

Freedom House  
Support for Serbia's Democratic Opposition  
Final Report: July 1, 2000 - December 31, 2001

I. Introduction and Program Overview

In an effort to promote lasting democratic change in Serbia, in June 2000 Freedom House sought and received \$1,100,000 in USAID Serbia funding to sponsor the "Support for Serbia's Democratic Opposition" program (Cooperative Agreement No. 169-G-00-00-00105-00). This final report covers activities conducted during the entire period of the cooperative agreement, from July 1, 2000 to December 31, 2001.

As originally proposed, this program encompassed two distinct, but related, sub-programs:

(1) Campaign Managers Training Program in Serbia (CMT): Working with a broad cross-section of Serbian opposition parties, and with the cooperation of the National Democratic Institute and the International Republican Institute, this program's aim was to identify, develop, and train in the United States a core group of Serbian political activists who would serve as the backbone of the opposition parties' election campaign effort to topple the regime of Slobodan Milosevic.

(2) Building Democracy in Serbia Program (BDS): The primary objective of the Building Democracy in Serbia Program (BDS Program) was to quickly restore and reinvigorate the capacity of Serbia's NGO sector to influence public opinion and mobilize public action to bring democratic change to Serbia. Building upon Freedom House's "Rapid Response Plan to Build Democracy in Serbia" launched in the fall of 1999, this program was intended to support Serbian civil society - primarily NGOs --through sub-grants, regional exchanges, and U.S.-based training in their struggle to create lasting democratic change in Serbia.

Immediately upon notification of award by USAID in late June 2000, Freedom House rapidly began implementing both of the "sub-programs" identified above. Specifically, Freedom House program staff in Belgrade and Washington began intensive recruitment and selection for CMT and U.S. internship participants, while staff in Belgrade and Budapest launched requests for grant and regional exchange applications.

In regards to the CMT portion of the program, Freedom House quickly identified and selected a group of senior, highly skilled campaign staff from Democratic Opposition of Serbia (DOS) coalition members for the initial CMT study tour that was scheduled to take place in the U.S. in early August 2000. However, in late July, Yugoslav authorities announced Federal Presidential and Parliamentary as well as Serbian local elections for 24 September, leaving little time for opposition members to conduct their campaigns.

After significant consultations between Freedom House management and senior officials at USAID Serbia and Washington as well as the U.S. Department of State, it was agreed on 29 July to 'freeze' activity on the CMT component of the Freedom House program and reallocate the majority of its funds to the BDS grant program. At the same time, BDS grant and exchange funds themselves were re-prioritized from mid- and long-term objectives (human rights strengthening, civil society capacity building, etc.) to the more immediate and pressing needs to support NGO-led public mobilization and education campaigns. Activities implemented and outlined in this report reflect these shifts in strategy.

It should be noted that within days of the election date announcement, Freedom House had designed, organized and implemented an open (public) mobilization grant competition. Response to this call for proposals was enthusiastic and large, and Freedom House awarded over \$400,000 in grants to Serbian NGOs and civic movements in a matter of weeks.

In late September 2000 Freedom House was awarded \$193,000 in supplemental funding to this program, of which \$160,000 was disbursed in sub-grants (see section II).

Following the profound developments of late September and early October 2000 in Serbia, culminating in the storming of the Federal Parliament in Belgrade and the effective ouster of the Milosevic regime, Freedom House in consultation with USAID Serbia designed, organized and implemented a competition for a second round of mobilization grants, this time targeted at the extraordinary Serbian parliamentary elections scheduled for December. Over \$200,000 in grants was awarded in this second, critical election, which de facto consolidated the concentration of legal authority in the parties of the Democratic Opposition of Serbia. Again, Freedom House was able to respond swiftly to fast-paced events by virtue of its positioning, staff capacity and support from USAID.

In January 2001, Freedom House was able to bring the first three participants for the U.S. internship component of the BDS program now that the election campaign period was past. The remaining seven participants came to the U.S. in two groups in May and September 2001.

In late winter 2001, Freedom House began the process of institutionalizing its presence in Belgrade in recognition of the changed nature of the Serbian operating environment. Additional Serbian staff members were hired and Sanja Pesek, previously the program officer for Serbia based in Budapest, relocated to Belgrade.

The remainder of Freedom House's USAID-sponsored regranting funds were committed to a series of initiatives aimed at a) assisting the difficult transition faced by the country's new democratic authorities; and b) shoring up support for a series of key civil society institutions and NGOs.

Overall, Freedom House provided a total of \$647,000 in grants, funded 32 regional exchanges, and sponsored U.S.-based professional internship training for ten democratic activists and NGO professionals.

## II. Grant Program

### A. Overview and Objectives

Since 1998, Freedom House has helped significantly to increase citizen participation in key elections in a number of countries in Central and Eastern Europe. In so doing, Freedom House has developed impressive in-house expertise in election-related grantmaking to NGOs. Freedom House's strengths include the capacity to make grants quickly, a deep familiarity with specific national political and civil society contexts, and a particular emphasis on regional and cross-border work ('sharing experience' and exporting lessons learned from one country to another).

When presidential, local and federal parliamentary elections were announced in July for September 24, 2000, per a previous agreement with USAID/Serbia, Freedom House immediately reallocated the majority of its USAID re-granting funds for the purpose of supporting national and local 'civic campaign' activities to ensure a massive voter turnout for the election. This program was modeled after other "Get Out The Vote" (GOTV) campaigns that had taken place in Croatia, Slovakia, and Ukraine, and had been specifically anticipated by Freedom House in its proposal for the Support for Serbia's Democratic Opposition program.

Specifically, as mentioned earlier in this report, Freedom House reallocated the bulk of funds formerly approved to support the Campaign Managers Training Program (CMT) to the Building Democracy in Serbia (BDS) component of the program for regranting. In all, including the supplemental grant funding Freedom House received from USAID at the end of October, combined with the original BDS grant budget and re-programmed CMT funds, Freedom House awarded

\$747,000 in sub-grants under this cooperative agreement. (Note: The regional exchange and U.S.-based internship budget items remained unchanged from the original approved proposal.)

Freedom House was guided in Serbia by the same principles that successfully guided previous programs in Slovakia, Ukraine, and Croatia. Namely, the Freedom House program was:

- Focused on "change" and youth
- Non-partisan
- Decentralized and national
- Responsive and flexible
- Coordinated among donors
- Implemented by NGOs
- People intensive, creative, and energizing for all citizens

Freedom House's basic strategy for its election programs was to support NGO projects and NGO coalition projects that:

- Increased voter turnout (Get Out The Vote/GOTV)
- Provided public education and information sharing on issues/events
- Ensured that the elections are free and fair by independent monitoring

The Freedom House GOTV initiative (strategy/priorities/guidelines) was developed in consultation with USAID and other donors (with whom Freedom House already cooperated) once elections were announced. The priorities, geographic and issue targeting, and proposal guidelines were quickly decided upon. This responsive and flexible approach employed by USAID and later the office of Ambassador William Montgomery was especially wise and advisable given the quickly changing nature of the political scene in Serbia.

As in previous GOTV Programs, Freedom House worked in close coordination with other donors by contributing to a logical and effective division of effort intended to optimize topical/geographic coverage and each donor's comparative advantages. (See II.C. "Impact and Results" below for more on donor coordination.)

## **B. Activities**

The BDS Program, a follow-on to Freedom House's successful Rapid Response Grant Program, was launched in June 2000 as both democratic forces and repression gained steam, culminating in an NGO-led get-out-the-vote effort, which together with political party campaigns, ultimately ended Milosevic rule on October 5, 2000. Throughout the course of the BDS Program, Freedom House awarded \$747,000 in sub-grants.

The following GOTV activities were eligible for Freedom House support in Serbia:

1. "Rock the Vote" types of activities
2. Printing election-related publications and posters
3. Sponsorship of radio and TV shows and appearances by NGO activists, other experts on election related issues (These could possibly be broadcast from Republika Serbska, Bulgaria, Montenegro, or Hungary in case of a media clampdown inside Serbia.)
4. Independent research and analysis on party platforms, election laws, and major public policy issues facing the country for distribution to targeted segments of population
5. Printing of observer handbooks and other reference materials individuals monitoring the elections
6. Websites or electronic news/current events publications (webzines, email digests, listserves, etc.) originating either in Serbia or outside for domestic consumption
7. "Samizdat" style print publications presenting objective independent news, information, and analysis of developments inside and outside Serbia

8. Organization of public round-tables and lectures addressing critical political issues, e.g. media /political repression, civil disobedience, ethnic and minority rights
9. Public 'town hall meetings' for debate and discussion involving important segments of the electorate, e.g. women, youth, elderly, rural voters
10. Production of various forms of electronic marketing/information provision for voter mobilization or civic education
11. Composition and distribution of regular e-mail updates on election-related NGO events (disseminating information and increasing prospects for coordination and cooperation among both grantees and donors)
12. Promote and support cross-sectoral cooperation at all levels between NGOs, media, government officials (where appropriate e.g. in opposition-controlled cities) and opposition parties for voter mobilization, voter education, and monitoring
13. Post-election awareness-raising and evaluation programs

*(See Tab A for copies of announcements from the Freedom House mobilization grant competition for both September and December elections.)*

During the first phase of the Building Democracy in Serbia Program, Freedom House funded 43 NGO action-oriented GOTV activities and other election-related initiatives (for a total of \$485,760) that led to an 80 percent of voter turnout rate in some regions, higher civic mobilization and public outreach and an increase in number of election monitors that directly affected election results.

Freedom House funded an additional 17 election-related initiatives (for a total of \$101, 846) prior to the December 2000 elections. The goals and types of activities funded through these grants were consistent with the first round of grants disbursed prior to the September elections.

Finally, Freedom House disbursed an additional eleven grants (for a total of \$159,394) to build the political and social advocacy capabilities of Serbian civil society organizations. As outlined in the proposal, priority was given to initiatives promoting human rights and rule of law, citizen education and participation, and regional policy issues.

*(See Tab B for a complete list of grants funded through the BDS Program.)*

### **C. Impact and Results**

With these objectives and priorities in mind, the Freedom House BDS Program, along with the efforts of other important U.S. Government and privately funded initiatives, was a significant factor in motivating the population to vote and then to defend their vote while improving the conditions, capability and credibility of Serbia's NGO community. The Program strengthened the NGO infrastructure, self-confidence, and national organizational readiness.

During the GOTV campaigns, the sector organized, communicated, educated, and led public opinion as well as citizen movements that brought the people up the steps and into the Parliament for the first time in 13 years. As Freedom House grantee Ljuba Tadic said after reading the news to the masses and then announcing it was time to go in, "This was the best performance of my life." Another Freedom House grantee, Natasa Vuckovic of the Center for Democracy Foundation, organized an NGO Information Center that provided a vehicle for coordinating volunteers, organizations and activities in the myriad GOTV activities across the country. She later stated that "results far surpassed [her] expectations." As one of the first and largest GOTV donors, Freedom House played a key role in this historic moment.

### i. Strengthening National Campaigns

Freedom House's grant to the Center for Democracy Foundation (CDF) provided direct assistance for NGOs that aspired to form national and local campaign strategies. CDF used its extensive NGO expertise to animate and assist smaller, newer, and outlying NGOs in drafting, writing and translating proposals. CDF established contact between these NGOs and donors. "As such, the Freedom House grant was a transmissional factor in linking the potential grantees with other donors, such as the GMF and other from Donor's Forum," according to Vuckovic. Given that elections were announced just eight weeks prior during the height of summer vacations, in order to catch the opposition and NGOs off guard, the importance of this facilitation cannot be overstated.

CDF helped to transform the myriad campaigns into a national movement, and to link regional GOTV and national projects and organizations. CDF worked closely with ANEM and TV Mreza (Net), using CDF's calendar to achieve better and comprehensive media coverage of events such as the Pancevo bike ride to the villages for wheel-to-door GOTV, which captured the public's attention with its unique approach. Near the end of the campaign, CDF used its close party relationships to ensure that GOTV and party campaign events did not clash or compete, but were rather scheduled in a way to build and widen the public energy.

