

**THE COUNTERPART CONSORTIUM**  
**NGO SUPPORT INITIATIVE FOR CENTRAL ASIA**

**QUARTERLY REPORT**

**JULY 1, 1996 - SEPTEMBER 30, 1996**

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: July 1, 1996 - September 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**

**Effective August 23, USAID obligated an additional \$1,344,000 in Cooperative Agreement Amendments 6 and 7.** This included \$825,000 of the original \$5,000,000 program budget, plus an additional \$519,000 of funding. A revised budget for these new funds is still being developed. However, Counterpart is committed to using the larger part of it for subgrants to CAR NGOs.

**After a lull during July and August, the Grant Program restarted with a bang in September** after the allocation of additional funds by USAID. Over \$169,000 was awarded to a wide range of NGOs from all five countries in Central Asia, bringing the total number of Seed, Partnership and Challenge Grants to 167, with a value of \$965,969.

**This summer saw the development of a number of new modules in the training program.** In July, Counterpart cooperated with World Learning to bring a training on Public Education through the Media to Central Asia. After training the Counterpart trainers in this new module and making some adaptations, they immediately began to use the module, offering trainings in Uzbekistan, Kazakstan and Kyrgyzstan, with very positive results. In August, a consultant from IESC came to Central Asia and conducted a series of trainings with Counterpart on Board of Directors Development. Also in August, a Participatory Rural Evaluation (PRA) was conducted in Osh, jointly with INTRAC. Trainers from all four countries attended and it is anticipated that we will soon be offering this module throughout the region, based on the INTRAC model.

**Additionally, in July, Counterpart hosted a delegation of 42 Central Asian NGO representatives in the United States, as a part of the NET program.** These delegates spent four weeks in the United States in intensive training in NGO leadership skills, including two weeks of classroom training and two weeks of placements with American NGOs. All told, the participants visited over 200 NGOs in 14 states, spanning a tremendous range of NGO activities. Partnership development was also an important result of the trip. Nearly every participant developed plans for further joint activities with their American host organization.

**We welcome Glenn McGrory, Aid to Artisans' new Connecticut-based Projects Coordinator.** During this quarter, Tamara Jarvis left Aid to Artisans to attend graduate school. We will miss her and we wish her good luck in her endeavors.

**With CNFA support, the Taldykorgan PFA conducted the first national discussion of farm issues for representatives of 11 Kazak oblast PFA members.** The goal of the meeting was to stimulate the national PFA into action. The agenda included drafting of a letter to President Nazarbaev and Prime-Minister Kojegeldin. Please see the CNFA section for details.

<b>Management Issues</b>
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**At this time, discussions on Goodwill Industries' revised scope of work are on-going with USAID/Almaty.** As proposed by Goodwill and Counterpart, Goodwill would focus its work within the period of the grant (i.e. by June 1997) on developing a sustainable Goodwill organization in Tashkent, with a second retail store, computer training center, and sewing workshop. The organization would be financially sustainable, receive on-going technical assistance from its partner Goodwill/Indiana, and

provide rehabilitation services to its clients. Development of Goodwill organizations in Almaty and Bishkek would take place primarily after LOP and using Goodwill's own resources.

The Counterpart Consortium is looking forward to working with USAID and Management Systems International on its participatory evaluation, scheduled for October 1996. We view this a useful opportunity to step back from our day-to-day work and view the program and the needs of the NGO sector with the assistance of an outside facilitator. We anticipate that the evaluation will help us to develop solid recommendations for future assistance to NGOs in Central Asia as well as to showcase the tremendous work and results that the Consortium has achieved to date.

## 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. Kokjeak, a Kazakstani Ecological NGO concerned with the Aral Sea and Counterpart Grantee, distributed the following information about their activities over the Internet, during July:

*We are collecting vast amounts of data and materials on the ecology, economy of the region. We are also compiling a directory of international funding sources and their application procedures. Kokjeak members speak on radio, publish in newspapers, so we can inform the people of the region about our mission to resolve the ecological and economic crisis. We call upon the people of the region to use the resources that are available and to create additional resources for this difficult fight for survival in this ecological catastrophe.*

*We have worked on seven projects for developing farms and conducted two seminars with public representatives for the people of small communities on how to start your own business and the role of non-profit organizations and how non-profits can be funded. From a small grant from the Counterpart Foundation, Kokjeak, has purchased a computer, copier and fax machine. Since February we have been able to rent a room for our office.*

*These are first steps. In the near future we intend to become a powerful influence in the region and to develop a full scale capacity to help the economically devastated people and businesses in the region to learn about more about sustainable farming, commerce and other business practices and to work for the protection and restoration of the environment. We intend to help influence the decisions of the city administration to keep the city clean and sanitary, and to work toward solving other social and economic issues.*

*Kokjeak is helping with the coalition of non-profit organizations being created in Kazakstan. Through this coalition we can better influence the government of Kazakstan to take emergency measures to restore the Aral Sea and to allow the Aral Sea to become more healthy, thriving and restorative. We call upon everyone interested in the restoration of the Aral Sea to help solve these severe environmental issues. The poisons from the Aral Sea salt dust, blown out across nature threaten irreparable harm to humanity. The future of humanity lies in maintaining its diversity and turning that diversity to its advantage.*

- A.2. In July, our grantees started to distribute several professionally written newsletters. The newsletters promote the 3rd sector, advocate for change in the legal environment, and detail the services available from NGOs. These include Taldykorgan PFA, Center for Civic Initiatives and The Business Women's Association of Kazakhstan.
- A.3. The Semipalatinsk Nurses Association attended a training on Nursing Management and Individual Clinical training in the US during August, sponsored by their partner, the Methodist Hospital.
- A.4. Since August, SATR is part of a world-wide network on Early Intervention, and was a presenter at a symposium in Finland. They have received support for their proposed change in the Laws for Disabled from the highest levels of government, including Madam Nazarbaeva.
- A.5. Many of our NGOs are addressing their thanks for Counterpart support to USAID and the U.S. Government, including President Clinton.
- A.6. In September, the participation of NGOs and the mass media in combined trainings resulted in many informational spots in the papers and on television. Also, as a result of Oversea's Strategic Consulting work with the Press Club and Counterpart, and USIS contracts with TOTEM (private TV), there were many in-depth interviews with Counterpart and indigenous NGOs in the mass media. The net affect of this publicity is to create a sense of pride in the local community for a job well done.

#### ***Coalition building***

- A.7. The Consortium of Women's Organizations of Kazakhstan is preparing documents for its registration. They have been interviewed by the mass media and VOA, and will be having a significant affect on women's issues and community organizational issues in the near future. This is an example of horizontal coalition building that is necessary in the process of democratic development.

#### ***Advocacy***

- A.8. During August, the COP produced a one page monograph on *Responsibility in the Local Community, Present and Future*. A second paper, *Time of Change, adapted from People Help People, Book on Volunteering*, by G.P. Bodrenkova, President of the Moscow Charity House, was prepared for distribution. These two papers in addition to the previously written speech, *The Habit That Freedom Forms*, were given to USAID for background material in their strategic planning sessions.
- A.9. The COP participated in several radio, TV and print media interviews during September. As a result, the Counterpart Consortium, its' grantees and USAID received a great deal of good press. The TV coverage amounted to over 20 minutes of program time; radio, over 12 minutes; and more than 1 full page in the newspapers.

#### ***Grant making/activities***

- A.10. The COP met with representatives of TACIS in July, concerning the implementation of a Democracy Micro-Project, that would allow small grants to NGOs without European partners, in the amounts of 3000 - 10,000 ECU. As a matter of interest, the TACIS local representative

attended our 5-day workshop, to familiarize herself with NGOs and Counterpart. This new-found relationship should expand our ability to influence their local decisions.

- A.11. The COP also met with a representative of the Rockefeller Foundation during the month of July. They are considering coming back to Kazakstan, after a 3-year absence, to support cultural sustainability. The representative and the COP have agreed that Counterpart will search out appropriate organizations, as requested, and forward their description to the Fund, for consideration.
- A.12. There were no grants approved during July or August, pending the obligation of additional funds. During the month, however, the Finance Manager traveled to all of the CAR offices to implement new grant procedures, as recommended by the visiting auditor, Wayne Shepard.
- A.13. In August, Blair Sheridan, Almaty intern, began researching new grant programs by other organizations. There are new programs for NGO support in Kazakstan by TACIS, Eurasia, Soros and others. Trainers will give NGOs information on these programs during proposal writing training modules.
- A.14. During August, the COP helped to mediate a dispute in the Afghan Women's Association. The dispute involved a power struggle within the organization and now, hopefully, they are back on track.
- A.15. With the commitment of additional funds to the program by USAID, the grant program moved forward in September. Over 80 proposals were submitted to the various Counterpart Offices. This number was reduced to 60 proposals to be brought before the Committee. The Committee met on two successive days to consider the proposals, with the result being 30 proposals approved, some conditionally, for \$169,000.
- A.16. The approximate amount left in the grant line item as of September is \$305,764.
- A.17. At the staff meeting in September Len Klein stressed the close monitoring of those grantees who are not delivering as promised. Direct actions were taken against some grantees.

#### *Partnerships*

- A.18. A partnership was formed during September between the Women's League of Creative Initiative and Berea College, USA.
- A.19. We are currently talking with several US NGOs about establishing relationships in the CAR. They include: Elwyn Institute/SATR; US Child Welfare League/various NGOs; State Veterans Association/Almaty Region Veterans; Wheeled Mobility Center/ARDI; CIVITAN International/Special Olympics, et al; National Parents Network on Disabilities/ ARDI.

#### *Documents/Publications*

- A.20. A complete file of all training handouts and promotional materials, in English and Russian, were given to all senior staff at the September Staff meeting, in preparation for the mid-term evaluation.

- A.21. Copies of the Counterpart Foundation Annual Report, Counterpart Consortium 3rd Quarter report, and the Final NET Training Report, were distributed to senior staff and USAID/Almaty in September.

### ***Training***

- A.22. During July, The Almaty Office conducted one 3-day and one 5-day workshop; our local contractor NGO conducted one 2-day workshop.
- A.23. In July, the training staff also participated, along with other Counterpart trainers, and selected Kazakstani NGOs, in an *Education through the Media* Conference, sponsored by Counterpart and World Learning. (See Attachments D and E to the July Monthly Report)
- A.24. During July, Counterpart and the International Special Olympic Committee held a specialized 3-day training in Kokchitow, starting the 30th of the month. S.O. Directors from 13 Kazakstan Oblasts, Russia and Poland attended.
- A.25. During August Sarah Heath, our IESC consultant on Board Development, conducted three trainings in Kazakstan and three trainings in Kyrgyzstan. These sessions were not as productive as they might have been, because of the vacation schedules of the NGO community. Health problems cut her activities short.
- A.26. In September, the Almaty based-trainers participated in both a TOT for Media Training in Almaty and a training session for NGOs and the Media in Almaty.

### ***Sustainability***

- A.27. The press coverage created during the Quarter (see A.7. and A.10.) should help to focus attention onto NGOs and through greater visibility increase the chances of their continuation.

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

- B.1. **Partnerships:** Tom Carmody raised a question of definition in July. Can a Canadian NGO be a partner to an indigenous NGO, under our partnership grant program? Preliminary indications are that it must be a U. S. Partner, but we are reviewing this question carefully.
- B.2. **Training:** The COP is concerned that the new modules being developed may overburden the training staff. Considering the available time, the length of time necessary to develop and prepare trainers in new modules, and the documented need for replication of existing modules, we need to plan the development of new modules carefully. This involves additional training staff or additional contracting NGOs. The projected Central Asian training report submitted to USAID shows that many of the new modules to be implemented in the coming months will have limited impact if the program ends in June 1997, because of being given for only 1 or 2 cycles.
- B.3. **Visas:** Visa procurement in Kazakstan continues to be a problem. Utilization of locally registered NGOs endangers their political status. Counterpart/Washington will arrange a meeting with the Kazak Embassy in Washington and ask for support in obtaining visas.
- B.4. **Technical:** Computer viruses continue to plague the program. They have resulted in less than

optimum operating efficiency.

- B.5. **Staff Meeting:** We held a 6-hour staff meeting this month. We addressed many issues, and we resolved some. Many of these problems revolved around the implementation of new financial controls.
- B.6. **Registration:** This office continues to work through the involved registration process. In July, the office complied with the third additional request for information. In August, our registration was returned, once again, for lack of certification on the last requested information (length of USAID contract and ownership of equipment). Given the difficulties of other contractors who have recently become registered, it is generally felt that the registration should be delayed as long as possible.
- B.7. **Robbery:** During August, the office suffered a tragic loss when we were robbed of our safe, and our guard was attacked and injured by unknown assailants. The local, national and Embassy security forces are investigating the incident. As of this writing there is no word on the condition of the guard. We have re-emphasized our standing orders to the new guard, that no one is allowed to enter the office during the time the office is closed. We have repositioned the safe so that it is not visible from the other rooms.
- B.8. **Government:** In August, the Government officially ordered the Institute of Social and Political Scientists, an NGO that supported the theme of a tripartite relationship between Government, business and NGOs, to cease and desist their operation. This is an apparent attempt to limit the influence of significant NGOs who are advocating for change.
- B.9. **Vacation:** Our staff had accumulated significant vacation time, but most of it was utilized during August, causing some administrative and technical delays.
- B.10. **Training:** We were asked to submit our training needs, both domestic and international, to the USAID contractor working on next year's training program. The difficulty is that our input into the international training may be considered a conflict of interest, when the training is put out for bid. Therefore, our input is being withheld until USAID confirms that our input will not preclude us from bidding.
- B.11. **Banking:** During September, our Finance Manager heard "on the street" that our bank, Kramdsbank, was having financial difficulties. We asked USAID/Almaty to look into this allegation as they also kept funds in this bank; their response was that "all is well" with the bank.

#### C. Lessons Learned:

- C.1. It is obvious to the COP that political struggles for organizational power within the indigenous NGOs are similar worldwide. There have been several instances of dissatisfaction of NGO members with the control vested in the project leader. This means our trainers must reinforce good board development and use; as well as democratically determined processes and procedures. To persist, NGO leaders must have strong management and leadership skills.
- C.2. It is not a good idea to plan trainings or invite international guests during the summer months because of vacation schedules interfering with planned events.

- C.3. The duties of a Regional Director conflict with the duties and responsibilities of being a country director. Future incarnations should allow for separate positions.
- C.4. It is also necessary, in the future, to provide sufficient staff to administer and monitor the Grant Program. As of this date we have given over 140 separate grants; each grant requires many hours of administrative work, and several hours of evaluative work.

**D. Project Changes:**

- D.1. Because the September Proposal meeting was heavily burdened with more than 40 proposals, the COP extended the meeting to two days.
- D.2. We again changed our training venue to the Almaty Press Club, at the trainers request in September. This is located in the Academy of Science.

**E. Coordination and Cooperation:**

- E.1. In July, Len Klein participated in an informational session with the staff of KIMEP (Management Institute). The purpose of this meeting was to introduce the significance of the third sector to the faculty of this department. It is the intent of the Director to introduce a course in the coming semester on Community Development and Civic Initiatives.
- E.2. The COP participated in a meeting with the Almaty Veterans Society during July. During this meeting the former Minister of Internal Security spoke about the lack of existing laws, in all sectors, to support the existing judiciary system.
- E.3. The Kazakstani trainers and the COP conducted a specialized 3-day workshop in Kokchitow, Kazakstan, for the Special Olympic, Regional Directors of thirteen Oblasts in July.
- E.4. Counterpart, Kazakstan started cooperating with a new USAID contractor, Overseas Strategic Consulting, in July. They have introduced us to the "Press Club," whom they have included in our Board training. OSC has provided the services of a film crew, who filmed our last 3-day training. The edited version of this video will be available for use in trainings by Counterpart and other NGOs.
- E.5. Sarah Heath, Board of Director Consultant, arrived in July through cooperation with IESC. This was a planned cooperation as stated in our technical proposal.
- E.6. Soros Foundation selected three of our NGO recommendations for their PSA (Public Service Announcement) film project in July.
- E.7. We are developing cooperative relationships with the Rockefeller Foundation and TACIS. (See above)
- E.8. In August, the Almaty training staff and the COP participated in an international conference for Special Olympics.

- E.9. Our grantee, SATR, conducted a one day seminar on the basics of *Early Intervention*, during August.
- E.10. USIS selected the COP in August to be part of a panel of judges to select appropriate artists to participate in a US-based internship.
- E.11. During August some of the NET trainees hosted a small reunion (picnic) for CC staff and the NET participants.
- E.12. Over 30 USAID contractors met to discuss taxation issues and the role that USAID/Almaty can play.
- E.13. The COP participated in the following USAID activities during August:
- presentation of the CC database at the NGO Roundtable;
  - meeting with CNFA, Bill Witting, in the OUT office;
  - meetings with Marci Buchanan, USAID Contract Officer;
  - meeting with new USAID Assistant Program Officer, Nurzhan Shaikenov;
  - brainstorming session with Eileen Wickstrom on *Constituency Building*;
  - meeting with Bob Kramer and Richard Hall of Save the Children, concerning their future involvement in the CAR.
- E.14. During August the COP also coordinated with a number of non-USAID agencies:
- the Soros Foundation's production of PSAs;
  - the Eurasia Foundation and their new NGO small grant program;
  - the TACIS Program and their new micro grant program for Kazakstan NGOs;
  - the Canadian Embassy Commercial Officer concerning the availability of funds for Radio Almaz, agriculture program;
  - OSC, a USAID contractor, is working with CC on NGO media promotion;
  - Arthur Anderson and the formation of a Broker Dealer association;
  - Carana Corp. is supporting an association of food distributors;
  - Central Asian Mass Media Association and TOTEM (private TV station) will participate in a CC training sequence;
- E.15. In September, Counterpart cooperated with a number of outside agencies:
- UNICEF on a joint training in the Aral Sea Region, concerning preventative health care;
  - AED on NET Training and Board of Director training;
  - DOD/ Red Cross, on Disaster Relief Training;
  - Mobile Oil on the Bridge Art exposition, and future financial cooperation;
  - TACIS on their mini-grant program to NGOs;
  - Chevron and EarthKind, on the Jelly Jam environmental book for children;
  - Special Olympics and their "Strategic Plan for the XXI Century";
  - Moscow Charity Foundation/Counterpart, Moscow, on videos and books produced in Russia, for NGOs;
  - Ministry of Social Protection on "Seniors day";
  - Mobility International, on seminars for people with disabilities;
  - Baylor University/Armin Weinberg, on the Semipalatinsk Partnership;

E.16. Counterpart participated in the Women's League of Creative Initiative "Creative Workshop", and the Bridge Art Association exposition at the Modern Museum of Art in September. Counterpart was instrumental in finding support (Mobile Oil) for the Bridge Art Association.

**F. Leveraging:**

- F.1. In cooperation with IESC, Counterpart was able to bring Sarah Heath over as specialist and trainer on board development. Ms. Heath arrived in August and was able to conduct three trainings for local NGOs in both Kazakstan and Kyrgyzstan despite health problems that forced an early return to the United States (See A.28 and E.5.).
- F.2. In July, Counterpart trainers and selected NGOs participated in an Education Through the Media conference jointly sponsored by Counterpart and World Learning. This conference served as the foundation for the development of a new Counterpart Training Module (See A.26.).
- F.3. OSC provided the services of a film crew to film the last three day training in July. An edited version of the videotape will be available for use in trainings by Counterpart and other NGOs (see E.4.).
- F.4. The August TOT used various outside experts (see 2. Kyrgyzstan, F. Leveraging).

**2. Kyrgyzstan:**

**A. Highlights:**

***Impacts***

- A.1. In a recent conversation with Altenay Karasayeva of Manas-XXI, she mentioned that they have been instrumental in developing a coalition or an association of NGOs working in the area of women and health. Also, they are working with a rural community in the Issyk-Kul region to develop methods of family care especially in acute cases of common illnesses and diseases. This was a need identified by the rural community and now they are being supported by Manas-XXI in their requests. It is great to see an NGO working in the rural community and specifically addressing the identified needs of that community.
- A.2. The "Fund of Legal Initiatives" received a grant from Counterpart Consortium for the "Legal Support of NGOs in Kyrgyzstan". This organization has increased their membership by involving teachers and students in their activities. This resulted in the formation of a new NGO called "Citizen's Forum". The "Fund for Legal Initiatives" recently wrote their own draft version of a new law for public organizations in Kyrgyzstan. This will be compared to a draft law prepared by another organization in Kyrgyzstan.

***Grant-making***

- A.3. Nineteen proposals were submitted to the Grant Review Committee in September, of which 11 were approved. The following is a summary of the proposals that were approved:

**Charity Fund "Karahaniid"** operates in the Uzgen raion of the Osh oblast. The Fund orients its activities towards rural youth. The group has already created a Lyceum for advanced training of

high school students in mathematics and English and a Job Placement Center for retraining of young people. The approved project "Acculturating Rural Students to Market Economy" envisages the instruction of 100 village students and young people in principles of market economy, free enterprise, entrepreneurship, law and tax legislation. Three instructors of the Lyceum will attend the training program "Applied Economics" in the Junior Achievement Fund to gain knowledge themselves and then pass along material to Lyceum students. This is one more attempt to create new jobs and cut the outflow of country youth to urban settlements in their search for work. Moreover, project implementation will entail the reduction of conflicts between farmers/local entrepreneurs and tax authorities of the region and stabilize the situation. The group received funding in the amount of \$2,695.

**Charitable Fund "EJIAD" for Education and Science Support** designed a project to encourage the development of self-financing alternative schools in five oblasts of Kyrgyzstan. The Fund has launched a three-phase program "Education" introducing a new educational model which is based on the close cooperation between charitable funds and lyceums. Eight lyceums that have been established in rural and outlying areas of the republic proved to be a successful and competitive alternative to public schools that exist and have not undergone changes since the Soviet Union period. The group will ensure the distribution of educational materials and reports on lyceums' efficiency and sustainability under market conditions among related institutions and initiative groups. Counterpart Consortium considered most budget items to be reasonable and granted "EJIAD" \$2,840

**Ecoinfocenter** received its second grant from Counterpart in the amount of \$6,681 in order to create a "Public Center for Ecological Information" (PCEI). This project could be a valuable addition to the environmental movement of Kyrgyzstan since it is designed for 25-30 NGOs capturing an audience of 3000 people. This does not include students or other members of the community that could browse the information for their own sake. To accomplish these goals the PCEI should be completed with equipment, e-mail, supplies and salary for two permanent employees of the Center. The goals of the PCEI include the following:

1. Forming an information bank which will include data on the ecological situation in the republic, information on addresses and preferable sectors of activity of the republican and foreign ecological NGOs.
2. Providing free access to a database of ecological information (from specialists-ecologists and ecological movements and organizations via e-mail) for the representatives of the ecological organizations and public regularly during the year.
3. Distributing a quarterly newsletter with a circulation of 100, 20-pages each. They will include short abstracts of compiled information (if necessary, in each case it will be possible to give a more complete data on the problems.)
4. With the equipment provided, ecologists and activists of the ecological movements of Kyrgyzstan can prepare vital ecological materials, aimed at increasing the information available to the public.
5. Assisting the process of information exchange through e-mail between republican and similar foreign agencies.

Together with trainers from the Counterpart Consortium, the group will hold a training seminar

on the theoretical and practical usage of the Internet by NGO representatives.

The rural-based project submitted by “**Shohola**” **Women’s Organization** envisages the establishment of a fund for economic and democratic training and modification of the Democracy Training Center. The Program of the organization is based on two basic components: training in economics and democracy. To become self-sustaining the group will open a dried fruits co-op in which 60 high school students will have an excellent opportunity to put into practice lessons learned in the classroom. Moreover, the project exposes new career opportunities to high school students who will be able to start business activities on their own after school graduation. The grant for \$5,000 was approved to enable the organization to implement the project within a short-term period.

**Children’s Art Studio** supports talented children and with the purpose of the aesthetic education during the period of economic and democratic reforms in Kyrgyzstan. The group received \$150 for the organization of an art exhibit demonstrating the advances of the studio’s students. It is expected that the exhibit will receive a good response in society and more children will be involved in creative activities. Such activities are undoubtedly an alternative source of spiritual development in contrast to the idle pastime of kids in the criminal environment of Bishkek and its neighborhood.

“New Horizons” Program of Leadership for raion ecological organizations in Kyrgyzstan elaborated by the **Youth Ecological Movement “BIOM”** is focused on the support and broad involvement of youth, college and school students in community-oriented ecological activities. The most efficient and attainable method to accomplish this goal is to organize a specific training of graduates in organizational development of rural ecological NGOs. Training activities (12 seminars for 25-30 trainees) will be enhanced by the organization of round-tables, preparation of training materials, publication of the “Guidelines for a Young Leader of an Ecological NGO” and BIOM Newsletter. Upon completion of seminars trainees will arrange various activities in Bishkek schools and colleges in order to practice skills and knowledge acquired at the seminars. The program is scheduled to run for ten months with a grant of \$5,820 from Counterpart Consortium.

**Charity Fund “Kemin”** is a rural organization operating in a far away area of the Chuy oblast. The group targets its activities mainly at two groups of the population: children and disadvantaged people. The projects accomplished by “Kemin” in cooperation with local and international donor organizations helped reinforce educational activities in regional schools and render support to elderly as well as to mothers with many children. The group has committed to create a comprehensive database on needy citizens in order to develop a more effective distribution mechanism of humanitarian aid. To achieve this goal and other long-term objectives “Kemin” will be provided with equipment, supplies and salary for two permanent employees. Counterpart granted \$2,269 to implement the project within ten months.

Counterpart Consortium funded the project “Youth and Legal Protection of the Ecology of the Issyk-Kul Region” submitted by the **Youth Ecological Association “Green House”** This is a short-term rural-based project which is focused on the acute ecological problems of the Issyk-Kul lake and surrounding territories: pollution, deforestation, mudflows, erosion of waste sites, etc. The project will be a real step towards the completion of the mission - active involvement of

young people to environmental problem-solving and decision-making processes in the region. The group strives to train 30-35 young activists who will spread legal knowledge on ecology among the population. "Green House" received \$ 1,040.

**Consumers' Rights Protection Agency of Kyrgyzstan** is concerned with the increased production of low-quality and counterfeit goods affecting people's health. As a preventive step Consumers' Rights Protection Agency is going to create four TV and two radio programs for over 2 million consumer on how to identify counterfeit goods and promote consumer consciousness. The project is scheduled for 9 months with a grant of \$3,425 from Counterpart Consortium.

The non-governmental organization "**Women's Support Center**" was organized by women activists and other like-minded people, who are united by its goal to help women and base their work on the especially difficult status of rural women in the republic. Many women's projects help women in more traditional areas of activities (cottage crafts and industry); the project "Talas Computer Training Center" is aimed at enhancing women's computer skills which enable them to compete in today's information age society. Later women-trainers will pass on their skills to approximately 2881 students interested in computers who will participate in school computer clubs and school/regional competitions. This in turn means that having higher intellectual potential, they will be more likely to find jobs and to positively influence social and economic development of the Talas oblast. Counterpart Consortium granted \$5,363 for this initial program. After this project is completed, the Center should be able to survive on the funds it earns and continue to train teachers over a five year period, during which they plan to expand into other regions and activities.

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

- A.4. We signed a contract to open a third regional office in Kyrgyzstan, in the city of Naryn in July. Aman Nusupov will coordinate this office with the other two regional offices. The funding for the Naryn office is from the World Bank Pilot Demonstration Project (PDP) and from the Swiss agency, Helvetas. This office will follow the model of the Counterpart offices in Kara-Balta and Jalal-Abad. The three offices will each have 2 staff members insuring the support to the NGOs and providing the opportunity for the staff to make field visits. The Counterpart office in Bishkek will provide support to the office in Naryn through the coordination efforts of Aman Nusupov, the project manager. A training plan is being devised to build the skills of the local staff members in the regional offices.
- A.5. Counterpart Trainers from all the Country Offices took part in a Participatory Rural Appraisal in Osh. See Training below.
- A.6. The Counterpart work in rural Kyrgyzstan continued in September through training, grants, and resource center support which includes support centers in Kara Balta, Jalal-Abad and Naryn (still in setup phase). The management of activities is facilitated by the local staff who are continuously given more responsibility. At present 2 regional offices are beginning to provide support to organizations in several rural areas. The management of that activity comes from the Bishkek office, although the most important factor in the effective operation of the satellite offices is the staff in those offices. We have made every effort to find persons who have the initiative and potential to manage and make a difference in their communities.

- A.7. In the month of September the office in Kara-Balta was officially opened. The Director of UNHCR, Helmut Buss, spoke at the opening along with government officials and NGO leaders. The opening coincided with a training activity for NGOs in Kara-Balta and also a training activity, Public Education through the Media, in Bishkek. Participants from both training activities were invited resulting in a large turnout for the event.

### *Training*

- A.8. Jointly with Counterpart, World Learning offered a workshop entitled “Public Education through the Media” at Kargalinsky Sanitarium in Almaty, Kazakstan from July 1-5. The workshop was the sixth offered by World Learning in their PVO/NIS NGO support program. Counterpart Consortium coordinated all logistics, including lodging, transport, board, and other local logistics. The workshop curriculum covered many topics, including:

1. strategic planning and the media component in it
2. barriers to accessing the media
3. the media as a resource
4. tools for presenting issues/organizations to the media
5. examples of successful media placements
6. creating a media campaign.

Tools presented for accessing the media included press releases, pitches, press kits, public service announcements (PSAs), and press conferences. The program of the workshop was based on three main types of training activities: presentations, small group sessions and practical studies. It also included a press-conference, participant panel and media round table.

The total number of participants was twenty-seven with eight Counterpart trainers from Kazakstan, Kyrgyzstan, Uzbekistan and Tajikistan and NGO and media representatives from Kazakstan making up the balance.

Counterpart Trainers in attendance at the PEM workshop felt that the NGO community in Central Asia could use this training activity to their benefit. They also felt that the subject areas of the workshop were important and any future training activities should include all of the materials included in the workshop.

Counterpart followed-up with a regional training activity for Counterpart trainers to develop PEM training modules specifically designed for NGOs in Central Asia. This activity took place in the first week of September in Bishkek using Counterpart Trainers who attended as the lead trainers in the development of training activities.

- A.9. During August and in preparation for the TOT “Public Education through the Media” Counterpart trainers organized a roundtable discussion for members of the media and representatives of NGOs. Roundtables were also held in the other countries of CA where Counterpart has offices. All of these roundtables were videotaped so that they could be used as a tool for the TOT. The Roundtable in Kyrgyzstan was a lively and active discussion that brought over 30 persons together from NGOs and the Media.
- A.10. A Participatory Rural Appraisal (PRA) training took place in the Osh region in the month of

August. The training was conducted by INTRAC of the UK and included one of the world's leading authorities in PRA, Robert Chambers, Senior Consultant to the Institute of Development Studies, UK. Although not funded by Counterpart, Counterpart trainers were invited to attend. There was one Counterpart trainer from each of the countries of Uzbekistan, Kyrgyzstan, Kazakhstan and 2 trainers from Tajikistan. This was a valuable opportunity for the Counterpart Trainers. Follow-up to the training that was done in the rural communities of the Osh region is being planned.

- A.11. The August TOT, concentrated on the development of the new NGOs and the Media training module and used a variety of outside experts.

#### ***Database/Information Sharing***

- A.12. The Data Base Manager, Alexander Korovinsky visited Almaty, Kazakhstan and Tashkent, Uzbekistan to update the MS Access data base program and train and advise staff members who work with the data base in those countries in July.
- A.13. A meeting was held in Kyrgyzstan during August which was organized by UNDP for international and local NGOs working specifically on poverty alleviation. After the normal dialogue of why and how, the attendees identified a specific area which needed to be addressed. This area is the need to share information about the activities of the international groups working in Kyrgyzstan. Information about the local NGOs is another interest for the international organizations.

Mike Tidwell and Jay Cooper took the responsibility to find alternatives for making information available. The Counterpart-Center InterBilim Resource Center was one of the initial possibilities. After discussions with representatives of the IREX Freenet Project the following week, a method was formulated. Information would be made available through the development of Web Pages or Home Pages and viewed with a computer and modem. This information could be accessed from anywhere in the world through the Internet. In Kyrgyzstan, IREX will provide access to anyone interested on a local basis. In other words, IREX will supply the software for anyone in Kyrgyzstan (international or local NGOs) with computers and modems to access the system locally. They will not provide Internet to international groups for access outside of Kyrgyzstan. The information will also be available to any NGO without computer and modem at any of the pubsites that are in Bishkek. The Counterpart/InterBilim pubsite has trained personnel to conduct searches for specialized information.

