus has this report on some of the very basic obstacles they'll need to overcome.

CHANGE WILL BE SLOW, BUT AN ORGANIZATION OF FARMERS WORKING FOR FARMERS CAN SURELY HELP. THAT'S HOW KENTUCKY FARM BUREAU EXECUTIVE VICE PRESIDENT DAVID BECK FEELS ABOUT THE EFFORT OF UZBEKISTAN TO MOVE FROM COLLECTIVISM TO A FREE MARKET AGRICULTURE. BECK IS IN THE FORMER SOVIET COUNTRY IN THE SECOND WEEK OF A 2-WEEK VISIT. HE'S HELPING DEVELOP THERE, THE EQUIVALENT TO A FARM BUREAU. IN A TELEPHONE INTERVIEW FRIDAY, BECK SAID THAT IN SUCH A RADICAL TRANSITION OF ECONOMIES, THERE'S PLENTY OF GROUND FOR A FARM GROUP TO PLOW.

-- "I talked with a wheat farmer this week that raises wheat and the government takes the majority of his wheat and then he can sell what's left. Unfortunately the government wasn't able to pay him for his wheat." --

BECK DID WORKSHOPS LAST WEEK ON ORGANIZATION STRUCTURE, BY-LAWS, AND PROGRAMS FOR THE FARMERS THERE, AND HE CITED PRACTICAL APPLICATIONS FOR A FARM GROUP'S VALUE.

-- "We talked about our Stockyards and Packers Act at the federal level and even giving examples of our Kentucky grain insurance law where farmers help insure themselves. You remember that as an idea that developed through Farm Bureau and has been very successful in our state." --

BECK WILL RETURN THIS WEEKEND. A FARM GROUP FROM UZBEKISTAN WILL VISIT KENTUCKY IN JULY. THIS IS MIKE FELDHAUS.

-----NEWSLINE-----  
BECK/PRYOR/MCQUEEN/HENSHAW  
CANSLER/HUDDLESTON/NESBITT  
LOWE/CUNNINGHAM

On Newslines, Tues, Apr 30,96 a 1:04 report. Total change, that's what many farmers in former Soviet states are facing as they attempt to adapt from collectivism to a free market agriculture. Mike Feldhaus has this report with a Farm Bureau leader headed to other side of the world to offer a little farmer to farmer help toward that goal.

UZBEKISTAN PHASE II MIGHT BE WHAT YOU'D CALL KENTUCKY FARM BUREAU'S NEXT CONTACT WITH THAT FORMER MEMBER OF THE SOVIET UNION. DAVID BECK, EXECUTIVE VICE PRESIDENT OF THE GROUP DEPARTS FOR UZBEKISTAN THIS SATURDAY FOR TWO WEEKS IN THIS SOMEWHAT ARID LAND JUST NORTH OF AFGHANISTAN, SLIGHTLY WEST OF CHINA. KENTUCKY FARM BUREAU IS WORKING WITH THE CITIZENS NETWORK A WASHINGTON BASED GROUP ATTEMPTING TO ASSIST THESE FORMER SOVIET STATES IN CHANGING THEIR AGRICULTURAL ECONOMY FROM COLLECTIVISM TO FREE ENTERPRISE. BECK SAYS HE HAS NO ILLUSIONS ABOUT THE COMPLEXITY OF THE TASK.

-- "They still have a lot of state owned farms. There is some privatization, but a farmer could have the money and have the know how but still can't purchase equipment without the government's okay." --

BECK SAYS HE'S FLATTERED THAT THE UZBEKISTAN GOVERNMENT HAS CHOSEN TO PATTERN ITS NEW FARMER'S ORGANIZATION AFTER FARM BUREAU, BUT IS ALSO AWARE OF THE RESISTANCE SUCH A RADICAL CHANGE MAY CREATE.

-- "The whole idea of sitting down and like Farm Bureau identifying concerns, looking for some solutions and implementing change is really foreign to them." --

BECK SAYS SUCCESS WON'T COME OVERNIGHT, BUT HE'S EXCITED ABOUT THE OPPORTUNITY TO TRY HELP THE FARMERS OF UZBEKISTAN. THIS IS MIKE FELDHAUS.