Once the campaign got underway, the grant fostered cooperation among NGOs within regions, especially those working on the same target groups, and between national and local campaigns. For example, Freedom House supported Village Threshold, a new NGO in the small western town of Sabac, and sent teams of volunteers to the villages in that region. "The Youth Club in Indjija (Freedom House funded), not far from Sabac in the Srem region, conducted similar GOTV work in villages. The Center for Democracy linked the organizations and their teams, which enabled them to cover a bigger region, as well as share and exchange campaign materials that helped avoid duplication and information overload.

On visits around the country, Freedom House asked NGOs, "What are you doing to create a national feeling of possibility? Are your efforts known around the country?" The Center for Anti-War Action (CAA) put together a Freedom House-funded GOTV campaign for villages across the country entitled, 'The Village Matters, Too.' CDF connected this national campaign with the above-mentioned regional campaigns, allowing efforts in different geographic regions and at different levels to share and distribute each other's campaign material. Linking central, national NGOs to local NGOs proved a vital means of creating a nationwide movement to the polls and creating the feeling that change was possible.

Freedom House referred NGOs to CDF-hosted weekly press conferences highlighting GOTV activities around the country, featuring NGOs, which typically do not receive coverage in national media. By showing a strong and developed national GOTV campaign, the image of the NGO sector was greatly improved.

With support from Freedom House, Group 484 organized teams of volunteers in the pre-election period -- amidst the increased efforts of the regime to silence both party and non-partisan election activities -- for a door-to-door and public information GOTV campaign.

Through strategic infrastructure grants to Otpor, G17 Plus, ANEM and CeSID, Freedom House helped to ensure that the GOTV efforts would not be in vain. Otpor broke the fear, G17 Plus provided the opposition with credibility, and CeSID inspired the belief that, after a decade of lies, a true count of votes would be reported.

In this regard, the Freedom House program's effort to first build Serbia's NGO infrastructure and then follow it with support for citizen mobilization had a defining impact not just on the NGO scene, but on all of society. Freedom House was one of the first donors to support the infrastructure needs of these groups. For example, Freedom House awarded grants to G17 Plus and Otpor when neither had

an office in Belgrade. That these organizations developed nationwide networks, led nation-wide GOTV campaigns, and now continue to be important actors promoting civic engagement and reform, testifies to the soundness and foresight of Freedom House's strategy and the enormous impact of the BDS Program. Now many months since the beginning of the campaign and Freedom House's program, the situation on the ground in Serbia is very different: stronger nation-wide networks of non-governmental organizations proved their worth to a new democratic government.

Freedom House's institutional support to building nationwide networks such as G17 Plus and Otpor helped those groups mature into the key organizations that brought down Milosevic. Freedom House support was timely (in most cases the financial assistance from Freedom House was the first funding these groups received prior to the elections) and helped these organizations grow from central offices to nationwide movements.

The nervousness of the regime with respect to the activities of Otpor (accelerated arrests, detentions, interviews, and beatings from May through September) proved the organization's serious threat to the regime. Otpor's GOTV campaign built heavily on the existing infrastructure and the network of offices in Serbia, coupled with regular input from Freedom House on ways to reach out and find NGO partners around the country. Freedom House helped Otpor make a final push through a telephone and internet campaign that reached first-time voters.

## **ii. Reaching Outside the Capital: Local Campaigns**

One of the fundamental goals of Freedom House's Building Democracy in Serbia Program has been to build the capacity of NGOs outside Belgrade. Freedom House recognized that any successful democratic movement would require a nationwide engagement. Freedom House identified capable NGOs, especially in central and southern Serbia, and supported them with much needed material support.

Freedom House's continued support to the Committee for Human Rights, a human-rights organization from Leskovac (a traditional base of support for the Milosevic regime in southern Serbia) and new support to the People's Parliament demonstrated the value of reaching outside the capital. The people of Leskovac, led by these two organizations, defended their vote not only on October 5th, but again on the streets of their own town, demanding and achieving the reversal of the stolen local elections.

The European Movement in Serbia, with offices in more than 10 towns in Serbia, built a particularly effective network. The European Movement's office in Zrenjanin shared its Freedom House funded promotional material with its regional offices and secured volunteers to cover very remote villages. EMINS worked closely with Otpor, G17 Plus, Nezavisnost and Civic Initiatives. Fifty EMINS members distributed 400,000 pieces of propaganda in one month, worked seven days a week and canvassed more municipalities than planned.

The Center for Regionalism in Novi Sad created a colorful theme, "Let's Reach the Rainbow Together" with materials in proportion to the national minorities in Vojvodina – for example, 14,000 posters in Hungarian, 5,000 in Slovakian, 3,000 in Romanian, and 2,000 in Ruthenian – and distributed materials in cooperation with local NGOs in more than 14 towns where those minorities have their greatest concentrations, including Ruthenian in Kula; Romanian in Vrsac, Slovakian in Backi Petrovac, and Hungarian in Kanzija.

Panonija Charity Association ventured into democracy-building for the first time, using their expertise in social work to appeal to older voters. Two thousand people attended their concerts around Novi Sad.

With funding from Freedom House, the Women's Forum of the Association of Free and Independent Trade Unions emblazoned 5,000 aprons with 'Recipe for Democracy' and organized actions in ten regions in cooperation with multiple women's groups, thus expanding their network of volunteers and

heightening their collective impact. This culminated in a large public meeting of all women's forces on the Republic Square on September 16th. Freedom House had provided the idea of an apron, since the Forum works to empower impoverished, undereducated vote abstainers, who are not likely to wear T-shirts. The Forum then continued by mobilizing people to defend their vote in the dramatic days following the election.

Freedom House, on top of awards, leveraged grants with attention, hands-on advice, suggestions and expertise based on extensive regional GOTV experience.

### iii. Donor Coordination & Direct Guidance

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*"We are the European Movement without support from Europe. Our American foundation support is what allows us to keep working." –  
Jelica Minic, European Movement*

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During the campaign, Freedom House was perhaps the only major GOTV donor that made it a priority for its staff to visit all grantees in person. From offices in Belgrade and Budapest, staff traveled to consult with and provide moral support to NGOs throughout the country that had been struggling—in most cases on their own—due to their country's international isolation. These five Freedom House staff members were able to visit in the thick of NGO campaigns in Subotica, Novi Sad, Zrenjanin, Kraljevo, Valjevo, Sabac, Zemun, Indjija, Nis, Leskovac, Bor, Negotin, Babusnica, Uzice, Arilje, Novi Pazar, Pancevo, and Belgrade.

Several NGOs – including CDF, EMINS, Leskovac Committee for Human Rights, and Group 484 – specifically told Freedom House that our guidance and advice provided important contributions to their success. Group 484, as just one example, was going to back down from its plans for door-to-door canvassing until Freedom House helped devise ways to ensure the safety of the volunteers during the door-to-door campaign.

Freedom House played a central role in the Donor's Forum (hosted by the Canadian Embassy) setting the standard for the forum with its transparency and speed in reporting grants and interest. Freedom House coordinated with other donors such as Norwegian People's Aid in order to cover the NGO campaign in the western town of Sabac. Without the diplomatic protection afforded to embassy staff from Great Britain, Netherlands, Germany, Canada, Freedom House decided to continue to take the risks of participating in order to make the work of the forum more effective. The forum appreciated this effort. The General Secretary of the European Movement, Jelica Minic, in unsolicited comments, told Freedom House during campaign planning that, "We would be lost without you." As she left the press conference announcing the start of the European Movement's GOTV campaign, she told Freedom House "We are the European Movement without support from Europe. Our American foundation support is what allows us to keep working."

In addition, Freedom House worked actively and energetically with other Serbia players in Washington, D.C. and from Budapest. With this three-tiered approach – U.S., Belgrade, and CEE – Freedom House managed to play a valuable networking/voluntary coordination role, and contribute to the efficient management of the overall USG/Western assistance effort inside the country.

In Washington, Freedom House's reputation and unique access inside Serbia enabled it to contribute substantially to the tactics and strategy debate inside the administration, as well as among the primary institutional actors.

From Budapest, Freedom House staff maintained a wide range of contacts and professional relationships with both USG and other donors interested in Serbia. By virtue of its Budapest location Freedom House was able to form close working relationships with NDI in particular, as well as with GMF, IRI and other USAID partners, and work actively on coordination. Others with whom Freedom

House worked closely include the NED, the C.S. Mott Foundation (with whom Freedom House implemented a separate re-granting program for NGOs in Serbia, beginning in July 2000), the King Baudoin Foundation of Belgium, the Open Society Institute, and others. Through its longstanding membership on the steering committee of the Grantmakers East Group, Freedom House was perfectly positioned to engage and work with other (non-USG) funders, and to help (where necessary) build linkages between USAID implementing partners and other donors working towards common objectives.

#### iv. In Country Networking

Freedom House's Building Democracy in Serbia Program has had a significant impact on encouraging cooperation and coordination among the national and local NGO forces dedicated to democratic change in Serbia.

For example, the Center for Democracy Foundation, with key support from Freedom House, continued its series of NGO coordinating meetings that had started the previous year as a dialog between all democratic political forces, including trade unions and opposition parties.

The "round table" model of discussion proved to be a viable forum for this important undertaking. Building directly on this experience, Freedom House and Center for Democracy Foundation organized a conference in June that set the stage for national GOTV activities. This two-day event brought together representatives from nearly 100 NGOs as well as the major political opposition groups. The meeting provided a comprehensive overview of the objectives, strategies, and mechanisms of the GOTV program. Experienced GOTV leaders from Croatia, Serbia, and Ukraine reviewed the GOTV programs that took place in their own countries, with a full discussion of the respective roles, activities, and the results.

This provided fodder for the emergence of several nationwide campaigns which were soon to emerge under the banners of Exit2000 (100 NGOs), It's Time (60 NGOs and Otpor), and He's Finished (Otpor).

While the diversity and plurality of voices meant that all audiences would be addressed, at times there was significant and unhealthy competition between the campaigns, which led to confusion, and delays. On the other hand, the coordinating board meetings kept different groups and interests talking. In the end, through this forum, much overlap and cooperation between campaigns was achieved. For example, Pancevo Peace Committee organized a bike ride to the villages campaign. This campaign, which inspired the public's imagination, was promoted in a CDF Press Conference, covered in the media by coordinating board member ANEM, and Civic Initiatives designed its posters. The campaign also captured public imagination. Group 484 lent its volunteers to all campaigns. Cooperation hashed out at the round table was worked out in practice, based on needs and resources and in a spirit of solidarity. All of the above-mentioned groups are Freedom House grantees, highlighting the principle role Freedom House played in supporting not only the central organizing of the campaign, but also by bringing in expert organizing experience from the OK98 campaign in Slovakia, the Glas99 campaign in Croatia, as well as from the effort in Ukraine.

Prominent Freedom House beneficiaries and grantees became members of the Serbian Transitional Government of experts as ministers. In addition to the new leaders who visited Washington as Freedom House guests over in 1999 and 2000, more than two dozen Freedom House friends, grantees and alumni will serve in Parliament and local governments.



### III. Regional Exchange Program

#### A. Overview and Objectives

In addition to its grant-activity in Serbia, Freedom House also supported the efforts of NGOs outside of Serbia to conduct cross-border programs in order to restore contacts and increase cooperation between democratic activists in other countries in the region. In addition to rebuilding and strengthening ties with their democratic counterparts in the region, this interaction generated and demonstrated solidarity between the international democratic community and Serbia's formative groups struggling against the regime.