A starting point for the project is the development of a Counterpart Consortium Web Page that would include the data base of NGOs that has been developed in Central Asia. The Web Page would be a combination of Web Pages that would include the Consortium members.

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

- B.1. **Rural offices:** Positive feedback has been received in the early stages of regional office development in Kyrgyzstan. Other donor and support agencies are interested in cooperating with the regional offices for the purpose of reaching out to rural populations. This program will be carefully observed and may serve as a model for outreach in other countries. One area for future focus which may include workshops in the rural population centers is local government

understanding and resulting participation in community-based and NGO activity.

- B.2. **Region:** The Counterpart Foundation is continually looking to develop long-term sustainability of the NGO community in Central Asia. As the Counterpart trainers skills develop in participatory methodology they become an increasing valuable asset to the region. An approach to training activities is developing that would use their skills to the fullest extent. This approach is to identify persons and or organizations in the region who have specific skills in areas relating to NGO needs and activities. Training activities could be developed through teams consisting of skilled trainers and local experts. This approach would require identifying skilled persons who are willing to participate in training activities related to their fields. A data base of skilled persons would provide NGOs, donor organizations, even government with persons willing to offer their experience for training activities in the region.
- B.3. **Training Growth:** The NGO Support Initiative for Central Asia continues to grow in many ways including:
1. The number of NGOs trained
  2. The number of NGOs receiving grants from Counterpart Consortium
  3. The types of training modules of that are offered
  4. The links being made and the networks being created

Looking at the potential ways for developing a sustainable NGO community in Central Asia, it is obvious that the Counterpart trainers are one of the regions' major assets. As the trainers look at the future and see the end of the program they have begun discussing a regional training association. This is a positive step and also a statement of commitment from them. In each country there are 3 Counterpart trainers along with the NGO trainer contractors. The need to expand the training community is very important. The trainers cannot be expected to be experts in all fields of NGO activities. Local resources must be identified and incorporated into training activities.

There are some distinct advantages to identifying and including local resource persons into NGO training activities:

1. They have real experience in specific areas
  2. They are the most available when considering time and travel
  3. They may work as volunteers or on a contract basis which is financially efficient and sustainable
  4. Their understanding of the NGO community increases
  5. The NGO training community in CA is enlarged
- B.4. **Training Reporting and NGO Subcontractor:** There are some problems in getting the trainers (both staff and contract) to send their reports to Bishkek on a timely basis. The Regional Training Director has taken this issue up with the trainers. The training totals depend on these reports. Another concern with training activities is contracted trainers fees. The concept was to support trainers and the NGOs that they represent. \$15 per day for each trainer and \$15 for each NGO times the number of trainers (2 or less). In some cases the NGOs are very small and the trainers just take the entire amount for themselves and in other cases the trainers don't give the

money to the NGOs. We are re-evaluating this concept. If staff from NGOs are paid salaries then we should not pay them additionally. Any funds should go to the NGO but this is difficult to track. Another thought is that if some NGOs are training organizations then we could provide the costs of the training without paying the trainers.

- B.5. **Taxes:** One of the issues that we are facing on the administrative level in Kyrgyzstan is taxes for our employees. There is a new tax that came into effect on the first of July, 1996. The law requires 34.5% of income to be paid for social investment. The remaining would be taxed for income on a sliding scale. The higher salaries are taxed up to 40%. For example a person with a salary of \$300 would have a take home salary for the month of \$118. USAID and the American Embassy has promised that this is an issue to be discussed at the next Contractor's Roundtable.
- B.6. **Data Base:** The need to coordinate database information between countries, (i.e. for all of Central Asia) is a priority. The files are very large and sending them via Email is not possible. Sending diskettes is a possibility which is being considered.

### C. Project Changes:

See 1. Kazakstan, D.1.

### D. Coordination and Cooperation:

- D.1. During the first 2 weeks of August, Country Director for Kyrgyzstan, Jay Cooper, was in Dushanbe, Tajikistan. The work in Dushanbe was devoted to the development of cooperation between the World Bank Poverty Alleviation Program and Counterpart Foundation. The project has 2 major parts: one part is designed to scale up current programs managed by several international NGOs in Tajikistan by moving to new regions, and the second part will develop a social investment fund for Tajikistan (TASIF). In the process of preparing for the loan from the World Bank to Tajikistan, grants will be used for quick start-up while building the capacity of TASIF to manage the project. It is in the start-up phase that Counterpart would be involved. Our involvement would include placing a consultant in TASIF to help plan and implement training activities for management of the project. Jay Cooper would work with the Counterpart consultant on a limited basis to familiarize him/her on the project to date and the work that has already be done by him with this project.
- D.2. While in Dushanbe, Jay Cooper had the opportunity to meet with all the staff from the Counterpart office on an individual basis and discuss the program and the cooperation currently ongoing with Save the Children-US. The Save Consultant, Charles Curry Smithson, departed in September. The program coordination between the two NGOs was discussed including the upcoming training of trainers activities taking place in the next two quarters. Results of these discussions were to emphasize continued cooperation taking advantage of Counterpart's regional training efforts.
- D.3. Cooperation is under way with the UNDP and Peace Corps program working in rural communities. The UNVs in rural regions are identifying people and organizations for Counterpart training activities. The UNDP is paying for the costs of the participants and

Counterpart is paying for the trainers.

#### **E. Leveraging:**

- E.1. Counterpart Kyrgyzstan continues to leverage funds through the World Bank Pilot Demonstration Project, UNHCR, and Helvetas to support offices in Naryn, Kara Balta, and Jalal-Abad to reach out to rural NGOs (see A.4., A.6., and A.7.).
- E.2. Counterpart and World Learning jointly supported a workshop entitled "Public Education through the Media." Trainers from all of the republics attended and the workshop served as a basis to create a new training module dealing with NGOs and the Media (See A.8. and 1. Kazakstan, F.1.).
- E.3. Counterpart trainers will be able to attend a Rural Participatory Appraisal conducted by INTRAC of the UK (see A.10.).
- E.4. The September TOT (see A.11.) used a number of outside experts. These experts included Mike Tidwell and Gerald Gunther of the United Nations Development Program, David Mould, Fulbright Scholar, Mustafa Eric of UNESCO, Ruth Pojman of UNHCR, and Timothy Collins of Overseas Strategic Consulting.

### **3. Tajikistan:**

#### **A. Highlights**

##### *Impacts*

- A.1. The World War II Veterans Medical Program, supported in part by Counterpart, was interviewed by the BBC and received attention from a local Russian language newspaper in July.
- A.2. In July, Rosayamo, the leader of a Counterpart grantee, was selected to participate in the Salzburg Seminar.

##### *Grant activities*

- A.3. In July, there was discussion with the Union of Photojournalists about using different newspapers for their Photo Insert. We are very happy with the quality of their work under their grant from Counterpart, but the project director is having difficulty persuading NGOs to participate and there is some concern about the conservative political slant of the newspaper.
- A.4. During August, all of the staff were very busy helping and reviewing proposals for the September Grant meeting from local NGOs. We hoped to have more Tajikistani grantees. We offered only six proposals to the Committee Meeting. Those that were funded were cut further. Some were only "partially funded". We will see which programs can actually get up and running. So far, our most enthusiastic grantees are Odamiymat and Biosphere: both medical, the former broadening their service to elderly Russians in partnership with Relief International and the latter serving Chernobyl victims. Women Of Science greeted the funding of their excellent program regarding Violence against Women with complete silence. We think they are squabbling. Creative Initiatives was very glad to be assisted in participation in sales and had a successful sale of their own with the Scouts here in Dushanbe, but will probably find another funder for their program.

These days, funders seek proposals in Tajikistan.

- A.5. USAID's Robert Alexander visited Bosira, another current grantee, with the Country Representative in September. NGO Information is working on a slim budget, hoping for further funding. We discussed consulting work with an NGO in Kurgan Teppe.

***Partnerships***

- A.6. Relief International expressed interest in partnering with Kohi Noor in their health care for the aged program in July.
- A.7. Relief International will have a proposal ready for the end-of fiscal cycle year to partner with Odamiat, a Counterpart Grantee.
- A.8. CCID and Orphans Refugees and Aid will complete their Partnership Grant October 10th.

***Training***

- A.9. Trainings took place in Khojand Kurgan-Teppe during July.
- A.10. In addition, Finance Manager Anwar Samad visited the three "senior" grantees and held a valuable seminar for grantees on financial management in the month of July.
- A.11. In August, trainings were completed in Kurgan-Teppe, while another basic training took place in Dushanbe.
- A.12. During August, Kimuddin, one of the Tajik trainers, planned and implemented the videotaping of a roundtable on NGOs and the Press to prepare for the next TOT.
- A.13. Saodot Odyamat went to Osh for Participatory Rural Appraisal Training in August.
- A.14. Trainers will travel to Gorno-Badakhshan in late December to conduct introductory seminars.
- A.15. Our trainers completed their intensive work with Charlie Curry-Smithson of Save-the-Children, and began to work under the direction of Kiomiddin Davlotov in September.

***NGO Resource/Information Sharing***

- A.16. Training handouts were produced and distributed in July.
- A.17. Save the Children and the trainers continued to work on a training manual throughout August and September.
- A.18. The Friday Open House continues.
- A.19. Jamshed and the Country Representative went to KURGAN-Teppe to visit local NGOs and update our database in July.
- A.20. INTERFAX interviewed Renny Smith for a radio program on NGOs in July.
- A.21. On a private visit to Khorog in August, the Country Representative met with several NGOs and

Craftswomen.

***Coalition Building***

A.22. Komila held a second Women's Network Meeting in July. There was great excitement about a women's conference sponsored by UNDP the previous week on Small Enterprise Development. Safro suggested the ideas brought by women from other countries be taken out of Dushanbe into smaller cities, but backed away from organizing it. The Women Scientist's used the network to get support for their proposal about the dilemma of women who are victims of violence, a major - but oddly unmentionable - problem here.

***Advocacy***

A.23. In September, Resource Center Manager Farhod Bokiev, working with our neighboring local NGO Information Center (Muazama Burkanova) organized a roundtable to discuss the new NGO law which is in the office of the President and about to be sent to the Majlisi Oli. It will take place October 4th.

**B. Issues and/or Problems**

- B.1. All relevant materials and applications for registration were in the hands of the Government of Tajikistan as of July. Registration is now up to them.
- B.2. The Tajik Resource Center hopes to print a briefing paper on Tajikistan for people considering a tour of duty here, adapting the Embassy Post Report with the advice of Save the Children's Pam Hussain who wrote a similar piece two years ago. We are trying to find funds for this as well as an updated "welcome kit." The kit would contain information for new arrivals on health concerns, recreation, shopping, and other matters. We are waiting to see if Save the Children wants to translate its list of international PVOs into Russian. If not, we will add this to our proposal.
- B.3. The Tajikistan Office awaits with interest Save the Children's Salary Survey.
- B.4. Sasha's visit in August with Jay Cooper greatly aided the Tajik Database. The database itself has been received with a great deal of enthusiasm. Currently, only Jamshed has much experience working with the Database and the computer.
- B.5. The Tajikistan Office is preparing for a transition as the Save the Children program phases out and their NGO consultant returns to the United States, leaving local trainer Kiomuddin coordinating the training program and Renny managing the overall program.
- B.6. We still go to the telephone company at least once a week to get service restored on our main line. The second number works, but badly.
- B.7. Komila, one of our present grantees is struggling. There have been no Women's Network meetings since July and part of the reason is that the organization is weak (key staff left to form another organization), but part of the reason is that Tajiks truly don't understand a women's network. They have difficulty with the lack of "high purpose". Safro now wants to wait for Arlene Lear's visit so the meeting has a focus. Perhaps, the Resource Center should take this Network over for at least six months to see if the idea can really establish itself here.

### **C. Lessons Learned**

- C.1. The trainers are stressed. They are not used to reading proposals and they have a heavy travel schedule.
- C.2. We learned our biggest lesson from the experience in Almaty with thieves. The Representative wrote a letter to our landlord about increased security and told everyone not to try to fight violence with violence. We considered putting the safe in the hall and the money in the teapot.

### **D. Project Changes**

See **1. Kazakhstan**, D.1.

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

- E.1. The Open Society Institute (Soros Foundation) held an opening ceremony July 1st. The program itself cannot begin work since the organization has had difficulties getting registered, but it will provide vital support to local NGOs working in the fields of information and education.
- E.2. A UNHCR consultant, Francesca Naylor, was here in July and met with the Country Representative and Muazama, separately and together. The topic was industrial pollution and whether NGOs are interested.
- E.3. ISAR and ALC representatives were here meeting with grantees in July.
- E.4. USAID's Richard Frankel, MCI's Bev Hinton, the Save the Children Consultant, and Renny Smith met for a "Whither Local NGOs" Lunch at the old Tajik Film Studio during July.
- E.5. Both the regular monthly meetings of International PVOs and Monday Morning Meetings at UNDP continue. Concern was expressed in all corners that the Government of Tajikistan does not know what PVOs are doing in Tajikistan.
- E.6. The Kyrgyzstan Country Director joined a World Bank Mission in Tajikistan developing a project for Poverty Alleviation in July. During the visit to Tajikistan, the CD also met with all the staff of the Counterpart office in Dushanbe and Save the Children staff members working in cooperation with Counterpart.
- E.7. The International Executive Service Corps visited in July and wants to start working in Tajikistan. We are seeking ways to support them. Their skills are badly needed here but their funding for on-the-ground expenses is non-existent.
- E.8. A local Russian language newspaper interviewed Renny Smith about the World War II Veteran's Medical Program in August.
- E.9. During August, representatives of a young women's group from Amsterdam and Moscow met with local groups to talk about expanding their network into the NIS. This program lasted a day and all their materials were in English.

- E.10. Farmer to Farmer sponsored a August seminar for craftspeople which some of our trainees attended.
- E.11. INTERNET sponsored a very important and successful conference of journalists in August. Renny Smith observed. The participants went over the proposed laws on the media and made comments. However, because he had not been asked for input by the ministry involved, the Minister involved was upset by this exercise which had a chilling effect on the lower level ministry officials.
- E.12. ALC grantee, Ms. Bobosadiekava, organized a conference on the new Women's Law, during August, which had been drafted exclusively by men. It was shorter and more polite than the INTERNET gala, and had no foreign representatives except for the Counterpart Country Director and ALC's Dorothy Laurence.
- E.13. Coordination continued with Save the Children. Kiommuddin's salary closes out their grant.
- E.14. Lois Godiksen of USAID/Washington met with Counterpart Staff in August.
- E.15. During August, Tyler Norris of the Kuhistan Foundation visited Dushanbe and Counterpart. Mr. Norris used to be involved with a National Park project here and now intends to work on microcredit. He met many local NGOs, primarily women's organizations interested in this work. Save the Children presented some ideas for programs he could start to complement their successful activities in Grameen Banking.
- E.16. The Country Representative met with the World Bank Team working on poverty alleviation which included Jay Cooper. Some of our trainees attended seminars by this group in August.
- E.17. During September, we also hosted some interesting guests:
- TACIS representative Sonja Schmidt-Montfort;
  - Representative Javed from NOVID;
  - a Dutch organization that has experience in Tajikistan and wants to partner a local NGO for *ten years*;
  - A World Bank Consultant who wanted to know more about our trainings and local NGOs who work with the poor;
- E.18. In September, we put together a group of very strong local NGOs to tell Patty Buckles what USAID funding has meant to them. Their organizations were funded by Counterpart, Eurasia, ALC and ISAR and a representative of the latter organization also attended. The event was covered by print media.
- E.19. Resource Center Manager Farhod Bokiev attended a meeting at UNHCR in which their new legal program in Tajikistan was discussed.
- E.20. Also, in September, we attended the usual Monday meetings at UNDP discussing development and security issues.
- E.21. USAID Director Patty Buckles was in Dushanbe for part of September, as were several other key

staffers. Resource Center staff thoroughly briefed USAID Desk Officer Theresa Ware during her visit.

## **F. Leveraging**

- F.1. Our whole program is a partnership, of course, and we lost the most visible Save the Children element when our Training Consultant, Charlie Curry-Smithson departed. The plan was to let our Resource Center Manager finish the financial side of the grant, and Training Manager finish the other work, but luckily Michelle, Save's intern, did the Training Report since Kiomiddin is taking earned leave. Counterpart Representative and Save's Director have scheduled bimonthly meetings until the end of the Save grant.
- F.2. The Tajik Trainers benefitted from outside experts in the September TOT, INTRAC's training on Participatory Rural Development and the Joint World Learning-Counterpart workshop (See 2. Kyrgyzstan, E. Leveraging).
- F.3. IREX agreed to make a Counterpart Consortium Web site available locally in Central Asia using modem dial in service (see A.12.).
- F.4. United Nations and Peace Corps Volunteers are identifying rural NGOs for participation Counterpart Trainings. UNDP is paying the costs for the participants.

## **4. Uzbekistan:**

### **A. Highlights:**

#### ***Impacts***

##### **A.1. Kridi Club of Tashkent**

This NGO has recently started work under their second grant from Counterpart for a program of home rehabilitation for disabled children. Demand has proved so overwhelming for inclusion in this program, that the Director has been forced to modify her implementation plan. As of August they offered group training in the Club premises for those with the ability to attend, and restrict personal home training to those children who do not have sufficient mobility or transport to leave home. In this way the grant funds will be stretched to reach a greater number of children in need.

##### **A.2. Perzent Center for Reproductive Health, Nukus**

The Center received a big boost in July with an official visit from the US Ambassador Stanley Escudero, who included the Center in his busy Nukus itinerary. The pending visit caused numerous government ministers to pay advance visits to the Center, and in the process they were educated about the goals and activities of this very active NGO. The Ambassador was impressed by the equipment available in the Center, and was advised of Counterpart's role in granting the equipment. The Center is currently facing difficulties in securing space for a planned clinic, since government clinic staff are wary of the perceived competition which will arise from Perzent's presence on their premises. The Ambassador was very concerned about this situation, and promised to exercise his influence at the highest levels of government to assist in the process

of locating suitable premises.

- A.3. **NGO-Media Roundtable Success:** The results of the August 29 roundtable were better than anyone anticipated, with every participant contributing his or her opinion in an open and candid manner to an interested audience. The media people were very enthusiastic about publicizing NGO activities, and begged to be kept in closer touch by the NGO activists so that they could provide better coverage of events. This roundtable generated some excellent ideas for future interaction, including the organization of a monthly press conference where various NGOs would have a chance to present their activities to a wide range of media professionals. When told that the proceedings of this meeting would be used as guidance for design of a new training module for Uzbekistan NGOs, the journalists became insistent that they too needed a training session on NGOs and the third sector. The meeting finished on a very positive note, with numerous business cards being exchanged, in addition to promises of future contact and cooperation. The meeting was filmed in its entirety by Internews, who wish to send out a program about NGOs to the network of independent TV stations. An interview with the Country Director about Counterpart's project here and the background for the roundtable was also filmed the following day.
- A.4. **Legal Reform:** The most significant result achieved by our activities this September was the progress made towards NGO participation in the legal reform process, which occurred parallel to positive steps towards coalition-building. Although NGOs and NGO leaders remain relatively focused on their own individual concerns and activities, they are showing definite signs of gradually coalescing into a mutually beneficial coalition.
- A.5. **Tashkent Public Education Center,** in September, just published a very professional-looking booklet called "The Constitution and Us", which has been designed with the participation of both lawyers and teachers. The result is an easy-to-read interactive format which will form the basis for a new course in the curriculum of high schools in Tashkent. This organization is an excellent example of how grassroots NGOs can gain the respect of and establish close cooperative relations with government departments, in this case the City Department of Education, and achieve significant change as a result.
- A.6. The **KRIDI Club** of Ulugbek District has launched an all-out assault on the media since becoming registered early in the summer, and the results are starting to be felt and seen. This month alone they have had two major newspaper articles published about their activities helping disabled children, with accompanying photographs of both NGO leaders and clients. One article is subheaded: "They united and founded a club for parents of disabled children. Today we will tell about the club's soul and main organizer, Grenada Kurochkina." The grassroots aspect of the club is therefore clearly emphasized. The articles both emphasize the important role played by not only international sponsors, but by local businesses as well, and one article lists several companies and the sum of their contributions to KRIDI. Both end with requests for financial assistance from readers, and include the bank account details of the club.

*Grant making/activities*

- A.7. The trainers were able to devote considerably more time to proposal development in August, and the results were outstanding. Spurred on by the possibility of the September grant meeting being the last chance for NGOs to be funded by Counterpart (had USAID not obligated new funds),

both trainers and NGOs put in supreme efforts to whip their projects into shape. As a result, we had 18 high-quality proposals going before the committee on September 12.

- A.8. Our final tally for the September grant meeting was a whopping 19 proposals, of which ten were approved by the committee (two conditional on the groups finding corporate sponsorship). These grants include two new organizations in Ashgabat with whom our trainers have established contacts, and one in Khodjent, Tajikistan. Within Uzbekistan, exciting projects include a women's crisis center in Samarkand, a children's educational theater group in Tashkent, and a doctors' association in Bukhara seeking to continue to spread lifesaving information about diarrhea treatment and prevention, based on past trainings sponsored by UNICEF.

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

- A.9. We have been cooperating with the Aral Sea Capacity-Building Project of the UNDP to help develop a comprehensive booklet on Central Asian Environmental NGOs, which will be published in the near future. Our participation ranged from advice on design of the questionnaire used to final review of the prepared booklet format and content.
- A.10. Our data base of NGOs has been developing and improving at a rapid pace, thanks to the engagement of a temporary staff person dedicated to this task in August. We have now incorporated all data from the American Legal Consortium data base, thereby adding substantially to the number of recorded NGOs and the completeness of information about them. This may be a potential source of quality information for our other Counterpart offices as well.

#### ***Coalition Building/Advocacy***

- A.11. At the last two major meetings of NGO leaders, in March and June, it was generally recognized by the participants that in order to move forward, it was necessary for the Initiative or Working Group to evolve into a more stable and formal entity with a definite mandate and authority to deal with common problems.

Based upon these expressed wishes, Counterpart and ALC undertook the task of conducting an election process among 150 of the most active non-government organizations in Uzbekistan, in order to select a new body called the Organizing Committee of NGOs of Uzbekistan in August. This Committee will be able to take over where the Initiative or Working Group has left off, and continue the work of coalition-building among NGOs on a more consistent and authoritative basis. This Committee has the endorsement of the NGO community, both grassroots and government-supported organizations, and as such has a firm mandate to carry out activities to promote and assist the interests of that community.

The Committee held its inaugural meeting on Monday, September 9, 1996, at which time a Chairperson was appointed, as well as a subcommittee for legal reform issues. The Committee was asked to review the terms of a proposal, drafted by ALC, for interim funding for a salaried Technical Coordinator and meeting expenses. Mercy Corps expressed willingness to fund these costs, but the proposal will first be submitted to the UN, whose financial support would give a tremendous boost to the prestige and status of this newly selected group, and assist them to establish themselves as a serious entity in the eyes of the government.

The following is the list of those selected to serve on the Organizing Committee:

**From Tashkent:**

Zelfira Sattarova, Diabetic Children's Society  
Mubarak Tashpulatova, Tashkent Public Education Center  
Sadik Ubaidullaev, Disabled Society of Uzbekistan  
Yuri Itkin, Association of Accountants and Auditors  
Oleg Tsaruk, Ecolog Union

**From outside Tashkent:**

Sahibahon Ergasheva, Kokand Businesswomen's Association  
Nitsa Pospirova, For an Ecologically Clean Fergana  
Robert Almeev, Bukhara Master Craftsmen  
Fahrullo Kungurov, Samarkand Information-Consulting Center  
Palmurza Khodjabekov, Social Research Center, Nukus

This is a very strong team, especially since four of them just returned from NET training for NGO leaders in the USA, and two others have attended other NET training in the past. All of the members have played an active role in the building of the third sector in Uzbekistan and have an excellent network of contacts among non-government organizations. The regional distribution of members also turned out very well, with five different oblasts represented outside of Tashkent.

The committee identified their two principal tasks as the preparation of a conference of Uzbekistan NGOs, which will serve as the founding meeting for a formal NGO coalition, and participation in the legal reform process. The committee elected two sub-committees - one to prepare a draft charter for the proposed coalition body, the second to review various NGO laws, prepare a committee draft of a new NGO law, and participate in any government or UN initiatives regarding NGO law reform.

Due to miscommunications, the Organizing Committee almost missed its opportunity to meet with Mr. Kurshevsky, the expert NGO law consultant brought to Tashkent by the UN for only six days. In the end, several members of the committee met individually with Kurshevsky on Sept. 23 and 24. Itkin, Tashpulatova and Kungurov attended a meeting at the UN on Sept. 25 along with Kurshevsky and numerous high-level government officials. The most important result of this meeting was the creation of a government-NGO working group which will, with the ongoing expert advice of Kurshevsky, discuss the terms of a new NGO law for Uzbekistan. This very high-level group will consist of four government representatives and three NGO representatives; the UN has sought the advice and consultation of Counterpart and ALC on the selection of all members of the working group. At this point, it is anticipated that the group will include the Minister of Social Protection, Member of Parliament Rashidova, and senior representatives from the Ministry of Justice and Presidential Apparatus. From the NGO side, the proposed three members are Saidikramova of the BWA, Khodjabekov (lawyer) as the nominee of the Organizing Committee, and Tashpulatova, also a member of the Organizing Committee.

The UN hopes to call the first meeting of the working group within two weeks, and the plan is to hold meetings approximately every two weeks for two or three months. The target date for a final draft is the end of the year, because it was agreed at the UN meeting that the new law would be considered by the first session of Parliament in 1997, which is scheduled for February. A secondary

body to be known as the drafting committee will be created to work out the details of the new law, under the direction of, and for the review of, the working group. This committee will be three or four people, one of whom should be from an NGO or selected by the NGOs, and will be paid by the UN to work full-time on the drafting task for up to two months.

The second meeting of the Organizing Committee was held on September 25 and 26. The committee discussed the content of an introductory announcement which will be sent out to all active NGOs and also to relevant government officials and embassies\donor organizations. The announcement will give the basic background of the Organizing Committee, including its membership, the above-described main tasks, and an outline of proposed goals for a future coalition of NGOs. The announcement invites all NGOs to contact the committee members with their ideas and questions, and provides street and email addresses for all members.

The committee discussed several candidates before selecting Bahodir Rasulov as Technical Coordinator. Bahodir has a part-time commitment to Goodwill as a consultant, so he will perform this work part-time, and hire additional assistants when and if necessary. For the time being, he has agreed to undertake this work without a guaranteed salary, since the committee has yet to secure funding for its activities. The committee should consider a significant amount of materials on a draft charter and legal reform before meeting again, so there may be need to postpone the next meeting from the planned date of October 10 to ensure maximum productivity.

### *Training*

- A.12. The trainers conducted three 3-day seminars in July on Strategic Planning and Board Development, as usual attracting participants from all corners of the republic. Of 18 NGOs trained, only eight were from the Tashkent area. A special effort was made to ensure that many Counterpart grantees were invited to participate in this highest level of training, with a secondary focus on rapidly developing groups from Ashgabat which have recently been recommended to us by contacts in Turkmenistan. These Ashgabat groups were immensely grateful for our assistance, and are already proving to be a valuable networking resource and a source of high-quality projects.
- A.13. During July, Dina and Lola attended a five-day training program in Almaty on NGOs and the Media, which was developed into a training module for Uzbekistan NGOs.
- A.14. August was a quiet month for training, as the trainers were scheduled for TOT, which was postponed to the first part of September. We focused on the development of our new staff trainer Victor Tsoy, working towards his full inclusion in training activities. Subcontractor Socio Service conducted a 2-day training on NGO and Environment, attended by two groups from Ashgabat. We continue to discover more fledgling NGOs in Turkmenistan now that we have established strong contacts with groups such as Catena, that are functioning as NGO Support Organizations there. The depth of activity is turning out to be considerably greater than we had anticipated to this point, which is encouraging for the future of the third sector in that country.
- A.15. Dina and Lola facilitated a Media and NGO roundtable organized on August 29 in the office, which brought together five media representatives and eight NGO leaders to discuss the potential benefits and methods of intensified cooperation and communication between the media and NGO sectors. Further details are reported in the Impacts section of this report. As a result of the meeting, two highly receptive and enthusiastic media professionals were identified to become consultants in the

new training module which is being developed.

- A.16. After attending a productive TOT in September 6-10, the trainers prepared their new module for the specifics of Uzbekistan, and launched the new NGOs and Media training seminar on September 24-26. The participants were a choice selection of our most experienced and most active NGO leaders, namely Kridi Club, Goodwill, Socio Service, Diabetic Children's Society, Perzent Center from Nukus, Russian Cultural Center of Chirchik, Alcoholics Anonymous, Samarkand Artisans' Association, Center for Young Women Leaders (Mahbuba Ergasheva), and Bukhara Information Center. The information office from the UN Office, an experienced journalist named Florida Perevertailo, conducted the session on press releases with great skill and animation. We will be involving her as well as other journalists in the next seminar October 3-5. NGO interest has been high and participation enthusiastic, and it seems clear that the NGO community was very ready for this topic. Now they want us to start training the journalists.
- A.17. September also featured two-day seminars on the 10-11 and 18-19, which attracted participants from Ashgabat, Bukhara, Khodjent and Chkalovsk (Tajikistan), as well as from Tashkent area. Some of the targeted participants were from groups which have already gone through this training in the early days of their activity, but which are growing and trying to increase the depth of understanding among their staff and volunteers, and have requested refresher courses for these new people. (For example, Kridi Club and Women's Resource Center.)

### *Sustainability*

- A.18. The renewed activity of the NGO coalition on law reform (see A.11.) should help to make the laws affecting NGOs in Uzbekistan more friendly, hence strengthening the NGOs.

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

- B.1. The sudden influx of equipment and funds under a grant can cause more problems than it solves, depending upon the maturity of the group. Internal struggles probably happen more often than we realize, and are very hard for an outsider, especially a foreigner to perceive, understand and resolve effectively. Maintaining good and frequent contacts with NGO leaders and staff, especially in outlying areas, is critical to pinpointing and timely intervention in these squabbles. The management must understand that this kind of behavior inevitably interferes with the quality of their performance of the grants objectives, and will jeopardize the continuation of the grant if it continues.
- B.2. The Khodjent BWA grant was in dire straits, though not because the project was not being properly executed. Unfortunately, the project director had irreconcilable differences with the NGO president, and had decided to split off and form her own NGO. More importantly, certain financial irregularities came to light in their first quarterly report, of insignificant amounts but significant as an indication of this group's honesty, or lack thereof. We weighed our options and considering terminating the grant and repossessing the equipment portion in August. Finally, after much soul-searching, file-reviewing, and also discussions with the grant committee and specifically Renny Smith, the Khodjent BWA grant was terminated by the Country Director in September. The CD traveled to Khodjent, conducted a thorough discussion of the reasons for termination, and finally agreed that although the equipment would be removed to Tashkent, the organization would have one month to provide relevant documentation and information to Counterpart, to justify the reinstatement of the grant. They particularly objected to the lack of advance notice of the termination, but quite honestly, we

were afraid the equipment would be mysteriously unavailable if we gave notice of our intentions. Interestingly, the Tajik border guards had been notified of our license number and instructed to delay us at the border by their chief in Khodjent, but ultimately the presentation of several USAID and Counterpart letters authorizing the removal of the equipment, plus the presence of the Canadian CD in the car seemed to persuade them that they really could not detain us any longer. This incident seemed ample evidence that we indeed could not trust this organization, but the saga continues, as the Tajik ambassador to Kazakstan is now lobbying Len Klein on their behalf. The recommendation of the Uzbekistan Country Director is to have nothing further to do with this group.

- B.3. Unfortunately, a very misleading article was published in the September 21 edition of Narodnoe Slova, the main government newspaper, focusing on Counterpart and Goodwill. For example, Counterpart was described as providing training and grant assistance to **small business and entrepreneur**, rather than to NGOs. Goodwill stores are described as catering to disabled customers. The journalist has been to the Counterpart office on several occasions in the past, and was given informational material about our activities, though there was never any discussion of an article being published. He was planning to assemble a booklet about US assistance organizations in Uzbekistan, and was seeking advice on financing this project and locating the appropriate information. We have just located and translated a copy of the article, and we (together with Goodwill) will be undertaking appropriate discussions with the author in order to have a correction printed.

#### C. Lessons Learned:

- C.1. The lesson to be learned regarding Khodjent (See B.2.) is not to give grants to groups about which we have any indication of less than complete honesty and disclosure. There had been minor incidents in the past showing that these people were willing to take advantage of a situation to benefit themselves, but nothing that could be proven beyond a doubt, so we went ahead with the grant. And lived to regret it.
- C.2. The CD was originally skeptical about the practicality of the media training module in the closed journalistic atmosphere of Uzbekistan. However, it now appears that both NGOs and at least some journalists are more than ready to take on the challenges and make sure that NGOs start to get the attention they deserve in the media. Only time will tell, but it seems that we can make a real impact with this seminar and the contacts with media that will result.