## Central Asia Partnership Program Recruitment & Selection of CNFA Farm Bureau Experts

### Selection Criteria

1. Expertise in relation to the stated needs and approved assignment statement prepared in cooperation with CAR private farmers' associations (PFA).
2. Support for the goals and objectives of the NGO Support Initiative and the CNFA Central Asia Partnership Program as a member of the Counterpart Consortium.
3. Availability and willingness to be in-country for a minimum period of 3 weeks - excluding travel days to/from Central Asia.
4. Tolerance of cultural, social and religious differences.
5. Interest/background in international development and specifically, in international agriculture.

### Recruitment Process

The Indiana, Oregon and Kentucky Farm Bureaus have developed their own internal recruitment process to meet their obligations as outlined in the Protocol Agreements signed with their partner PFA and the Memorandum of Understanding signed with CNFA.

Given the early support of each Farm Bureau (FB) President and Executive Director, CNFA was assured of widespread publicity for the project.

- Indiana: Conducting a state-wide recruitment process to reach all voting members of their Bureau; this included advertising in newspapers, radio and on TV. They have developed an internal selection committee, chaired by Carol Hegel (who developed their protocol with the Kazak PFA) to screen all applications. Closing date is May 29 and decision date is June 5. They will select their next volunteer on that day and also screen for prospective candidates for future assignments.
- Oregon & Kentucky: Both of these Bureaus are not now planning extensive state-wide recruiting for candidates. Rather, in each case, a senior official and staff - all of whom have been to the region to design their protocol or as an expert on assignment - will meet to identify prospective FB members for future assignments.

In every instance, CNFA/Washington and Bishkek works closely with the FB in the development of both the appropriate assignment (based on the evolving situation on the ground in the PFA oblast) and to consider the organizational constraints of each FB (availability of staff for the proper length of time in the field and expertise for each assignment).

Prepared \*\*\*\*\*  
**COUNTERPART CONSORTIUM**  
**NGO SUPPORT INITIATIVE FOR CENTRAL ASIA**  
**EXPENDITURES FROM OCTOBER 1, 1994 - THROUGH JUNE 30, 1996**