The Regional Exchange Program (REP) also helped prepare Serbia for reintegration into regional, CEE, and especially SEE initiatives and associations, by supporting cross-border cooperation of counterpart NGOs. The relationships formed during this cooperation, and the knowledge created and enhanced, will be an invaluable asset in the process of Serbia's political and economic integration in the region after the political reform and regime change.

These types of international (cross-border) exchanges and collaboration were relatively small in terms of program budgets and quantity of programs. However, they went far toward assuaging the then-growing anxiety and discouragement among Serbia's citizens, NGOs, and political parties that the international community had "abandoned" them by isolating both the regime and the general population.

In accordance with Freedom House's original proposal, exchanges sponsored and developed by Freedom House targeted citizen participation through elections and community organization in anticipation of elections in Serbia and with recognition of the need for civic education and mobilization to lay the foundation for democratic structures. A full listing of individual exchanges arranged, developed, and funded by Freedom House with USAID support follows this section.

Regional exchanges adopted a variety of formats to respond to different objectives and an ever-fluid situation inside Serbia. Visits between individual Serbian and CEE NGO activists (to initiate future partnerships or to transfer skills and experience) were the most common structure.

It should be noted that exchanges often serve as portals or introductions for organizations to form longer lasting partnerships and working relationships. Often Freedom House will fund an exchange for a relatively small amount, and based on beneficiary performance over time, will solicit larger project proposals with different aims. On regional (cross-border) projects in particular, the exchange program often serves as an incubator for larger project ideas with progressively larger potential impact. In this fashion the REP proves to be a low-cost, valuable regional 'venture fund' which creates results in itself, as well as paving a route to broader institutional development.

#### B. Activities

During the course of the BDS Program, Freedom House sponsored 32 regional exchanges between civic activists in Serbia and their counterparts throughout the region. To support the objectives of the Building Democracy in Serbia Program, regional exchanges were designed and organized in three principal forms. First, the program allowed for sharing other East European experiences in non-governmental election-related activities with Serbian counterparts in order to create a sound base for similar activities in the September 2000 elections. Second, building upon the vast success of these civic activists, the BDS Program provided possibilities to export ideas to Western NIS countries. Third, regional exchanges served as a tool to restore South East European linkages by funding opportunities of Serbian civil society representatives to re-establish intellectual links with counterparts based in other Balkan countries.

With Freedom House's proactive design and implementation, a series of eight regional exchanges took place prior to the elections in September 2000. Non-governmental election experts visited and consulted with the most prominent election oriented Serbian groups. Experience was brought to Serbia from NGOs in CEE, building on the remarkable record of success in the CEE countries. (Examples include GONG in Croatia and NOS in Slovakia.) Previous Freedom House activities in the region helped to identify best practices and important actors in Slovakia, Croatia, and Romania, and inject them into the Serbian NGO community. The program brought key leaders of the third sector in these countries to assist with Serbian groups in preparing for a democratic voting.

Regional exchange activities of the BDS program were a successful means to help the Serbian NGO sector become a mature contributor to the regional scene. Almost fifteen exchanges were initiated and conducted to strengthen leadership and training skills of Serbian NGO professionals, and to give others in the region, particularly in authoritarian /semi-authoritarian countries in West NIS, access to this expertise. With the help of the Regional Exchange Program, Serbians have participated as speakers on a number of events delivering key training to colleagues in Ukraine and Belarus on issues such as youth mobilization, door-to-door campaigning and canvassing, campaign outreach and strategy, campaign marketing and message delivery, and women's issues.

Regional exchanges contributed to the re-birth of South East European identity at a time when Balkan regional integration is at the top of the agenda in many integration approaches, including the Stability Pact for South Eastern Europe and the EU's Stabilization and Association Process. Ten exchanges were dedicated for Serbian NGOs to re-establish intellectual links with colleagues in other SEE countries. (Examples: Freedom House sponsored Balkan participants/experts to attend the Third Forum of Yugoslav NGOs in May 2001; regional exchange support enable ex-Yugoslav NGO participation in a high profile seminar led by the Institute for Philosophy and Social Theory in Belgrade in March, one of the first such events under the new regime to bring official guests from Croatia and Bosnia.) In addition to consciousness building, these exchanges tackled and elaborated joint initiatives on fundamental issue areas such as minority and social rights, and civil society development.

*(See Tab C for a complete list of the regional exchanges funded through the BDS Program.)*

### **C. Impact and Results**

In the case of the Serbia program, numerous Serbian exchange hosts are now direct grantees, and a handful of organizations and individuals have developed their own initiatives for applying their civic expertise in other countries such as Belarus.

Freedom House augmented the impact of such exchanges by reaching beyond the capital for participants. When appropriate, Freedom House included both Belgrade and local participants in an exchange to provide opportunities for national partnerships.

Freedom House's regional exchanges built upon on the expertise and partnerships created through previous Freedom House programs (specifically, the Rapid Response Program for Serbia, and the Regional Networking Program). The expertise of Obcianske oko and Nadacia pre obciansku spolocnost from Bratislava, Slovakia will be invaluable, as will be the partnership between the Center for Free Elections and Democracy (CeSID), Belgrade, Serbia and Citizens Organized to Monitor Elections (GONG), Zagreb, Croatia.

Interestingly, in keeping with this developmental 'leapfrog' approach, following 5 October 2000 and changes culminating in democratic Serbian parliamentary elections in January 2001, Freedom House immediately began to build on its programmatic asset base, arranging programs for Serbian youth leaders from Otpor!, election monitoring experts from CeSID, and a host of other NGO and societal leaders from Serbia with fresh experience in broad based civic activism in countries such as Belarus and Ukraine. (See Tab C.)

In line with Freedom House's regional approach, the expertise and resources of the Serbian NGO community, while still in need of continuing support, may now be viewed as capital upon which activists in other pre-transition or early transition countries may draw and access.

#### IV. U.S.-Based Internships

##### A. Overview and Objectives

Through more than a dozen years of experience conducting professional exchanges, Freedom House has found U.S.-based internship training to be one of several highly appropriate and effective tools to strengthen and build leadership within a society in transition. For NGOs, U.S.-based internship training is an important and unique form of assistance that complements the financial assistance provided through direct sub-grants, as well as the training and coordination assistance provided through regional exchanges and internships.

Moreover, the high level of development and the role and influence enjoyed by U.S. NGOs is not fully understood in CEE. One of the primary goals of the U.S.-based training component of the BDS program was to provide an opportunity for the participants to build skills and to better appreciate the possibilities for their own efforts. U.S.-based training provided the selected participants with the opportunity to gain critical skills—in areas that included citizen mobilization, volunteer management, media relations and public outreach, advocacy, and NGO grant and project management—by working one-on-one with American colleagues in similar institutions. Participants did not merely discuss issues of importance to the NGOs they represented, rather they actively participated in the day-to-day functioning of the counterpart NGO to which they were assigned.

Perhaps equally important, the U.S.-based internship training component was designed to provide a unique opportunity for the participants to forge relationships with Americans at both host organizations and homestays that will last well beyond the duration of their stay in the U.S. Given the isolation of Serbia's citizens over the past ten years, the vilification of the U.S. via Serbia's state-dominated media, and the inability of most Americans (especially 'officials' and quasi-officials, such as senior governmental representatives) to travel into Serbia, professional, U.S.-based internships represent a particularly important mechanism to rebuild and restore linkages between Americans and Serbia's institutions, and their leading citizens.

Freedom House employed U.S. internships to support the objectives outlined by the BDS program in two important ways. First, internships were targeted to individuals from organizations that could best benefit from and utilize the experience gained in the U.S., with the goal to build the capacity of their organizations and contribute to overall democratic leadership development. Second, strong preference was given to candidates with specific ideas on how to use the skills gained through the internship in implementing concrete activities in Serbia upon their return home.

##### B. Activities

The Building Democracy in Serbia Program sponsored U.S.-based training for ten democratic activists and NGO professionals from Serbia. The ten participants came to the U.S. during three scheduled sessions of the Visiting Fellows Program (Winter 2001, Summer 2001, and Fall 2001) and each stayed in the U.S. for a duration of six weeks. The first week of the program consisted of an intensive orientation schedule during which the participants met with American officials, journalists, and civic activists to better understand the American policy and opinion-making community. During that time, they were part of a larger group of participants that included other civic activists, journalists and government officials from throughout the region. (*See Tab D for copies of the Winter, Summer and Fall 2001 orientation program schedules.*) During the following five weeks, the Serbians worked directly with their professional counterparts in American NGOs in highly individualized internships. These internships provided practical hands-on experience in a range of NGO

management capacities, such as strategic planning, financial management, fundraising, advocacy, and public relations. Following is a list of the BDS-funded participants and their U.S. internships.

*Winter 2001 participants:*

**Igor Bandovic**, Program Coordinator, Libergraf Civic Reading Room, Uzice  
U.S. Internship(s): United Way of South Hampton Roads, Norfolk, VA and Citizens for Pennsylvania's Future, Harrisburg, PA

**Darko Ciric**, Project Manager, Civic Library Pirog, Piro  
U.S. Internship(s): Giveback Day, Edina, MN and American Lung Association, Minneapolis, MN

**Suzana Mrgic**, Project Manager, G17 Plus, Belgrade  
U.S. Internship(s): Center for Strategic and International Studies, Washington, DC

*Summer 2001 participants:*

**Ivana Aleksic**, Program Officer, Center for Policy Studies, Belgrade  
U.S. Internship(s): Center for Strategic and International Studies, Washington, DC

**Dusan Ignjatovic**, Legal Advisor, Yugoslav Lawyers Committee for Human Rights, Belgrade  
U.S. Internship(s): Legal Aid Bureau, Inc., Riverdale, MD

**Natasa Pantic**, Editor-in-Chief, FreeSerbia.org, Belgrade  
U.S. Internship(s): Startribune.com, Minneapolis, MN

**Milan Stefanovic**, Executive Director, Protecta, Nis  
U.S. Internship(s): Center for Management Assistance, Kansas City, MO

*Fall 2001 participants:*

**Ms. Ksenija Lazovic**, Coordinator of the National Minorities Project, Helsinki Committee for Human Rights, Belgrade  
U.S. Internship(s): Western Policy Center, Washington, DC

**Ms. Vanja Rodic**, Project Manager, League of Experts (LEX), Belgrade  
U.S. Internship(s): Research and Policy Reform Center, Washington, DC

**Mr. Dusan Vasiljevic**, Project Manager, Public Administration and Local Government Center (PALGO), Belgrade  
U.S. Internship(s): The Urban Institute, Washington, DC

### **C. Impact and Results**

At the writing of this report, Freedom House has brought 87 citizens of the Former Yugoslavia to the U.S. since 1990 for both training purposes and for visits with U.S. policy makers (67 have come from the Republic of Serbia). These individuals now represent a core group of talent in the country, most playing key roles in the political, media, and NGO opposition. While the success of these individuals subsequent to their training speaks partly to the quality of the selection process for identifying participants, it also indicates that the training itself has contributed to the capacity of these individuals to succeed in their difficult endeavors. A few illustrative examples follow:

In 1991, **Natasa Vuckovic**, then a lawyer and member of the Democratic Party, participated in Freedom House's program, completing professional internships with the offices of Congressman Don Ritter (R-PA), Senator Dennis DeConcini (D-AZ), and Congresswoman Bentley (R-MD). Throughout the past decade, Ms. Vuckovic has been an active player in Serbia's democratic opposition, both as a party member and as Secretary General of the Center for Democracy Foundation, a post she accepted in August 1995. As was noted above, in the 2000 pre-election period, Ms. Vuckovic and the CDF played a vital role by helping to develop a network of NGOs that implemented national and local campaign strategies. CDF used its extensive NGO expertise to assist smaller, newer, and outlying NGOs in drafting, writing and translating proposals and also established contact between these NGOs and donors. Since the 2000 elections, CDF has helped reestablish links between Serbia's new government leaders and their counterparts in Hungary and Poland, by organizing study visits for experts from FRY in areas of macro economic reform (including privatization) and social issues (such as social security) to Poland and Hungary.