#### D. Project Changes:

See 1. Kazakstan, D.1.

#### E. Coordination and Cooperation:

- E.1. During July, the Director met with Sonia Schmidt of the European Human Rights Foundation to discuss the TACIS program and potential partnerships between European and Uzbek NGOs. Counterpart will assist the Foundation with a list of the most active NGOs in Uzbekistan for participation in a future promotional launch of the TACIS program.
- E.2. Also in July, Betty Gebers of the Institute for Applied Ecology visited the office as consultant for

Friedrich Ebert Stiftung, a German-government-funded NGO which plans to open offices in Almaty, Bishkek and Tashkent early next year. Although her particular area is environmental protection, the regional director Alfred Diebold is highly interested in the policy-making role of NGOs, and thus this group is a promising potential partner for the NGO Working Group. Diebold returns to the region in October, at which point contact will be renewed and cooperation continued with this organization.

- E.3. Counterpart staff once again made a significant contribution to the organization of an INTRAC workshop in July, this time on Participatory Rural Appraisal or PRA. Lola Abdousalyamova attended the workshop in Osh, Kyrgyzstan in order for Counterpart to enhance its training expertise.
- E.4. Save the Children (UK) has requested that Counterpart provide its experienced training services for an intensive training program in Namangan region targeting branches of the Children's Fund in July. They are still seeking funding, but on preliminary examination it appears that Counterpart, in combination with subcontractor Socio Service (needs assessment and marketing) and pro bono services of KPMG (financial management), could effectively conduct the training needed.
- E.5. During July, the new Youth Development Fund, Kamolot, has also requested similar services to be provided for its staff from across the republic.
- E.6. Lola Abdousalyamova attended on behalf of Counterpart a two-week training program by INTRAC on Participatory Rural Appraisal in August. Our office lent considerable support to the logistical side of this seminar by organizing the participation of the Uzbek contingent.
- E.7. Our training team showed a high level of professionalism and ability when they undertook to design and conduct a special two-hour seminar on NGOs for the World Bank training program called SPRITE in August. The program seeks to create teams of trainers from across the NIS and Mongolia, mostly experienced professors, who will train government staff about social policy design and implementation. Together with the Country Director they met with World Bank staff, ascertained the needs of the organizers, and created a compact program addressing the fundamentals of NGOs, their problems, and areas of potential cooperation with government structures. Unfortunately the Bank staff had misunderstood our copying requirements, and underestimated the level of understanding of the group, both of which events necessitated some rapid changes of plans and great flexibility on the part of our trainers. However, they handled the task admirably and the end result was a satisfactory session, plus the establishment of contacts with the Uzbekistan training team for future cooperative efforts.
- E.8. During August, The Country Director also held a productive meeting with Ken Kutsch and Louisa Babari of a French organization called Indigenous Arts, which has with UNHCR and UNDP funding been carrying out a project in Tajikistan, called Reconciliation through Arts and Culture. They are interested in conducting a similar program here in Uzbekistan, specifically focusing on female empowerment, which would be promoted through the organization of a variety of musical, dramatic and art events revolving around that theme. These events would then be intensively publicized by TV and radio for dissemination of the ideas throughout the republic. We were able to offer significant advice on potential partners for such a project in

Uzbekistan, and connect them with Mahbuba Ergasheva and her wide network of contacts in the artistic community and women's development area. ATA may also wish to become involved in such a project.

- E.9. In September, the Country Director was invited to make a presentation as part of our continuing participation in the World Bank training program called SPRITE. The program has created teams of trainers who are training principally government officials about social policy design and implementation. The CD spoke about the fundamentals of NGOs, their advantages and problems, and areas of potential cooperation with government structures, particularly in social protection spheres, before an audience of trade union leaders.
- E.10. The CD gathered NGO NET alumni for a meeting to discuss their priorities and strategies for NET follow-on in September. This has resulted in the enthusiastic development of a detailed list of potential activities, which will be further enhanced after feedback from absent alumni, the CD and the NET project director, Ms. Clarkson.
- E.11. The CD met with Hanno Gaertner of UNICEF, in September, to discuss the specific project for diarrhea prevention and treatment, planned by the Bukhara Association of Pediatricians, and to discuss other prospects for cooperation. UNICEF's expert input will make the project better targeted and allow it to reach a larger number of doctors with the same budget. They are thrilled to see that a local organization is taking matters into their own hands, so to speak, and initiating a training program which will continue and increase the impact of the original UNICEF training. The contribution of the Association is significant, and the requested funding from Counterpart very modest and well-justified. This group has a lot of potential.
- E.12. During September, the CD was invited by the UN, along with ALC representatives, to meet with the above-mentioned Mr. Kurshevsky, to provide background information on the legal situation for NGOs, and assist in formulating strategy for approaching the government on this issue. As mentioned, there was also a follow-up meeting with the Deputy Resident Representative to identify appropriate participants for the Working Group on Legal Reform.

## **F. Leveraging**

- F.1. Counterpart and the American Legal Consortium continue to combine resources to support the Working Group on Legal Reform (see E.12. And A.11.).
- F.2. The Uzbekistani Trainers benefitted from outside experts in the September TOT, INTRAC's training on Participatory Rural Development and the Joint World Learning-Counterpart workshop (See 2. Kyrgyzstan, E. Leveraging).

## **5. NET Program**

On June 25 through July 29, Counterpart hosted a delegation of 42 Central Asian NGO leaders in the United States. This delegation was funded by USAID's NET Program through the Academy for Educational Development. During their time in the United States, the delegates studied a wide range of NGO management skills, including strategic planning, fund-raising, volunteer management, conflict management, development of paid services, board of directors development, legal reform, advocacy, coalition-building and other areas. Counterpart's training strategy was to first conduct two weeks of

classroom training on these skills areas and then give the participants the opportunity to visit American NGOs and see how these topics are actually handled. This was a deliberate strategy of connecting the theoretical with the practical. Depending on their particular needs, some delegates spent the entire placement period with a single organization, others visited a range of different organizations. Overall, the group was exposed to more than 200 American NGOs in fourteen states, reflecting a tremendous diversity of experience and activities.

In their placements, participants were encouraged to work with their host organizations to develop on-going contacts, joint programming and partnerships. The group took this to heart. As can be noted from the placement list (see Attachment A to August Report), nearly 50 of the host organizations have already made plans for continuing work with the participants.

### C. FULFILLMENT OF SPECIFIC OBJECTIVES

1. **To develop a functioning and sustainable communications and information-sharing network for Central Asian NGOs.**
  - **Output:** Len Klein participated in an informational session with the staff of Kazakstani Management Institute (KIMEP) to introduce the faculty to the significance of the third sector. The COP intends to introduce a course on Community Development and Civic Initiatives.
  - **Output:** Following the “Education through the Media” workshop given by World Learning and supported by Counterpart, Counterpart developed and implemented a training module on the Media and NGOs. This module trains NGOs to educate the public on their activities through the media.
  - **Output:** The Consortium provided a grant to Ecoinfocenter of Kyrgyzstan to create a “Public Center for Ecological Information.” The center will provide information on the activities of local and international NGOs working on ecological issues as well as publishing a quarterly newsletter and endeavoring to assist the flow information between Republican and foreign organizations.
  - **Output:** Youth Ecological Movement “BIOM” received a grant to, among other things, publish a book for young leaders of Ecological organizations and newsletter.
  - **Output:** The Consortium of Women’s Organizations in Kazakstan is preparing its documentation for registration. This is a strong organization and will help to facilitate the exchange of information between both NGOs oriented to women’s issues and other women’s organizations.
  - **Output:** The Almaty office distributed *Time of Change, adapted from People Help People, book on volunteering* by G.P. Bodrenkova of the Moscow Charity House.
  - **Output:** The Uzbekistan office cooperated on the production of a comprehensive booklet of Central Asian Environmental NGOs by the Aral Sea Capacity-Building Project of UNDP to be published later. Counterpart assistance ranged from advice on questionnaire design to final

review of the prepared booklet and content.

- **Output:** The Women's Network in Tajikistan continues to provide a forum for communication among women's NGOs. The July meeting resulted in support for The Women Scientists group on their proposal about the dilemma of women who are victims of violence.
  - **Output:** Several Kazak grantees began to distribute professionally written newsletters. These newsletters promote the 3rd Sector, advocate for change in the legal environment and detail services available to NGOs.
  - **Related Activity:** The participation of NGOs and the mass media in combined trainings in Kazakstan, Uzbekistan, and Kyrgyzstan. Helped NGOs to gain the skills necessary to access the media.
  - **Related Activity:** The Soros Foundation selected three of our NGOs for their Public Service Announcement film project in July.
  - **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:** The Database Manager, Alexander Korovinsky, visited the Almaty and Tashkent offices to update the MS Access database program and train and advise staff members who work on the database.
  - **Related Activity:** The Uzbek Office incorporated all data from the American Legal Consortium database into the Counterpart Database.
  - **Related Activity:** The Uzbek Office continued to aid the World Bank Sprite which has created teams of trainers to educate government officials about social policy design and implementation. The Uzbekistani trainers designed and conducted a two hour seminar on the basics of NGOs, their problems, and potential areas of cooperation with government structures. The CD also spoke about these issues to an audience of trade union leaders.
  - **Related Activity:** The Resource Center Manager Farhod Bokiev of the Tajik office, working with our neighboring local NGO Information Center (Muazama Burkanova) organized a roundtable to discuss the new NGO law which is in the office of the President and about to be sent to the Majlisi Oli. It will take place October 4th.
2. **To catalyze the development of creative partnerships between and among indigenous and foreign NGOs.**
- **Output:** A partnership was formed during September between the Women's League of Creative Initiative, Kazakstan and Berea College, USA.
  - **Output:** Melanie Reimer met with Hanno Gaertner of UNICEF, in September, to discuss the specific project for diarrhea prevention and treatment, planned by the Bukhara Association of Pediatricians, and to discuss other prospects for cooperation.

- **Related Activity:** We are currently talking with several US NGOs about establishing relationships in the CAR. They include: Elwyn Institute/SATR; US Child Welfare League/various NGOs; State Veterans Association/Almaty Region Veterans; Wheeled Mobility Center/ARDI; CIVITAN International/ Special Olympics, et al; National Parents Network on Disabilities/ ARDI.
  - **Related Activity:** Two International NGOs are preparing applications for partnership grants with local organizations in Tajikistan.
  - **Related Activity:** During August, representatives of a young women's group from Amsterdam and Moscow met with local groups in Dushanbe to talk about expanding their network into the NIS. This program lasted a day and all their materials were in English.
  - **Related Activity:** During August, Tyler Norris of the Kuhistan Foundation visited Dushanbe and Counterpart. Mr. Norris used to be involved with a National Park project here and now intends to work on microcredit. He met many local NGOs, primarily women's organizations interested in this work. Save the Children presented some ideas for programs he could start to complement their successful activities in Grameen Banking.
  - **Related Activity:** The Tajik Country director talked with a Dutch organization with experience in Tajikistan that wanted to partner a local NGO for ten years.
  - **Related Activity:** During July, the Uzbekistan Country Director met with Sonia Schmidt of the European Human Rights Foundation to discuss the TACIS program and potential partnerships between European and Uzbek NGOs. Counterpart will assist the Foundation with a list of the most active NGOs in Uzbekistan for participation in a future promotional launch of the TACIS program.
  - **Related Activity:** Also in July, Betty Gebers of the Institute for Applied Ecology visited the office as consultant for Friedrich Ebert Stiftung, a German-government-funded NGO which plans to open offices in Almaty, Bishkek and Tashkent early next year. Although her particular area is environmental protection, the regional director Alfred Diebold is highly interested in the policy-making role of NGOs, and thus this group is a promising potential partner for the NGO Working Group. Diebold returns to the region in October, at which point contact will be renewed and cooperation continued with this organization.
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:** Please see the training section of each country report for an overview of our training program.
  - **Output:** In July, the training staff also participated, along with other Counterpart trainers, and selected Kazakstani NGOs, in an *Education through the Media* Conference, sponsored by Counterpart and World Learning. (See Attachments D and E to the July Monthly Report)

- **Output:** During July, Counterpart and the International Special Olympic Committee held a specialized 3-day training in Kokchitow, starting the 30th of the month. S.O. Directors from 13 Kazakstan Oblasts, Russia and Poland attended.
- **Output:** During August Sarah Heath, our IESC consultant on Board Development, conducted three trainings in Kazakstan and three trainings in Kyrgyzstan. These sessions were not as productive as they might have been, because of the vacation schedules of the NGO community. Health problems cut her activities short.
- **Output:** In September, the Almaty based-trainers participated in both a TOT for Media Training in Almaty and a training session for NGOs and the Media in Almaty.
- **Output:** Overseas Strategic Consulting introduced us to the "Press Club," which was subsequently included in our Board training.
- **Output:** Two of the rural outreach offices in Kyrgyzstan have begun to provide informal training for organizations in several rural areas.
- **Output:** In September, a TOT was held to develop a new the training module on NGOs and the Media. Following the TOT, Counterpart trainers held workshops using the new module.
- **Output:** Finance Manager Anwar Samad visited the three "senior" grantees in Tajikistan and held a valuable seminar on financial management in the month of July.
- **Output:** As a result of the Roundtable on NGOs and the Media in Uzbekistan, two highly receptive and enthusiastic media professionals were identified to become consultants in the new training module which is being developed.
- **Output:** Our training team showed a high level of professionalism and ability when they undertook to design and conduct a special two-hour seminar on NGOs for the World Bank training program called SPRITE in August. The program seeks to create teams of trainers from across the NIS and Mongolia, mostly experienced professors, who will train government staff about social policy design and implementation.
- **Related Activity:** In July, Len Klein participated in an informational session with the staff of KIMEP (Management Institute). The purpose of this meeting was to introduce the significance of the third sector to the faculty of this department. It is the intent of the Director to introduce a course in the coming semester on Community Development and Civic Initiatives.
- **Related Activity:** Our grantee, SATR, conducted a one day seminar on the basics of *Early Intervention*, during August.
- **Related Activity:** In September, the COP cooperated with UNICEF, AED, and Mobility International on future trainings.
- **Related Activity:** During August and in preparation for the TOT "Public Education through the

Media” Counterpart trainers organized a roundtable discussions for members of the media and representatives of NGOs in Kyrgyzstan, Kazakstan, and Uzbekistan. All of these roundtables were videotaped so that they could be used as a tool for the TOT. Also, they were all successful and resulted in requests by the Media for training.

- **Related Activity:** A Participatory Rural Appraisal (PRA) training took place in the Osh region in the month of August. The training was conducted by INTRAC of the UK and included one of the world’s leading authorities in PRA, Robert Chambers, Senior Consultant to the Institute of Development Studies, UK. Although not funded by Counterpart, Counterpart trainers were invited to attend. There was one Counterpart trainer from each of the countries of Uzbekistan, Kyrgyzstan, Kazakstan and 2 trainers from Tajikistan. This was a valuable opportunity for the Counterpart Trainers. Follow-up to the training that was done in the rural communities of the Osh region is being planned.
- **Related Activity:** Cooperation is under way with the UNDP and Peace Corps program working in rural communities. The UNVs in rural regions are identifying people and organizations for Counterpart training activities. The UNDP is paying for the costs of the participants and Counterpart is paying for the trainers.
- **Related Activity:** The Tajikistani Trainers will travel to Gorno-Badakhshan in late December to conduct introductory seminars.
- **Related Activity:** Farmer to Farmer held an August Seminar for craftspeople in Tajikistan which some of our trainees attended.
- **Related Activity:** Save the Children (UK) has requested that Counterpart provide its experienced training services for an intensive training program in the Namangan region of Uzbekistan targeting branches of the Children’s Fund in July. They are still seeking funding, but on preliminary examination it appears that Counterpart, in combination with subcontractor Socio Service (needs assessment and marketing) and pro bono services of KPMG (financial management), could effectively conduct the training needed.
- **Related Activity:** During July, the new Youth Development Fund, Kamolot, also requested similar services to be provided for its staff from across the Republic of Uzbekistan.
- 4. **To assist Central Asian NGOs in accessing technical and financial resources in-country and abroad.**
  - **Output:** The COP met with a representative of the Rockefeller Foundation during the month of July. They are considering coming back to Kazakstan, after a 3-year absence, to support cultural sustainability. The representative and the COP have agreed that Counterpart will search out appropriate organizations, as requested, and forward their description to the Fund, for consideration.
  - **Output:** With the commitment of additional funds to the program by USAID, the grant program moved forward in September. Over 80 proposals were submitted to the various Counterpart Offices. This number was reduced to 60 proposals to be brought before the Committee. The

Committee met on two successive days to consider the proposals, with the result being 30 proposals approved, some conditionally, for \$169,000.

- **Output:** The Soros Foundation selected three NGOs recommended by Counterpart for their Public Service Announcement film project.
- **Output:** We signed a contract to open a third regional office in Kyrgyzstan, in the city of Naryn in July. Aman Nusupov will coordinate this office with the other two regional offices. The funding for the Naryn office is from the World Bank Pilot Demonstration Project (PDP) and from the Swiss agency, Helvetas. This office will follow the model of the Counterpart offices in Karabalta and Jalal-Abad.
- **Output:** As the result of UNDP meeting on poverty alleviation in Kyrgyzstan, work has begun on a Consortium Web Page, to be made accessible by IREX. The web page will contain the Consortium Database and allow funders and others to learn about NGOs working in specific fields.
- **Related Activity:** Positive feedback has been received in the early stages of regional office development in Kyrgyzstan. Other donor and support agencies are interested in cooperating with the regional offices for the purpose of reaching out to rural populations. This program will be carefully observed and may serve as a model for outreach in other countries. One area for future focus which may include workshops in the rural population centers is local government understanding and resulting participation in community-based and NGO activity.
- **Related Activity:** A UNHCR consultant, Francesca Naylor, met with the Tajikistan Country Representative and Muazama, separately and together. The topic was industrial pollution and whether NGOs are interested.
- **Related Activity:** The International Executive Service Corps visited in July and wants to start working in Tajikistan. We are seeking ways to support them. Their skills are badly needed here but their funding for on-the-ground expenses is non-existent. We are trying to find a way to let them come to Tajikistan.
- **Related Activity:** During August, representatives of a young women's group from Amsterdam and Moscow met with local groups in Tajikistan to talk about expanding their network into the NIS. This program lasted a day and all their materials were in English.
- **Related Activity:** The COP met with representatives of TACIS in July, concerning the implementation of a Democracy Micro-Project, that would allow small grants to NGOs without European partners, in the amounts of 3000 - 10,000 ECU. As a matter of interest, the TACIS local representative attended our 5-day workshop, to familiarize herself with NGOs and Counterpart.
- **Related Activity:** In August, Blair Sheridan, Almaty intern, began researching new grant programs by other organizations. There are new programs for NGO support in Kazakstan by TACIS, Eurasia, Soros and others. Trainers will give NGOs information on these programs during proposal writing training modules.

- **Related Activity:** During August and September the COP coordinated with a number of non-USAID agencies to bring resources to local NGOs:
  - the Eurasia Foundation and their new NGO small grant program;
  - the TACIS Program and their new micro grant program for Kazakstan NGOs;
  - the Canadian Embassy Commercial Officer concerning the availability of funds for Radio Almash, agriculture program;
  - OSC, a USAID contractor, is working with CC on NGO media promotion;
  - Arthur Anderson and the formation of a Broker Dealer association;
  - Carana Corp. is supporting an association of food distributors;
  - Central Asian Mass Media Association and TOTEM (private TV station) will participate in a CC training sequence;
  - DOD/ Red Cross, on Disaster Relief Training;
  - Mobile Oil on the Bridge Art exposition, and future financial cooperation;
  - Chevron and Earthkind, on the Jelly Jam environmental book for children;
  
- **Related Activity:** During the first 2 weeks of August, Country Director for Kyrgyzstan, Jay Cooper, was in Dushanbe, Tajikistan. The work in Dushanbe was devoted to the development of cooperation between the World Bank Poverty Alleviation Program and Counterpart Foundation. The project has 2 major parts: one part is designed to scale up current programs managed by several international NGOs in Tajikistan by moving to new regions, and the second part will develop a social investment fund for Tajikistan (TASIF). In the process of preparing for the loan from the World Bank to Tajikistan, grants will be used for quick start-up while building the capacity of TASIF to manage the project. It is in the start-up phase that Counterpart would be involved. Our involvement would include placing a consultant in TASIF to help plan and implement training activities for management of the project. Jay Cooper would work with the Counterpart consultant on a limited basis to familiarize him/her on the project to date and the work that has already be done by him with this project.
  
- **Related Activity:** Rosayamo, the leader of a Counterpart grantee, was selected to participate in the Salzburg Seminar.
  
- **Related Activity:** During July, the Uzbekistan Director met with Sonia Schmidt of the European Human Rights Foundation to discuss the TACIS program and potential partnerships between European and Uzbek NGOs. Counterpart will assist the Foundation with a list of the most active NGOs in Uzbekistan for participation in a future promotional launch of the TACIS program.
  
- **Related Activity:** During August, The Country Director also held a productive meeting with Ken Kutsch and Louisa Babari of a French organization called Indigenous Arts, which has with UNHCR and UNDP funding been carrying out a project in Tajikistan, called Reconciliation through Arts and Culture. They are interested in conducting a similar program here in Uzbekistan, specifically focusing on female empowerment, which would be promoted through the organization of a variety of musical, dramatic and art events revolving around that theme. These events would then be intensively publicized by TV and radio for dissemination of the ideas throughout the republic. We were able to offer significant advice on potential partners for such a project in Uzbekistan, and connect them with Mahbuba Ergasheva and her wide network of contacts in the artistic community and women's development area. ATA may also wish to

become involved in such a project.

- **Related Activity:** The Country Director for Uzbekistan met with Hanno Gaertner of UNICEF, in September, to discuss the specific project for diarrhea prevention and treatment, planned by the Bukhara Association of Pediatricians, and to discuss other prospects for cooperation. UNICEF's expert input will make the project better targeted and allow it to reach a larger number of doctors with the same budget. They are thrilled to see that a local organization is taking matters into their own hands, so to speak, and initiating a training program which will continue and increase the impact of the original UNICEF training. The contribution of the Association is significant, and the requested funding from Counterpart very modest and well-justified. This group has a lot of potential.

**5. To provide broad-based support for the U.S./Central Asian Partnership Programs**

- **Output:** Eight of Aid to Artisan's nine primary NGO partners have now received grants from Counterpart Consortium.
- **Output:** All three of CNFA's primary PFA partners have received grants from Counterpart Consortium.
- **Output:** Representatives from two of ATA's partner NGOs and one of CNFA's PFAs participated in the Counterpart-hosted NET training in the United States in July.
- **Output:** The CNFA Field Director invited representatives of the Zhezkusgan and Turgai PFAs in Kazakstan to attend a Counterpart workshop early in the next quarter. The Fergana TACIS project provided contact information for the Syrdaria PFA in Uzbekistan; the Field Director recommended to the Counterpart office in Tashkent that their representatives attend their next country workshop.
- **Related Activity:** Counterpart has worked closely with Goodwill Industries to revise the scope of work of their program to more realistically reflect what is achievable by the current end of the program in June 1997.

<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

<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:

- Central Asian artisan NGOs received approximately \$9,000 in orders from buyers at the New York International Gift Fair (NYIGF).
- Three ATA partner NGOs in Kazakstan received Counterpart grants in September. Through the third quarter of 1996, 8 of 9 ATA partner NGOs in Central Asia have received grants.
- ATA and local artisans organized regional craft fairs for Almaty (Oct 19-20) and Tashkent (Nov 22-24) and the second annual regional crafts NGO meeting in Central Asia (Oct 19).

##### a. UZBEKISTAN

###### i. MARKETING/MARKET TRAINING

- In July, representatives from ATA partner NGOs in Uzbekistan and Kazakstan traveled to the US for the NET training program. As part of the overall NET training, ATA offered its craft-based training component. Facilitators presented a comprehensive overview of craft-based NGOs in the US, marketing strategies, organizational development and structure, member services, and overall business practices. The two week schedule emphasized US market trends (products, prices, and colors), exporting to the US, craft exhibits and sales, and experiences with American artisan centers, craft museums and tourist destinations.
- During September, the ATA Field Director, local program coordinators, and artisans organized workshop dates for Samarkand and Bukhara for the October visit of ATA consultant, Gay Ellis. Ms. Ellis, a commercial designer and President of Samii clothes in Sheffield, Vermont will work with textile producers in designing products for export and for specific local markets.

###### ii. NGO DEVELOPMENT:

- During the third quarter, ATA Field Director worked closely with the Bukharan Artisan Center(BAC). BAC hired a new director and developed a business plan for the next quarter of 1996. ATA partner NGOs in Bukhara garnered the support of the City Khokim to provide all materials and funds to renovate the Bukhara artisans center. Renovations are scheduled to be

completed by November 21, 1996.

- In September, the ATA Field Director met with leaders of all 6 Uzbek partner NGOs to organize their members' participation in the Almaty Holiday Craft Sale (October 19-20). As a means of building linkages among the regional craft-based NGOs, ATA worked with Uzbek partners to organize the second regional craft associations meeting (October 19). As this is the inaugural meeting, ATA will support the transportation and accommodation costs for a limited number of participants from each organization. The NGOs will contribute "booth fees" and in subsequent meetings will be expected to meet other costs without outside assistance.
- Also during September, the ATA Field Director and local program coordinators worked with *Mussavir* and the *Business Women's Association* to start planning the November Holiday Craft Sale in Tashkent (Nov 22-24). The sale will be an international event - attracting artisans from four Central Asian republics. For the first time, much of the preparation for this sale will be handled by Uzbek NGOs.

## **b. KYRGYZSTAN**

### **I. MARKETING/MARKET TRAINING**

- *Talent Support Fund (TSF)* management members Dinara Chocunbaeva and Anara Kerimbekova participated in ATA's 10 day NYIGF training program. ATA facilitators focused on training for export to the US market using ATA's Export Manual (available in English, Russian, and Spanish). In New York, these TSF members also met with interested US buyers and other craft-based organizations and businesses in the US.

### **ii. PROGRAM IMPACT**

- The NYIGF training program served as a "training of trainers". As a result of their experience in the US, Ms. Chocunbaeva and Ms. Kerimbekova can offer guidance to other TSF member artisans seeking entry into the US export market. The women will facilitate seminars for Kyrgyz artisans in the coming months.

### **iii. NGO DEVELOPMENT**

- *Talent Support Fund (TSF)*: In July, ATA's Field Director worked closely with TSF members to prepare export documentation, labeling, pricing, and shipping of Kyrgyz products for display at the NYIGF. During the gift fair, buyers placed approximately \$9,000 in wholesale orders for Kyrgyz products. Felt slippers, from Osh, sold particularly well.
- During September, ATA and partner NGOs reviewed orders placed during the August NYIGF. TSF member artisans started production of items and sewing labels required by US customs. TSF is also responsible for quality control, collection of products from artisans and shipping.
- ATA also worked with TSF members to organize their participation in the October Almaty Holiday Craft Fair and regional crafts association meeting.

c. **Kazakstan:**

**I. NGO DEVELOPMENT**

- ATA successfully sponsored 3 NGO partner grant proposals during the September Counterpart grants committee meeting.

*Shiber Aul (Unit of Craft Producers)* received a seed grant for support of training and marketing with Shiber Aul craftsmen and older students at Almaty Orphans House #2.

*Tengri Umai Gallery* received a seed grant to purchase portable booths and a sign that will be used during its bi-annual craft sales aimed at creating linkages among Central Asia crafts people and improving sales in the regional market.

The *Women's League of Creative Initiative* received a partnership grant to develop a partnership between Almaty College of Art and Berea College Crafts Program in Kentucky, USA.

- *Tengri Umai Gallery* adopted ATA's role as regional marketing event coordinator in Almaty by making one of their organizational goals to create an "official" bi-annual regional craft fair. Tengri Umai will charge participating artisan members booth fees as a means of raising funds to meet the costs associated with the event. The fair will take place on October 19-20 and is expected to draw over 500 buyers and generate more than \$10,000 in craft revenues for local artisans.

**U.S. MARKETING :**

- *New York International Gift Fair (NYIGF)*: ATA had a Central Asian product display, primarily of Kyrgyzstan felt products, in the ATA booth at the NYIGF August 11-15, 1996 (see photo attached). ATA's total booth sales resulted in approximately \$138,715 in wholesale orders (including a entire container of Georgian ceramics). Of the total, ATA's Central Asian Kyrgyz products totaled approximately \$9,000 in wholesale orders. Approximately 26 wholesale orders were placed by US buyers and importers. The most popular products were felt slippers from Osh, both children's and adults, which ranged from \$9.90 - \$18 wholesale. In addition, the neutral colored felt appliqué pillows with tasseled corners at \$33 wholesale sold well at the show. The price points were attractive enough to US buyers in most product lines and most all of the pillows displayed were standard sizes that appealed to the US market. Other pillows and products did not sell well primarily due to price points, unconventional patterns and color (many colors still too bright for the average US consumer/buyer). ATA continues to address these issues in the field with artisan NGO members.

*Significant orders* (over \$1,000) were placed by the Museum of Fine Arts in Houston and Summer Moon (a popular US retail operation). An order was also placed by a French importer, who will be handling all export and shipping directly with ATA's Regional Director and partner NGOs. ATA will continue to pursue additional *European marketing outlets* as ATA's marketing staff extends activities and resources in Europe. The National Geographic Society placed an order for consideration in their holiday 1997 catalog collection. Ikea also made

contact with ATA at the NY show and showed interest in getting involved with ATA projects in the future. Marketing follow-up with interested buyers will take place this fall by ATA's marketing staff, Field Director, and TSF management members in Bishkek.

## PROGRAM IMPACT

- The August NYIGF sales will create over \$3,000 of revenue for artisans working with ATA in Central Asia.
- Interested buyers and importers as a result of ATA's product display in NY included:
  - Koko:* US importer primarily buying products from India is interested in Kyrgyz felt rugs and pillows.
  - From the Mountain:* US importer from Chapel Hill, NC was approached by ATA's Marketing Manager and will fulfill ATA's August NYIGF Central Asia orders. The owner, Susan Ingliss, is also interested in carrying (and eventually expanding the initial line) a line of Central Asian products in her own booth at the NYIGF next February.
  - AMS:* A US based importer based in Amherst, MA is very interested in the felt floor pillows, but did not buy at the NY show. The owner of AMS currently carries felt Sirdak rugs in her booth at the Highpoint, NC show in April and October, though overall sales have been low due to a high price point and bright colors.
  - Sieglinde/Fine Artifacts:* Sieglinde fulfilled ATA's January 1996 NY show orders and placed orders for a variety of the Kyrgyz felt products.
  - Cost Plus:* A major US retail operation based in California, planned a *buying trip to Uzbekistan* this September. Gail Fuller, Cost Plus Buyer, informed ATA of this visit at the NYIGF. ATA, along with Counterpart/Tashkent staff assisted in putting together a schedule for her 1 week visit. Gail informed ATA that the visit was short and planned to explore Uzbekistan for future buying trips.
  - French Importer:* An initial order of felt products was placed by a French export company. This order opens the door to the European market for Central Asia and will provide ATA and NGO artisan members with an initial European market response.
  - Canadian Importer:* A Canadian group has expressed interest in felt animal miniatures produced by an Uzbek artisan. The group inquired whether the Uzbek artisan could produce 50,000 pieces (\$50,000-\$60,000 wholesale value) for Christmas 1997.
- The NYIGF product display demonstrated an increased understanding among artisan members (especially TSF) and NGO leaders of business principles (especially product pricing, merchandising and quality control). Product lines were complete, diverse and (predominately) priced appropriately for the US market. Products reflected information gained during previous marketing events and TSF NYIGF training participants showed a new sophistication in analyzing artisan production for NY show orders, sales, product quality, pricing of specific products, and expansion of NGO artisan members services. Show orders also resulted in a European market contact, that will allow ATA's Central Asia NGOs to gain European market feedback.
- Total sales to date (Dec. 95 - Sept. 96) with August 1996 NYIGF orders: \$58,002 (in wholesale prices).

## 2. Issues, Problems, Recommendations:

- *Shipping and export duty costs* remain high due to the current tax laws in all 3 countries in which ATA is currently working. Elimination of export duties, or a decrease of export duties, is essential to the growth of this sector. Few buyers are willing to pay these taxes and duty prices. Just hearing about these prices often times discourages buyers from making an initial exploratory trip. ATA continues to work with partner NGOs that hold export licenses to develop a strategy to lobby Central Asian governments regarding tax reform and other export issues.
- *The banking sector* in Kazakhstan experienced difficulties during the last quarter with several large banks failing. ATA will work closely with Counterpart to monitor the situation and take appropriate steps to secure project assets.