	TOTAL GRANT APPRVD	TOTAL EXPENSES YEAR 1	A YR 1 BUDG REMAINING	B BUDGET YEAR 2	A+B BUDGET AVAIL YEAR 2	FY96 OCT - DEC EXP	FY96 JAN EXP	FY96 FEB EXP	FY96 MAR EXP	FY96 APR EXP	FY96 MAY EXP	FY96 JUNE EXP	TOTAL FY96 EXPENSE	BUDGET REMAININ YEAR 2	LOP EXPENSES TO DATE	TOTAL LO REMAININ BUDGET
WASHINGTON OFFICE (420-06-25)	Per 12/19/95 memo				-1-								-2-	(1 MINUS 2)		
PERSONNEL	154,727	52989	(3,496)	68,611	65,115	19,924	5,900	7,209	7,132	6,699	7,815	7,887	62,566	2,549	115,555	39,172
PROGRAM TRAVEL	41,883	20147	(4,247)	16,377	12,130	9,450	556	881	238	97	158	3,583	14,963	(2,833)	35,110	6,773
OTHER	55,024	18548	2,208	24,319	26,527	2,406	3,564	2,833	1,937	3,151	726	1,446	16,063	10,464	34,611	20,413
COMMODITIES	4,500	1724	2,776		2,776	3,134							3,134	(358)	4,658	(358)
SUB-TOTAL - WASHINGTON	256,134	93,408	(2,759)	109,307	106,548	34,914	10,019	10,923	9,307	9,948	8,699	12,916	96,726	9,822	190,134	66,000
ALMATY - KAZAKHSTAN (420-21-25)																0
PERSONNEL	440,821	141,669	8,901	183,911	192,812	64,207	12,447	24,118	12,167	14,385	14,335	14,030	155,690	37,122	297,359	143,462
CONSULTANCY	115,997	1,373	37,627	66,162	103,789	24,895	130	200	190	250	1,196	377	27,238	76,551	28,611	87,386
WORKSHOPS & REGIONAL FORUM	81,100	16,761	3,039	21,800	24,839	22,132	3,018	1,385	1,441	3,532	1,466	1,386	34,360	(9,521)	51,121	29,979
TRAVEL	25,300	14,991	(6,291)	11,000	4,709	3,117	1,972	1,780	2,088	393	2,964	681	12,995	(8,286)	27,986	(2,686)
OTHER DIRECT COST	84,592	28,630	(1,830)	28,164	26,334	20,995	8,167	4,332	3,739	4,166	1,256	3,362	46,015	(19,681)	74,645	9,947
COMMODITIES	22,700	16,558	6,142		6,142		2,061			690			2,751	3,391	19,309	3,391
SUB-TOTAL - KAZAKHSTAN	770,510	219,982	47,588	311,037	358,625	135,345	27,795	31,814	19,625	23,417	21,218	19,835	279,050	79,575	499,032	271,478
BISHKEK - KYRGYZSTAN (420-22-25)																
PERSONNEL	71,357	9,635	15,845	30,282	46,127	17,618	6,471	7,405	7,272	6,981	7,122	7,101	59,970	(13,843)	69,605	1,752
SHORT TERM CONSULTANCY	97,152	28,530	(2,280)	46,800	44,520	42		6,003	360	2,436	352		9,193	35,327	37,723	59,429
WORKSHOPS & REGIONAL FORUM	83,000	9,351	5,949	55,700	61,649	28,085	470	1,403	1,183	694	2,095	692	34,623	27,026	43,974	39,026
TRAVEL	35,700	7,550	1,450	17,500	18,950	3,531		1,033	2,122	1,074	862	1,683	10,306	8,644	17,856	17,844
OTHER DIRECT COST	40,586	12,416	884	15,064	15,948	3,536	2,105	948	5,421	656	510	843	14,019	1,929	26,435	14,151
COMMODITIES	15,007	13,388	1,619		1,619			1,796	77	180			2,054	(435)	15,442	(435)
SUB-TOTAL - KYRGYZSTAN	342,802	80,870	23,467	165,346	188,813	52,813	9,047	12,587	22,077	9,946	13,026	10,671	130,166	58,647	211,036	131,766
TASHKENT - UZBEKISTAN (420-23-25)																
PERSONNEL	64,905	19,207	3,753	27,686	31,439	13,073	4,240	3,928	5,087	4,609	4,467	4,523	39,928	(8,489)	59,135	5,770
SHORT TERM CONSULTANCY	65,089	10,750	6,375	30,125	36,500	309		125	126	0	268	100	928	35,572	11,678	53,411
WORKSHOPS	50,000	9,394	(1,994)	28,100	26,106	1,357	1,370	455	868	2,035	1,142	2,349	9,576	16,530	18,970	31,030
TRAVEL	20,800	8,724	(2,624)	9,700	7,076	1,109	208	3,054	1,450	1,274	1,121	448	8,662	(1,586)	17,386	3,414
OTHER DIRECT COST	61,200	12,963	6,837	20,394	27,231	4,956	666	11,184	1,638	516	852	243	20,055	7,176	33,018	28,182
COMMODITIES	15,200	12,823	2,377		2,377	284		329	1,329	0	194	150	2,285	92	15,108	92
SUB-TOTAL - UZBEKISTAN	277,194	73,861	14,724	116,005	130,729	21,088	6,483	19,074	10,498	8,433	8,046	7,813	81,435	49,294	155,296	121,898

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Prepared \*\*\*\*\*  
**COUNTERPART CONSORTIUM**  
 NGO SUPPORT INITIATIVE FOR CENTRAL ASIA  
 EXPENDITURES FROM OCTOBER 1, 1994 - THROUGH JUNE 30, 1996