**Aleksandar Marinkovic** was an elected Member of the Vozdovac Municipal Council and served as the International Secretary for the Democratic Party youth organization, Dem Youth, when he participated in the program in 1997. After completing an internship with the Pittsburgh Urban Redevelopment Authority he returned to Serbia and remained active in politics. He switched political parties and by 2000 had been appointed Secretary of the Presidency of the Movement for Democratic Serbia. In fall of 2000, Mr. Marinkovic was a member of the Central Campaign Headquarters of the Democratic Opposition of Serbia and a member of expert team which formed a united list of DOS for the federal and local elections. He was subsequently elected to the Belgrade City Assembly.

In 1998, **Miroslav Filipovic**, then the President of the Uzice branch of the Civic Alliance, participated in the program, completing internships with the Ohio Republican Party, in Columbus, OH, the DNC Training Academy, in Los Angeles, CA, and the California Democratic Party, in Sacramento, CA. Upon his return to Serbia, Mr. Filipovic was actively involved in the activities of Libergraf, an NGO he helped establish in Uzice. He also was highly active in the political sphere—he was raised to the post of Vice-President of the Civic Alliance and was one of the key organizers of the DOS election campaign prior to the September and December 2000 elections. He is currently a member of the federal parliament.

*(See Tab E for a full list of Freedom House-sponsored U.S.-based training participants from Yugoslavia.)*

Initial indications are that the participants sponsored through the BDS program have found their experiences in the U.S. to be equally inspiring and beneficial. They reported increasing skills public relations, advocacy, corporate and foundation fundraising, volunteer recruitment and mobilization, organizational restructuring and specialization, and the use of pro bono legal aid. In addition, they made valuable contacts and saw the power of the NGO sector in solving issues from community development, to safeguarding human rights, to influencing foreign policy. Some remarks from their evaluation forms follow:

*"I'm very satisfied with my internship. This experience opens for me and my organization a completely new approach to the things that we (my organization) did in the past and should do in our future—a systematic way with a lot of planning and research. New methods of work that I learned in United Way will be implemented in Libergraf's programs and activities with the aim of making a better community in my hometown. Some concrete examples are: infrastructure development through creating departments in specific areas; methods of fundraising from corporations, firms and employees; increasing the number of volunteers in the organization as a valuable and most important resource; and market research as a source of potential contributors." -- Igor Bandovic regarding his internship at the United Way*

*"I am very satisfied. I think that the biggest benefits for YUCOM will be fact that I learned a lot about organizational issues of pro bono legal aid. So, I will try to implement that in our LAN project (Legal Aid Network). That project (as well as projects of that type) is very important for the democratization of Serbia." – Dusan Ignjatovic regarding his internship at the Legal Aid Bureau in Maryland*

*"I am happy with the organization selected for my internship. I don't think there is a single organization in the U.S. that would have provided me with what I wanted better than UI. They were willing to share techniques and materials they developed and used for improving local government in transition countries. I am sure that most of it could be, with little or no adaptation at all, used in Serbia. And improving local democracy is the best way for promoting democracy in any society." – Dusan Vasiljevic regarding his internship at the Urban Institute*

*(See Tab F for copies of articles written on or about the participants during their program and for complete copies of their internship evaluations.)*

As can be discerned from the participant evaluations, the program has provided them with ideas, skills and contacts that will better enable them to conduct their important work back in Yugoslavia. At the same time, the program has provided by the participants with a newfound confidence by exposing them to the world's oldest and most developed tradition of civic activism and volunteerism.

Finally, the program provided a rare opportunity to introduce leaders from the country's NGO sector not only to one another, but also to individuals from different professions (governance, media, and economic development) from countries throughout Central and Eastern Europe and the NIS. Other participants to whom the Serbians were exposed during their programs included journalists, civic activists, and government officials from Albania, Bosnia and Hercegovina, Bulgaria, Macedonia, Romania, Slovakia, and Ukraine. This interaction further contributed to the objective of establishing regional linkages.

None of this would have been possible without the careful selection of appropriate candidates. Freedom House is confident that it successfully targeted participants from organizations that could best benefit from and utilize the experience gained in the U.S. and who had specific ideas on how to use the skills gained through the internship in implementing concrete activities in Serbia upon their return home. In this regard, it is worth noting that all of the participants represent organizations, which have received subgrants from Freedom House to conduct election-related or democracy-building initiatives and two of the participants have participated in regional exchanges with NGOs from other countries following their U.S. training.

## **V. Conclusion**

Freedom House has played a major role in revitalizing Serbia's NGO sector by providing expertise, guidance, linkages, and resources. Today, the NGO sector is vastly stronger and more capable of influencing and mobilizing the public. With the civil society sector reinvigorated, its infrastructure and core rebuilt, its reach extended throughout the country, new partnerships and links developed and strengthened, and the sector's credibility proven by action, NGOs are now perhaps the country's biggest asset in the ongoing struggle to bring democracy to Serbia. For the first time, the democratic opposition appealed to the NGO sector for help, and after years of misunderstandings, for the first time admitted in broad ways that the political forces need the NGO forces. This would have been unthinkable just a year ago, before Freedom House's round tables, among other initiatives helped to bridge the gaps. As national pressures mount on the new leadership, Freedom House hopes that this NGO credibility and the invigorated sense of citizenship will help give flight to the fledgling democracy.

The impact of Freedom House's grant program has been significant. It responded quickly, decisively, and intelligently to the needs and opportunities in Serbia's volatile and unpredictable political environment. At the same time, the regional exchanges provided a timely and relevant means of transferring experience both in and out of Serbia, and the U.S.-based training has built skills, confidence and networks that will contribute to a strong and healthy leadership base within the country.

The Freedom House Building Democracy in Serbia Program has played a major role in first setting the stage for the democratic end of the Milosevic era and the upcoming phase of bringing democracy to Serbia.

**VI. Enclosures:**

Tab A: Copies of announcements from the Freedom House mobilization grant competition for both September and December elections

Tab B: Complete list of grants funded through the BDS Program

Tab C: Complete list of the regional exchanges funded through the BDS Program

Tab D: Copies of the Winter, Summer and Fall 2001 orientation program schedules

Tab E: List of Freedom House-sponsored U.S.-based training participants from Yugoslavia

Tab F: Copies of articles written on or about the participants during their program and copies of their internship evaluations



**Freedom House Grant Program Announcement**  
Serbia Elections / Elections in Serbia

Freedom House (FH) is pleased to announce a grant program for non-governmental organizations (NGOs) in Serbia to support public education and voter participation initiatives related to elections in Serbia on September 24 2000.

**Purpose & Goals**

FH supports NGOs as important resources for encouraging citizen participation in the elections process. The primary purpose of this grant program is to encourage an open, free and fair elections process by increasing the awareness and involvement of citizens. Indirectly, the grant program strengthens the capacity of Serbian NGOs to play a significant role in public life and contribute to the country's difficult transition to democracy.

**Funding Priorities**

FH places a priority on supporting NGO projects with the following ingredients. Projects should:

- have a well defined target group or issue – the project should speak to a clearly defined group or issue in order to better inform the electorate and increase voter turnout. Target numbers should be specific;
- increase the information available to citizens;
- encourage higher voter participation;
- reach significant numbers of voters throughout the country, not just in the largest cities.
  
- Projects implemented jointly by two or more NGOs are especially competitive in proposal review.

Types of projects FH can support (not a comprehensive list):

1. **Voter mobilization** – Identify a target group and/or region, and use creative ways to motivate it to exercise its right to vote. Examples: door-to-door volunteer campaigns; transport services for rural, elderly or disabled voters to polls.
2. **Voter education.** Inform potential voters about key issues and the way parties and candidates will address them. Examples: brochures or manuals on the voting system; discussions or roundtables; posters, public opinion surveys on broad issues. Emphasis should be on presentation and discussion of issues without lobbying for particular action and on reaching a significant portion of the target group.
3. **Monitoring:** Observe and monitor polling places or media coverage of election-related issues; assess the legal environment for the electoral process. Examples: domestic volunteer election monitoring projects, exit polling.



FH cannot support projects and activities which:

- ☞ call for specific action upon or express a single opinion on a piece of legislation
- ☞ favor one candidate or political party over another or make endorsements or criticize one candidate or political party over another.
- ☞ have such a narrow focus that it likely may lead the audience to be biased in some way for or against a party or candidate.

### Eligibility

To qualify for a Freedom House Serbia Elections grant, the applicant must be a legally registered NGO in Serbia, dedicated to democratic reform, and committed to upholding the principles of non-partisanship.

### How to Apply

Applicants should submit a brief project proposal at the address listed below with the following contents:

- Background – describe the local circumstances and the election-related issue of the project (two concise paragraphs)
- Objective – How does the project seek to address the issue? What will it achieve? (Brief and clear)
- Activities – describe the concrete activities of the project
- Timeline
- Results – How will you specifically measure success?
- Budget – detailed project-related costs should not exceed 15,000 USD; joint project budgets may be 15,000 USD per organization; identify other project funding sources.

Proposals are due at the below address by 10 August 2000.

*For more information, contact:*

*Serbia Elections Program  
Freedom House  
Menesi ut 18  
Budapest 1118, Hungary  
tel/fax: (36 1) 466 9879; 385 0985  
fh@freedomhouse.hu*



*Uz podršku*

*C.S. Mott*

*Foundatio*

## Freedom House: Najava programa

### Izbori u Srbiji

*Freedom House* (FH) ima zadovoljstvo da najavi program finansiranja nevladinih organizacija (NVO) u Srbiji za podršku javnom obrazovanju i inicijativama glasačkog učešća, vezan za izbore u Srbiji 24. Septembra 2000.

### Svrha i ciljevi

FH podržava NVO kao važne resurse ohrabriranja učešća građana u izbornom procesu. Glavna svrha programa je promovisanje otvorenog, slobodnog i poštenog izbornog procesa, podizanjem građanske svesti i učešća. Posredno, program snaži sposobnosti srpskih NVO da igraju značajnu ulogu u javnom životu i da doprinose složenoj tranziciji zemlje ka demokratiji.

### Prioriteti

FH prioritetno podržava projekte NVO koji:

- imaju precizno određenu ciljnu grupu ili pitanje – projekat treba da se obraća jasno određenoj grupi ili pitanju radi bolje obaveštenosti biračkog tela i povećanja broja glasača. Broj članova ciljne grupe treba da bude specifikovan;
- povećavaju količinu informacija dostupnih građanima;
- ohrabruju povećano učešće u glasanju;
- dostižu značajan broj birača širom zemlje, a ne samo po najvećim gradovima.
- Projekti koje zajednički primenjuju dve ili više NVO su naročito konkurentni u odabiru.

Vrste projekata koje FH može podržati (ovim se lista ne ograničava):

4. **Mobilizacija glasača:** Identifikovanje ciljne grupe i/ili regiona i, korišćenjem kreativnih načina, motivisanje građana da iskoriste svoje pravo glasa. Primeri: dobrovoljne kampanje od vrata do vrata; usluge prevoza glasačima sa sela, starijim glasačima i glasačima invalidima.
5. **Obrazovanje glasača:** Obaveštavanje potencijalnih glasača o ključnim pitanjima i o načinu na koji će im se stranke i kandidati obraćati. Primeri: brošure ili uputstva o sistemu glasanja; rasprave i okrugli stolovi; plakati; istraživanja javnog mnjenja o raznim pitanjima. Naglasak treba da bude u predstavljanju nekih problema, raspravi o njima bez zalaganja za posebne akcije i dosezanju značajnog dela ciljne grupe.
6. **Posmatranje glasanja:** Posmatranje i nadzor biračkih mesta ili medijskog praćenja pitanja vezanih za izbore; ocena pravnog okruženja u izbornom procesu. Primeri: projekti nadgledanja izbora koje sprovode domaći dobrovoljci, anketiranje birača po napuštanju glasačkih mesta.