### 3. Observations/Lessons Learned:

- *Upcoming holiday craft sales* in Almaty and Tashkent offer evidence of the emerging independence of local artisan NGOs. These sales will be the first international income-generating events for artisans organized by the artisans themselves. In addition to generating revenues for individual artisans through potential sales, the sales bring income to local NGOs through “booth fees”, and are therefore proving financially sustainable. Finally, the craft sales re-enforce linkages between artisan throughout the Central Asia region.
- *US Training Impact:* It was evident from the trainees responses that a US training experience was invaluable. All NET and ATA NYIGF training participants will transfer and translate their experiences and contacts in the US to local artisan members. Practical experience with the US market and US craft-based organizations gave participants an opportunity to see and learn how to improve and expand their organization’s member services and activities, as well as expand their local and export markets based on successful US models.

### 4. Project Changes:

- *ATA Member Tour to the CAR is postponed.* It is questionable if ATA’s membership tour to the CAR this fall will take place due to a low number of committed individuals this August. This tour was not originally planned in ATA project activities and was added because of the growing interest in the CAR by tour groups, ATA’s partner NGO in Bukhara’s exceptional tourism contacts and background, and ATA member interest in project activities in Central Asia.

### 5. Coordination and Cooperation:

- During September, ATA President Clare Smith met with Rafique Keshavjee from the Aga Khan Foundation. Mr. Keshavjee expressed Aga Khan’s interest in working with ATA to assist artisans in rural Kyrgyzstan. In October, ATA President and Field Director will meet with Mr. Keshavjee in Kyrgyzstan for further discussions.
- Through the NET and ATA NYIGF training programs, trainees from Kazakhstan, Kyrgyzstan, and Uzbekistan networked with the following US organizations and businesses:

*Asia Society (who has expressed interest in hosting a Central Asian exhibit)*

*The American Craftsman*  
*Museum of Modern Art Design Store*  
*American Crafts Museum Gift Shop*  
*The Museum Collection*  
*Farmington Valley Arts Center*  
*Old Sturbridge Village*  
*Berea College of Crafts*  
*Colonial Williamsburg*  
*Southern Highland Handicraft Guild*  
*Lady Slipper Design*

- US Peace Corps volunteer John Smart met with ATA Field Director to outline a work plan for October and November. Mr. Smart will follow-up on product development work and advise NGOs on management issues. He will begin a series of seminars with all ATA NGOs on retail management topics in November 1996.

**6. Leveraging:**

- In Uzbekistan, ATA's Field Director, local program coordinators for Samarkand and Bukhara, and the director of the *Meros Samarkand Artisans Association* met with the Deputy Khokim for Culture in Samarkand and secured a written agreement to assign the entire USTO building in Samarkand to *Meros* for two years. During the past year, the Khokim has frequently assisted ATA partner NGOs and continuously offered his support for ATA's work in Samarkand.
- In Kyrgyzstan, TSF and ATA secured a position in a major trade show in Istanbul, Turkey (Oct. 19-21). UNDP will meet the travel costs for TSF members attending the show.

<b>C. FULFILLMENT OF SPECIFIC OBJECTIVES</b>
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- 1. Project Objective:** *9 NGOs (3 per country) trained, experienced, and productive in small and micro-enterprise ventures designed to provide support for the organizations as well as for its members.*

**Achievements to Date:**

- ATA has trained 5 NGOs in Uzbekistan, 1 in Kyrgyzstan, and 3 in Kazakstan in business management, local and export marketing, and product design.
- Nine Counterpart grants have been awarded to 8 of ATA's 9 partner NGOs demonstrating that these NGOs have developed the necessary organizational capacity (management structures, etc.) to operate.
- All 9 NGOs becoming service-oriented and market-driven.
- All 9 NGOs earning profits from local sales.
- Members of 6 NGOs participate in export marketing with assistance from their organizations.
- Two NGOs now actively involved in craft export management.
- All 9 NGOs experienced in exhibition planning.

2. **Project Objective:** *900 individuals trained in product development, marketing, business and management of their own NGOs.*

**Achievements to Date:**

- 75 artisans from Uzbekistan participate in sale and marketing training.
- 25 artisans in Kyrgyzstan produce samples for export and local marketing.
- 10 artisans from Kazakstan produce samples for local marketing
- 160 workshops, seminars, and consultations held by ATA for core group of 400 artisans/NGO directors
- 60 workshops held by NGOs using ATA principles involving an additional 60 artisans as well as the 400 core group participants.
- More than 50 apprentices in training with master artisans.
- 60 "non-ATA" artisans & NGO representatives have received market information or product analysis from ATA during sales and consultations.

Total Participation (Dec 95-August 96): 560

3. **Project Objective:** *Linkages made among at least 9 NGOs at regional trade fair and seminars. Networking will also occur through sales to same or similar customers, shared tourism sites, shared business experience, shared procurement of materials, and shared export costs through consolidated shipping.*

**Achievements to Date:**

- Partner NGOs collaborated to host Holiday Craft Fairs in Tashkent in the Spring of 1995 and in Almaty and Tashkent in the Fall of 1995. In October and November 1996, the Almaty and Tashkent fairs will take place drawing over 10 NGOs from all over Central Asia.
- Almaty NGO agreed to carry products from all other NGOs in 3 prime sales locations.
- Intra-regional sourcing of raw materials among NGOs.
- The Tengri Umai Gallery, an Almaty NGO, plans to host bi-annual regional sales events starting in October 1996.
- In October 1996, NGO representatives from all four Central Asian republics will meet to discuss issues of mutual concern, including establishment of regional NGO marketing networks, regional tax policy issues, and promotion of Central Asian handicrafts in general.
- All partner NGOs in Uzbekistan regularly meet at sales, seminars, and other ATA events.
- 2 NGO leaders from Uzbekistan have met with leaders of Kyrgyz NGOs at ATA-sponsored sales. 1 Uzbek NGO has participated in Almaty advocacy seminar.
- In October 1996, NGO representatives from all four Central Asian republics will meet to discuss issues of mutual concern, including establishment of regional NGO marketing networks, regional policy issues, and promotion of Central Asian handicrafts in general.

4. **Project Objective:** *\$40,000-\$50,000 in sales (local, regional and export) for all 9 NGOs by the end of the project.*

**Achievements to Date**

Total sales as of August 1996 amounted to \$58,002. As expected, sales revenues were modest during the start-up period for these crafts businesses. However, ATA has observed growing market interest in several products from the region and expects higher sales revenues at upcoming regional sales (in Almaty and Tashkent) as well as the January NYIGF.

5. **Project Objective:** *Enhance Central Asian cultural identity with foreigners through well crafted products adapted to foreign markets.*

**Achievements to Date**

- As a direct result of working with ATA, Cultural Business Relations (CBR), an ATA partner NGO in Bukhara, Uzbekistan, specializes in craft tourism. CBR is currently planning a regional craft tour for 30 visitors traveling in early 1997. This NGO develops craft itineraries for 7 major tour groups per year including CATS - the second largest artisans tour operator in Central Asia. Approximately \$6,000 in craft sales have been generated by CBR for crafts people.
- With the assistance of ATA staff, about 75 Bukhara and Samarkand artisans now have brochures providing information about sources for crafts, specific media, artists and craft NGOs in English. These brochures were the first information sources about crafts available in these major tourist destinations.
- ATA Field Director and partner NGOs regularly communicate with tour operators and guides in Uzbekistan and Kazakstan.

#### D. ACTIVITY STATUS FOR THE QUARTER

July: NET trainees to come to US for ATA training component. **COMPLETED.**

August: Hold Central Asia display at the NYIGF. **COMPLETED.**

August: Secure US importer to fulfill August 1996 NY show orders. **COMPLETED.**

August: ATA Central Asia Field Director returns to the US for vacation and participation in the NYIGF. **COMPLETED.**

September: Holland Millis, ATA Product Development/Design Consultant travels to Uzbekistan (wood, metal, ceramics). **POSTPONED UNTIL JANUARY.**

September-October: ATA Field Director and NGO management members to follow-up on August 1996 NYIGF purchase orders. **IN-PROGRESS.**

#### E. ACTIVITY STATUS FOR NEXT QUARTER

September-October: ATA Field Director and NGO management members to follow- 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). See attachments for Scope of Work.

October-November: ATA President and Board Member travel to Central Asia for project oversight/evaluation and long-term planning. See Attachments for trip itinerary.

October: ATA partner NGO in Kazakstan, *Tengri Umai*, host second annual Almaty Holiday Craft Fair (October 19-20).

October: *Musavir* finalizes Silk Road Gallery shipment.

November: ATA partner NGOs in Uzbekistan host Tashkent Holiday Craft Sale (November 22-24).

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

- **CNFA SUPPORTS FIRST NATIONAL ROUNDTABLE SEMINAR FOR PFAS IN KAZAKSTAN:** With CNFA support, the Taldykorgan PFA conducted the first national discussion of farm issues for representatives of 11 Kazak oblast PFA members. The goal of the meeting was to stimulate the national PFA into action. The agenda included an overview of Taldykorgan PFA "Agro"; discussion for adoption of the "Conceptual Program on the Development and Support of Farms in 1996-2000" and drafting of a letter to President Nazarbaev and Prime-Minister Kojegeidin. The letter and conceptual plan were both submitted to the President and Prime Minister. In addition to the oblast PFAs, the following organizations/agencies were in attendance: National AGRO office; a Kazak Parliamentarian; U.S. Embassy; USAID; VOCA; CNFA/Counterpart; TACIS; ACDI; MCI; HIVOS; Issyk-Kul and Osh PFAs, Kyrgyzstan; and, Fergana PFA, Uzbekistan.
- **NEW KAZAK PFAS RECEIVE COUNTERPART TRAINING:** The Taldykorgan Roundtable resulted in new contacts between the CNFA Field Director and other Kazak oblast PFAs. PFAs were subsequently invited to participate in the Consortium's two-day "NGO Concepts" workshop. While the training directly benefited PFA members, the questionnaires (submitted by each new PFA participant), workshops and interaction with trainers proved highly effective as a "screening device" to ensure each PFA had a clear purpose before further discussion with the Field Director of longterm relationships and grant opportunities.
- **OSH PFA PLANS FIRST HARVEST FESTIVAL-SOLICITS PRIVATE SECTOR SUPPORT:** With CNFA fiscal and planning support, and in concert with Overseas Strategic Consultants (a USAID contractor), the Osh PFA initiated and planned a November "Harvest Festival". The event will feature traditional Kyrgyz games and horse races and also enable private agriculture businesses to display their products. For the first time, the PFA will solicit local and international businesses to sponsor Festival events. Other international development organizations will also use the opportunity to pass out information of interest to farmers.
- **GERMAN DEVELOPMENT AGENCY AND OSH GOVERNOR SUPPORT OSH UNION:** Over a year ago, representatives of GTZ, the German aid agency, began working with the government-sponsored PFA in Osh; the PFA was provided with farm machinery, tools and equipment. After meeting with the CNFA Field Director who introduced GTZ to the new PFA Union, the German

representatives decided to reconsider their initial PFA alliance. As a result, the Germans, the old PFA President and the new Osh Union President, all met with the Osh oblast governor and GTZ decided to form a new partnership with the new PFA Union.

- **KAZAK AND UZBEK PFAS ONLINE WITH EMAIL ADDRESSES:** With training support from CNFA (and in the case of Fergana, after their Consortium partnership grant paid for computer equipment), the Taldykorgan and Fergana oblast PFAs developed email capacity. The Kazak PFA successfully sent and received messages with the Indiana Farm Bureau.
- **FERGANA PFA PRESIDENT SUPPORTS WIDENING PARTICIPATION OF FARMERS IN ASSOCIATION:** Following his participation in a US-based NET training program and a two-week visit to the Kentucky Farm Bureau (arranged by CNFA/Washington), the PFA President is considering, for the first time, participation of farmers in management of the PFA. He also initiated a review of development of farmer-managed committees and election of a farmer as future president of the PFA.
- **NEW PFAS IDENTIFIED FOR COUNTERPART TRAINING:** The CNFA Field Director invited representatives of the Zhezkusgan and Turgai PFAs in Kazakstan to attend a Counterpart workshop early in the next quarter. The Fergana TACIS project provided contact information for the Syrdaria PFA in Uzbekistan; the Field Director recommended to the Counterpart office in Tashkent that their representatives attend their next country workshop.

## **2. New Staff Hire**

In August, the CNFA Field Director hired Bibira Akmoldoeva as a Program Assistant to replace Kuvat Bapaev who left the program to study in the United States.

## **3. Issues/Problems**

- If the government-affiliated Osh PFA dissolves, the independent Osh Union will confront a large influx of new members. It is important for the Union to maintain its current By-Laws and avoid undermining the democratic operating principles it adopted last year.
- The newly proposed implementation plan by ACDI of a USDA monetization program will require continued review and monitoring. The resulting credit fund - given its size and potential impact - will alter the present dynamics of donor relationships with the Osh Union.
- Following resolution of the 6-month legal fight of the Taldykorgan PFA to move into its own "Farmers House" headquarters building, the CNFA Field Director reviewed the pace of assistance to the PFA. Of particular importance was the flow and focus of assignments of experts from the Indiana Farm Bureau .
- Following discussions with the Counterpart COP in Almaty and with their Tajik Field Director, the CNFA Field Director initiated contacts to locate a Tajik PFA for possible ties with the Consortium and CNFA's Farm Bureau (FB) partnership program.

## **4. Lessons Learned**

■ Too frequently, the development community has turned to the Taldykorgan PFA president to accomplish their short-term objectives while ignoring the need to further the institutional capacity of the PFA Board; a necessary, but, longer-term goal. The CNFA Field Director made a strategic decision to work more closely with the Taldykorgan oblast Board. This strategy reinforces the Board's role as the primary decision-making body of the PFA, increases participation, and also ensures information is shared more regularly with members. The Field Director has encouraged other development organizations to consider a similar strategy in their relationship with the PFA.

■ Through the Consortium's PFA partnership grants, the CNFA Field Director has included representatives from each targeted PFA in regional activities (e.g. workshops conducted by either a FB expert or Counterpart). For example, two representatives from the Issykul, Osh and Fergana PFAs attended the September Taldykorgan PFA's National Roundtable Seminar. Such inter-PFA interaction - occurring for the first time among the region's farmers - has fostered new ideas and sharing of information among PFA leaders and their members.

■ The CNFA Field Director and program staff achieved better results in organizing itineraries for visiting Farm Bureau experts by setting up and confirming them directly with the raion PFA presidents (as opposed to working solely through the oblast PFA President) with whom a particular workshop is scheduled. Increased telephone contact with PFAs also results in greater commitment to the proposed schedules, and reduces the likelihood of unexpected last-minute changes for the visiting expert.

■ The CNFA Field Director needs to work more closely with host PFAs to document the impact of Farm Bureau experts' assignments. In the future, after FB experts leave the field an impact assessment report will be prepared and forwarded to the Washington office.

##### **5. Cooperation With Other Organizations:**

■ **ISRAELI EMBASSY OFFERS ASSISTANCE TO PFA MEMBERS:** After discussions with the CNFA Field Director, the Embassy supported the idea of providing PFAs with assistance from visiting Israeli agriculture experts. Farmers in various locales had mentioned their anticipated participation in agriculture courses in Israel. Israel also sponsors Russian-language courses in various agriculture topics for Central Asian farmers;

■ **CANADIAN GOVERNMENT AGREES TO SUPPORT FARM RADIO PROJECT:** The CNFA Field Director received the Embassy's support - through a small government grant fund - for a project linking Radio Almaz (an independent radio station in Bishkek) and a Toronto-based PVO project (the Developing Country Farm Radio Network). The latter organization develops scripts (translated locally) for radio broadcasts to farmers concerning varied agricultural topics.

■ **GERMAN AID AGENCY INVITES OSH UNION BOARD TO A 4-DAY RETREAT/PLANNING SEMINAR:** Board members reviewed the proposed GTZ 5-year program of assistance for the Union PFAs. GTZ will place a full-time expert in Osh for this period to focus on development of cooperatives. GTZ will "sell" approximately \$300,000 of farm equipment to the new cooperatives; in turn, they will repay the money into an account for future use by the oblast Union.

■ **TACIS CREATES NEW OBLAST PFAs:** The CNFA Field Director will contact a new oblast PFA in Syrdaria, created by TACIS, to explore training opportunities with the Consortium.

- **EURASIA FOUNDATION CONSIDERS SUPPORT FOR PFAS:** The Field Director introduced the Eurasia Foundation program officer in Tashkent to CNFA's three targeted PFAs. Eurasia is interested in new grant opportunities in the region and although not active in the field of agriculture, their grant criteria would apply to several new activities of the PFAs in the areas of democratic governance and membership development.
- **PEACE CORPS ASSIGNS NEW VOLUNTEERS TO PFAS:** In cooperation with the CNFA Field Director, the new Peace Corps Small Enterprise Development Project assigned a volunteer to both the Osh and Fergana PFAs. The CNFA Field Director briefed the two volunteers about CNFA activities and reviewed possible projects complementing support provided by Farm Bureau partners and the Consortium.
- **CARANA CORPORATION SPONSORS SEMINAR FOR OSH PFA MEMBERS:** Carana sponsored a two-day seminar for farmers to put PFA members in contact with government officials and private businesses working in the agriculture sector.
- **NEW CREDIT PROGRAMS BENEFIT OSH PFA FARMERS:** Mercy Corps awarded US\$100K of loans for PFA members. The new German development project will award US\$300K in credit through an equipment leasing program with cooperatives. ACDI is waiting for final approval of up to US\$700K of credit for PFA members in mid-1997.
- **NEW CREDIT PROGRAMS PROPOSED FOR TALDYKORGAN PFA:** In concert with the CNFA Field Director, Mercy Corps and TACIS are discussing a total of US\$100K in seasonal credit for PFA members.
- **DUTCH DEVELOPMENT ORGANIZATION SUPPORTS TALDYKORGAN PFA:** Following discussions with the CNFA Field Director, HIVOS will consider a grant to continue publication of the PFA newspaper.
- **MERCY CORPS COORDINATES ASSISTANCE WITH VISITING KENTUCKY FARM BUREAU EXPERT:** Following discussions with the CNFA Field Director, the MCI Uzbek Country Director agreed to link PFA concerns with their new credit program to the focus on committee development by Dwight Greenwell of Kentucky Farm Bureau. Greenwell's workshops served as a catalyst for the raion PFAs to form credit committees to address farmers' concerns with the credit program.
- **WINROCK SET TO AID FERGANA PFA:** The CNFA Field Director met with the Uzbek Country Director to review Winrock's plans to send experts in credit programs to work with the PFA. The Winrock representative may visit the Kentucky FB to discuss their work with the PFA and also recruit volunteers.

### 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:

### Osh Union of PFAs

#### ■ **Oregon Farm Bureau (OFB) Selects Fourth Expert for PFA Assignment**

The OFB selected its Executive Director as the fourth expert from this partner FB to spend three weeks with the Union starting in late October. His assignment will focus on Board and Committee development.

#### ■ **New Women's Committee Initiates Outreach Effort**

Ms. Fatima Teshebaeva, Chair of the Women's Committee, made measurable progress in organizing women in the Osh oblast. As a result of her appointment, she and her farm were featured on a 20-minute TV program broadcast by the local independent TV station. Following this broadcast, she was contacted by 37 women farmers in the oblast who expressed interest in her activities and that of the Union. She also traveled to Bishkek to identify sources of agricultural credit and meet representatives of a local women's association.

#### ■ **Oblast Board Forms New Credit Committee**

The PFA Board formed a new credit committee and appointed Parman Suliemenov, Nookat raion PFA President and Osh Union Board member, as chairperson. This makes the 6th committee formed at the oblast-level. By forming this important committee, the Osh Union signaled its intention to devote more attention to credit/lending issues. The committee will begin by participating with Mercy Corps in discussions regarding repayment of the US\$ 150,000 of spring loans and possible additional loan funds in September for the fall wheat planting season.

### Fergana PFA

#### ■ **Kentucky Farm Bureau (KFB) Expert Assists PFA Create Committees**

Dwight Greenwell, the third expert from KFB, completed a two week assignment aiding the PFA develop its organizational structure of committees. Greenwell visited 7 raion PFAs and worked with the oblast Board and President. He helped PFAs form 11 new committees and also conducted workshops to assist both oblast and raion Boards develop strategies to increase member participation.

### Taldykorgan PFA

#### ■ **Second Partnership Grant Application Completed**

After the resolution of the court case allowing the PFA to move into its permanent offices, the CNFA field staff assisted the PFA prepare its second partnership grant application; the application will be submitted to the Consortium grant committee in October.

#### ■ **Indiana Farm Bureau (IFB) Expert Creates Plan for Extension Service Center**

Gary Reding, the third expert from IFB, completed a three week assignment with the PFA. Based on visits to 4 raion PFAs and meetings with 28 private farmers, he developed a plan for an agriculture extension service center.

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

**Outputs:** [See B (5) for additional outputs]

■ **ACDI Proposes New Fund to Create First PFA Credit Association**

Through monetization of USDA wheat, ACDI proposes to sell 500 tons in Kyrgyzstan in the coming winter; ACDI estimates it will place \$700,000 in the first Union-managed credit association and available for loans to PFA members in summer/fall of 1997. This new program is the result of the CNFA Field Director's introduction of the ACDI representative to the Osh Union. Further, in cooperation with CNFA ACDI will send a volunteer in October to provide training in rural financial management to Union members.

**(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.

**Related Activities:**

■ CNFA/Washington developed an action plan to request donations of agricultural inputs for the three PFAs from selected members of the CNFA Agribusiness Alliance in the United States. Early in the first quarter of the new fiscal year, CNFA will initiate a mailing and follow-up to targeted companies. CNFA will coordinate a strategy for delivery of inputs to PFAs through the Counterpart Foundation Humanitarian Assistance Program.

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

**Outputs:** [ See outputs under #1 above and B (1) (5) ]

**(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:**

**Related Activities:** [See Objective #1- Osh Union]

<b>D. ACTIVITY STATUS FOR QUARTER</b>
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1. Quarterly report submitted by September 15 (Completed)

2. Field director prepares partnership grant proposal to Consortium for the Kazak PFA-Indiana Farm Bureau partnership **(Completed)**
3. Field director prepares partnership grant proposal for the Uzbek PFA- Kentucky Farm Bureau partnership **(Completed)**
4. One expert from Indiana travels to the Kazak PFA **(Completed in August)**
5. Uzbek PFA women leaders receive training from their Farm Bureau partner

**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 Kentucky Farm Bureau expert travels to Uzbek PFA partner **(Completed)**.
7. Workplan for first half of FY'97 submitted by September 1 **(Pending)**
8. One expert from Oregon Farm Bureau travels to the Kyrgyz PFA partner **(Assignment to be completed in next quarter)**

<b>E. PROJECTED ACTIVITY IN NEXT QUARTER</b>
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1. Annual report submitted by October 25.
2. One FB expert travels to the Kazakh partner organization. (October)
3. Three Kyrgyz private farmers association leaders receive training from their partner Farm Bureau (October).
4. One FB expert travels to the Uzbek partner organization. (November)
5. One FB expert travels to the Kyrgyz partner organization. (December)
6. Three Kazakh private farmers association leaders receive training from their partner Farm Bureau (December).

## IV. 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:

On July 9, Goodwill Initsiativa received the final documents needed to receive the retail license. On July 12 the Goodwill store in Tashkent opened and was able to sell. Given the conditions of the local economy, sales have been good. The store originally opened Tuesday through Saturday 10 a.m. to 6 p.m., but in mid-September was able to open on Monday also. Prices range (for adult clothing) from 50 soom to a high of 800 soom, with the average item being between 100 (\$2.50) - 200 soom (\$5).

Sales for the quarter (July 12 - September 30, 1996) totaled 243,295 soom (\$6,274). Reaction to the clothing and the store has been positive. Traffic through the store has been high with many repeat customers. Advertising was done through newspapers and fliers and has helped to raise awareness of Goodwill and of the store.

Goodwill of Central Indiana sent the second shipment of clothing in late July. As of the end of September it was in Rotterdam awaiting transport to Tashkent.

During August a Board of Director's meeting was held to discuss the future work plans and projects for the organization. During this time, the formal decision was made to concentrate on opening a second store in order to generate more income for future projects and to create more work opportunities for people with disabilities.

A special sewing project was suggested in late August and started in September. The project has started with one disabled woman working out of her home. She is currently using cloth and unsaleable clothing from the shipment to make various items that will be sold in the store. If these items sell well, the project may be expanded to employ more people with disabilities in this area.

A formal work plan was created by the director of Goodwill Initsiativa (Bekhzod Yakubov) and the Chairman of the Board of Directors (Bahadir Rasulov) and submitted in early September to GII (for submission with the revised scope of work and budget revision). This was a major effort on the part of the local organization as it was the first time they have created a formal document detailing the future plans and rationale for these plans (including financial projections and time frames). These projections made clear the possible dates for opening the second store (projected for December 1996 provided that adequate, affordable space can be located) and the rehabilitation center (projected for March/April 1996 based on

financial data and the identification of a candidate for the rehabilitation manager position and internship.)

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

The most pressing problems occurred early in the quarter as the local organization faced more delays with receiving the sales license, with unreasonable requests from the trade commission. This issue was dealt with, however, by a visit from Mr. Yakubov and Ms. Brill to the office of the Deputy Mayor of the region. The license was prepared a few days later.

During this quarter an issue was raised by the local organization regarding the role played by Ms. Brill as the Field Representative and Grant Manager for the project. In certain areas, the local staff felt that Ms. Brill was trying to do too much herself and "run" the organization. These issues were discussed with GII and it was decided that Ms. Brill would step back and allow the local organization to move at their own pace. Since one of the purposes of the project is to build a strong sustainable organization, it was felt that they should be given the chance to do many things for themselves. Ms. Brill is continuing to advise but is refraining from "pushing" when this advise is not immediately taken.

The Board of Directors have continued to search for a qualified candidate for the Rehabilitation Manager position (and internship.) The importance of filling this position quickly has been stressed, but to date this position is unfilled. Attempts are being made to fill this position with a disabled person in order to further promote work opportunities for people with disabilities.

## **3. Lessons Learned:**

One of the most important lessons learned is the need to allow the local organization to do for themselves - even when it's easier and faster and less frustrating to do it for them. One of the main purposes of this project is to establish a self-sufficient, sustainable local organization that will continue to expand and work after the project is over. This makes it even more vital to allow them to make their own decision, and decide their own path - trying not to impose our vision on their organization. This has caused some frustrations on both sides as the line between working toward the project's goals and allowing the local organization to make their own decisions has been blurred. This seems to be getting better though as roles are better understood.

The differences in priorities and pace (between US parties involved in the project and the local organization) are difficult to reconcile, but the results are what counts, and the success of the store and the successful board meeting show that the local organization seems to be moving in the right direction.

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

After discussions with Peace Corps Uzbekistan Director, Dan Donaghue, it was agreed that Ms. Brill would remain a Peace Corps Volunteer until November 18, 1996. Though this does delay the ability of Ms. Brill to travel to Almaty and Bishkek to meet with potential organizations wishing to work with Goodwill, inter-agency relations were given priority.

## **5. Leveraging:**

The Indianapolis Goodwill provided goods valued in excess of \$16,000 for the second container to its Tashkent partner, which exceeded the estimated match for that item by \$10,000. GII provided funding for

the shipping of that container (currently in Rotterdam) from another grant.

### 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:**
  - Communication between Tashkent Goodwill and partner - Goodwill in Indianapolis improving
  - Second container shipped by US partner (July 1996)
  - Information regarding organizations in Almaty and Bishkek translated
  - Establishment of Central Asia Goodwills (in Almaty and Bishkek) on hold pending program scope/budget revisions
2. **3 indigenous Goodwill retail/rehabilitation programs will be established:**
  - First retail store in Tashkent open six days per week providing training and work opportunities to people with disabilities as well as providing low cost clothing to residents of Tashkent
  - Database of potential clients for future Tashkent Goodwill rehabilitation programming continued
  - Ongoing evaluation of facilities for second retail site
3. **Employment/training opportunities will be created for people with disabilities and special needs:**
  - First store in Tashkent open full-time and expanded schedule providing additional jobs for people with disabilities in Tashkent
  - Plans for second store site ongoing
4. **North American partners will provide on-going support to Central Asian partners:**
  - Ongoing communication between Goodwill Tashkent and US partner including financial data so that US partner can assist in planning future programs
5. **Central Asian Goodwills will become members of Goodwill international network:**
  - Communication initiated between Tashkent Goodwill and NIS Goodwills

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

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

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

Information on people with disabilities in Tashkent continued to be collected. Work plan compiled including financial data, time frame estimates and project plans for Vocational Rehabilitation component of the project. This work plan estimates the opening of the second store (December 1996) the start of a small sewing project (September 1996) and the opening of a Rehabilitation Center (March/April 1997) offering classes in work related skills such as computers and office equipment.

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

Due to the need to establish a solid financial foundation for the organization, rehabilitation facilities were not procured, though alternatives are continuously being identified.

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

Due to the need to establish a solid financial foundation for the local organization, the start-up of the rehabilitation program has been postponed until March/April 1997.

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

Rather than submit a partnership grant proposal, Tashkent Goodwill submitted a work plan detailing the time frame for opening a rehabilitation center based on existing funding and their ability to generate their own income

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

3 staff members added - two working out of their home preparing and fixing clothing for the store

**6. Establish second retail site in Tashkent to continue build up of revenue/ increase employment/training opportunities for special needs individuals**

Due to the delay in the opening of the first store in Tashkent, there was not enough of a financial base to establish the second store. Based on financial projections the second store will open in December 1996.

**7. Choose a candidate for the Vocational Rehabilitation internship, make preparations for internship, potentially begin internship in Indianapolis**

Tashkent Goodwill Board of Directors continue to search for a candidate for the position of Rehabilitation Program Manager. Effort is being made to fill this position with a member of the

disabled community. To date, this position has not been filled. Since this person would be working for the Tashkent Goodwill, it was felt that it would not be appropriate for GII Field Representative Melissa Brill to choose this person.

**8. Initiate further contact through telephone and/or E-mail with potential Goodwill partner organizations in Bishkek and Almaty**

Focus during this quarter was on the Tashkent Goodwill and helping the store and the store staff maintain a professional work environment including such aspects as customer service, maintaining a professional retail space and marketing

**9. Send second shipment of donated clothing from Indianapolis Goodwill to Tashkent Goodwill**

Second shipment of clothing sent from Indianapolis in late July 1996. As of September 30, 1996 the shipment was in Rotterdam awaiting transport to Tashkent

**10. Carry out trip to other NIS Goodwill locations by Tashkent Goodwill director and board chairman**

Per the recommendations of Counterpart Washington, GII has removed this item from the proposed revised budget.