	TOTAL GRANT APPRVD	TOTAL EXPENSES YEAR 1	A YR 1 BUDG REMAINING	B BUDGET YEAR 2	A+B BUDGET AVAIL YEAR 2	FY96 OCT - DEC EXP	FY96 JAN EXP	FY96 FEB EXP	FY96 MAR EXP	FY96 APR EXP	FY96 MAY EXP	FY96 JUNE EXP	TOTAL FY96 EXPENSE	BUDGET REMAININ YEAR 2	LOP EXPENSES TO DATE	TOTAL LO REMAININ BUDGET
<b>TAJKISTAN (420-27-25)</b>																
PERSONNEL				51,025	51,025			800	800	800	1,818	638	4,856	46,169	4,856	(4,856)
SHORT TERM CONSULTANCY				0	0	200							200	(200)	200	(200)
WORKSHOPS				17,716	17,716								0	17,716	0	0
TRAVEL				6,600	6,600			1,008	1,091	481	988	996	4,564	2,036	4,564	(4,564)
OTHER DIRECT COST				6,060	6,060	1,530		169	292	551	794	285	3,621	2,439	3,621	(3,621)
COMMODITIES				0	0			1,270	3,267	1,212	(1,240)	70	4,579	(4,579)	4,579	(4,579)
<b>SUB-TOTAL - TAJIKISTAN</b>		0	0	81,401	81,401	1,730	0	3,247	5,450	3,045	2,359	1,989	17,819	63,582	17,819	(17,819)
<b>SUB-TOTAL COUNTERPART</b>	1,646,640	468,121	83,020	783,096	866,116	245,889	53,345	77,644	66,957	54,789	53,348	53,224	605,195	260,921	1,073,316	573,324
<b>GOODWILL INTERNATIONAL</b>																
AID TO ARTISANS	300,250	41,981	78,269	147,350	225,619	14,916	8,293		1,664	5,379	1,428		31,680	193,939	73,661	226,589
CITIZENS NETWORK	527,230	183,348	35,494	243,388	278,882	49,673	15,995	16,822	11,485	13,393	26,756	11,451	145,575	133,307	328,923	198,307
<b>SUB-TOTAL PARTNERS</b>	1,655,676	439,055	300,055	749,916	1,049,971	128,162	24,288	17,747	78,528	18,772	28,184	103,060	398,740	651,231	837,795	817,881
<b>SUB-TOTAL COUNTERPART &amp; PARTNER</b>	3,302,316	907,176	383,075	1,533,012	1,916,087	374,051	77,633	95,391	145,484	73,561	81,531	156,284	1,003,936	912,151	1,911,112	1,391,204
<b>SUB-GRANTS SEED, MATCHING &amp; PARTNER GRANTS</b>																
<b>BUDGET FOR ALL LOCATIONS</b>																
ALMATY - KAZAKHSTAN (420-21-46)	921,000	85,367	N/A	N/A	N/A	(15,281)	18,913	48,247	13,840	94,541	25,705	29,869	215,833	(215,833)	301,200	
BISHKEK - KYRGYZSTAN (420-22-46)		13,186	N/A	N/A	N/A	22,449	15,011	16,520	16,175	86,809	37,303	20,594	214,860	(214,860)	228,046	
TASHKENT - UZBEKISTAN (420-23-46)		11,427	N/A	N/A	N/A	1,630	30,185	4,021	5,410	134,172	10,900	3,295	189,612	(189,612)	201,039	
DUCHANBE - TAJIKISTAN (420-25-46)			N/A	N/A	N/A				5,010	45,099		1,753	51,862	(51,862)	51,862	
<b>SUB-TOTAL SUB-GRANTS</b>	921,000	109,980	678,209	N/A	678,209	8,797	64,109	68,787	40,435	360,621	73,908	55,510	672,167	6,042	782,147	138,853
<b>CONSORTIUM SUB- TOTAL</b>	4,223,316	1,017,156	1,061,284	1,533,012	2,594,296	382,849	141,742	164,178	185,919	434,182	155,439	211,794	1,676,103	918,193	2,693,259	1,530,057
OVERHEAD (5300):	776,684	178,464	84,446	387,596	472,042	89,175	10,928	47,061	18,289	82,649	15,970	56,650	320,741	151,301	499,205	277,479
<b>COUNTERPART &amp; PARTNERS GRAND TO</b>	5,000,000	1,195,620	1,145,730	1,920,608	3,066,338	472,024	152,670	211,259	204,208	516,830	171,410	268,444	1,996,845	1,069,493	3,192,465	1,807,535

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