FH ne može podržati projekte i aktivnosti koje:

- ☞ favorizuju jednog kandidata ili stranku spram drugih, ili podržavaju ili kritikuju jednog kandidata ili stranku spram drugih;
- ☞ imaju suženu perspektivu koja može navoditi publiku da na neki način pristrasno bude za ili protiv neke stranke ili kandidata;
- ☞ pozivaju na posebnu akciju povodom nekog posebnog pravnog akta ili izražavaju posebno mišljenje o nekom posebnom pravnom aktu.

### Kvalifikovanost

Da bi bili kvalifikovani za finansijsku podršku FH za izbore u Srbiji, kandidati moraju biti NVO registrovane u Srbiji, posvećene demokratskoj reformi i stranački neutralne.

### Kako se prijaviti?

Kandidati treba da podnesu sažet predlog projekta koji sadrži sledeće:

- Pozadina – opis lokalnih okolnosti i vezanosti projekta za izborna pitanja (u dva sažeta pasusa)
- Cilj – Kako se projekat odnosi prema problemu? Šta će postići? (sažeto i jasno)
- Aktivnosti – opis konkretnih aktivnosti u okviru projekta
- Vremenski raspored
- Rezultati – kako ćete oceniti uspeh?
- Budžet – detaljni troškovi projekta koji ne treba da predju 15.000 američkih dolara; budžeti zajedničkih projekata mogu biti 15.000 američkih dolara po organizaciji; navesti ostale izvore finansiranja projekta.

FH je posvećena principima nestranačja i saradnje sa svim relevantnim organizacijama u pomaganju slobodnog i poštenog izbornog procesa.

**Predlozi na engleskom jeziku treba da na donju adresu stignu do 10. Avgusta 2000.**

*Za više informacija kontaktirati:*

*Serbia Elections Program  
Freedom House  
Menesi ut 18  
Budapest 1118, Hungary  
tel/fax: (36 1) 466 9879; 385 0985  
fh@freedomhouse.hu*



**Freedom House Grant Program Announcement  
Serbian Parliamentary Elections  
December 2000**

Freedom House (FH) is pleased to announce a grant program for non-governmental organizations (NGOs) in Serbia to support public education and voter participation initiatives related to Serbian parliamentary elections on December 23, 2000.

**Purpose & Goals**

FH considers NGOs to be important resources for encouraging citizen participation in the elections process. The primary purpose of this grant program is to encourage an open, free and fair parliamentary election process by increasing the awareness and involvement of citizens. Indirectly, the grant program should strengthen the capacity of Serbian NGOs to play a significant role in public life and contribute to the country's democratic transition.

**Priorities**

FH places priority on supporting NGO projects with the following characteristics. Projects should:

- encourage higher voter participation, educate an audience about important issues and problems which may be affected by the outcome of the election, or help ensure that the election is free and fair.
- have a well defined target group and/or issue.
- reach significant numbers of voters throughout the country, not just in the largest cities.

Projects focusing upon rural voters/regions will be given special consideration.

Projects implemented jointly by two or more NGOs are especially competitive in proposal review.

**Eligibility**

To qualify for a Freedom House Serbia Elections grant, the applicant must be a legally registered NGO in Serbia, dedicated to democratic reform and committed to upholding the principles of non-partisanship.

**How to Apply**

Applicants should submit a brief project proposal at the address listed below with the following contents:

- Background – describe the local circumstances and the election-related issue of the project (two paragraphs maximum)
- Objective – How does the project seek to address the issue? What will it achieve? (Brief and clear)
- Activities – describe the specific activities of the project
- Timetable
- Results – if the project is funded, how will its success be measured?
- Budget. (Most grants awarded will be approximately \$10,000 or less.)

Applicants are advised that Freedom House will share information about proposals received with other donors active in Serbia.

**Deadline**

Proposals are due at the address below by close of business on Wednesday, November 29 2000.  
Applications received after that date will be considered ad hoc subject to availability of funds.

*For more information, contact:*

*Serbia Elections Program  
Freedom House  
Menesi ut 18  
Budapest 1118, Hungary  
tel/fax: (36 1) 466 9879; 385 0985, 385-3108  
fh@freedomhouse.hu*

**GRANT LIST (71 grants awarded totaling \$747,000)**

**A. September 2000 election-related grants (43 grants awarded totaling \$485,760)**

**The Pirgos Civic Reading Room, *Pirot, Serbia***

Support for the "Education of Future Politicians in Eastern Serbia," the organization of four three-day seminars in Pirot and Soko Banja in August and September 2000, with the purpose of educating the future political and third sector leaders for the future democratic government in eastern Serbia. The seminars provided training in leadership skills, education about the political process and prepared them for the presidential elections on September 24, 2000.

(Awarded: July 21, 2000; budget: \$14,760).

**Belgrade Centre Human Rights, *Nis Branch, Serbia***

Support for the "Use Your Rights" project, a three-day seminar in September 2000, which offered education to the leaders and future activists of the local student organizations about the significance and meaning of human rights. This grant also covered the information campaign about human rights, through production and distribution of a manual ("Human Rights for Beginners") on basic human rights.

(Awarded: July 21, 2000; budget: \$6,172).

**Center for Democratic Culture (CDC), *Belgrade, Serbia***

Support for the "Preconditions for Development of Local Democracy in the Republic of Serbia" study. Through public opinion polls, research, and interviews, CDC analyzed the performance of Serbia's local municipalities, the level of citizen participation in local decision-making process, and impact of support programs. The project findings were distributed to various publications and were promoted and advocated through public and press events.

(Awarded: August 18, 2000; budget: \$15,000).

**Center for Antiwar Action (CAA), *Belgrade, Serbia***

Support for the "Get Out the Vote – Village Takes Part in Making the Decision" project, which attempted to increase voter education, awareness and turn out in rural Serbia through a door-to-door campaign, volunteer activism and public outreach.

(Awarded: August 8, 2000; budget: \$25,000).

**Political Academy for Central and Southeastern Europe (PACE) / CSP, *Sofia, Bulgaria***

Support for the "Support for the Local Democratic Agenda in FRY" project, which provided networking opportunities for Serb, Bulgarian and Slovak NGOs and local government representatives to pave the road for a democratic transition process in FRY. Through travel and training seminars, PACE introduced the experience of Bulgarian and Slovakian policy-oriented NGOs during past democratic reform programs in the two countries, contributing to a durable cooperation between representatives of political figures of Serbian "free cities" and local policy groups and advancing the democratic transition on the local level in FRY. PACE also hosted an international press center in September during the elections, engaging prominent Bulgarian, Serbian and other Balkan political commentators and politicians to comment on developments inside the country, and to increase the level of knowledge and information available to the public about them.

(Awarded: August 15, 2000; budget: \$25,000).

**Center for Policy Studies (CPS), Belgrade, Serbia**

Support for the "Public Opinion Surveys as the Bases of the GOTV Campaign." The project provided opposition parties, media, and NGOs with expert services and with a number of opinion surveys throughout Serbia on election related projects, that helped persuade perspective voters about the importance of their vote.

(Awarded: August 16, 2000; budget: \$15,000).

**Libergraf, Uzice, Serbia**

Support for the "GOTV – Local Campaign – Uzice 2000." The project mobilized citizens, especially the young and undecided voters for the September elections, provided them with the information about elections, through mini tours, parties, talk shows, and local concerts.

(Awarded: August 8, 2000; budget: \$10,000).

**Group 484, Belgrade, Serbia**

Support for "200,000 Leaflets and 100,000 posters: Why Elections 2000 in Serbia," a grant enabling the distribution of leaflets and posters in all parts of Serbia. Through announcements and campaign slogans distributed in a door-to-door campaign, the project animated voters and increased their knowledge about the importance of the elections.

(Awarded: September 22, 2000; budget: \$10,000).

**League of Experts (LEX), Belgrade, Serbia**

Support to build the institutional capacity of LEX, an important new policy NGO/think tank that focuses on legal reform in Serbia.

(Awarded: August 10, 2000; budget: \$18,000).

**Center for Free Elections and Democracy (CeSID), Belgrade, Serbia**

Support for the "Election Monitoring: Training for Trainers and Recruiting and Training Volunteers" project. The grant covered promotion of democratic values and the rule of law in FRY by emphasizing the importance of voting and building bridges between political opponents. Activities included training programs, publications, and non-partisan domestic monitoring. Additional request for funding was approved, partially covering Election Day activities on September 24, 2000.

(Awarded: August 4, 2000; budget: \$50,000; Additional funds awarded: July 31, 2001; budget: \$18,000).

**Council for Democratic Changes (CDC), Belgrade, Serbia**

Support for "Problems and Solutions for Democratic Government of Serbia." The grant covered the production of a TV talk show as a part of the nation-wide consultative and interactive information process, with the goal to increase electoral turnout by persuading and informing voters about the importance of their vote. The grant also partially covered the operational costs of the Council.

(Awarded: August 14, 2000; budget: \$20,000).

**People's Parliament, Leskovac, Serbia**

Support for the "Static and Portable Animator – Obtain Changes" project, a campaign to animate undecided (and otherwise potential abstainers) young people in rural and urban areas through video and music evenings. Leaflets, booklets, and posters were distributed to try to overcome the lack of information on the elections, particularly in rural areas.

(Awarded: August 24, 2000; budget: \$5,000).

**Women's Peace Group & Center for Civic Education, Pancevo, Serbia**

Support for the GOTV campaign "Be United, Be Present." The grant covered distribution of leaflets, badges, posters, t-shirts (printed w/ campaign logos and listing reasons to vote), workshops in surrounding nine villages. The campaign was targeted at empowering and encouraging women voters. (Awarded: August 24, 2000; budget: \$4,500).

**Women's Forum of the Association of the Free and Independent Trade Unions (WF-AFITU), Belgrade, Serbia**

Support for the "Get Out and Be Active." The grant covered distribution of leaflets and symbolic presents (aprons, embroidered with slogans "Get Out and Be Active" and "the Recipe for Democracy") to appeal and animate working women.

(Awarded: August 24, 2000; budget: \$7,500).

**Croatian Academic Society, Subotica, Serbia**

Support for the "Motivating Croat - Bunjevac Minority in Subotica to Vote." The grant covered activities with the aim to encourage 22,000 members of Croat-Bunjevac minority group to go out and vote. Leaflets and brochures were distributed, door-to-door volunteer campaigns was organized, transport services for the elderly were provided, monitoring at polling places was secured and public meetings were held.

(Awarded: August 24, 2000; budget: \$1,300).

**Theatre "Ogledalo", Belgrade, Serbia**

Support for the "Dialogue in Hell Between Machiavelli and Montesquieu." The grant covered ten performances, which included educating the audience to recognize forms of rule and methods of manipulation, and encouraged them to decide against all forms of dictatorship. The theater performance covered topics of despotism, human rights and deprivation, institutions that constitute a society: parliamentary and election systems, press, education, police, army - and the illusionary nature of these in a dictatorial regime.

(Awarded: August 23, 2000; budget: \$9,000).

**Center for Regionalism, Novi Sad, Serbia**

Support for the "Motivating Vojvodina National Minorities to Vote on September 24, 2000 Elections." Project activities included getting familiar with the practice of inter-regional linking and cooperation in modern Europe and possibilities of including Yugoslav regions into those trends; engagement of study groups in the elaboration of topics on regionalism; establishing of cross-border cooperation between particular regions; advocacy and democratization and decentralization of Serbia; building civil society institutions; and promoting multiculturalism in FRY. The propaganda material was printed in all languages of minorities living in Vojvodina.

(Awarded: August 24, 2000; budget: \$8,000).

**European Movement in Serbia, Local Council Zrenjanin, Serbia**

Support for the "Voter Mobilization, Door-to-door and Internet Campaigns." Project activities included door-to-door visits to cover about 12,000 voters over the course of the 40-day campaign. On the Election Day, the teams helped the elderly and the disabled people to reach the polling stations and collected copies of election results after the close of polling stations, making this information available for external controllers.