<b>E. ACTIVITY STATUS FOR NEXT QUARTER:</b>
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GII intends to achieve the following goals and activities by the end of next quarter, December 31, 1996:

1. Continue to build database of disabled and special needs clients and solidify specific plans for vocational rehabilitation component of Tashkent program
2. Identify rehabilitation facilities in Tashkent
3. Continue to work with sewing workshop project and evaluate the potential for expansion of this project.
4. Expand disabled/special needs staff at Goodwill Tashkent
5. Establish second retail site in Tashkent to continue build-up of revenue/ increase employment/training opportunities for special needs individuals
6. Choose a candidate for the Vocational Rehabilitation internship, make preparations for internship, potentially begin internship in Indianapolis
7. Initiate further contact through telephone and/or E-mail with potential Goodwill partner organizations in Bishkek and Almaty
8. Carry out trip to other NIS Goodwill locations by Tashkent Goodwill director and board chairman (dependent on availability of funds)

9. Facilitate transition between Peace Corps service and official position for Melissa Brill as GII contractor (Field Representative for Central Asia)
10. Travel to Almaty for staff meetings and to meet with potential Goodwill partner organizations in Almaty

## **List of Attachments**

- 1. Counterpart Performance Plan**
- 2. ATA Performance Plan**
- 3. CNFA Performance Plan**
- 4. GII Performance Plan**
- 5. Counterpart Pipeline Analysis**
- 6. ATA Pipeline Analysis**
- 7. CNFA Pipeline Analysis**
- 8. GII Pipeline Analysis**
- 9. Counterpart: TOT "Media and NGOs" Schedule**
- 10. Counterpart: Trainings Held in Central Asia**
- 11. Counterpart: Training Summary**
- 12. Counterpart: Summary of Grants by Country**
- 13. Counterpart: Summary of Grant Giving By Sector**
- 14. Counterpart: Grants made in October**
- 15. Counterpart: Summary of all Grants**
- 16. ATA: Workplan for Gay Ellis, Consultant**
- 17. ATA: Itinerary for ATA President and Board Member Trip to CA**
- 18. ATA: Central Asian Product Display**
- 19. CNFA: First Year Impacts of CA/U.S. PFA Partnerships**
- 20. CNFA: Farm Bureau Expert Assignments**
- 21. CNFA: Farm Bureau Expert Tracking Sheet**
- 22. CNFA: CNAU Update**
- 23. GII: Goodwill Tashkent Workplan**
- 24. GII: Notes to Goodwill Workplan**
- 25. GII: Job Description for Melissa Brill**

Performance Plan for Grant-Making (Counterpart)

INDICATORS	1995								1996								1997		
	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	
<b>Kazakstan</b>																			
Seed Grants (15)			2	1	4	6	6	12	9	21	12	31	14	42	15				
Partnership Grants (6)							2	0	3	1	4	3	5	5	6				
Corp Challenge (10)				1		4	2	5	4	5	6	9	8	9	10				
<b>Kyrgyzstan</b>																			
Seed Grants (13)			1	1	3	7	5	15	7	25	9	36	11	51	13				
Partnership Grants (5)							1	0	2	1	3	3	4	4	5				
Corp Challenge (5)							1	1	2	1	3	2	4	1	5				
<b>Uzbekistan</b>																			
Seed Grants (10)			1	2	2	5	4	13	8	18	10	25	11	30	12				
Partnership Grants (4)							1	0	2	1	3	3	4	3	4				
Corp Challenge (5)							1	0	2	1	3	1	4	3	5				
<b>Tajikistan</b>																			
Seed Grants (7)					1	1	2	2	3	4	5	9	6	14	7				
<b>Turkmenistan</b>																			
Seed Grants (5)	0		0		0		1	1	2	1	3	1	4	3	5				

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**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									X	X	X	X	X	X	X			

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artisans and groups intotrainings																		
e. Explore & assist partner NGOs participating in other regional and U.S. based training activities & conferences							X	X	X	X	X	X	X	X	X		X	
<b>Results and Indicators by Month</b>	Dec.		Jan.		Feb.		April		May		June		July		Aug.			
<b>Planned (P) vs. Actual (A)</b>	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			
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		
d. Explore shared resources for NGO network	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			
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														
d. Contact and arrange for U.S. buyer visits to the CAR	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			
<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									

b. Samples & information provided to tourist groups, U.S. buyers & importers			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		

## Aid to Artisans Performance Plan September 1996-December 1996

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

Results and Indicators by Month	Sept		Oct.		Nov.		Dec.												
	P	A	P	A	P	A	P	A											
<b>Planned (P) vs. Actual (A)</b>																			
<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												
d. Hold initial meetings & NGO training sessions with identified NGOs to expand project goals & objectives	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												
<b>2) 900 individuals trained in product development, marketing &amp; business management</b>																			
a. Conduct Product Development Workshops & Seminars			X		X														
b. Conduct Marketing Workshops & Seminars	X	X	X		X		X												
c. Conduct Business Training & NGO Development Workshops & Seminars	X	X	X		X		X												

d. Incorporate additional regional artisans and groups into trainings			X		X															
e. Explore & assist partner NGOs participating in other regional and U.S. based training activities & conferences			X					X												
<b>Results and Indicators by Month</b>	Sept.		Oct.		Nov.		Dec.													
<b>Planned (P) vs. Actual (A)</b>	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													
b. Sample shipments consolidated between countries			X		X															
c. Participation and planning for Holiday Exhibitions or Fairs	X	X	X		X															
d. Explore shared resources for NGO network	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													
b. U.S. Marketing: Hold ATA Design Meeting for Market response to recent samples			X																	
c. U.S. Marketing: Exhibit products at the New York Intl. Gift Fair																				
d. Contact and arrange for U.S. buyer visits to the CAR	X	X	X		X		X													
e. Sample purchase orders placed for local and export marketing/sales.	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																		
b. Samples & information provided to tourist groups, U.S. buyers & importers	X	X	X		X		X											
c. Individual partner NGO marketing action plans developed and updated with grant activities.	X	X	X		X		X											

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 sate 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	X						
e. Uzbek PFA reps receive Consortium training									X			X																
f. Uzbek PFA reps receive FB training												X			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	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
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
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	X						
c. 6 US experts to Uzbek PFA to start work on projects identified in protocol agreement							X	X								X	X				X	X						

PERFORMANCE PLAN

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 (10/96)</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>a. Regular e-mail established between Tashkent Goodwill and Indianapolis Goodwill (via reports from M. Brill, new e-mail accounts at office for B. Yakubov and B. Rasulov)</p> <p>b. 2nd shipment of donated goods en-route to Tashkent from Indianapolis 8-96.</p> <p>c. M. Brill's regional activities on-hold pending USAID review of GII scope of work/budget revision</p> <p>d. On hold pending USAID review</p> <p>e. On hold pending USAID review (although scheduled for next quarter in GII revision - travel for M. Jordan cut, per Counterpart recommendation, from budget)</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 (10/96)</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>a. Potential sites under review</p> <p>b. Second shipment en-route to Tashkent</p> <p>c. On hold pending USAID review of program revisions</p> <p>d. Sites under review</p> <p>e. On hold pending USAID review of program revisions</p> <p>f. Data collection on clients continuing</p> <p>g. Print ads continuing - contact with local media continuing</p> <p>h. On hold pending USAID review of program revisions</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 (10/96)</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>a. First retail store looking to expand staff, but trying to determine status of second store development/financial stability before expanding staff</p> <p>b. On hold pending USAID review of program revisions</p>

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<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 (10/96)</b></p>	<p>a. Second shipment of donated clothing from Indianapolis to Tashkent (8/96)</p> <p>b. Continued attentive mutual communication between Indianapolis and Tashkent partners</p> <p>c. J. McClelland to review Tashkent financial reports to provide advice for speed/range of retail/rehab expansion plans</p> <p>d. Indianapolis to prepare training sites/materials/trainers for vocational rehabilitation intern (expected 10/96)</p>	<p>a. Shipment en-route to Tashkent</p> <p>b. Regular e-mail communications established between Tashkent and Indianapolis Goodwills (via reports from M. Brill/ new accounts for B. Yakubov and B. Rasulov)</p> <p>c. J. McClelland receiving financial information from Tashkent - using to create profit/loss projections</p> <p>d. Indianapolis ready to accept training intern when Tashkent ready to send candidate - pending USAID review</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 (10/96)</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</p> <p>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</p> <p>c. Budgeted visit by Tashkent leaders to other NIS Goodwills to observe, meet with, and develop cooperative ties with colleague NIS Goodwills</p> <p>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>	<p>a. Daily contact continued. Melissa Brill - exceptional communicator</p> <p>b. Tashkent Goodwill receiving same communications as other Goodwill members - domestic and international</p> <p>c. Travel for Tashkent leaders cut from budget, per Counterpart recommendation</p> <p>d. Tashkent Goodwill receiving all regular communications from GII</p>

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**Public Education through the Media  
Counterpart Consortium Training of Trainers  
September 6-10, Bishkek, Kyrgyzstan**

**ATTACHMENT 9**

Schedule for PEM Training of Trainers Day One, Friday, September 6, 1996			Facilitator
9:00	Session One	Introduction to TOT	Jay Cooper
10:00	Session Two	Scheduling and Planning TOT/Session Plans	Jay Cooper
11:00	Coffee Break		
11:30	Session Three	Interviews	Mike Tidwell, UNDP
12:30	Lunch		
1:30	Session Four	Planning session for Interviews	Country groups
2:30	Session Five	Barriers to Accessing the Media	Trainers
3:30	Coffee Break		
4:00	Session Six	Planning for Barriers to Accessing the Media	Country groups

Schedule for PEM Training of Trainers Day Two, Saturday, September 7, 1996			Facilitator
9:00	Session One	Defining Focus Audience and Media	Gerald Gunther, UNDP David Mould, Fulbright
10:00	Session Two	Planning for Defining Focus Audience	Country Groups
11:00	Coffee Break		
11:30	Session Three	Western Styles of Journalism	Mustafa Eric, UNESCO David Mould, Fulbright
12:30	Lunch		
1:30	Session Four	Planning for Western Styles of Journalism	Trainers
2:30	Session Five	Media as a Resource	David Mould, Fulbright
3:30	Coffee Break		
4:00	Session Six	Planning for Media as a Resource	Country Groups

Schedule for PEM Training of Trainers Day Three, Sunday, September 8, 1996			Facilitator
9:00	Session One	Press Release, Letter to Editor	Ruth Pojman, UNHCR Mustaaf Eric
10:00	Session Two	Planning for Press Release and Letter to Editor	Country Groups
11:00	Coffee Break		
11:30	Session Three	The Pitch / Planning for the Pitch	Trainers
12:30	Lunch	Afternoon Picnic	

Schedule for PEM Training of Trainers Day Four, Monday, September 9, 1996			Facilitator
9:00	Session One	Informational Campaign	Timothy Collins, OSC
10:00	Session Two	Planning for Informational Campaign	Country Groups
11:00	Coffee Break		
11:30	Session Three	Strategic Planning	Trainers
12:30	Lunch		
1:30	Session Four	Planning session for Strategic Planning	Country Groups
2:30	Session Five	Planning session for PEM Training	Country Groups
3:30	Coffee Break		
4:00	Session Six	Planning session for PEM Training	Country Groups

Schedule for PEM Training of Trainers Day Five, September 10, 1996			Facilitator
9:00	Session One	Planning session for PEM Training	Country Groups
10:00	Session Two	Planning session for PEM Training	Country Groups
11:00	Coffee Break		
11:30	Session Three	Planning session for PEM Training	Country Groups
12:30	Lunch		
1:30	Session Four	Planning session for PEM Training	Country Groups
2:30	Session Five	Planning session for PEM Training	Country Groups
3:30	Coffee Break		
4:00	Session Six	Close	

# TRAINING ACTIVITIES IN CENTRAL ASIA

*September 1996 (Incomplete pending Full Reporting)*

## Kyrgyzstan:

### "NGO and Environment"

Bishkek, September 11-12

Organization
Kyrgyzstan Women's Support Center
Association for Women Artists and Art Critics Support
Firm "Ainur" Small Project
"Iskender" Small Project
Kyrgyz Society for Blind and Deaf
"Bermet" Women's Organization
Society for Afgan Refugees
"Eureka" Kindergarten
Ministry of Labor
Independent Non-Governmental Trade Union
Anti-Nuclear movement of Kyrgyzstan
NGO "Family and Children"
UNDP

19 participants

### "Public Education Through the Media"

Bishkek, September 18-22

Organization
Association of the Kyrgyz Lawyers
Center
Charitable Fund of Bishkek
Ecological Group "Chervevod"
Charitable Fund "Kemin"
"Ecoparazitolog"
League of Women Creative Initiatives
Charitable Fund "Yiman"
Support Initiative Center
Kyrgyz Innovation Fund "Reform - XXI"
Association of School Councils
Association of Disabled Talents
Magazine "Ilim Biligi"
NGO "Shohola"

18 participants

### "NGO and Environment"

Bishkek, September 24-25

Organization
Kol-Kabysch
Women's Council (Kochkorka Rayon)
Union "Erkin-Dyikano" (Rayon Farm)
"At-Bashy Rayondukcharba Assotsiatsiyalar Soyuzu" (Rayon Farm)
"Kozhomkul"
"Sohopker"
Center Of Assistance to Women
"Narynvet-service"
Women's Initiative Group
"Kelechek" Private Farm Assosiation
Oblast Society of Red Crescent

18 participants

### "Public Education Through the Media"

Bishkek, September 25-27

Organization
Academy of Pedagogical Science
Private School "Darshan"
"Salam" Telecompany
Youth Ecological Movement "Biom"
Center "Sanitas"
Radio "RIC"
League of Women in the Chuy Oblast
Congress of Women of Kyrgyzstan
Club "Family"
"Alga" NGO of Rural Women
Gosteleradio "Djashtyk"
Center "Ecology and Culture" (Osh)
Club of Nature Lovers

15 participants

**Kazakstan:****“Public Education Through the Media”****Almaty, Kazakstan, September 24-26**

<b>Organization</b>
Civic Initiative Center, Almaty
Special Olympics of Kazakstan
Business Women Association, Almaty
“Asia Art” Foundation, Almaty
Business Center, Jambyl
Civic Initiative Development Center, Almaty
Consumer Rights Protection Society, Karaganda

**12 participants****Tajikistan:****“NGO and Environment”****Khorog, September 24-27**

<b>Organizations</b>
Society Znaniye
Youth Initiative
Cultural Center Pamir
Club of Intellectual
Society Knigolyub
Pamir EcoCenter
NGO Madad
Union of Writers of GBAO
Union of Journalists of GBAO
Union of Women of the town
Society Znaniye
Youth Initiative
Club of Intellectual
Society Knigolyub
NGO Madad
Pamir EcoCenter
Deaf Society
Education Dept., GBAO
Population Social Protection
Cultural Center Pamir

**25 participants**

# Training Activities in Central Asia - September 1996

(Incomplete Pending Full Reporting)

ATTACHMENT 11

## Kyrgyzstan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	NGO and Community	2	37	24
2	Public Education Through Media	2	33	27

## Kazakstan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	Public Education Through Media	1	12	7

## Tajikistan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
	NGO and Community	1	22	25

## Central Asia

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	NGO and Community	3	59	49
2	Public Education/ Media	3	45	34

## Training Activities in Central Asia - August 1996 \*

### Uzbekistan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	NGO and Community	1	15	8

### Kazakstan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	NGO and Community	1	15	8

### Central Asia

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
	NGO and Community	2	30	16

\* Training activities are not available for Tajikistan at the present time.

## Training Activities in Central Asia - July 1996

### KAZAKHSTAN

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	Strategic Planning	1	15	11
2	Project Design	1	20	12

### Uzbekistan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	Strategic Planning	3	30	18

### Kyrgyzstan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	Project Design	2	35	28
2	NGO and Community	2	31	24

### Tajikistan

#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	NGO and Community	1	18	18
2	Project Design	1	16	10

### Central Asia

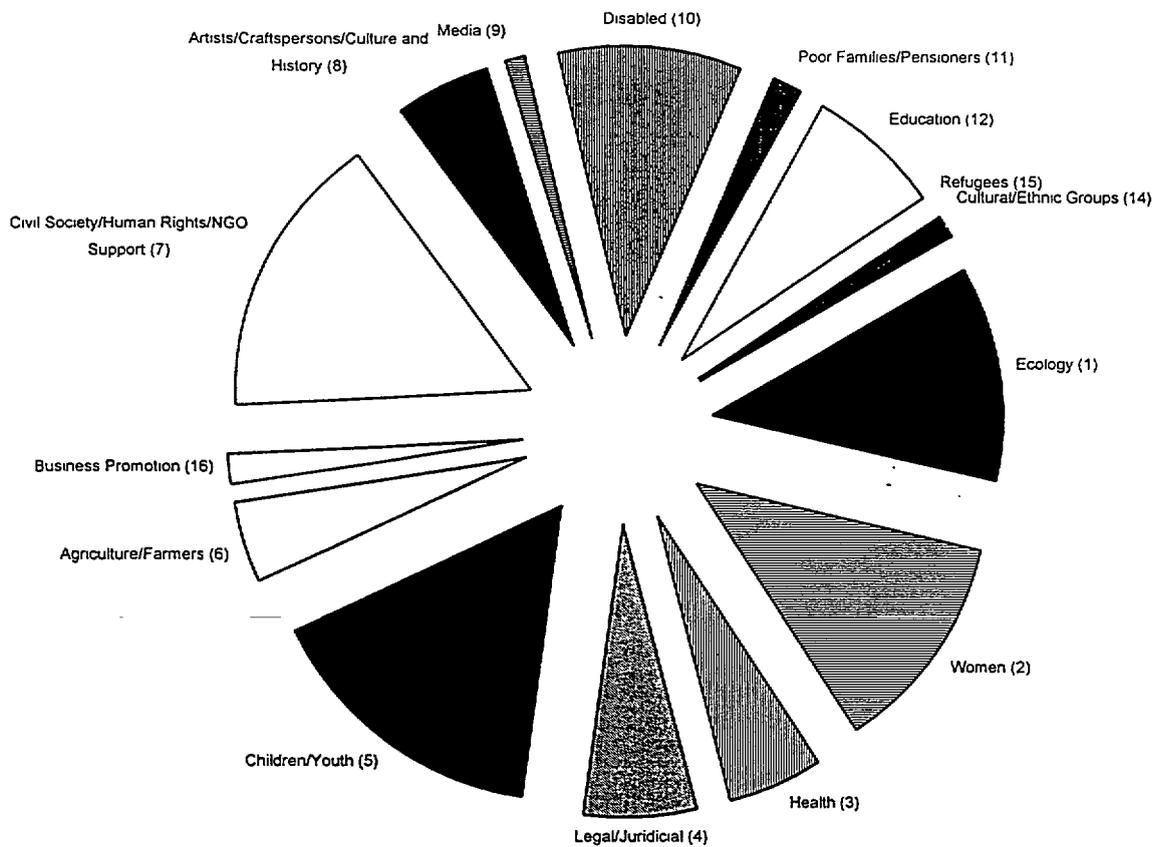
#	Type of Training	# of Workshops	# of Participants Trained	# of Organizations Trained
1	Strategic Planning	4	45	29
2	Project Design	4	71	50
3	NGO and Community	3	49	42

**Counterpart Grant Summary as of Oct. 18, 1996**

		<u>Challenge</u>	<u>Partnership</u>	<u>Seed</u>	<u>TOTALS</u>
Grant Meetings to Date:	14				
Number of Kazakhstan Challenge Grants	9	\$62,475.00			
Number of Kazakhstan Partnership Grants	5		\$52,778.00		
Number of Kazakhstan Seed Grants	44			\$293,825.00	
<b>Total Kazakhstan</b>	<b>58</b>				<b>\$409,078.00</b>
Number of Kyrgyzstan Challenge Grants	1	\$8,403.00			
Number of Kyrgyzstan Partnership Grants	4		\$55,100.00		
Number of Kyrgyzstan Seed Grants	56			\$236,073.00	
<b>Total Kyrgyzstan</b>	<b>61</b>				<b>\$299,576.00</b>
Number of Tajikistan Challenge Grants	1	\$3,265.00			
Number of Tajikistan Partnership Grants	1		\$8,805.00		
Number of Tajikistan Seed Grants	13			\$57,247.00	
<b>Total Tajikistan</b>	<b>15</b>				<b>\$69,317.00</b>
Number of Turkmenistan Seed Grants	3			\$28,200.00	
<b>Total Turkmenistan</b>	<b>3</b>				<b>\$28,200.00</b>
Number of Uzbekistan Challenge Grants	4	\$20,584.00			
Number of Uzbekistan Partnership Grants	3		\$48,961.00		
Number of Uzbekistan Seed Grants	34			\$172,013.00	
<b>Total Uzbekistan</b>	<b>40</b>				<b>\$241,558.00</b>
<b>TOTAL, CENTRAL ASIA</b>	<b>177</b>		<b>\$1,047,729.00</b>		

Focus Group (Sector Number)	No. of Grants	Percentage of Total
Ecology (1)	21	12%
Women (2)	22	12%
Health (3)	9	5%
Legal/Judicial (4)	11	6%
Children/Youth (5)	28	16%
Agriculture/Farmers (6)	8	5%
Business Promotion (16)	3	2%
Civil Society/Human Rights/NGO Support (7)	28	16%
Artists/Craftpersons/Culture and History (8)	9	5%
Media (9)	2	1%
Disabled (10)	18	10%
Poor Families/Pensioners (11)	3	2%
Education (12)	13	7%
Cultural/Ethnic Groups (14)	1	1%
Refugees (15)	1	1%

Grants by Focus Group (sector)



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ATTACHMENT 14

Country	City	Name of Organization	Project Title	Focus Group	Grant Type	Approved
	<b>Kazakstan</b>					
KA	Almaty	Kazakstan Press Club	Creation of NGO Training and Information Centre	9	Seed	\$5,000.00
KA	Almaty	Centre for Development of Public Initiatives	NGO Skills Improvement	7	Seed	\$3,967.00
KA	Petropavlovsk	North Kazakstan Society for Consumer Rights Protecti	Independent Consumer's Centre	4	Seed	\$4,500.00
KA	Almaty	Auezov District Society of Disabled People	Abilities	10	Seed	\$9,523.00
KA	Almaty	Women-Entrepreneurs of Kazakstan Charitable Found	Collection	2	Seed	\$4,660.00
KA	Almaty	VITA Ecology Centre	Common Support to Reserve Territories	1	Seed	\$1,372.00
KA	Almaty	Committee of Soldiers' and Sailors' Mothers	Social and Legal Protection of Servicemen	4	Seed	\$5,370.00
						<b>\$34,392.00</b>
	<b>Kyrgyzstan</b>					
KY	Bishkek	Sanitas Humanitarian and Charitable Foundation	Podrostok (Teenager)	5	Seed	\$5,376.00
KY	Bishkek	Women's Congress of the Kyrgyz Republic	Violence Against Women	2	Seed	\$4,000.00
KY	Bishkek	Community Council of Micro-District No 6	Order in Your House is in Your Hands	7	Seed	\$2,688.00
KY	Bishkek	Scouts' Movement of Kyrgyzstan	Centre	5	Seed	\$1,470.00
KY	Bishkek	Fund of Children's Creativeness "Dilgir"	Generation	5	Seed	\$2,360.00
KY	Bishkek	Kyrgyz Republican Association of Work SecuritySecurit	Work Security	7	Seed	\$7,889.00
KY	Bishkek	Anti-Nuclear Movement of Kyrgyzstan	Nuclear-Free Central Asia	1	Seed	\$2,634.00
						<b>\$26,417.00</b>
	<b>Tajikistan</b>					
TA	Tashkent	Humanitarian Society of Khudjant	Tardjumon	7	Seed	\$4,470.00
	<b>Uzbekistan</b>					
UZ	Chirchik	Russian Cultural Centre	Rights of Children	14	Seed	\$7,828.00
UZ	Tashkent	Light-House (Mayak)	Establishment of Professional Orientation Centre	5	Seed	\$1,778.00
						<b>\$14,076.00</b>
		<b>TOTAL OBLIGATED IN OCTOBER 1996</b>				<b>\$74,885.00</b>

Country	City	Name of Organization	Project Title	Focus Group*	Grant Type	Amount Approved	Grant Committee F Date
KA	Almaty	Afghan Refugees Women's Association	Creation of Afghan Refugees Women's Association	2	C	\$10,000.00	09-Apr-96
KA	Almaty	Almaty Little League Baseball	Little League Baseball	5	C	\$10,000.00	08-Oct-95
KA	Almaty	Asia Art Charitable Foundation	Art Therapy	10	C	\$6,670.00	12-Jun-96
KA	Almaty	Association of Business Women of Kazakstan	Creation of Information Consulting Center	2	C	\$4,500.00	09-May-96
			Development Business & Economic Education				
KA	Almaty	Junior Achievement of Kazakstan	Programs in Kazakstan	5	C	\$10,000.00	10-Aug-96
KA	Almaty	Kazakh Society of the Blind	International Conference of Blind Persons	10	C	\$7,500.00	06-Nov-95
KA	Almaty	Social and Employment Center	Law of Special Education	10	C	\$5,000.00	08-Oct-96
			Creation of System of Early Intervention in Kazakstan				
KA	Almaty	Social and Employment Center	Kazakstan	10	C	\$2,500.00	15-Mar-96
KA	Almaty	Women's League of Creative Initiative	"Woman: East-West" Catalogue	2	C	\$6,305.00	08-Dec-95
KA	Taldykorgan	AGRO Private Farmers' Association	Strengthening the Oblast PFA	6	P	\$18,203.00	08-Dec-95
KA	Almaty	Blagodal' Health Centre	Home-Visit Medical Service	3	P	\$4,820.00	12-Jun-96
KA	Almaty	Ecological Association "Green Salvation"	Ile-Alatau National Park	1	P	\$2,600.00	15-Mar-96
			Organization of the Consistent Training for Middle Medical Servants				
KA	Semipalatinsk	Public Association of Middle Medical Servants	Medical Servants	12	P	\$8,375.00	12-Jun-96
KA	Almaty	Women's League of Creative Initiative	Development of Folk Crafts	8	P	\$18,780.00	12-Sep-96
			Consulting, Training and Practical Assistance to Farmers				
KA	Zhezkazgan	AGRO Oblast PFA	Farmers	6	S	\$7,320.00	09-May-96
KA	Almaty	AITU	Free Access to the World Wide Web	7	S	\$13,539.00	12-Jun-96
			Professional Training of Children and Teenagers				
KA	Almaty	Ak-Bota Children's Charitable Fund	Professional Training of Children and Teenagers	10	S	\$4,500.00	12-Jun-96
KA	Almaty	ARDI (Association of Parents of Invalid Children)	"Organization of Conductive Pedagogic..."	5	S	\$6,364.00	15-Mar-96
KA	Almaty	Association of Business Women of Kazakstan	Creation of Information Consulting Center	2	S	\$3,595.00	09-May-96
KA	Almaty	BIBI-Ana	"Helios" Solar Collector	10	S	\$10,500.00	20-Oct-96
KA	Almaty	Brif Agency	Promotion of Democratic Development	7	S	\$5,740.00	12-Jun-96
KA	Almaty	Center for Civic Initiatives	"Protection of labor, economic..."	4	S	\$4,300.00	15-Mar-96
			Contact Public Association for Consumers' Rights Protection				
KA	Almaty	Protection	"Protect the Consumer"	4	S	\$3,890.00	09-Apr-96
KA	Almaty	Design Gallery	Teach Basic Handicrafts	10	S	\$8,400.00	22-Sep-96
			Free of Charge Professional Training of Socially Unprotected Groups				
KA	Almaty	Dialogue Express	Unprotected Groups	12	S	\$7,580.00	02-Sep-95
KA	Ust-Kamenogorsk	Eastern Kazakstan Green Party	"Green Futures for Rudnyi Altai"	1	S	\$6,990.00	02-Sep-96
KA	Almaty	Ecobiocenter	Ecological Education	5	S	\$5,514.00	08-Dec-96
KA	Almaty	Ecological Association "Green Salvation"	Bureau of Technical Support for NGOs	1	S	\$13,725.00	08-Dec-96
KA	Almaty	Interlegal/Kazakstan	III Sector Development in Kazakstan	4	S	\$4,465.00	15-Mar-96
KA	Almaty	International Ecological Assoc. of Eastern Women	Eastern Women Eco Club	1	S	\$6,345.00	11-Apr-96
KA	Almaty	KazAGRO Limited Partnership	KazAGRO Limited Partnership	6	S	\$6,620.00	09-May-96
KA	Kzyl-Orda	Kokjiek Non-Governmental Organization	Contact	1	S	\$5,565.00	02-Sep-95

KA	Almaty	Meier Center for Social and Psychological Assistance to Teenagers and Young People	Student-to-Student	5	S	\$5,649.00	11-Apr-96
KA	Almaty	National Association of Securities Market	NAMI Public Relations Development	16	S	\$13,913.00	08-Dec-95
KA	Almaty	Non-Governmental Ecological Group	Information & Publishing Center	1	S	\$6,985.00	02-Sep-96
KA	Almaty	Private Non-Profit Organization for Veterans	Center for Veterans	11	S	\$9,100.00	20-Oct-96
KA	Akmola	Public Center "Consumer's Advocate"	"We, Information, Market"	4	S	\$14,820.00	02-Sep-96
KA	Rudnyi	Rudnyi Consumer Rights Society	Independent Consumer Testing Lab	7	S	\$7,760.00	12-Jun-96
KA	Almaty	School Association "Jastar"	Creation of Inter-School Association	5	S	\$4,950.00	22-Sep-96
KA	Stepnogorsk	Shiit Consumers' Rights Protection Society	(No Title)	4	S	\$4,285.00	12-Jun-96
KA	Almaty	Special Olympics	Special Olympics Uniforms and Equipment	10	S	\$10,000.00	14-Apr-96
KA	Almaty	Special Olympics	Registration Costs	10	S	\$2,250.00	12-Jun-96
KA	Almaty	Tengri-Umai Modern Art Gallery	Special Art Exhibition	8	S	\$6,900.00	22-Sep-95
KA	Almaty	Tengri-Umai Modern Art Gallery	Regular Seasonal Exhibitions	8	S	\$4,500.00	12-Sep-96
KA	Shiber Aul	Union for Spiritual Rebirth of the Nation	Basic Applied Art Skills	8	S	\$6,390.00	12-Sep-96
KA	Jambyl	Union of Entrepreneurs of Zhambyl Oblast	Proposal for the Creation of the Zhambyl Legal Information Center	16	S	\$5,368.00	12-Sep-96
KA	Semipalatinsk	Urdjar Farmers Association	Information Center Urdjar	6	S	\$7,060.00	22-Sep-96
KA	Almaty	Voluntary Society of Diabetics	Training and Medical Centre for Diabetics	2	S	\$10,466.00	08-Oct-95
KA	Almaty	Zhan Society of Assistance to Families with Disabled Children	Nadezhda-Computer Education for Disabled Children	10	S	\$10,415.00	12-Jun-96
KA	Almaty	Auezov District Society of Disabled People	Rehabilitation System for People of Limited Abilities	10	S	\$9,523.00	10-Oct-96
KA	Almaty	Centre for Development of Public Initiatives	NGO Skills Improvement	7	S	\$3,967.00	11-Oct-96
KA	Almaty	Committee of Soldiers' and Sailors' Mothers	Social and Legal Protection of Servicemen	4	S	\$5,370.00	12-Oct-96
KA	Jambyl	Insulin Limited Partnership	A View on Diet Therapy for Diabetics	3	S	\$3,670.00	09-May-96
KA	Almaty	Kazakstan Press Club	Creation of NGO Training and Information Centre	9	S	\$5,000.00	17-Oct-96
KA	Petropavlovsk	North Kazakstan Society for Consumer Rights Protection	Independent Consumer's Centre	4	S	\$4,500.00	17-Oct-96
KA	Almaty	VITA Ecology Centre	Common Support to Reserve Territories	1	S	\$1,372.00	17-Oct-96
KA	Almaty	Women-Entrepreneurs of Kazakstan Charitable Foundati	"Bank of Women's Economic Initiatives" Library Collection	2	S	\$4,660.00	17-Oct-96