(Awarded: August 24, 2000; budget: \$2,000).



**Roma Music, Novi Sad, Serbia**

Support for the "For Better Life" project, which included door-to-door visits and organizing meetings with Roma population to encourage the participation in elections and change – throughout Vojvodina – of a generally apolitical minority. A monthly bulletin was published about social and political activities. (Awarded: August 24, 2000; budget: \$3,000).

**Rasvit, Arilje, Serbia**

Support for the "I am the One Who is Asked on 24/9/00" project, which encouraged voters to participate in the elections, informing them about the importance of the elections and their vote, organizing a film week, a door-to-door campaign, distributing towels and t-shirts with encouraging messages, and providing students with train and bus tickets to their home towns on the day of the elections. (Awarded: September 5, 2000; budget: \$5,000).

**Center for Advanced Legal Studies, Belgrade, Serbia**

Support for "Free Legal Aid in Issues and Cases Related to the Electoral Process." Project activities included free legal consulting for those individuals and groups endangered because of their public activities related to pre-election process to increase general voter turn out. (Awarded: August 24, 2000; budget: \$6,300).

**Network of the Committees for Human Rights in SE Serbia, Nis, Serbia**

Support for "Use Your Vote" project, which included activities to encourage and mobilize voters via a video campaign informing about the necessity of voting. (Awarded: August 25, 2000; budge: \$14,810).

**Roma Information Center, Kragujevac, Serbia**

Support for "Motivating Roma Population to Vote." The project activities included encouraging the Roma population in suburbs of Serbia's cities to vote in the elections on Sept. 24, 2000 through platforms, distributing pamphlets and questionnaires, and a door-to-door campaign. (Awarded: August 24, 2000; budget: \$5,000).

**Committee for Human Rights, Negotin, Serbia**

Support for the "Go Out and Vote" project. Activities included encouraging the youth, the elderly, and women to vote in the September elections by organizing rock festivals, video campaigns; and distributing pamphlets, shirts, and brochures. (Awarded: August 31, 2000; budget: \$5,000).

**Center for Urban Education, Vrsac, Serbia**

Support for "Step Out." Project activities included educating the youth of Vrsac about elections, and encouraging them to step out to vote by distributing posters, t-shirts, and organizing rock concerts. (Awarded: August 23, 2000; budget: \$3,500).

**Charity Association "Panonija," Novi Sad, Serbia**

Support for "Vote for Tomorrow." Project activities included increasing voter participation among the elderly by making campaign materials, organizing talks and discussions with the help of trained young volunteers, and a door-to-door campaign. (Awarded: August 29, 2000; budget: \$5,000).

**Committee for Human Rights, Nis, Serbia**

Support for "A Ticket to Vote." Project activities included encouraging the youth to vote in the September elections by purchasing students train tickets to their native towns on the day of the elections. (Awarded: August 31, 2000; budget: \$8,000).

**Civic Forum & EHO Zaman, Novi Pazar, Serbia**

Support for "The Elections of 2000 are Your Choice and the Rights of Citizens." Project activities included encouraging the people in the Sanjak area to vote in the September elections through concerts. Also, they provided transportation of voters on the day of elections.

(Awarded: September 1, 2000; budget: \$5,000).

**European Movement, Local Council in Kraljevo, Serbia**

Support for "Candidates Forum: Citizens Ask, Politicians Respond." Project activities included increasing voter participation and informing citizens about the different political platforms by making campaign materials and organizing a candidate forum.

(Awarded: August 25, 2000; budget: \$8,000).

**CEMED – Center for Multiethnic Dialogue, Novi Pazar, Serbia**

Support for "Choose Future." The project activities included rock concerts and distributing campaign materials to increase voter participation and inform citizens about the importance of voting.

(Awarded: August 26, 2000; budget: \$6,500).

**Free Serbia, Belgrade, Serbia**

Support for the "Website for Supporting GOTV Campaigns of United NGO Scene Entitled Exit 2000." The project activities included ensuring a free flow of information among NGOs engaged in the election campaign, and informing the electorate about the developments on the terrain by documenting elections, graphically representing the NGO GOTV campaigns, giving legal expert commentaries, cooperating with other independent media, setting up a separate Internet domain to present election results.

(Awarded: August 23, 2000; budget: \$10,000).

**Village Doorstep '98, Sabac, Serbia**

Support for "Mobilizing Young People to Vote in the Upcoming Local, Parliamentary and the Presidential Elections." Project activities included encouraging the young in the Sabac region to vote in the September elections by holding eight panel discussions and distributing leaflets and posters.

(Awarded: August 21, 2000; budget: \$1,350).

**Zena (Woman), Nis, Serbia**

Support for "Get Out and Be Active." The grant covered activities focused on raising women's consciousness about human rights and elections, increasing their number on the political scene and increasing their turn out in the elections by distributing printed materials, holding press conferences, round tables, activities in the streets, and publishing articles in local newspapers.

(Awarded: September 1, 2000; budget: \$4,500).

**Belgrade Civil Resistance, Belgrade, Serbia**

Support for the "Education of Domestic Observers." The grant covered activities to include distributing short manuals to domestic observers, as well as buying air time for video shows in order to educate voters about the September elections.

(Awarded: August 30, 2000; budget: \$1,150).

**Protecta, Nis, Serbia**

Support for "Hygiene for Democracy." The grant covered activities that included distribution in southern Serbia of packages containing invitations to vote, notes on the most common electoral irregularities, and the date of the elections.

(Awarded: August 30, 2000; budget: \$6,000).

**Movement for Modern Society, Zemun, Serbia**

Support for "Get Out to Vote." The grant covered informing the voters (even those who live abroad) about the significance of elections, their rights and voting techniques with the Internet, web presentations, leaflets, and pamphlets.

(Awarded: August 30, 2000; budget: \$4,773).

**Committee for Human Rights, Bor, Serbia**

Support for "Elections – Eastern Serbia." The project attempted to educate voters through video campaigns, by setting up an information center, and organizing concerts, as well as monitoring the elections (especially in the rural areas in eastern Serbia).

(Awarded: September 1, 2000; budget: \$5,000).

**Committee for Human Rights, Valjevo, Serbia**

Support for "Elections 2000." The grant covered printing stickers for vehicles used to block traffic on October 5, 2000 and to provide refreshments and fuel for participants in the boycott against the second round of presidential elections.

(Awarded: August 29, 2000; budget: \$5,600).

**Action United Group, Indjija, Serbia**

Support for "Come Out and Vote – Srem 2000." The grant covered activities aimed at encouraging voters to participate in the presidential elections by making direct contact with citizens, distributing leaflets and other materials, and transporting voters to the polling stations.

(Awarded: September 4, 2000; budget: \$5,000).

**CDF -- Center for Democracy Foundation, Belgrade, Serbia**

Support for the "Information Center for the NGO Pre-election Campaigns." Project activities included setting up an information center, with four working teams, providing election related information, monitoring assistance, press releases, etc. for NGOs in Serbia.

(Awarded: September 16, 2000; budget: \$9,060).

**Ljuba Davidovic Foundation, Belgrade, Serbia**

Support for the "Serbia Tomorrow" project, which included activities initiating public debates by organizing five round tables involving NGO activists, members of professional associations and political parties.

(Awarded: September 4, 2000; budget: \$4,430).

**Pro Democracy Association (PDA), Bucharest, Romania**

To support the "Democracy Bridges" project. As part of a regional effort to increase international presence and monitoring during the tenuous Yugoslav presidential and parliamentary elections of September 24, 2000, PDA endeavored to recruit, train and equip at least fifty Romanian election observers. The organization's application for accreditation to monitor was rejected by Yugoslav authorities, and as a result only the preparations & advance work for the mission were realized. Project originally conceived in office of US Ambassador William Montgomery as a regional monitoring mission involving expert NGOs from Bulgaria, Slovakia, Romania.

(Awarded: September 11, 2000; budget: \$42,555).

**Otpor, Belgrade, Serbia**

Support for the "Get Out the Vote – Project Serbia 2000." The campaign consisted of several sub campaigns: targeting urban population (especially the first time voters), targeting medium towns (up to 60,000 voters) population and the rural population. Activities: Series of concerts, caravan of celebrities (a tour of public persons through Serbia), volunteer centers, media campaigns, and PR – Marketing teamwork.

(Awarded: August 31, 2000; budget: \$47,000).

**B. December 2000 election-related grants (17 grants awarded totaling \$101, 846)**

**Civic Development of Consciousness, Babusnica, Serbia**

Support for "Babusnica 2000." Project activities included transporting the elderly and people living in remote villages to polling stations on December 23, 2000 for the parliamentary elections. Two days before the elections, door-to-door activities to mobilize registered voters in villages were organized.

(Awarded: December 22, 2000; budget: \$1,000).

**Roma Information Center, Kragujevac, Serbia**

Support for "Your Choice, Your Right." The project aimed to mobilize the Roma population in western and central Serbia to vote in the December elections by providing information about elections, distributing leaflets, pamphlets, hats, scarves, etc.

(Awarded: December 12, 2000; budget: \$5,000).

**Action United Group, Indjija, Serbia**

Support for "Come Out and Vote – Come Out and Solve – Srem 2000." The campaign activities included the production and distribution of promotional materials (calendars, grocery bags, mugs, t-shirts, posters, leaflets, and pencils), round table meetings and a media campaign. The target group includes: youth, minorities, rural population, women and the elderly.

(Awarded: December 13, 2000; budget: \$3,100).

**CAA – Center for Antiwar Action, Belgrade, Serbia**

Support for "Get Out to Vote – Village Takes Part in Making the Decision." The campaign activities included the production and the distribution of promotional materials, discussions with potential voters in rural areas, and the media campaign. This grant covered the cost of the production and door-to-door distribution of promotional materials.

(Awarded: December 14, 2000; budget: \$10,000).

**Village Doorstep '98, Sabac, Serbia**

Support for "Improvement of the NGOs in the Electoral Process." The grant covered activities to mobilize the youth and the elderly by organizing cultural and entertainment programs, distributing pens and printed material.

(Awarded: December 14, 2000; budget: \$2,000).

**Libergraf, Uzice, Serbia**

Support for the "GOTV Local Campaign – Folk the Vote II." Project activities included mobilization of citizens in villages with the lowest percent of electoral turn out and activities included: all day chess tournaments, open discussions, dancing parties, etc.

(Awarded: December 14, 2000; budget: \$2,560).

**Committee for Human Rights, Leskovac, Serbia**

Support for "Committee's Pre-election." The project aimed to mobilize citizens in SE villages by distributing leaflets, posters, and traveling to villages with loud speakers.

(Awarded: December 12, 2000; budget: \$5,000).

**Damad Cultural Center from Novi Pazar & Women's Forum, Prijepolje, Serbia**

Support for "In the Name of the Future – Vote for Multiculturalism." The aim of the project was to maximize voter mobilization and education of voters in Sanjak. The target group was: intellectuals, educational workers, employees, and the youth. Activities included: production and distribution of promotional materials, organization of round tables and public tribune events.

(Awarded: December 12, 2000; budget: \$7,136).

**Forum NGO, Kraljevo, Serbia**

Support for "Let Us Also See the Light for Once." The project's aim was to maximize voter mobilization and education in rural areas. Activities included a door-to-door campaign, a media campaign, round table discussions, and the production and distribution of posters and leaflets.

(Awarded: December 13, 2000; budget: \$5,000).

**Protecta, Nis, Serbia**

Support for "Letters for the First Time Voters." The project aimed at maximizing voter education and mobilization in rural areas of southern Serbia. The target group was young, first time voters. Activities included the production and distribution of a booklet about voter rights, and distribution of leaflets, stickers and brochures.

(Awarded: December 13, 2000; budget: \$3,100).

**Urban Workshop, Vrsac, Serbia**

Support for "Village 2000." The aim of the project was to increase voter turn out in rural Vrsac in the parliamentary elections by means of multi-media campaign: visiting villages, distributing shirts, badges, leaflets and other types of propaganda material.

(Awarded: December 14, 2000; budget: \$3,500).

**Education Center, Leskovac, Serbia**

Support for "Animators in the Second Round." The aim of the project was to increase the electoral turn out among the young, the employed (over 45 years of age), and women in the rural areas and urban centers in the December elections by organizing a door-to-door, Internet and phone campaign, and distributing promotional material.

(Awarded: December 14, 2000; budget: \$5,000).

**Network of the Committees for Human Rights, Nis, Serbia**

Support for "Confirm Your Elections." The grant covered activities to increase electoral turn out among the young, to educate them about the values of the civic society by distributing packets, making surveys, organizing concerts, etc.

(Awarded: December 13, 2000; budget: \$8,000).

**Village Development Center, Vrbnica, Serbia**

Support for "Election 2000 – Sowing for New age." The project aimed to animate citizens to vote, provide the information on the importance of the Serbian parliamentary elections, and strengthen the third sector in the Aleksandrovac municipality. This grant covered the costs of the production and distribution of the campaign material of other NGOs active in the EXIT – 2000 Campaign.

(Awarded: December 14, 2000; budget: \$3,500).

**SE Network of Serbia, Knjazevac, Serbia**

Support for "Final Countdown." This GOTV campaign covered 30 cities in SE Serbia and included the following activities: distribution of the propaganda material, organization of round table events, seminars, workshops, and the media campaign. The grant covered the costs of printing of the propaganda material, transportation costs and volunteer expenses.

(Awarded: December 12, 2000; budget: \$21,700).

**WF - AFITU -- Women's Forum of the Association of the Free and Independent Trade Unions, Belgrade, Serbia**

Support for "Recipe for Democracy." The project aimed to maximize women voter mobilization and education in Belgrade in 19 major cities in Serbia; to increase the number of women on the candidate lists for the Serbian parliamentary elections.

(Awarded: December 13, 2000; budget: \$5,000).

**G17+, Belgrade, Serbia**

Support for "Finish the Job." The grant supported the campaigns of local G17+ offices during the GOTV campaign, which aimed at maximizing voter turn out in the Serbian parliamentary elections. The campaign included TV clips, print ads and the distribution of promotional material such as T-shirts and badges.

(Awarded: December 14, 2000; budget: \$11,250).

**C. Other democratization grants (11 grants awarded totaling \$159,394)**

**Centre for Liberal Strategies, Sofia, Bulgaria**

Support for the conference entitled "Yugoslavia: Peaceful Transition at Bearable Social Cost," held in Skopje, Macedonia. As the political situation in Yugoslavia became increasingly volatile, the conference attempted to identify possibilities and point to other regional experiences of transition in the Balkans. Conference brought together prominent political and social leaders from Serbia, Bulgaria, and Macedonia to exchange views and insights as to how a peaceful transition in multi-ethnic Serbia might transpire without further spirals of violence.

(Awarded: June 17, 2000; budget: \$15,000).

**Academia Catavencu - Media Monitoring Agency, Bucharest, Romania**

Support for the "Nationalist Message in Mass-Media" project. MMA and its partners - the Roma Press Center in Hungary, MEMO '98 in Slovakia and the Forum for Ethnic Relations in Yugoslavia assessed, monitored and analyzed media in their respective countries by commonly agreed sets of criteria. The research results were published and discussed at a final conference in Bucharest in January 2001. The project's aims were to improve inter-ethnic relations and reduce hate-speech in mass communications in CEE countries through research, analysis, and promotion of results on a regional basis.

(Awarded: August 28, 2000; budget: \$13,000).

**Romanian Helsinki Committee (APADOR-CH), Bucharest, Romania**

Support for the project entitled, "Enforcement of the Framework Convention for the Protection of National Minorities in FRY." APADOR-CH and its partners, Liga Pro Europa (Romania) and the Helsinki Committee for Human Rights (Serbia) assessed the situation of minorities in Yugoslavia, recommending enforcement mechanisms based on the Framework Convention, and developed common strategies for all minorities taking into account Romanian-Hungarian models of inter-ethnic reconciliation.

(Awarded July 2000 budget: \$10,000).

**Center for Democracy Foundation (CDF) & Ljuba Davidovic Foundation, Belgrade, Serbia**

Support for the "Lessons Learned in Transition." This grant covered expenses related to establishing three teams of five experts from FRY in areas of macro economic reform (including privatization) and social issues (such as social security) and their one-week visits to Poland and Hungary where they met with their counterparts. After the visits, the FRY expert team facilitator prepared a written report (collection of reports made by all FRY participants) to be published and distributed to relevant officials, NGOs, and media.

(Awarded: January 23, 2001; budget: \$43,400).

**Nis Center for Human Rights, Nis Serbia**

Support for the "New Age" project, a series of seminars on human rights, teamwork and project development training. Each seminar consists of series of workshops and lectures. Thirty participants will attend each seminar. Topics to be discussed: prejudice, discrimination, stereotypes, individual rights responsibilities, self-improvement in the struggle for human rights, basic definition and principles of human rights, participation in public affairs, positive discrimination, freedom of expression, women's rights, integration of groups, project drafting, teamwork and project presentation, classifying team roles. Seminar participants were students, members of independent student unions and members of OTPOR! from Nis.

(Awarded: July 31, 2001; budget: \$18,079).

**Exit Center Yugoslavia, Novi Sad, Serbia**

Partial support for "EXIT 2001 – Novi Sad: Building a Democracy in the Balkans." Addressing the ongoing challenge to encourage youth participation in political life and civic engagement, EXIT 2001, a group of student organizations active in last year's GOTV campaign, organized a gathering of youth from across the region to promote tolerance, democracy and multiethnic society. Principal activities included a cultural program (a concert) and an academic segment (called Open Studio). Primary target group included those 15 to 30 years of age from Croatia, Bosnia-Herzegovina, FR Yugoslavia and other republics of the former Yugoslavia. This grant is awarded to cover those costs associated with the event promotional campaign (printing posters and flyers), transportation and communications, and open studios (public discussions, debates, lectures, travel expenses for participants). The event took place in Novi Sad, July 5-15, 2001.

(Awarded: July 31 2001; budget: \$9,000)

**Center for Education and Communication, Kragujevac, Serbia**

Support for the project "School of Work in the Third Sector Program." The Center targeted NGOs in small towns of south central Serbia, and this grant covered costs associated with two NGO training seminars. The first seminar covered proposal writing and project evaluation as well as donor relations and grant management. The second seminar covered project development, community needs assessments and basic organizational management. These training programs were realized with the cooperation of trainers from another Freedom House grantee, Protecta, in Nis, Serbia.

(Awarded: August 2, 2001; budget: \$3, 370)

**G17, Belgrade, Serbia**

Partial support for the "Economic Policy Summer Courses for Undergraduate Students (EPSCUS)," an annual program of the Belgrade-headquartered think tank G17, fosters academic cooperation among students in the field of applied economics. The project promoted regional cooperation in the development of higher education and opportunities for exchange of knowledge and experience in southeast Europe (i.e., Croatia, Slovenia, Macedonia, Bosnia and Herzegovina and the Federal Republic of Yugoslavia (FRY) including Serbia, Montenegro, Kosovo and Vojvodina). The EPSCUS program lasted three weeks in July 2001. A total of 30 gifted undergraduate students were trained to cope with the most current issues of economic policy in the region, particularly in general macroeconomics, privatization and banking. This grant covered stipends for participating students. (Awarded: August 6, 2001; budget: \$10,000).

**Research Ethnicity Center, Belgrade, Serbia**

Partial support for the "Second Summer School for Multiculturalism and Roma Identity in Southeast Europe" project. Contributing to the development of Roma studies in the region, the Research Ethnicity Center organized a summer school for Roma students and members of other ethnic communities. The school comprised courses on the theory of multiculturalism, ethnic identity and political participation as well as practical courses on project planning and development. In addition, the program included courses on Roma language, presentations of literature and film about Roma and visits to Roma communities in the region. It features prominent scholars from Yugoslavia, Croatia and Western Europe. The grant covered costs associated with the curriculum of the summer school, including lectures, workshops, courses and language and culture programs. (Awarded: August 1, 2001; budget: \$10,000).

**The Novi Sad PostPessimists, Novi Sad, Serbia**

Support for the "Step by Step" project. The project aimed to educate new activists in skills necessary for working in NGOs, and to give them a chance to become socially active and to participate in the creation and realization of projects. Those skills include: nonviolent communication, conflict theory and peaceful conflict resolution, public relations and media, leadership training and group management. The project will be realized through workshops held in two phases in duration of five days, in Novi Sad. (Awarded: October 2, 2001; budget: \$2,245)

**Fund for Development and Democracy -Ljuba Davidovic, Belgrade, Serbia**

Support for the two-day conference "Transition: From Challenges to Opportunities." The goal of the conference was to collect success stories from CEE transition countries: Slovenia, Hungary, the Czech Republic, Slovakia and Poland. The Conference was organized on the level of prime ministers and included participants from ministries, policy think tanks and media. The Conference was divided in two parts, the first providing opportunity for each country delegation to present issues of their transition (relating to economy, social affairs, and EU integration), and the second featuring working groups and contributions from EU representatives on policies toward enlargement. (Awarded: December 10, 2001; budget: \$25,300)



## REGIONAL EXCHANGE PROGRAM AWARDS

Professional "East-East" skill building and organizational development exchanges involving NGO staff from Serbia. July 1, 2000 – June 30, 2001.

Total budget: \$54,000

32 regional exchanges funded

- Nadia Cuk Skenderovic, Agency for Local Democracy – Subotica, Serbia, August 2000  
Host: Dalmatian Solidarity Board (DOS), Split, Croatia  
Purpose: to coordinate for Regional Grant Program Project "Minorities in Self-Government as an Element of Enforcement of the Stability Pact" (\$590).
- Stanka Parac Damjanovic, Agency for Local Democracy – Subotica, Serbia, August 2000  
Host: Dalmatian Solidarity Board (DOS), Split, Croatia  
Purpose: to coordinate for Regional Grant Program Project "Minorities in Self-Government as an Element of Enforcement of the Stability Pact" (\$590).
- Dariya Chepak, Freedom of Choice Coalition – Kiev, Ukraine, August 2000  
Host: Nadacia pre obciansku spolocnost (NOS) – Bratislava, Slovakia  
Purpose: to share experiences with Media Works, Belgrade, Serbia, in monitoring for bias in mass media and in preparing and "Election Hotline" website for pre-election and election information. (\$820).
- Yuriy Piskalyuk, Freedom of Choice Coalition – Kiev, Ukraine, August 2000  
Host: Nadacia pre obciansku spolocnost (NOS) – Bratislava, Slovakia  
Purpose: to share experiences with Media Works, Belgrade, Serbia, in monitoring for bias in mass media and in preparing and "Election Hotline" website for pre-election and election information. (\$821).
- Violeta Bau, Pro Democracy Association (PDA) – Bucharest, Romania, August-September 2000  
Host: Center for Free Elections and Democracy (CeSID) – Belgrade, Serbia  
Purpose: to conduct a preliminary assessment mission to Belgrade to identify the main obstacles to their September monitoring mission for the Serbian presidential elections and to participate in an organizing meeting of international election monitors in preparation for the mission (\$1747).
- Adrian Moraru, Pro Democracy Association (PDA) – Bucharest, Romania, August-September 2000  
Host: Center for Free Elections and Democracy (CeSID) – Belgrade, Serbia  
Purpose: to conduct a preliminary assessment mission to Belgrade to identify the main obstacles to their September monitoring mission for the Serbian presidential elections and to participate in an organizing meeting of international election monitors in preparation for the mission (\$1747).
- Mihai Lisetchi, Pro Democracy Association (PDA) – Bucharest, Romania, August-September 2000  
Host: Center for Free Elections and Democracy (CeSID) – Belgrade, Serbia  
Purpose: to conduct a preliminary assessment mission to Belgrade to identify the main obstacles to their September monitoring mission for the Serbian presidential elections and to participate in an organizing meeting of international election monitors in preparation for the mission (\$781).