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KY	Bishkek	International Center of Financial and Economic Training	Professional Training of Unemployed	12	C	\$8,403.00	20-Oct-96
KY	Bishkek	Center InterBilim	Center InterBilim	7	P	\$12,000.00	09-May-96
KY	Osh	Osh PFA-Oregon Farm Bureau Partnership	(follow-on)	6	P	\$7,920.00	12-Sep-96
KY	Osh	Osh Private Farmers' Association	Creation of the Oblast PFA	6	P	\$15,880.00	08-Dec-95
KY	Bishkek	Talent Support Foundation	Traditional Crafts Revival in Kyrgyzstan	8	P	\$19,300.00	15-Mar-96
KY	Bishkek	"AGATE" Club	Professional Orientation and Social Protection of the Youth	5	S	\$2,814.00	15-Mar-96
KY	Bishkek	"Almaz" Radio-Station	Information Coverage of the Activity of NGOs in Kyrgyzstan	7	S	\$6,475.00	22-Sep-95
KY	Osh	"Chernobyl" Association	Center of Coordination and Education	1	S	\$8,060.00	15-Mar-96
KY	Bishkek	"Ecoinfocenter"	Office Development of Ecoinfocenter	1	S	\$721.00	09-May-96
KY	Bishkek	"MANAS Precepts for the XXI Century"	Coordinating & Monitoring Center	7	S	\$4,244.00	15-Mar-96
KY	Osh	"NASYIAT" International Women's Assoc.	Underprivileged Women's Development Initiative	2	S	\$7,510.00	09-May-96
KY	Bishkek	"Rampa" Actors Support Foundation	Theater of Nations in Disneyland	5	S	\$6,100.00	08-Dec-95
KY	Bishkek	"Sohopker" Benefit Association	Myrza-Terek	1	S	\$4,337.00	02-Sep-96
KY	Bishkek	Aikyn Association for Consumers' Rights Protection	Efficient Organization of the Consumers' Movement	7	S	\$3,505.00	12-Jun-96
KY	Bishkek	Ala-Too Magazine	Democracy and Society	7	S	\$3,550.00	11-Apr-96
KY	Bishkek	Anti-Nuclear Movement of Kyrgyzstan	Nuclear-Free Central Asia	1	S	\$2,634.00	
KY	Bishkek	Assembly of Kyrgyzstan's people	Creating Informational-Analytical Center	7	S	\$5,233.00	08-Oct-95
KY	Bishkek	Association of Women-Artists & Art Critics	Organization of Art Exhibit	7	S	\$1,305.00	15-Mar-96
KY	Bishkek	Association of Women-Artists & Art Critics	Art Exhibition of Kyrgyz Artists Promotion of Children Development Through Artwork	8	S	\$275.00	08-Oct-95
KY	Bishkek	Biom Youth Ecological Association	New Horizons	1	S	\$5,820.00	12-Sep-96
KY	Bishkek	Bishkek Charitable Foundation	Organization of TV Marathon Devoted to Women's Year	2	S	\$300.00	15-Mar-96
KY	Bishkek	Bishkek Information Society of Young Teachers	Educational Program: Democracy and New Pedagogy	12	S	\$8,675.00	09-May-96
KY	Bishkek	Center InterBilim	February '96 NGO Forum	7	S	\$1,550.00	09-May-96
KY	Bishkek	Charitable Fund "Carmel"	Organization of Material Support for Mothers of Unsecured Families	2	S	\$4,604.00	09-May-96
KY	Bishkek	Children's Art Studio	Children's Art Exhibition	5	S	\$150.00	12-Sep-96
KY	Bishkek	Club of Nature Lovers	Coordination-Methodological Center	5	S	\$5,942.00	20-Oct-96
KY	Bishkek	Community Council of Micro-District No. 6	Order in Your House is in Your Hands	7	S	\$2,688.00	17-Oct-96
KY	Bishkek	Ecoinfocentre	Organizational Development	1	S	\$6,681.00	12-Sep-96
KY	Bishkek	Ecolog Club	Travel	1	S	\$420.00	08-Dec-96
KY	Bishkek	Ecological Club "Big L"	Information Center of Children	5	S	\$7,121.00	02-Sep-96
KY	Bishkek	Eijad Charitable Fund	(unknown)	12	S	\$2,840.00	12-Sep-96
KY	Bishkek	English Teachers' Association	Issyk-Kul Oblast English Teaching Workshop	12	S	\$300.00	09-May-96
KY	Bishkek	Family Club	A-1	5	S	\$4,100.00	11-Apr-96
KY	Bishkek	Fund of Children's Creativeness "Dilgir"	Moral and Esthetic Education for the Younger Generation	5	S	\$2,360.00	17-Oct-96

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KY	Bishkek	Fund of Legal Initiatives	Legal Support of NGOs in Kyrgyzstan	7	S	\$9,864.00	02-Sep-9
KY	Bishkek	Green House Youth Ecological Association	Legal Protection of the Issyk-Kul Region	1	S	\$1,040.00	12-Sep-9
KY	Bishkek	ILIM Private Complex School	(unknown)	12	S	\$8,000.00	
KY	Karakol	Issyk-Kul Oblast PFA "Dyikan-Ordo"	Strengthening the Oblast PFA	6	S	\$7,011.00	09-May-9
KY	Bishkek	Junior Achievement of Kyrgyzstan	Applied Economics for Young People	5	S	\$7,985.00	13-Jun-9
KY	Bishkek	Karahanid Charity Fund	Acculturating Village Youth to the Market	12	S	\$2,695.00	12-Sep-9
KY	Bishkek	Kemin Charity Fund	Knowledge is Power	12	S	\$2,269.00	12-Sep-9
KY	Bishkek	Kyrgyz Children's Fund	Kyrgyz Social Project Information Network (SPIN)	5	S	\$3,200.00	08-Oct-9
KY	Bishkek	Kyrgyz Peace Research Center	Democracy in the Schools	7	S	\$9,750.00	08-Dec-9
KY	Bishkek	Kyrgyz Republican Association of Work Security	Establishment of a Public Consulting Centre on Work Security	7	S	\$7,889.00	17-Oct-9
KY	Bishkek	Kyrgyzstan Consumer Rights Protection	Educational TV Programs	4	S	\$3,425.00	12-Sep-9
KY	Bishkek	National Red Crescent Society	Computers & Humanitarianism	11	S	\$4,692.00	08-Dec-9
KY	Osh	Osh Oblast Youth Organization	Educational & Training Sector	5	S	\$4,620.00	20-Oct-9
KY	Osh	Osh Regional Society "Znanie"	Bohoruker	12	S	\$7,855.00	15-Mar-9
KY	Bishkek	Private Educational Complex "Ilim"	Model Civic Education Program	7	S	\$2,172.00	08-Oct-9
KY	Bishkek	Sanitas Humanitarian and Charitable Foundation	Podrostok (Teenager)	5	S	\$5,376.00	17-Oct-9
KY	Bishkek	School Council Assoc. of Kyrgyz Repub.	School Councils-First Step to Democracy	7	S	\$210.00	02-Sep-9
KY	Bishkek	Scouts' Movement of Kyrgyzstan	Establishment of the Regional Scouts' Movement Centre	5	S	\$1,470.00	17-Oct-9
KY	Bishkek	Shohola Non-Governmental Women's Association	School of Creative Activity	12	S	\$5,000.00	12-Sep-9
KY	Bishkek	TABIAT	Ecological Education	1	S	\$8,495.00	10-Aug-9
KY	Bishkek	Ukuk the International Legal Collaboration Fund	Discussion of the Draft Law on Kyrgyz NGO	7	S	\$3,000.00	11-Apr-9
KY	Bishkek	Ukuk the International Legal Collaboration Fund	Discussion of Draft Laws "On Administrative Responsibilities"	7	S	\$1,000.00	11-Apr-9
KY	Bishkek	Women's Assoc. of Kyrgyzstan for Ecological Security and a Nuclear-Free World	"Publication of Information on Venereal Diseases"	3	S	\$896.00	15-Mar-9
KY	Bishkek	Women's Association of Ecological Security	Trip to USA	1	S	\$1,500.00	09-Mar-9
KY	Bishkek	Women's Congress of the Kyrgyz Republic	Resistance to Alcoholism, Drug Addiction and Violence Against Women	2	S	\$4,000.00	17-Oct-9
KY	Bishkek	Women's Support Centre	Talas Computer Training Centre	12	S	\$5,363.00	12-Sep-9
KY	Issyk-Kul	YUMYUT Society	Youth Center	5	S	\$6,982.00	13-May-9

TA	Dushanbe	Saizburg Seminar Alumni	The Wild 2nd and Rising 3rd	7	C	\$3,265.00	12-Sep-96
TA	Dushanbe	Odamiyat-Humanity	Socio-Medical Assistance for Veterans	11	P	\$8,805.00	12-Sep-96
TA	Dushanbe	Assoc. of Blind People & Invalids "Bosira"	Vacancies for Invalids	10	S	\$8,423.00	02-Sep-95
TA	Dushanbe	Biosphere	Consequences of Nuclear Disaster	1	S	\$8,100.00	12-Sep-96
TA	Tashkent	Humanitarian Society of Khudjant	Tardjumon	7	S	\$4,470.00	17-Oct-96
TA	Dushanbe	Information Centre "UMEDA"	"Representatives-Tutors (Trainers)"	7	S	\$6,084.00	08-Oct-95
TA	Dushanbe	Komila	Women's Resource Center, Tajikistan	2	S	\$6,320.00	11-Apr-96
TA	Dushanbe	Scouts' Association of Tajikistan	Tajik Scouts' Headquarters	5	S	\$3,000.00	13-Jun-96
TA	Dushanbe	Tajikistan Union of Photo-Artists	Newspaper for NGOs	7	S	\$4,800.00	11-Apr-96
TA	Dushanbe	Tajikistan Women of Science	Women's Psychological Support Centre	2	S	\$7,700.00	12-Sep-96
TA	Dushanbe	Women's Initiative	Women for Survival	2	S	\$1,000.00	12-Sep-96
TA	Dushanbe	Women's Section under FSCI	Humanitarian Rehabilitation Center	10	S	\$7,350.00	02-Sep-95

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TU	Askhabad	Ayal Women's Club	Women's Crisis Centre	2	S	\$7,920.00	12-Sep-96
TU	Askhabad	Begench Education-Pedagogic Service for Teenagers	Establishment and Development of Teenage Personality	5	S	\$7,100.00	12-Sep-96
TU	Askhabad	Ctr for Civic Education "DIALOGUE"	Youth Leadership & Citizenship Science	5	S	\$13,180.00	08-Dec-95

UZ	Tashkent	"Socio-Service"	"NUR"	7	C	\$8,229.00	02-Sep-95
UZ	Urgench	Alkhorezmi-Vamberly International Society	Renovating Business Information Centre	16	C	\$2,820.00	12-Sep-96
UZ	Tashkent	Eremurus Club	VideoEco Project	1	C	\$2,950.00	08-Dec-95
UZ	Tashkent	Rukhsor Training Centre	(Unknown)	12	C	\$6,585	12-Sep-96
UZ	Fergana	Fergana Private Farmers Assn. (PFA)	Developing Fergana Oblast PFA	6	P	\$7,651.00	15-Mar-96
UZ	Samarkand	Samarkand Artists' Association	Creation of Artists' Center in Samarkand	8	P	\$16,400.00	11-Apr-96
UZ	Bukhara	Union of Craftsmen of Bukhara Region	Bukhara Living Crafts Museum and Artisans' Resource Center	8	P	\$24,910.00	15-Mar-96
UZ	Tashkent	"Save Women" Group	"Save Women" Crisis Center	2	S	\$970.00	08-Dec-95
UZ	Tashkent	Anonymous Alcoholics Association	Formation of the Anonymous Alcoholics' Association	3	S	\$8,815.00	13-Jun-96
UZ	Tashkent	Association of Accountants & Auditors	Professional Training for the Invalids	10	S	\$6,911.00	08-Dec-95
UZ	Bukhara	Association of Pediatricians of Bukhara Oblast	Prevention of Diarrhea	3	S	\$2,860.00	12-Sep-96
UZ	Bukhara	Business Cultural Relations "SALOM"	Giving Village Women A Voice Through Crafts	2	S	\$9,800.00	11-Apr-96
UZ	Kokand	Business Women Association of Kokand	Training on Entrepreneurship for Artisans	2	S	\$5,490.00	08-Dec-95
UZ	Khojand	Business Women's Association of Khojand	Woman & Business Activity	2	S	\$1,200.00	08-Dec-96
UZ	Khojand	BWA Khodjent	Women and Entrepreneurship	2	S	\$13,064.00	11-Apr-96
UZ	Tashkent	CA NGO Computer Guidebook	Computer Guidebooks	12	S	\$360.00	13-Jun-96
UZ	Tashkent	Centre for Young Women Leaders	Strengthening the NGO	3	S	\$1,300.00	12-Sep-96
UZ	Nukus	Centre PERZENT	Establishment of Educational Centre	3	S	\$13,580.00	20-Oct-96
UZ	Tashkent	Computer Center "Tumaris"	Computer Competence for Uzbek Women	2	S	\$7,610.00	08-Dec-95
UZ	Tashkent	Cultural Ecological Center "Ecopolis"	Organization and Functioning of the Cultural Center "Ecopolis"	1	S	\$6,985.00	09-May-96
UZ	Tashkent	Diabetic Children's Society	Diabetic Society Conference	3	S	\$315.00	20-Oct-95
UZ	Tashkent	Diabetic Children's Society	Diabetic School	5	S	\$6,944.00	08-Dec-95
UZ	Tashkent	Epileptics Association	Creation of Social Rehabilitation Center of Epileptic Patients	3	S	\$3,915.00	09-May-96
UZ	Tashkent	Eremurus Club	Summer Camp	5	S	\$1,744.00	11-Jun-95
UZ	Tashkent	Goodwill Tashkent	Goodwill Tashkent	7	S	\$7,547.00	15-Mar-96
UZ	Tashkent	Junior Achievement	Economic Education Program	5	S	\$12,500.00	22-Sep-95
UZ	Tashkent	Khaldirghoch Children's Musical-Theatre Studio	Plays on sanitary hygiene, fire safety and ecology	5	S	\$3,936.00	12-Sep-96
UZ	Kokand	Kokand Branch of the BWA	Training-Consulting Centre	12	S	\$2,780.00	12-Sep-96
UZ	Tashkent	Kridi Parents Club of Disabled Children	Social Rehabilitation of Invalid	10	S	\$8,220.00	13-May-95
UZ	Tashkent	Kridi Parents Club of Disabled Children	Social Rehabilitation of Invalid	10	S	\$6,780.00	13-Jun-96
UZ	Tashkent	Light-House (Mayak)	Establishment of Professional Orientation Centre	5	S	\$1,778.00	19-Oct-96
UZ	Tashkent	Medical Rehabilitation Center "UMID"	Information Links Between Regional Clubs	10	S	\$2,232.00	08-Oct-95
UZ	Namangan	Namangan Oblast Business Women Association	Creation of the Computer Center	2	S	\$6,180.00	15-Mar-96
UZ	Tashkent	Republican Handicrafts Firm "Mussavir"	Strengthening of the Karansaray Apprenticeship School of Prominent Uzbek Artists	8	S	\$9,540.00	11-Apr-96

UZ	Chirchik	Russian Cultural Center	Rights to Children	5	S	\$1,870.00	02-Sep-95
UZ	Chirchik	Russian Cultural Centre	Rights of Children	14	S	\$7,828.00	18-Oct-96
UZ	Tashkent	Society for Consumers' Rights Protection	(No Title)	4	S	\$2,430.00	13-Jun-96
UZ	Tashkent	Tashkent Public Education Center	Citizens Forum	12	S	\$5,450.00	08-Dec-95
UZ	Tashkent	Uzbek NGO Working Group	NGO Working Group for Legal Reform	4	S	\$1,883.00	02-Sep-95
UZ	Tashkent	Women's Association of Bagishal District	Women-in-Crisis Centre	2	S	\$6,250.00	12-Sep-96
UZ	Tashkent	Women's Resource Center	Fozila Info Leaflet	2	S	\$7,220.00	08-Oct-95

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## Consultant's Work Plan - Exhibit A

Project: **CENTRAL ASIA**

Consultant: Gay Ellis  
Headwaters Farm  
Sheffield , VT 05866

Consulting For: Aid to Artisans, Inc.  
14 Brick Walk Lane  
Farmington, CT 06032

Date of Issue: October 9, 1996

Consultancy Term:

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**For ATA Project: NGO Support Initiative for Central Asia**

**Scope of Work:** Product Development/Design Consultant

1) Preliminary Planning:

- Review ATA project background reports, materials, and selected sample products.
- Based on input from ATA, identify potential markets for selected Uzbek products.
- Identify appropriate price point range to be covered.

2) In-Country Field Work:

- Conduct Product Development and Design workshops and seminars at selected project sites in Uzbekistan (full seminar/trip schedule will follow).
- Conduct Small Business Training workshops and one-on-one consultations with selected project participants.
- Develop a series of textile product lines that utilizes the artisans media and skills.
- Explore the cultural context, resources, costs, materials available, skills, and production capacity of the artisans.
- Design products that are geared to appeal to selected professional contacts and/or are designed for potential buyers, customers, and importers.

- Communicate through seminars, workshops, and individual follow-up meetings the basic needs of U.S. market and buyers.
- Provide hands-on guidance as appropriate in the development prototypes (reference samples, sketches, specifications).
- Keep written and visual records of activities and outputs.

### 3) Follow-up:

- Provide buyer suggestions for samples produced or in production.
- Discuss distribution ideas with at least 3 potential customers.
- Report to ATA as outlined below.

### **Marketing Component:**

Identify markets before beginning product development in order to increase the level of success in connecting artisans to the market.

\* Arrive in country with a marketing plan which outlines the following:

- Product lines (media, color, size, use)
- Price point range);
- Distribution ideas discussed with potential customers;
- Promotion ideas for samples produced.

\* In preparation the consultant must:

- Design products that utilize contacts and are designed for potential buyers, customers and importers;
- Define needs of the buyers in specific marketing terms;
- Explore the cultural context, resources, costs, materials available, skills and production capacity of the artisans.

### **Terms of Payment:**

Salary: \$ (x weeks in country, 1 week preparation and follow-up @ \$ per week)

Salary Payment: ATA will pay your consulting fee in full upon, but not before, successful completion of your assignment and our receipt and acceptance of your: daily journal (typed), formal report (typed), expense report, and invoice for salary amount on your letterhead.

Consultants receiving over \$600 in any calendar year must provide ATA with your social security number or a company registration number. Attached you will find a W-9 which you should complete and return to ATA.

Per Diem: \$ (Paid in advance by check)  
\$x/day x x days in country = \$  
Half rate x travel days = \$

Materials, film, processing, supplies \$

**Reporting:**

\* A written report, as outlined on pages 4-5 of the Consultants' Information Packet, is required. This report is due within 14 days of your return from x.

\* Per Diem Expense Report: Upon your return, ATA will need an itemized expense report with original receipts attached. All receipts are desirable, however, they are only required for amounts over \$25. Attached you will find an ATA Expense Report which you can use or you can submit your own spreadsheet, as long as it contains the date, amount and description. If you under-spend your per diem, include a check (payable to ATA) for the difference with your expense report.

\* Salary Payment: ATA will pay your consulting fee in full within 30 days of successful completion of your assignment and our receipt and acceptance of your: daily journal (typed), formal report (typed), expense report, and invoice for salary amount on your letterhead. Consultants receiving over \$600 from ATA in any calendar year must provide ATA with your social security number or a company registration number. Attached you will find a W-9 which you should complete and return to ATA.

**Communications:**

\* All communication must go through the Aid to Artisans office and/or staff.

Consultant indicates agreement to above terms by signing below:

\_\_\_\_\_  
Name

\_\_\_\_\_  
(date)

**Monitoring & Evaluation and Long-term Planning Visit  
ATA President Clare Brett Smith & Board Member Burges Smith**

**Central Asia Trip Itinerary: October 16-November 1**

*Wednesday, October 16:*

- Depart Kennedy Airport NYC 8:30 PM on Delta/Swissair Flight 101 - seats 22B& 22C.

*Thursday, October 17:*

- Arrive Zurich Airport 9:55AM
- Depart Zurich 12:00 PM (Noon) on SwissAir Flight 324
- Arrive Istanbul 3:45 PM.
- Evening Peras Palas Hotel.

*Friday, October 18:*

- 10AM appointment with Nazih Maarouf of IRCICA - picked up at hotel for tour and lunch.
- Depart Istanbul Airport 8:25 PM on Turkish Air Flight 626

**KAZAKSTAN**

*Saturday, October 19:*

- Arrive 6:00AM Almaty Airport.
- ATA Sale at Tengri Umai
- 1<sup>st</sup> Regional Meeting of Craft NGO leaders in late afternoon.
- Evening at Otrar Hotel

*Sunday, October 20:*

- ATA Sale at Tengri Umai
- Optional: go to church service in Zenkov Cathedral, Panfilov Park.
- Afternoon: drive to Shiber Aul to see the village.
- Evening at Otrar Hotel.

*Monday, October 21:*

- Meet with USAID, Len Klein of Counterpart in Almaty.
- Visit vocational school.
- Evening at Otrar Hotel.

## **KYRGYZSTAN**

*Tuesday, October 22:*

- Morning drive to Bishkek.
- Meet with Rosa Otunbaeva.
- Dinner meeting with Rafique Keshavjee (Contact: c/o Dr. Asylbek Aidaraliev President of the International University of Kyrgyzstan (tel: 21 83 35)).
- Go over NYGS order status with Talent Support Fund (TSF).

*Wednesday, October 23:*

- To Balkanbaeva and Kissultu.
- Collect NYGS orders if we don't already have them.
- Long drive, late in the evening to Bishkek.
- Evening at ATA apartment.

*Thursday, October 24:*

- Early morning flight to Osh (1 hour).
- Visit Burkan Muldoshov's studio (slipper production).
- Karla assists him to complete packing list, CBS & BS visit other workshops.
- 3 storey yurt, Osh Bazaar.
- Evening in Osh, Madera's apartment.

## **UZBEKISTAN**

*Friday, October 25:*

- Morning drive to Margilan/Fergana in Uzbekistan.
- Meet Gay Ellis, Natasha from BWA, and Genia Turchinskaya (ATA Tashkent).
- Tour ikat factory and purchase samples.
- Evening in Margilan.

*Saturday, October 26:*

- Drive to Kokand to visit BWA regional offices and artisans.
- Discuss products for future BWA project.
- Tour architectural sites in Kokand as time allows.
- Drive to Tashkent.
- Evening at Tata Hotel.

*Sunday, October 27:*

- Morning flight to Bukhara.
- Tour city in afternoon.
- Dinner with Board of Directors of Artisans Center
- Evening at Sasha's B&B.

*Monday, October 28:*

- Review Bukhara artisans exhibition.
- Visit calligraphy school, new artisans center.
- Drive to Samarkand (4 hours) stopping at Gidgduvon pottery workshop.
- Evening at Hotel Zarafshan.

*Tuesday, October 29:*

- Visit Registan artisans exhibition.
- Lunch at Usto building.
- Afternoon flight to Tashkent or stay in Samarkand and take morning flight on Wednesday.

*Wednesday, October 30:*

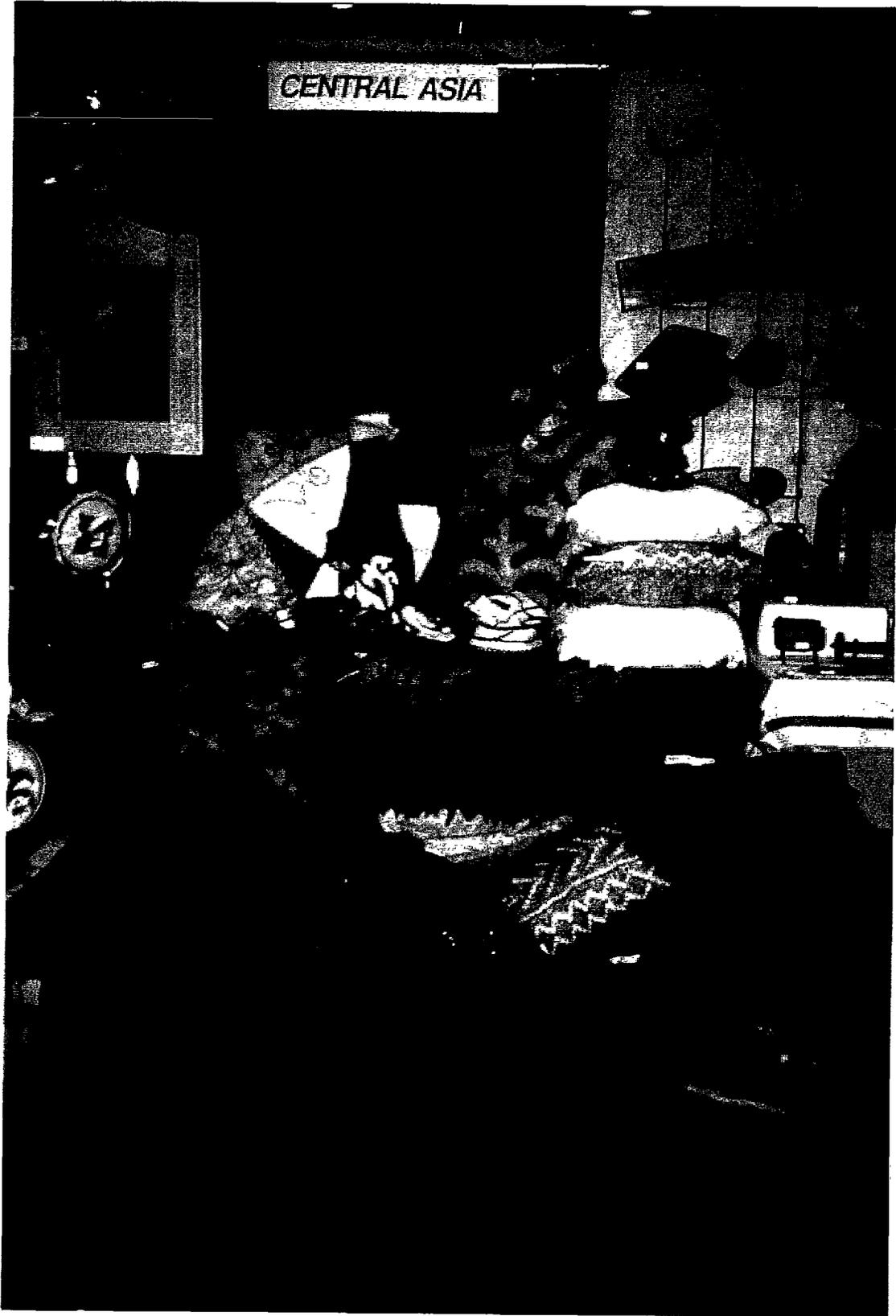
- Meet David Mandel, USAID with Uzbek Deputy Minister of Foreign Economic Relations.
- Meet Khalid Malik at UN (optional).
- Meet Barry Lane at UNESCO.
- Evening Hotel Tata.

*Thursday, October 31:*

- Depart Tashkent Airport 9:50 AM on Turkish Air Flight 626.
- Arrive Istanbul Airport 1205 PM.
- Evening in Istanbul.

*Friday, November 1:*

- Depart Istanbul Airport 7:15 AM Swissair Flight 327.
- Arrive Zurich 9:10 AM.
- Depart Zurich 12:30 PM Swissair flight 100 seats 33J & 33H.
- Arrive NYC Kennedy 3:20 PM.



CENTRAL ASIAN PRODUCTS DISPLAYED AT THE NEW YORK INTERNATIONAL GIFT FAIR (AUGUST 11-15, 1996)

# First Year Impacts of Central Asian/U.S. PFA Partnership: An Overview

ATTACHMENT 19

Time Frame: September 1995 - September 1996

Category	Key Impacts
1 - Grant assistance	<p>Urdzhar PFA receives first CNFA supported Seed Grant from Consortium (Sept. 95)</p> <p>Zhezkazgan PFA approved to receive Seed Grant from Consortium (Oct. 95)</p> <p>Seed grant approved for Issyk-Kul PFA (Nov. 95)</p> <p>1st seed grant awards approved for Osh, Taldykorgan PFAs (Dec. 95)</p> <p>\$175,000 loan program approved for Osh Union PFA members by Mercy Corps-Kyrgyzstan (Jan. 96)</p> <p>Almaty PFA selected to receive Seed Grant from Consortium (Feb. 96)</p> <p>Seed grant approved for Fergana PFA; the 3 PFA seed grants approved now total \$30,000 (Mar. 96)</p> <p>Mercy Corps approves \$100,000 loan program for Fergana PFA (Apr. 96)</p>
2 - Training (in region)	<p>First 5-day Consortium training workshop held, attended by members of Osh, Issykul PFAs (Sept. 95)</p> <p>Customized 5-day Consortium training workshop held, attended by members of 5 Osh rayon PFAs (Dec. 95)</p> <p>John Rossner, President of the OFB holds workshops and seminars in Osh rayons (Jan. - Feb. 96)</p> <p>Stacy Land, IFB computer specialist, conducted seminars, introduced computer applications in Taldykorgan (Feb. 96)</p> <p>David Beck, from KFB, delivers workshops on management issues to Fergana PFA (May 96)</p> <p>Farm Bureau experts from KFB and OFB hold workshops for farmers in Fergana and Osh (May/June 96)</p> <p>Counterpart sponsored 5 day workshop attended by Taldykorgan, Zhezkugan Presidents (July 96)</p> <p>Counterpart training workshops attended by reps from Naryn, Almaty oblast PFAs (July 96)</p> <p>Carana Corporation seminar attended by private farmers in Osh (Aug. 96)</p>
3 - Reverse exchanges to U.S. Farm Bureaus	<p>2 Osh Union PFA leaders spent 3 weeks in Portland, Oregon, for training (Apr. 96)</p> <p>Fergana PFA president visited KFB during NET training program (July 96)</p>
4 - Cooperation with USAID contractors	<p>Assisted ACDI in introducing their work to members of Osh PFA (Apr. 96)</p> <p>Initiated talks between Mercy Corps, Winrock, TACIS, Fergana PFA re: development of crop loan program (Jan. 96)</p> <p>Assisted ACDI in reviewing targeting assistance to Osh, Kyrgyzstan Union of PFAs (May/June 96)</p> <p>ACDI to establish first credit association for the Osh PFA (Aug. 96)</p>
5 - Technical assistance by Farm Bureau experts	<p>Visit by Don Schellenberg to develop 1st CAR partnership between OFB and 5 Osh PFAs (Sept. 95)</p> <p>Visit by Carol Hegel to develop 2nd CAR partnership between IFB and Taldykorgan PFA (Nov. 95)</p> <p>JK Henshaw of KFB spent 2 weeks in Fergana completing initial agreement (Jan. 96)</p> <p>John Rossner, President of OFB, holds workshops and seminars in Osh rayons (Jan. - Feb. 96)</p> <p>Stacy Land, IFB computer specialist, conducted seminars, introduced computer applications in Taldykorgan (Feb. 96)</p> <p>David Beck, from KFB, visited Fergana PFA to deliver workshops on management issues (May 96)</p> <p>OFB expert Dennis Myhrum spent 3 weeks conducting workshops on forming Boards and policy development (June 96)</p> <p>IFB President Gary Redding spent 3 weeks in Taldykorgan developing a new plan to establish an ESC (Aug. 96)</p> <p>Dwight Greenwell, KFB expert, spent time in Fergana strengthening development of committees with PFAs (Aug. 96)</p>
6 - Leveraging Assistance from US & Intl. agencies	<p>Assistance by VOCA in developing 2nd CAR partnership between IFB and Taldy-Kurgan PFA (Sept. 95)</p> <p>Assistance by TACIS staff director in arranging for Don Schellenberg's contacts with each of 5 rayon PFAs (Sept. 95)</p> <p>Cooperation by VOCA representative during Carol Hegel's visit to Taldykorgan (Nov. 95)</p> <p>TACIS provides Osh PFA with access to office equipment (Jan. 96)</p> <p>Assisted Uzbek Mercy Corps country director establish 2nd PFA crop loan program for farmers in Fergana (Apr. 96)</p> <p>Introduced Carana-Bishkek reps. to Osh Union reps. (Apr. 96)</p> <p>Introduced USDA and the Foreign Agricultural Service team to Taldykorgan, Kazakhstan PFA (May/June 96)</p> <p>Link forged between Canadian Developing Countries Farm Radio Network and CNFA-Bishkek (July 96)</p> <p>Contact made with Israeli Embassy in Almaty re: potential participation in their assistance programs (Sept. 96)</p> <p>Contact made with HIVOS re: possibility of a grant to the Taldykorgan PFA (Sept. 96)</p> <p>Canadian Embassy in Almaty agrees to fund the Radio Almaz/Developing Country farm Radio Network project (Sept.</p>

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# Citizens Network for Foreign Affairs

## Farm Bureau Expert Assignments: A Summary

1995 - 1996

ATTACHMENT 20

<b>Name of expert:</b>	<b>Farm Bureau:</b>	<b>Date(s) of visit:</b>	<b>Focus:</b>	<b>Impacts:</b>
1 - Carol Hegel	Indiana	10/28/95 - 11/14/95	Developed protocol between IFB and Taldykorgan PFA	Partnership established between IFB and Taldykorgan PFA
2 - Stacy Land	Indiana	2/24/96 - 3/18/96	Helped establish newsletter for Taldykorgan PFA	Conducted workshops, helped newsletter production, installed e-mail, identified radio stations to broadcast programs
3 - Gary Reding	Indiana	8/3/96 - 8/26/96	Established Information and Consulting Center for the Taldykorgan PFA	Center established for members' use, link between IFB and PFA strengthened
4 - J.K. Henshaw	Kentucky	1/11/96 - 1/29/96	Solidified partnership agreement between KFB, Fergana PFA, and CNFA	Partnership established between KFB, Fergana PFA and CNFA
5 - David Beck	Kentucky	5/4/96 - 5/18/96	Reviewed Fergana PFAs Board of Assn. roles and responsibilities	Conducted workshops on management issues for Fergana PFA members
6 - Dwight Greenwell	Kentucky	8/22/96 - 9/15/96	Worked with members of Fergana PFA to develop organizational structure for committees	Workshops conducted for oblast and rayon level PFA boards to help build member participation
7 - Don Schellenberg	Oregon	8/22/95 - 9/20/95	Cemented cooperative partnership between OFB, Kyrgyz PFA and CNFA	Partnership established between OFB, Kyrgyz PFA and CNFA
8 - John Rossner	Oregon	1/18/96 - 2/20/96	Worked with Kyrgyz PFA staff to implement policy development processes	Workshops conducted explaining processes, assisted oblast staff implement plans
9 - Dennis Myhrum	Oregon	6/1/96 - 6/25/96	Worked with Osh PFA to strengthen Oblast committee and Rayon Boards of Assns.	Workshops conducted explaining committee structure, role of Board of Associations, and responsibilities

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**CITIZENS NETWORK FOR FOREIGN AFFAIRS**  
**Counterpart Consortium NGO Support Initiative for Central Asia**  
**Farm Bureau PFA Expert Tracking Sheet (as of 7/19/96)**  
 1996

**ATTACHMENT 21**

Farm Bureau Experts	January	February	March	April	May	June	July	August	Sept.	October	November	December
<b>Indiana Farm Bureau/ Taldy Kurgan PFA</b>												
Stacy Land		2/24 to 3/18										
Info Center-Gary Reding								8/3 to 8/26				
Policy Development											Dates TBD	
Video											Dates TBD	
Reverse Training										Dates TBD		
<b>Kentucky Farm Bureau/ Fergana PFA</b>												
J.K. Henshaw	1/11 to 1/29											
Mgt. Advisory Svc - David Beck					5/4 to 5/18							
Membership & Finance/Acc'nting										Dates TBD		
Policy Dev. - Dwight Greenwell								8/22 to 9/15				
Video/commun. - Feldhaus												TBD Jan - Feb '97
Reverse Training							7/6 to 7/23					
<b>Oregon Farm Bureau/ Osh PFA</b>												
John Rossner	1/18 to 2/20											
Dennis Myhrum						6/1 to 6/25						
Andy Anderson/Budget&Finance										10/31 to 11/23		
Oblast Organization Development									Dates to be determined			
Communication/Promotion									Dates to be determined			
Reverse Training				4/21 to 5/10								

■ = Confirmed Assignment      □ = Tentative dates for Assignment

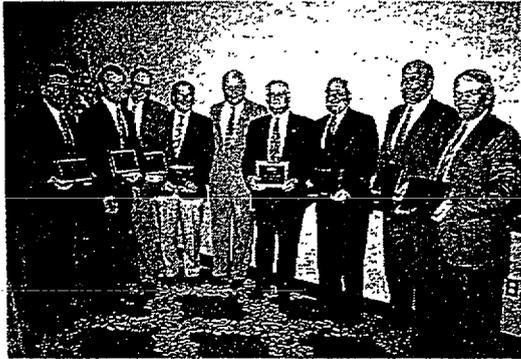
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# CNA

## UPDATE

### Farm Bureau Presidents Receive CNFA Awards



Ten Farm Bureau leaders received CNFA Global Partnership Awards on July 16 during the American Farm Bureau Federation's (AFBF) annual executive meeting in Washington, DC. Organizations receiving awards include state Farm Bureaus in Oregon, California, Texas, Kansas, Minnesota, Wisconsin, Indiana, Kentucky, and the AFBF. The American Farm Bureau Women's Committee also received an award. Accepting awards from CNFA

President John Costello (pictured above, center) were (pictured above, left to right) AFBF President Dean Kleckner, Indiana Farm Bureau President Harry Pearson, Oregon Farm Bureau President John Rossner, California Farm Bureau President Bob Vice, Wisconsin Farm Bureau President Dan Poulson, Kentucky Farm Bureau President Bill Sprague, Texas Farm Bureau President Bob Stallman, Minnesota Farm Bureau President Al Christopherson, and Kansas Farm Bureau President Gary Hall (not pictured).

All ten organizations participate in cooperative agreements with counterpart private farming organizations in the former Soviet Union through CNFA partnership programs.

### CNFA Opens Soymeal Monetization Program

CNFA is implementing a USDA soymeal monetization project in Russia that will make available 5,000 tons of high quality U.S. soymeal for the Russian livestock sector. Soymeal, a necessary feed component, is in great demand in Russia. The meal will enhance the protein quality of livestock feed and result in improved productivity, particularly in egg layer operations.

Approximately \$1 million from the sale of the soymeal will be used to establish a revolving agribusiness loan fund. Loans will be targeted to private feed mills and private farm enterprises for financing state-of-the-art agricultural equipment.

*(please turn to Soymeal, page 4)*

### Bahensky Appointed CNFA/ Moldova Country Director

The Citizens Network for Foreign Affairs recently named Gerald D. Bahensky Country Director for CNFA in Chisinau, Moldova. Beginning July 1, Bahensky will manage CNFA field operations in that country. This includes overseeing CNFA's agribusiness development programs and technical assistance and policy reform initiatives. Bahensky also will be CNFA's chief in-country liaison with U.S. and Moldovan governments,

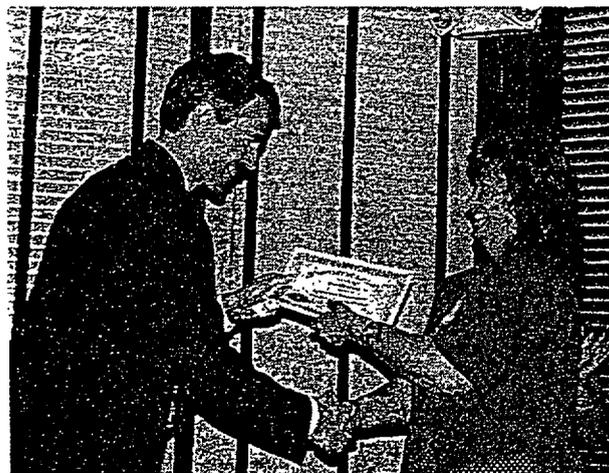
*(please turn to Bahensky, page 4)*

### New Deputy PM to Oversee Joint Ventures in Kazakstan

Harry Steuck, formerly Kazak Minister of Trade and Industry, was promoted to Deputy Prime Minister in May. His responsibilities will include overseeing Kazakstan's participation in joint ventures and investment projects with Western partners.

### Ukrainian Agriculture Leaders Visit CNFA

Two groups of Ukrainian agricultural leaders and Parliamentarians recently visited CNFA/Washington headquarters in conjunction with the Agricultural Development and Management program sponsored by the U.S. Agency for International Development. The trip was organized by the University of Kentucky and CNFA.



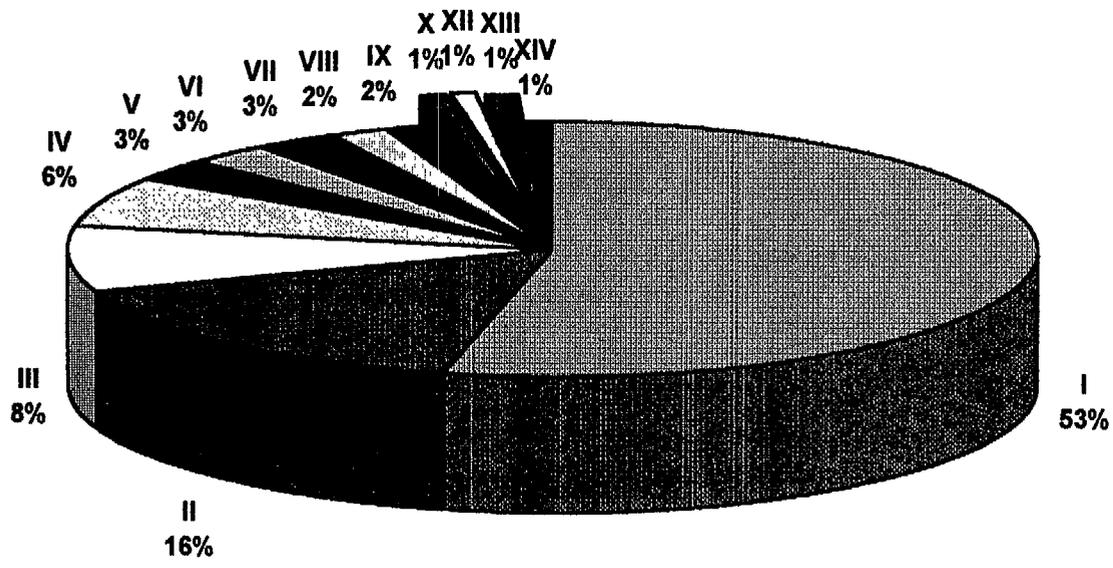
Nina Markovska, Ukrainian Member of Parliament, receives a certificate from Mike Reed, Director of International Agriculture Programs at the University of Kentucky.

While in Washington, DC, participants met with CNFA representatives to discuss policy initiative reforms and agribusiness in Ukraine. Before returning to Ukraine the group visited the offices of Sen. Jesse Helms (R-NC), Chair of the Senate Foreign Relations

*(please turn to Kentucky, page 3)*

# Counterpart Consortium Kazakhstan

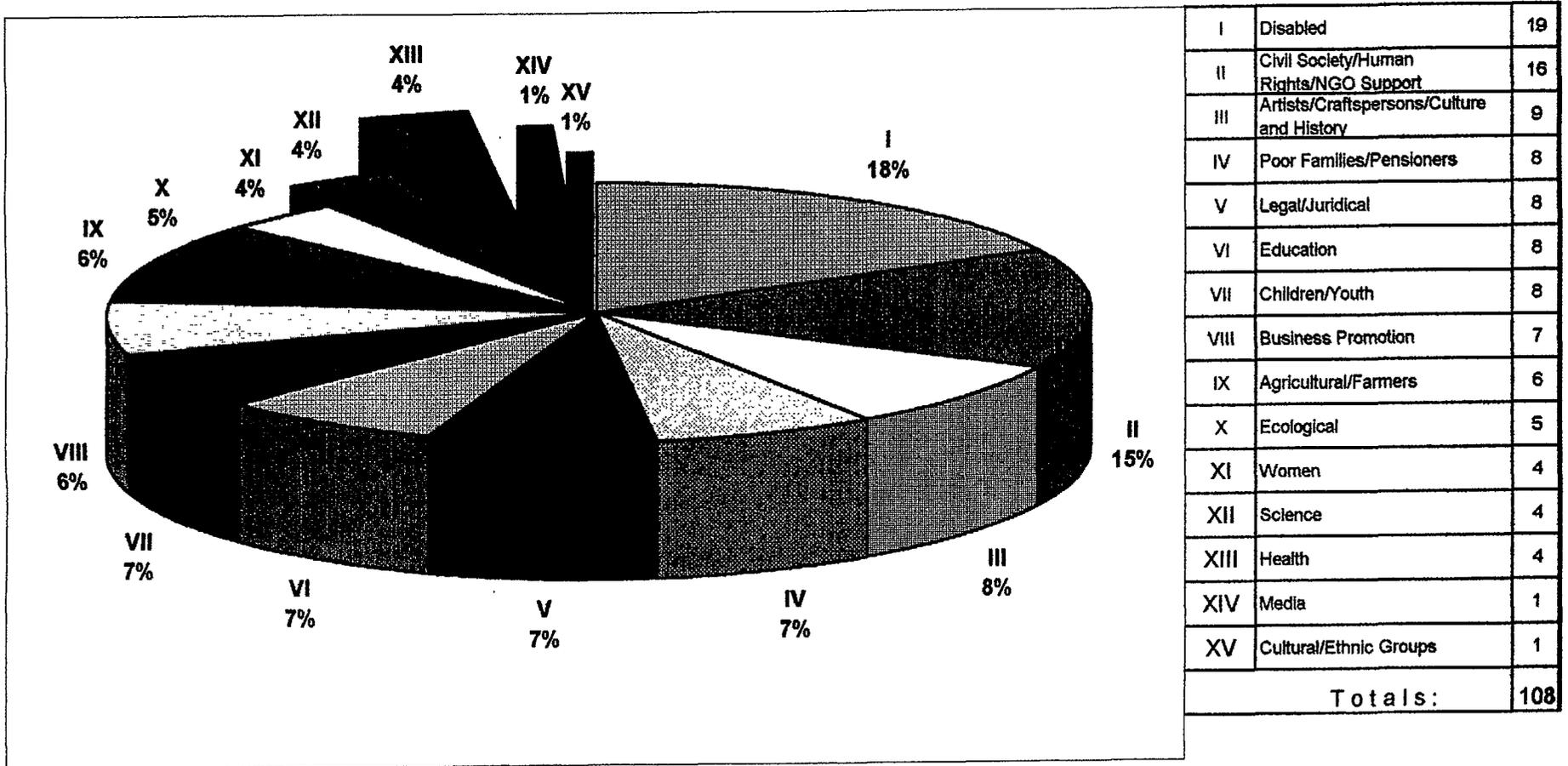
Total Number of NGOs Trained by Oblast



I	Aimaty	58
II	Kzylorda obl.	17
III	Kzylorda	9
IV	Shymkent	7
V	Semipalatinsk	3
VI	Karaganda	3
VII	Dushanbe	3
VIII	Zhezkazgan	2
IX	Ust-Kamenogorsk	2
X	Leninabad obl.	1
XII	Jambyl	1
XIII	Araisk	1
XIV	Akmola	1
<b>Totals:</b>		<b>108</b>

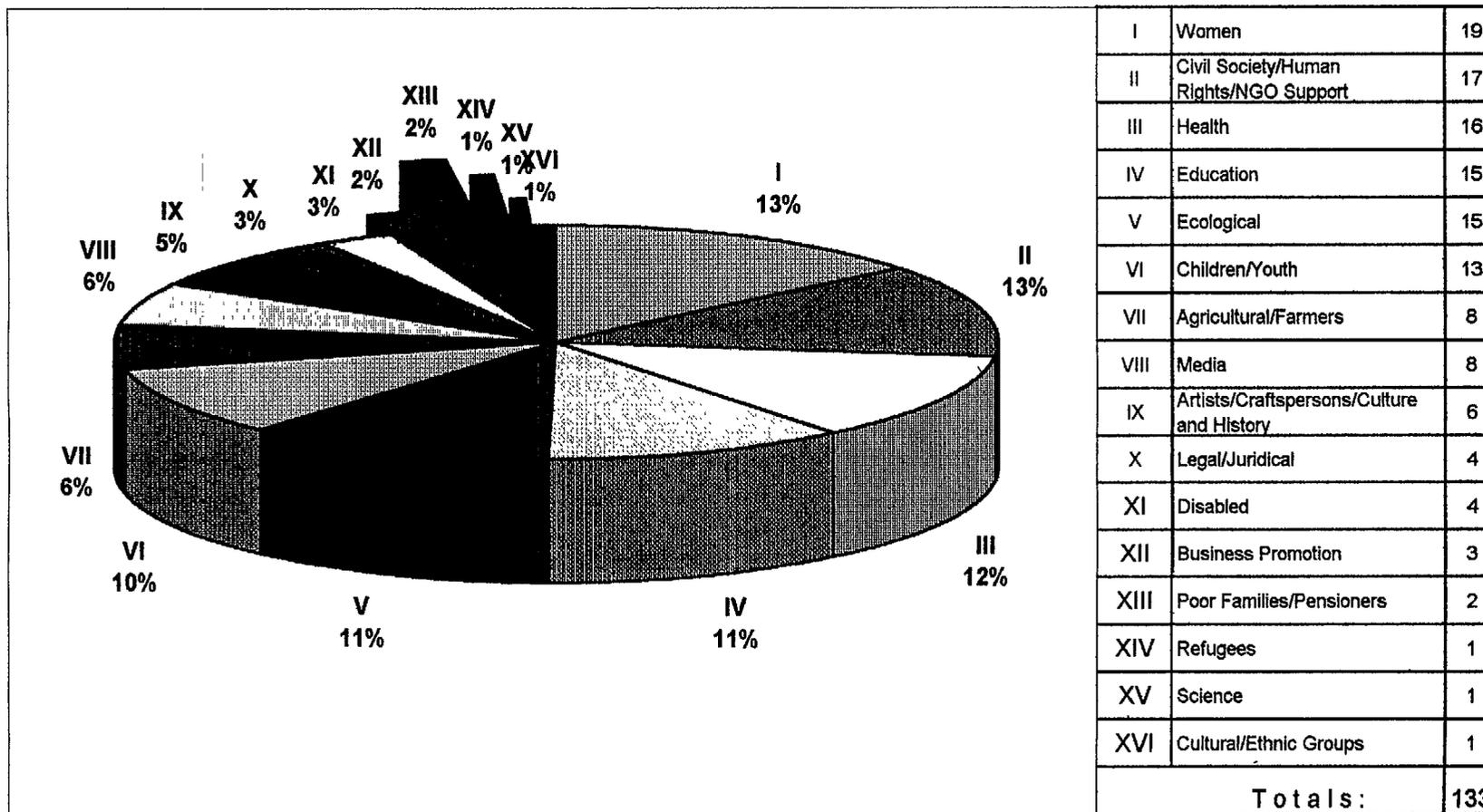
# Counterpart Consortium Kazakhstan

Total Number of NGOs Trained by Sector



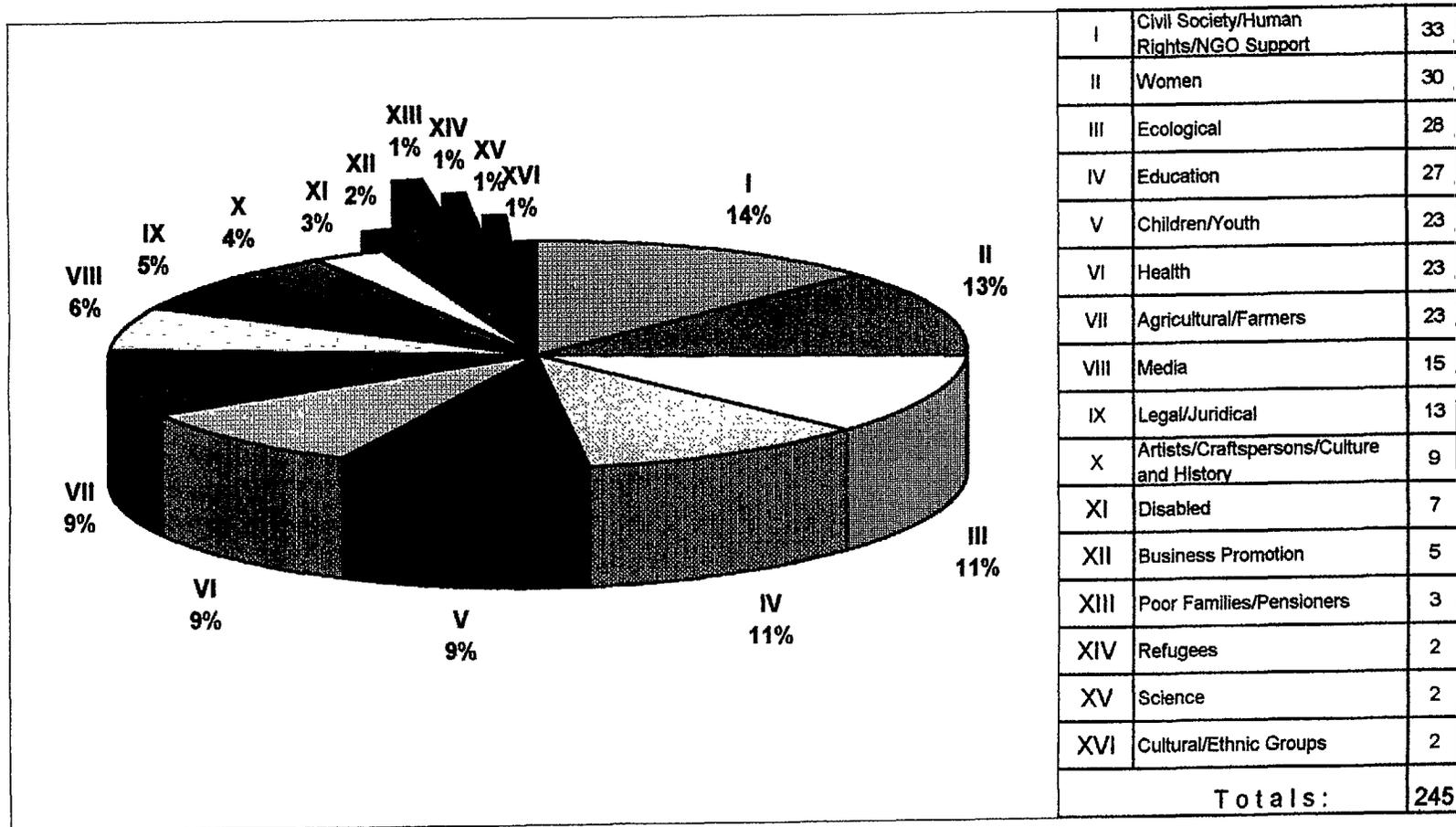
## Counterpart Consortium Kyrgyzstan

Total Number of NGOs Trained by Sector



# Counterpart Consortium Kyrgyzstan

Total Number Training Participants by Mission



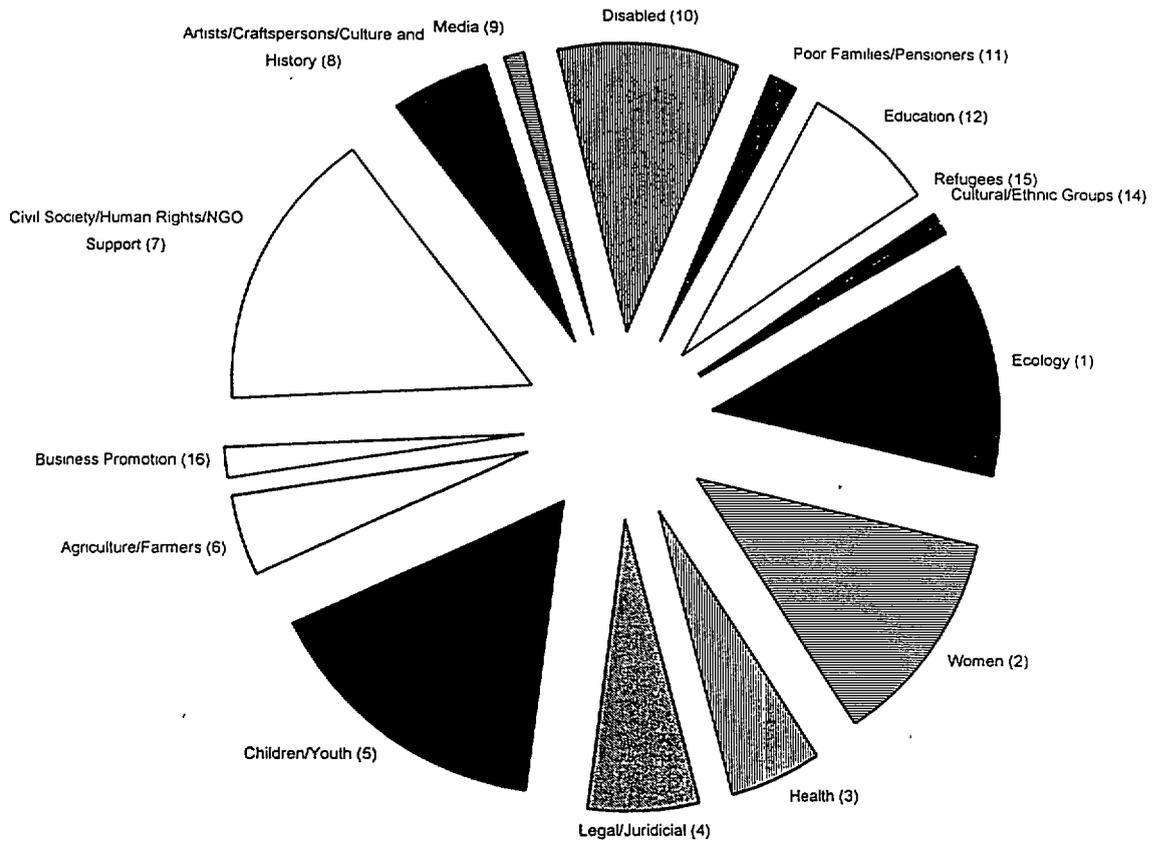
Summary

Counterpart Grant Summary as of Oct. 18, 1996				
Grant Meetings to Date:	14			
		<u>Challenge</u>	<u>Partnership</u>	<u>Seed</u>
		<u>TOTALS</u>		
Number of Kazakhstan Challenge Grants	9	\$62,475.00		
Number of Kazakhstan Partnership Grants	5		\$52,778.00	
Number of Kazakhstan Seed Grants	44			\$293,825.00
<b>Total Kazakhstan</b>	<b>58</b>			<b>\$409,078.00</b>
Number of Kyrgyzstan Challenge Grants	1	\$8,403.00		
Number of Kyrgyzstan Partnership Grants	4		\$55,100.00	
Number of Kyrgyzstan Seed Grants	56			\$236,073.00
<b>Total Kyrgyzstan</b>	<b>61</b>			<b>\$299,576.00</b>
Number of Tajikistan Challenge Grants	1	\$3,265.00		
Number of Tajikistan Partnership Grants	1		\$8,805.00	
Number of Tajikistan Seed Grants	13			\$57,247.00
<b>Total Tajikistan</b>	<b>15</b>			<b>\$69,317.00</b>
Number of Turkmenistan Seed Grants	3			\$28,200.00
<b>Total Turkmenistan</b>	<b>3</b>			<b>\$28,200.00</b>
Number of Uzbekistan Challenge Grants	4	\$20,584.00		
Number of Uzbekistan Partnership Grants	3		\$48,961.00	
Number of Uzbekistan Seed Grants	34			\$172,013.00
<b>Total Uzbekistan</b>	<b>40</b>			<b>\$241,558.00</b>
<b>TOTAL, CENTRAL ASIA</b>	<b>177</b>		<b>\$1,047,729.00</b>	

### Graph of Sectors

Focus Group (Sector Number)	No. of Grants	Percentage of Total
Ecology (1)	21	12%
Women (2)	22	12%
Health (3)	9	5%
Legal/Judicial (4)	11	6%
Children/Youth (5)	28	16%
Agriculture/Farmers (6)	8	5%
Business Promotion (16)	3	2%
Civil Society/Human Rights/NGO Support (7)	28	16%
Artists/Craftspersons/Culture and History (8)	9	5%
Media (9)	2	1%
Disabled (10)	18	10%
Poor Families/Pensioners (11)	3	2%
Education (12)	13	7%
Cultural/Ethnic Groups (14)	1	1%
Refugees (15)	1	1%

**Grants by Focus Group (sector)**



Grants made in October

Country	City	Name of Organization	Project Title	Focus Group	Grant Type	Approved
	<b>Kazakstan</b>					
A	Almaty	Kazakstan Press Club	Creation of NGO Training and Information Centre	9	Seed	\$5,000.00
A	Almaty	Centre for Development of Public Initiatives	NGO Skills Improvement	7	Seed	\$3,967.00
A	Petropavlovsk	North Kazakstan Society for Consumer Rights Protection	Independent Consumer's Centre	4	Seed	\$4,500.00
A	Almaty	Auezov District Society of Disabled People	Abilities	10	Seed	\$9,523.00
A	Almaty	Women-Entrepreneurs of Kazakstan Charitable Foundation	Collection	2	Seed	\$4,660.00
A	Almaty	VITA Ecology Centre	Common Support to Reserve Territories	1	Seed	\$1,372.00
A	Almaty	Committee of Soldiers' and Sailors' Mothers	Social and Legal Protection of Servicemen	4	Seed	\$5,370.00
						<b>\$34,392.00</b>
	<b>Kyrgyzstan</b>					
Y	Bishkek	Sanitas Humanitarian and Charitable Foundation	Podrostok (Teenager)	5	Seed	\$5,376.00
Y	Bishkek	Women's Congress of the Kyrgyz Republic	Violence Against Women	2	Seed	\$4,000.00
Y	Bishkek	Community Council of Micro-District No. 6	Order in Your House is in Your Hands	7	Seed	\$2,688.00
Y	Bishkek	Scouts' Movement of Kyrgyzstan	Centre	5	Seed	\$1,470.00
Y	Bishkek	Fund of Children's Creativeness "Dilgir"	Generation	5	Seed	\$2,360.00
Y	Bishkek	Kyrgyz Republican Association of Work Security	Work Security	7	Seed	\$7,889.00
Y	Bishkek	Anti-Nuclear Movement of Kyrgyzstan	Nuclear-Free Central Asia	1	Seed	\$2,634.00
						<b>\$26,417.00</b>
	<b>Tajikistan</b>					
A	Tashkent	Humanitarian Society of Khudjant	Tardjumon	7	Seed	\$4,470.00
	<b>Uzbekistan</b>					
Z	Chirchik	Russian Cultural Centre	Rights of Children	14	Seed	\$7,828.00
Z	Tashkent	Light-House (Mayak)	Establishment of Professional Orientation Centre	5	Seed	\$1,778.00
						<b>\$14,076.00</b>
		<b>TOTAL OBLIGATED IN OCTOBER 1996</b>				<b>\$74,885.00</b>

Targets

Performance Plan for Grant Making							
		Targets		Actual		% Fulfilled	
<b>Kazakstan</b>							
Seed	15			44		293.33	
Partnership		6			5		83.33
Challenge			10				90.00
<b>Kyrgyzstan</b>							
Seed	13			56		430.77	
Partnership		5			4		80
Challenge			5				20
<b>Uzbekistan</b>							
Seed	10			34		340	
Partnership		4			3		75
Challenge			5				80
<b>Takijistan</b>							
Seed	7			13		185.71	
Partnership					1		
Challenge							1
<b>Turkmenistan</b>							
Seed	5			3		60	

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City	Name of Organization	Project Title	Focus Group*	Grant Type	Amount Approved	Grant Committee Review Date
Almaty	Afghan Refugees Women's Association	Creation of Afghan Refugees Women's Association	2	C	\$10,000.00	09-Apr-96
Almaty	Almaty Little League Baseball	Little League Baseball	5	C	\$10,000.00	08-Oct-95
Almaty	Asia Art Charitable Foundation	Art Therapy	10	C	\$6,670.00	12-Jun-96
Almaty	Association of Business Women of Kazakhstan	Creation of Information Consulting Center	2	C	\$4,500.00	09-May-96
		Development Business & Economic Education Programs in Kazakhstan	5	C	\$10,000.00	10-Aug-96
Almaty	Junior Achievement of Kazakhstan	International Conference of Blind Persons	10	C	\$7,500.00	06-Nov-95
Almaty	Kazakh Society of the Blind	Law of Special Education	10	C	\$5,000.00	08-Oct-96
Almaty	Social and Employment Center	Creation of System of Early Intervention in Kazakhstan	10	C	\$2,500.00	15-Mar-96
Almaty	Women's League of Creative Initiative	"Woman: East-West" Catalogue	2	C	\$6,305.00	08-Dec-95
Taldykorgan	AGRO Private Farmers' Association	Strengthening the Oblast PFA	6	P	\$18,203.00	08-Dec-95
Almaty	Blagodat' Health Centre	Home-Visit Medical Service	3	P	\$4,820.00	12-Jun-96
Almaty	Ecological Association "Green Salvation"	Ile-Alatau National Park	1	P	\$2,600.00	15-Mar-96
Semipalatinsk	Public Association of Middle Medical Servants	Organization of the Consistent Training for Middle Medical Servants	12	P	\$8,375.00	12-Jun-96
Almaty	Women's League of Creative Initiative	Development of Folk Crafts	8	P	\$18,780.00	12-Sep-96
Zhezkazgan	AGRO Oblast PFA	Consulting, Training and Practical Assistance to Farmers	6	S	\$7,320.00	09-May-96
Almaty	AITU	Free Access to the World Wide Web	7	S	\$13,539.00	12-Jun-96
Almaty	Ak-Bota Children's Charitable Fund	Professional Training of Children and Teenagers	10	S	\$4,500.00	12-Jun-96
Almaty	ARDI (Association of Parents of Invalid Children)	"Organization of Conductive Pedagogic..."	5	S	\$6,364.00	15-Mar-96
Almaty	Association of Business Women of Kazakhstan	Creation of Information Consulting Center	2	S	\$3,595.00	09-May-96
Almaty	BIBI-Ana	"Helios" Solar Collector	10	S	\$10,500.00	20-Oct-96
Almaty	Brif Agency	Promotion of Democratic Development	7	S	\$5,740.00	12-Jun-96
Almaty	Center for Civic Initiatives	"Protection of labor, economic..."	4	S	\$4,300.00	15-Mar-96
Almaty	Contact Public Association for Consumers' Rights Protection	"Protect the Consumer"	4	S	\$3,890.00	09-Apr-96
Almaty	Design Gallery	Teach Basic Handicrafts	10	S	\$8,400.00	22-Sep-96
Almaty	Dialogue Express	Free of Charge Professional Training of Socially Unprotected Groups	12	S	\$7,580.00	02-Sep-95
Ust-Kamenogorsk	Eastern Kazakstan Green Party	"Green Futures for Rudnyi Altai"	1	S	\$6,990.00	02-Sep-96
Almaty	Ecobiocenter	Ecological Education	5	S	\$5,514.00	08-Dec-96
Almaty	Ecological Association "Green Salvation"	Bureau of Technical Support for NGOs	1	S	\$13,725.00	08-Dec-96
Almaty	Interlegal/Kazakhstan	III Sector Development in Kazakhstan	4	S	\$4,465.00	15-Mar-96
Almaty	International Ecological Assoc. of Eastern Women	Eastern Women Eco Club	1	S	\$6,345.00	11-Apr-96
Almaty	KazAGRO Limited Partnership	KazAGRO Limited Partnership	6	S	\$6,620.00	09-May-96
Kzyl-Orda	Kokjiek Non-Governmental Organization	Contact	1	S	\$5,565.00	02-Sep-95

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All grants to date

Almaty	Meier Center for Social and Psychological Assistance to Teenagers and Young People	Student-to-Student	5	S	\$5,649.00	11-Apr-96
Almaty	National Association of Securities Market	NAMI Public Relations Development	16	S	\$13,913.00	08-Dec-95
Almaty	Non-Governmental Ecological Group	Information & Publishing Center	1	S	\$6,985.00	02-Sep-96
Almaty	Private Non-Profit Organization for Veterans	Center for Veterans	11	S	\$9,100.00	20-Oct-95
Akmola	Public Center "Consumer's Advocate"	"We, Information, Market"	4	S	\$14,820.00	02-Sep-96
Rudnyi	Rudnyi Consumer Rights Society	Independent Consumer Testing Lab	7	S	\$7,760.00	12-Jun-96
Almaty	School Association "Jastar"	Creation of Inter-School Association	5	S	\$4,950.00	22-Sep-96
Stepnogorsk	Shit Consumers' Rights Protection Society	(No Title)	4	S	\$4,285.00	12-Jun-96
Almaty	Special Olympics	Special Olympics Uniforms and Equipment	10	S	\$10,000.00	14-Apr-96
Almaty	Special Olympics	Registration Costs	10	S	\$2,250.00	12-Jun-96
Almaty	Tengri-Umai Modern Art Gallery	Special Art Exhibition	8	S	\$6,900.00	22-Sep-95
Almaty	Tengri-Umai Modern Art Gallery	Regular Seasonal Exhibitions	8	S	\$4,500.00	12-Sep-96
Shiber Aul	Union for Spiritual Rebirth of the Nation	Basic Applied Art Skills	8	S	\$6,390.00	12-Sep-96
Jambyl	Union of Entrepreneurs of Zhambyl Oblast	Proposal for the Creation of the Zhambyl Legal Information Center	16	S	\$5,368.00	12-Sep-96
Semipalatinsk	Urdjar Farmers Association	Information Center Urdjar	6	S	\$7,060.00	22-Sep-96
Almaty	Voluntary Society of Diabetics	Training and Medical Centre for Diabetics	2	S	\$10,466.00	08-Oct-95
Almaty	Zhan Society of Assistance to Families with Disabled Children	Nadezhda-Computer Education for Disabled Children	10	S	\$10,415.00	12-Jun-96
Almaty	Auezov District Society of Disabled People	Rehabilitation System for People of Limited Abilities	10	S	\$9,523.00	10-Oct-96
Almaty	Centre for Development of Public Initiatives	NGO Skills Improvement	7	S	\$3,967.00	11-Oct-96
Almaty	Committee of Soldiers' and Sailors' Mothers	Social and Legal Protection of Servicemen	4	S	\$5,370.00	12-Oct-96
Jambyl	Insulin Limited Partnership	A View on Diet Therapy for Diabetics	3	S	\$3,670.00	09-May-96
Almaty	Kazakstan Press Club	Creation of NGO Training and Information Centre	9	S	\$5,000.00	17-Oct-96
Petropavlovsk	North Kazakstan Society for Consumer Rights Protection	Independent Consumer's Centre	4	S	\$4,500.00	17-Oct-96
Almaty	VITA Ecology Centre	Common Support to Reserve Territories	1	S	\$1,372.00	17-Oct-96
Almaty	Women-Entrepreneurs of Kazakstan Charitable Foundation	"Bank of Women's Economic Initiatives" Library Collection	2	S	\$4,660.00	17-Oct-96

Bishkek	International Center of Financial and Economic Training	Professional Training of Unemployed	12	C	\$8,403.00	20-Oct-96
Bishkek	Center InterBilim	Center InterBilim	7	P	\$12,000.00	09-May-96
Osh	Osh PFA-Oregon Farm Bureau Partnership	(follow-on)	6	P	\$7,920.00	12-Sep-96
Osh	Osh Private Farmers' Association	Creation of the Oblast PFA	6	P	\$15,880.00	08-Dec-95
Bishkek	Talent Support Foundation	Traditional Crafts Revival in Kyrgyzstan	8	P	\$19,300.00	15-Mar-96
Bishkek	"AGATE" Club	Professional Orientation and Social Protection of the Youth	5	S	\$2,814.00	15-Mar-96
Bishkek	"Almaz" Radio-Station	Information Coverage of the Activity of NGOs in Kyrgyzstan	7	S	\$6,475.00	22-Sep-95
Osh	"Chernobyl" Association	Center of Coordination and Education	1	S	\$8,060.00	15-Mar-96
Bishkek	"Ecoinfocenter"	Office Development of Ecoinfocenter	1	S	\$721.00	09-May-96
Bishkek	"MANAS Precepts for the XXI Century"	Coordinating & Monitoring Center	7	S	\$4,244.00	15-Mar-96
Osh	"NASYIAT" International Women's Assoc.	Underprivileged Women's Development Initiative	2	S	\$7,510.00	09-May-96
Bishkek	"Rampa" Actors Support Foundation	Theater of Nations in Disneyland	5	S	\$6,100.00	08-Dec-95
Bishkek	"Sohopker" Benefit Association	Myrza-Terek	1	S	\$4,337.00	02-Sep-95
Bishkek	Aikyn Association for Consumers' Rights Protection	Efficient Organization of the Consumers' Movement	7	S	\$3,505.00	12-Jun-96
Bishkek	Ala-Too Magazine	Democracy and Society	7	S	\$3,550.00	11-Apr-96
Bishkek	Anti-Nuclear Movement of Kyrgyzstan	Nuclear-Free Central Asia	1	S	\$2,634.00	
Bishkek	Assembly of Kyrgyzstan's people	Creating Informational-Analytical Center	7	S	\$5,233.00	08-Oct-95
Bishkek	Association of Women-Artists & Art Critics	Organization of Art Exhibit	7	S	\$1,305.00	15-Mar-96
Bishkek	Association of Women-Artists & Art Critics	Art Exhibition of Kyrgyz Artists Promotion of Children Development Through Artwork	8	S	\$275.00	08-Oct-95
Bishkek	Biom Youth Ecological Association	New Horizons	1	S	\$5,820.00	12-Sep-96
Bishkek	Bishkek Charitable Foundation	Organization of TV Marathon Devoted to Women's Year	2	S	\$300.00	15-Mar-96
Bishkek	Bishkek Information Society of Young Teachers	Educational Program: Democracy and New Pedagogy	12	S	\$8,675.00	09-May-96
Bishkek	Center InterBilim	February '96 NGO Forum	7	S	\$1,550.00	09-May-96
Bishkek	Charitable Fund "Carmel"	Organization of Material Support for Mothers of Unsecured Families	2	S	\$4,604.00	09-May-96
Bishkek	Children's Art Studio	Children's Art Exhibition	5	S	\$150.00	12-Sep-96
Bishkek	Club of Nature Lovers	Coordination-Methodological Center	5	S	\$5,942.00	20-Oct-95
Bishkek	Community Council of Micro-District No. 6	Order in Your House is in Your Hands	7	S	\$2,688.00	17-Oct-96
Bishkek	Ecoinfocentre	Organizational Development	1	S	\$6,681.00	12-Sep-96
Bishkek	Ecolog Club	Travel	1	S	\$420.00	08-Dec-95
Bishkek	Ecological Club "Big L"	Information Center of Children	5	S	\$7,121.00	02-Sep-96
Bishkek	Eijad Charitable Fund	(unknown)	12	S	\$2,840.00	12-Sep-96
Bishkek	English Teachers' Association	Issyk-Kul Oblast English Teaching Workshop	12	S	\$300.00	09-May-96
Bishkek	Family Club	A-1	5	S	\$4,100.00	11-Apr-96
Bishkek	Fund of Children's Creativeness "Dilgir"	Moral and Esthetic Education for the Younger Generation	5	S	\$2,360.00	17-Oct-96

All grants to date

Bishkek	Fund of Legal Initiatives	Legal Support of NGOs in Kyrgyzstan	7	S	\$9,864.00	02-Sep-96
Bishkek	Green House Youth Ecological Association	Legal Protection of the Issyk-Kul Region	1	S	\$1,040.00	12-Sep-96
Bishkek	ILIM Private Complex School	(unknown)	12	S	\$8,000.00	
Karakol	Issyk-Kul Oblast PFA "Dyikan-Ordo"	Strengthening the Oblast PFA	6	S	\$7,011.00	09-May-96
Bishkek	Junior Achievement of Kyrgyzstan	Applied Economics for Young People	5	S	\$7,985.00	13-Jun-96
Bishkek	Karahanid Charity Fund	Acculturating Village Youth to the Market	12	S	\$2,695.00	12-Sep-96
Bishkek	Kemin Charity Fund	Knowledge is Power	12	S	\$2,269.00	12-Sep-96
Bishkek	Kyrgyz Children's Fund	Kyrgyz Social Project Information Network (SPIN)	5	S	\$3,200.00	08-Oct-95
Bishkek	Kyrgyz Peace Research Center	Democracy in the Schools	7	S	\$9,750.00	08-Dec-95
		Establishment of a Public Consulting Centre on				
Bishkek	Kyrgyz Republican Association of Work Security	Work Security	7	S	\$7,889.00	17-Oct-96
Bishkek	Kyrgyzstan Consumer Rights Protection	Educational TV Programs	4	S	\$3,425.00	12-Sep-96
Bishkek	National Red Crescent Society	Computers & Humanitarianism	11	S	\$4,692.00	08-Dec-96
Osh	Osh Oblast Youth Organization	Educational & Training Sector	5	S	\$4,620.00	20-Oct-95
Osh	Osh Regional Society "Znanie"	Bohoruker	12	S	\$7,855.00	15-Mar-96
Bishkek	Private Educational Complex "Ilim"	Model Civic Education Program	7	S	\$2,172.00	08-Oct-95
Bishkek	Sanitas Humanitarian and Charitable Foundation	Podrostok (Teenager)	5	S	\$5,376.00	17-Oct-96
Bishkek	School Council Assoc. of Kyrgyz Repub.	School Councils-First Step to Democracy	7	S	\$210.00	02-Sep-96
		Establishment of the Regional Scouts' Movement				
Bishkek	Scouts' Movement of Kyrgyzstan	Centre	5	S	\$1,470.00	17-Oct-96
Bishkek	Shohola Non-Governmental Women's Association	School of Creative Activity	12	S	\$5,000.00	12-Sep-96
Bishkek	TABIAT	Ecological Education	1	S	\$8,495.00	10-Aug-95
Bishkek	Ukuk the International Legal Collaboration Fund	Discussion of the Draft Law on Kyrgyz NGO	7	S	\$3,000.00	11-Apr-96
		Discussion of Draft Laws "On Administrative				
Bishkek	Ukuk the International Legal Collaboration Fund	Responsibilities"	7	S	\$1,000.00	11-Apr-96
		Women's Assoc. of Kyrgyzstan for Ecological Security				
Bishkek	and a Nuclear-Free World	"Publication of Information on Venereal Diseases"	3	S	\$896.00	15-Mar-96
Bishkek	Women's Association of Ecological Security	Trip to USA	1	S	\$1,500.00	09-Mar-96
		Resistance to Alcoholism, Drug Addiction and				
Bishkek	Women's Congress of the Kyrgyz Republic	Violence Against Women	2	S	\$4,000.00	17-Oct-96
Bishkek	Women's Support Centre	Talas Computer Training Centre	12	S	\$5,363.00	12-Sep-96
Issyk-Kul	YUMYUT Society	Youth Center	5	S	\$6,982.00	13-May-95

Dushanbe	Salzburg Seminar Alumni	The Wild 2nd and Rising 3rd	7	C	\$3,265.00	12-Sep-96
Dushanbe	Odamiyat-Humanity	Socio-Medical Assistance for Veterans	11	P	\$8,805.00	12-Sep-96
Dushanbe	Assoc. of Blind People & Invalids "Bosira"	Vacancies for Invalids	10	S	\$8,423.00	02-Sep-95
Dushanbe	Biosphere	Consequences of Nuclear Disaster	1	S	\$8,100.00	12-Sep-96
Tashkent	Humanitarian Society of Khudjant	Tardjumon	7	S	\$4,470.00	17-Oct-96
Dushanbe	Information Centre "UMEDA"	"Representatives-Tutors (Trainers)"	7	S	\$6,084.00	08-Oct-95
Dushanbe	Komila	Women's Resource Center, Tajikistan	2	S	\$6,320.00	11-Apr-96
Dushanbe	Scouts' Association of Tajikistan	Tajik Scouts' Headquarters	5	S	\$3,000.00	13-Jun-96
Dushanbe	Tajikistan Union of Photo-Artists	Newspaper for NGOs	7	S	\$4,800.00	11-Apr-96
Dushanbe	Tajikistan Women of Science	Women's Psychological Support Centre	2	S	\$7,700.00	12-Sep-96
Dushanbe	Women's Initiative	Women for Survival	2	S	\$1,000.00	12-Sep-96
Dushanbe	Women's Section under FSCI	Humanitarian Rehabilitation Center	10	S	\$7,350.00	02-Sep-95

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Askhabad	Ayal Women's Club	Women's Crisis Centre	2	S	\$7,920.00	12-Sep-96
Askhabad	Begench Education-Pedagogic Service for Teenagers	Establishment and Development of Teenage Personality	5	S	\$7,100.00	12-Sep-96
Askhabad	Ctr for Civic Education "DIALOGUE"	Youth Leadership & Citizenship Science	5	S	\$13,180.00	08-Dec-95

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Tashkent	"Socio-Service"	"NUR"	7	C	\$8,229.00	02-Sep-95
Urgench	Alkhorezmi-Vamberg International Society	Renovating Business Information Centre	16	C	\$2,820.00	12-Sep-96
Taskent	Eremurus Club	VideoEco Project	1	C	\$2,950.00	08-Dec-95
Tashkent	Rukhsor Training Centre	(Unknown)	12	C	\$6,585	12-Sep-96
Fergana	Fergana Private Farmers Assn. (PFA)	Developing Fergana Oblast PFA	6	P	\$7,651.00	15-Mar-96
Samarkand	Samarkand Artists' Association	Creation of Artists' Center in Samarkand	8	P	\$16,400.00	11-Apr-96
		Bukhara Living Crafts Museum and Artisans'				
Bukhara	Union of Craftsmen of Bukhara Region	Resource Center	8	P	\$24,910.00	15-Mar-96
Tashkent	"Save Women" Group	"Save Women" Crisis Center	2	S	\$970.00	08-Dec-95
		Formation of the Anonymous Alcoholics'				
Tashkent	Anonymous Alcoholics Association	Association	3	S	\$8,815.00	13-Jun-96
Tashkent	Association of Accountants & Auditors	Professional Training for the Invalids	10	S	\$6,911.00	08-Dec-95
Bukhara	Association of Pediatricians of Bukhara Oblast	Prevention of Diarrhea	3	S	\$2,860.00	12-Sep-96
Bukhara	Business Cultural Relations "SALOM"	Giving Village Women A Voice Through Crafts	2	S	\$9,800.00	11-Apr-96
Kokand	Business Women Association of Kokand	Training on Entrepreneurship for Artisans	2	S	\$5,490.00	08-Dec-95
Khojand	Business Women's Association of Khojand	Woman & Business Activity	2	S	\$1,200.00	08-Dec-96
Khojand	BWA Khodjent	Women and Entrepreneurship	2	S	\$13,064.00	11-Apr-96
Tashkent	CA NGO Computer Guidebook	Computer Guidebooks	12	S	\$360.00	13-Jun-96
Tashkent	Centre for Young Women Leaders	Strengthening the NGO	3	S	\$1,300.00	12-Sep-96
Nukus	Centre PERZENT	Establishment of Educational Centre	3	S	\$13,580.00	20-Oct-96
Tashkent	Computer Center "Tumaris"	Computer Competence for Uzbek Women	2	S	\$7,610.00	08-Dec-95
		Organization and Functioning of the Cultural Center				
Tashkent	Cultural Ecological Center "Ecopolis"	"Ecopolis"	1	S	\$6,985.00	09-May-96
Tashkent	Diabetic Children's Society	Diabetic Society Conference	3	S	\$315.00	20-Oct-95
Tashkent	Diabetic Children's Society	Diabetic School	5	S	\$6,944.00	08-Dec-95
		Creation of Social Rehabilitation Center of Epileptic				
Tashkent	Epileptics Association	Patients	3	S	\$3,915.00	09-May-96
Tashkent	Eremurus Club	Summer Camp	5	S	\$1,744.00	11-Jun-95
Tashkent	Goodwill Tashkent	Goodwill Tashkent	7	S	\$7,547.00	15-Mar-96
Tashkent	Junior Achievement	Economic Education Program	5	S	\$12,500.00	22-Sep-95
Tashkent	Khaldirghoch Children's Musical-Theatre Studio	Plays on sanitary hygiene, fire safety and ecology	5	S	\$3,936.00	12-Sep-96
Kokand	Kokand Branch of the BWA	Training-Consulting Centre	12	S	\$2,780.00	12-Sep-96
Tashkent	Kridi Parents Club of Disabled Children	Social Rehabilitation of Invalid	10	S	\$8,220.00	13-May-95
Tashkent	Kridi Parents Club of Disabled Children	Social Rehabilitation of Invalid	10	S	\$6,780.00	13-Jun-96
Tashkent	Light-House (Mayak)	Establishment of Professional Orientation Centre	5	S	\$1,778.00	19-Oct-96
Tashkent	Medical Rehabilitation Center "UMID"	Information Links Between Regional Clubs	10	S	\$2,232.00	08-Oct-95
Namangan	Namangan Oblast Business Women Association	Creation of the Computer Center	2	S	\$6,180.00	15-Mar-96
		Strengthening of the Karansaray Apprenticeship				
Tashkent	Republican Handicrafts Firm "Mussavir"	School of Prominent Uzbek Artists	8	S	\$9,540.00	11-Apr-96

All grants to date

Chirchik	Russian Cultural Center	Rights to Children	5	S	\$1,870.00	02-Sep-95
Chirchik	Russian Cultural Centre	Rights of Children	14	S	\$7,828.00	18-Oct-96
Tashkent	Society for Consumers' Rights Protection	(No Title)	4	S	\$2,430.00	13-Jun-96
Tashkent	Tashkent Public Education Center	Citizens Forum	12	S	\$5,450.00	08-Dec-95
Tashkent	Uzbek NGO Working Group	NGO Working Group for Legal Reform	4	S	\$1,883.00	02-Sep-95
Tashkent	Women's Association of Bagishal District	Women-in-Crisis Centre	2	S	\$6,250.00	12-Sep-96
Tashkent	Women's Resource Center	Fozila Info Leaflet	2	S	\$7,220.00	08-Oct-95

ATTACHMENT 23

**Work Plan for Development of Tashkent Goodwill  
and Regional CAR Goodwill Support Activities  
for GII Counterpart Consortium CAR Program**

**Summary of Time Frame**

**July 1996 - September 1996**

*(End of current quarter)*

- \* Continue operations of first Goodwill store in Tashkent to build revenue and strengthen organization
- \* Continue process of identifying vocational training intern for internship in US
- \* Continue to identify potential clients of organization
- \* Begin pullback of Melissa Brill from direct activity in Tashkent Goodwill management
- \* Sending of financial information to US Partner
- \* Improve Partner communication between Tashkent and Indianapolis, including financial information in order for the US partner to help in financial planning for the sustainability of the organization
- \* Continue the search for a suitable location for the second Tashkent Goodwill store
- \* Continue the search for additional employees for the Tashkent Goodwill store #1
- \* Possible expansion of work hours to include opening the store on Monday for a 6-day work week.
- \* Pilot In-home Sewing Production Program initiated (individual trial underway in September)

**October 1996 - December 1996**

- \* Prepare facilities for Tashkent Goodwill store #2 - including locating equipment, renovations
- \* Identify staff for store #2
- \* Open store #2 in December (pending identification of space in Sept/Oct)
  - a. Continue generating revenue stream - Tashkent Goodwill cannot establish vocational training programs with a reasonable expectation of success and sustainability without a continuous and appropriate level of revenue
  - b. To continue to create jobs for special needs individuals - a recognized form of vocational training in itself - in retail clerking, clothing preparation/ sorting/ repair/ pricing, warehousing/inventory control, money-handling, financial accountability, customer service, appropriate presentation (personal hygiene/grooming), working well with others
  - c. Promote awareness of Goodwill in another area of Tashkent
- \* Process/send intern to Indianapolis Goodwill/GIO/Other training sites for 2-month intensive vocational training program
  - a. Intern views variety of contemporary Goodwill vocational training programs
  - b. Intern sees results of Goodwill training - employment within the Goodwill organization and

- competitive employment placement where and when possible
  - c. Intern reviews various training possibilities for appropriateness and transferability to current Tashkent economic/social/political climate
  - d. Intern, with assistance of U.S. partner Goodwill training and training staff, develops/writes a work plan for appropriate vocational training models to present to Tashkent Goodwill leadership
  - e. Intern returns to Tashkent to work with colleagues in structuring appropriate models and setting realistic goals for implementation
- \* Continue building of partner relationship and sending of financial data to James McClelland to continue study of revenue development
  - \* In November / December, facilitate the "detachment" of Melissa from her role as Peace Corps volunteer assigned to the Tashkent Goodwill to GII Field-based Grant Manager
  - \* Ms. Brill to assist Tashkent Goodwill as advisor in variety of areas: financial management, accounting, marketing, community outreach, locating potential job placement opportunities, locating potential funding opportunities
  - \* Examine potential facilities for vocational training programs

#### **January 1997 - March 1997**

- \* With returned vocational training intern, determine costs of chosen initial vocational training projects (equipment/space/etc.)
- \* Review financial stability/ability to actually begin vocational training programs beyond in-house employment with James McClelland
- \* Begin vocational training models as appropriate for financial situation/stability of organization
- \* Ms. Brill travels to Almaty and Bishkek to participate in Counterpart Consortium regional meetings/events and in support of Goodwill regional contacts/outreach
- \* Ms. Brill continues to work with foreign businesses in Tashkent to assist in building Goodwill ties and initiating potential cooperative ventures (with private business and other not-for-profit, NGOs)
- \* Continue media coverage of Goodwill developments

#### **April 1997 - June 1997**

- \* Continue with development of retail and vocational training programs.
- \* Complete activities as appropriate and goals as stated in Tashkent-developed work plan
- \* Ms. Brill to continue role as advisor to Tashkent Goodwill leadership (financial management, accounting, marketing, community outreach, potential job placement opportunities, potential funding opportunities)
- \* Ms. Brill to continue as liaison with Counterpart Consortium staff/partners and regional representative for GII (making timely reports, handling grant accounting and evaluation)

## Description of Projects with Financial Justification and Explanation of Projects

### PROJECT

#### *I. Opening of second shop of "Goodwill-Initiative" in Tashkent*

Opening of a second Goodwill shop is necessary to increase the financial growth of Goodwill-Initiative in order for the steady realization of future projects involving the vocational training and job placement of people with disabilities.

The second shop is planned to be opened in the region of Chilanzar or Yakkasaraisky district because of the large number of potential clients in these districts.

Opening a second store not only allows for a stronger income base for the organization, it also provides jobs to people in these communities who face barriers to employment because of their disabilities. Jobs created will be in management, sales, preparation of clothing, and distribution.

Before opening the second shop, the Tashkent Goodwill organization will need to generate enough income to support the first two months expenses for this shop. The breakdown of these expenses are as follows (*current sum exchange rate 36 sum = \$1 US*):

Beginning expenditures of shop opening during 2 months:

Rent of the premises (70 sq.m.)	20,000 sum
Small reconstruction of premises	30,000 sum
Clothing racks 10 pc.	25,000 sum
Cash register	25,000 sum
License (trade permission - 3 months payable in advance)	2,400 sum

Staff Salary

1) manager (4000 sum per month)	8000 sum
2) 3 assistants (7500 per month)	1500 sum

Total	125,400 sum
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The preparation of this shop can begin with 85,000 sum. The preparation will take about 2 months (from the time the space is located) in regards to the registration and construction work.

Based on sales for the first 7 weeks of operation of the first store, sufficient income will be generated by October to begin readying the second store for operation (provided that a suitable space can be located by that time); therefore, the opening of the second store is estimated for December 1996. The following is a summary of the income and expenses for the first store.

	Income	Expenses	Surplus (rest)
July*	45,825 sum	40,020 sum	5,805 sum

August	103,205 sum	55,716 sum	47,492 sum
Total	149,030 sum	95,733 sum	53,297 sum

\* Profit has been estimated from 12 of July, Expenses have been estimated for a whole month

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**II. Establishment of In-home Sewing Production Program**

The second project being planned is in-home sewing production. By using shop's own financing means it's possible to begin this project, which doesn't need large beginning expenditures. The raw materials for Clothing Production will be the fabric material from the shipment from Indiana. This fabric consists of defective bedding, curtains, textile pieces and unsaleable clothing (clothing with stains or unrepairable defects). The items produced, which will consist of craft items, household products and clothing will be sold in our shop. The seamstresses are ready to produce the cloth as soon as the raw materials are delivered (all seamstress are invalids of 2nd category).

If there is success in this area of production equipment and different types of sewing machines will be needed for production expansion and for workshops (possibly taught by the women currently working on this project).

For project implementation it will be necessary to procure approximately \$ 2,500 to purchase sewing equipment.

This project has already begun its work. Expanded production could begin its work by January/February if there are positive results from the current endeavor.

**III. Draft-Project: Creation of Small Training Center under "Goodwill-Initiative"**

**1. Creation of Computer Training Class**

The computer class will be an educational program for people with disabilities of all categories. All training will be conducted for people with disabilities free of charge. Classes will also be offered to other people for a set fee, with all proceeds going towards supporting the computer class program and to computer training expansion.

Originally, the payment for computer class maintenance will come from store income - rent of facilities, salaries, utilities.

2. Preliminary (draft) expenditures of computer class creation

a. Equipment

1 computer costs \$950 USD - minimal quantity of computers needed: 5

Cost of 5 computers(@\$950/ea)	\$4,750 USD
Computer tables (5@\$200/ea)	\$1,000
Office chairs (2@\$200/ea)	\$ 400
Chairs for students(10 @\$50/ea)	\$ 500
Bookcases (2@\$400/ea)	\$ 800
Air Conditioner	\$ 380
Printer	\$ 710

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Total \$8540 USD

b. Monthly Expenses

Office rent: 80 sq.m. (96,000 sum in a year) 8,000 sum/month

Salaries:

Director of Training Center	5,000 sum/month
Teacher	3,500 sum/month
Secretary	2,900 sum/month

Other costs:

Telephone	1,000 sum/month
Electric power	1,000 sum/month
Communal services	1,000 sum/month

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Monthly expenses total 22,400 sum

c. Renovation Costs:

Reconstruction:	Metal door	10,000 sum
	Window bars	60,000 sum
(40 sq.m., 1,500 sum per sq.m, incl. installation)		

Other renovation 75,000 sum  
(includes paint, ramps, etc)

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Renovation total 145,000 sum

**Total cost of opening of computer training center \$8,540 USD**  
**(167,400 sum)**

The purchase of equipment and site renovations will be covered under the Goodwill Industries International

/ Counterpart Consortium / USAID grant. Other expenses must be covered by income generated by the Tashkent Goodwill.

3. *Project time frame of computer class creation:*

The project of computer class creation can be realized no earlier than March 1997:

**Justification for Time Frame:**

1. The shop's income should be enough to pay approximately 22,400 sum of monthly expenditures for the computer training center and to have 3 months in reserve in order to have an accumulated financial buffer for smooth project implementation.
2. The shop's benefits from September through October will be used to open a second shop of the enterprise; therefore, the financing accumulation for the implementation of the computer class project will begin after October 1996.
3. The candidate on the position of director of training for Tashkent Goodwill should be identified, approved and hired by the Board of Directors of "Goodwill-Tashkent", documents for exiting the country and permission to travel must be prepared, and the vocational training director will then spend 2 months in the USA for training. A realistic estimate of the time this will take shows that the director of training will not return earlier than February, and this project implementation cannot begin before the director returns, since part of this person's internship will be looking at realistic training plans and how to implement them in Tashkent.

Time Frame:

1. To choose appropriate premises for computer class  
-December 1996 - January 1997
2. To open computer class  
- earliest possible - March 1997

All plans for training classes / vocational training activities are subject to review with Tashkent Goodwill vocational training manager after his/her training in the USA.

The projects of opening of a second shop of "Goodwill-Initiative" in Tashkent, creation of in-house clothing production, and computer class creation have been developed by Rasulov, B.T., Chairman of the Board of Directors of NGO "Goodwill-Tashkent" and Yakubov, B., Executive Director of "Goodwill-Initiative". The projects were reviewed and approved at the meeting of the Board of Directors "Goodwill-Tashkent" on August 31, 1996.

Chairman PCD "Goodwill-Tashkent"  
Director "Goodwill-Initiative"

Rasulov B.T.  
Yakubov B.

*Editing of project work plan by Goodwill Tashkent Peace Corps volunteer/ GII Field-based Grant Manager Melissa Brill. Detailed job description for Melissa Brill attached.*

*Project work plan reviewed and annotated by Elizabeth Scott, Melissa Jordan, and James McClelland. Please see final notes on following page.*

The US partner organization's president, Mr. James McClelland, has reviewed this work plan (with which he will be significantly involved as it progresses) and has made the following observations which should be kept in mind:

- He has expressed considerable satisfaction with the plan and its general thrust;
- With regard to the selection of an individual to be trained and/or to assist in other ways the with development of the vocational training dimension of the Tashkent program, Mr. McClelland observes that the most useful skills for the new organization to have may be those that pertain to the job finding, job placement, and supported employment aspects of the vocational training process. With this in mind, we have supplemented this work plan with this note indicating the possible need to substitute for the "rehabilitation manager" described in the plan, another type of Goodwill employee who would focus on the clients, development of job locating skills, and on the actual placement and support of client once jobs have been identified.
- Mr. McClelland notes additionally that as long as the two current Indianapolis-trained individuals (Mr. Rasulov and Mr. Yakubov) are managing the operation, both will have knowledge of some of the basic aspects of the vocational training program. Therefore, the primary need will be for sound planning on the revenue side, and for making the most of the job placement dimension of the vocational training program. To quote his comment: "I would not want to see Tashkent do what I've seen in parts of Latin America where programs provided elaborate training and "rehabilitation" programs, but following completion of the programs, the people all went back home and sat because there were no jobs for them."

Below are listed the elements of vocational training, as pursued by Goodwill Industries and other social service delivery agencies worldwide. In reviewing these elements of vocational training, it becomes very clear why some adjustments may need to be considered in the development of the Goodwill in Tashkent and other areas of the developing world:

- Assessment/evaluation
- Work adjustment training
- Skills training
- Job identification and placement
- Supported employment

**JOB DESCRIPTION****Field-based Grand Manager*****Goodwill Industries Counterpart Consortium Project,  
Central Asia***

*Incumbent:* Melissa Brill

*Position Objective:* To provide field-based coordination, planning, reporting, and liaison functions involved in working with indigenous organizations in the region; to support efforts to:

- create Goodwill model program(s) in the Central Asia setting; to provide liaison with field-based Consortium partners

**Specific Duties:**

- Basic functions associated with the Goodwill Industries program Tashkent, Uzbekistan:
- Provide report to Goodwill on progress in Tashkent;
- Provide regular monthly/quarterly reports to Goodwill
- Provide brief, bullet-type weekly updates to Counterpart office in Tashkent
- Assist local/Goodwill staff/board with a variety of management issues:

financial management  
accounting  
marketing  
community outreach  
potential job placement opportunities  
potential funding opportunities

(All of the activities outlined above would be part of the overall field-based grant manager post.)

- Field-based liaison with the Counterpart Consortium, Central Asia
  - Attend regular monthly meetings of Consortium representatives;
  - Keep Goodwill Industries corporate office informed of possible cooperative ventures;
  - Make Tashkent staff/board aware of such potential joint activities, as appropriate;
- Provide Goodwill Industries outreach to other Central Asian disability/rehabilitation organizations that may seek collaboration and information about the Goodwill model.



CENTRAL ASIAN PRODUCTS DISPLAYED AT THE NEW YORK INTERNATIONAL GIFT FAIR (AUGUST 11-15, 1996)