- Gordana Stojanovic, Association for Peace and Human Rights – Baranja, Croatia, September-November 2000  
Host: Group 484 – Belgrade, Serbia  
Purpose: to share experiences with various NGOs in voter mobilization, volunteer training, and post-election planning (\$1250).
- Bojan Lalic, Center for Peace – Osijek, Croatia, September 2000  
Host: Group 484 – Belgrade, Serbia  
Purpose: to share experiences with various NGOs in voter mobilization and volunteer training (\$1420).
- Milos Nikolic, Center for Transition to Democracy (ToD) – Belgrade, Serbia, October 2000  
Host: ToD  
Purpose: to support the attendance of Serbian participants in the Seventh International ToD Summer School, "Democracy and Social Justice" in Herceg Novi, Montenegro (\$3000).
- Sanja Popovic-Pantic, Association of Business Women – Belgrade, Serbia, October 2000  
Host: Association of Business Women  
Purpose: to support the participation of women from Southeast Europe at a workshop to form the "Regional Women's Economic Network" (\$3000).
- Dragica Vujadinovic-Milinkovic, Center for Advanced Legal Studies CALS – Belgrade, Serbia, November 2000  
Host: CALS  
Purpose: to host a coordinating meeting of the participants in the project, "Institutional Design and Political Culture in FR Yugoslavia and Croatia" (\$5000).
- Slobodan Djinic, Otpor! – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium "Self-Organization of Civil Society in Transition" in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Milos Milenkovic, Otpor! – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium "Self-Organization of Civil Society in Transition" in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Zarko Sunderic, Civic Initiatives – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium "Self-Organization of Civil Society in Transition" in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1056).
- Maja Djordjevic, Center for Democracy Foundation – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium "Self-Organization of Civil Society in Transition" in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).

- Nada Kovacevic. Partnership for Democratic Changes – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium “Self-Organization of Civil Society in Transition” in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Dusica Spasic, Women’s Action – Nis, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium “Self-Organization of Civil Society in Transition” in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Vesna Golic. Group 484 – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium “Self-Organization of Civil Society in Transition” in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Zoran Lucic. Center for Free Elections and Democracy (CeSID) – Belgrade, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium “Self-Organization of Civil Society in Transition” in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Milan Stefanovic. Protecta – Nis, Serbia, January 2001  
Host: Executive Bureau of the Assembly of Belarusian Pro-Democratic NGOs – Minsk, Belarus  
Purpose: to participate in the International Colloquium “Self-Organization of Civil Society in Transition” in order to discuss lessons learned from the election monitoring, voter education and voter mobilization campaigns in Serbia (\$1055).
- Mile Savic. Institute for Philosophy and Social Theory (IPST) – Belgrade, Serbia, March 2001  
Host: IPST  
Purpose: to support the participation of NGO representatives from the Former Yugoslav states in the conference “Social and Political Change in Serbia: Prospects and Limitations.” The objective of the conference was to stimulate interchange among experts and political decision-makers on urgent issues of the Serbian democratic reconstruction, such as government transparency and accountability, inheritance of the “old regime,” war crimes, cooperation with the ICTY, and independence of the media (\$4955).
- Slavko Kristovic. TRAG Association – Nis, Serbia, May 2001  
Host: Euro-Balkan Institute – Skopje, Macedonia  
Purpose: to share experiences in working to improve multi-ethnic dialog and minority rights at the conference “European Multi-Ethnic Macedonia vs. the Other Balkan Scenario” (\$328).
- Milos Milenkovic. Otpor! – Belgrade, Serbia, May 2001  
Host: Ukrainian Polish Press Club “Without Prejudice” – Kiev, Ukraine  
Purpose: to share experiences in civic mobilization with 35 Ukrainian NGOs (\$750).

- Vukasin Petrovic, Otpor! – Belgrade, Serbia, May 2001  
Host: Ukrainian Polish Press Club “Without Prejudice” – Kiev, Ukraine  
Purpose: to share experiences in civic mobilization with 35 Ukrainian NGOs (\$750).
- Maja Djordjevic, Center for Democracy Foundation – Belgrade, Serbia, May 2001  
Host: Ukrainian Polish Press Club “Without Prejudice” – Kiev, Ukraine  
Purpose: to share experiences in civic mobilization with 35 Ukrainian NGOs (\$750).
- Igor Bandovic, Libergraf – Uzice, Serbia, May 2001  
Host: Ukrainian Polish Press Club “Without Prejudice” – Kiev, Ukraine  
Purpose: to share experiences in civic mobilization with 35 Ukrainian NGOs (\$750).
- Omir Tufo, Civil Society Promotion Center – Sarajevo, BiH, May 2001  
Host: Center for Democracy Foundation – Belgrade, Serbia  
Purpose: to participate in the Third Forum of Yugoslav Non-Governmental NGOs (\$632).
- Nives Radeljic, SVIMA – Zagreb, Croatia, May 2001  
Host: Center for Democracy Foundation – Belgrade, Serbia  
Purpose: to participate in the Third Forum of Yugoslav Non-Governmental NGOs (\$631).
- Marija Raos, NIT – Zagreb, Croatia, May 2001  
Host: Center for Democracy Foundation – Belgrade, Serbia  
Purpose: to participate in the Third Forum of Yugoslav Non-Governmental NGOs (\$631).
- Ivan Cakarevic, Civic Initiatives – Belgrade, Yugoslavia, July 2001  
Host: American Institute on Political and Economic Systems, Prague, Czech Republic  
Purpose: to attend the American Institute on Political and Economic Systems in Prague. (\$835).
- Danko Cosic, CeSID – Belgrade, Yugoslavia, July-November 2001  
Host: Society for Democratic Culture, Tirana, Albania  
Purpose: a series of exchange visits between CeSID and SDC in Tirana and Belgrade in order to jointly prepare for the elections in Kosovo. (\$12,040).

FINAL SCHEDULE  
VISITING FELLOWS PROGRAM  
Sponsored by Freedom House

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Group 36 Orientation – Fall 2001

Friday, September 7

**Arrival and Hotel Check-In**

The Virginian Suites  
1500 Arlington Blvd.  
Arlington, VA 22209  
Tel: (703) 522-9600  
Fax: 525-4462  
Metro: Roslyn

Saturday, September 8

- 11:00 a.m. Departure for Baltimore
- 12:00 p.m. Lunch at the Inner Harbor
- 1:45 p.m. **Baltimore Aquarium**  
Enter at 2 p.m. Dolphin show at 3:30.

Sunday, September 9

Free day in Washington

Monday, September 10

- 9:30 a.m. Bus pick-up at the Virginian
- 10:00 a.m. **Introduction and Welcome**  
Jennifer Whatley, Senior Program Officer  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington, DC 20036  
Tel: (202) 296-5101  
Fax: (202) 296-5256  
Metro: Dupont Circle
- 11:00 a.m. Lunch  
Location: Freedom House
- 12:30 p.m. **“The U.S. Constitution and an Overview of the U.S. Government and Federalism”**  
Dr. Clyde Wilcox, Adjunct Professor of Government, Georgetown University

Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington, DC 20036  
Tel: (202) 296-5101  
Fax: (202) 296-5256  
Metro: Dupont Circle

3:00 p.m.     **“The Judicial Branch”**  
Peter Bowal, Judicial Fellow

3:45 – 4:30    **Tour**  
Location: The Supreme Court  
1 First Street, NE  
Washington DC  
Contact: Tricia Brooks  
(202) 479-2940  
Metro: Union Station

\*Meet at the Maryland Avenue entrance of court. You will have to pass through metal detectors to enter the building.

**Tuesday, September 11: All Meetings CANCELLED/RESCHEDULED**

**Wednesday, September 12**

9:30 a.m.     Bus Pick-up at the Virginian

10:30 a.m.    **“The Role of a Non-Government Organization as an Advocate”**

11:30 a.m.    **AARP Tour**  
Michelle Pollack  
Location: 601 E Street, NW  
Washington, DC 20049  
Contact: Olivia O’Neal  
Tel: (202) 434-2501  
Fax: (202) 434-2525  
Metro: Gallery Place/China Town

12:30 p.m.    Lunch

2:00 p.m.     **“Developing the Free Enterprise Ideal”**  
Center for International Private Enterprise (CIPE)

Andrew Wilson  
Tel: (202) 721-9222  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington, DC 20036  
Tel: (202) 296-5101  
Fax: (202) 296-5256  
Metro: Dupont Circle

3:30 p.m. **Open Discussion (All Fellows and FH Staff)**

Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington, DC 20036  
Tel: (202) 296-5101  
Fax: (202) 296-5256  
Metro: Dupont Circle

**Thursday, September 13**

9:20 a.m. Bus pick-up at the Virginian

10:00 a.m. **“U.S. Policy towards the OSCE”**

Helsinki Commission  
Bob Hand  
Location: Ford House Office Bldg, Room 234  
Corner of 3<sup>rd</sup> and D St SW  
Metro: Federal Center

12:00 p.m. **“The Freedom of Information Act (FOIA): Public Access to Information and Government Transparency”**

Will Ferroggiaro, FOIA Coordinator  
The National Security Archive  
Location: George Washington University  
Gelman Library  
2130 H Street, NW  
Suite 701  
Washington, DC  
Tel: (202) 994-7000  
Fax: (202) 994-7005

1:00 p.m. Lunch

**Open personal bank accounts**

Location: Citibank  
1225 Connecticut Avenue, NW  
Washington, DC  
Metro: Dupont Circle or Farragut North  
You must bring your passport and, if possible, another form of identification.

3:30 p.m. **“Institutional Approaches to Changing Government”**

National Academy of Public Administration (NAPA), Center for Improving Government Performance  
Contact: Chris Wye, Director  
1100 NY Ave. NW  
Ste. 1090 E  
Tel: (202) 347-3190

7:00 p.m. **Visiting Fellows Welcome Reception**

Location: Embassy of Romania

1607 23rd Street, NW, Washington, DC  
South of Sheridan Circle, 23<sup>rd</sup> and Massachusetts  
Metro: Dupont Circle

**Friday, September 14**

8:30 a.m. Bus Pick-up at the Virginian

9:00 a.m. *NGO Fellows*  
**"Proposal Writing Basics"**  
The Foundation Center  
Janice Rosenberg  
Location: 1627 K Street, NW  
Washington, DC  
Tel: (202) 331-1400  
Metro: McPherson Square

11:30 a.m. *All Fellows*  
**"Briefing with U.S. State  
Department"**  
Jonathan Benton, Principal  
Deputy Director  
Frank Collins III, Program  
Officer  
Location: US Dept. of State  
Washington, DC 20520  
Contact: Jeff Jamison  
(202) 647-6575

1:00 p.m. Lunch

2:00 p.m. *NGO Fellows*  
**"The Role of an Effective Non-  
Profit Board of Directors"**  
National Center for Non-Profit  
Boards  
Kate Pearson  
1828 L Street, NW  
Suite 900  
Washington, DC 20036-5114  
Tel: (202) 776-7952  
Metro: Farragut North

10:00 a.m. *Government and Media  
Fellows*  
**"National Government and  
Media Relations"**  
National Press Club  
Peter Hickman  
529 14<sup>th</sup> St. N.W., 13<sup>th</sup> Floor  
corner of 14<sup>th</sup> and F  
Tel: (202) 662-7500  
Metro: Metro Center

2:00 p.m. *Government and Media  
Fellows*  
**"Investigative Journalism in  
our Nation's Capital"**  
Washington City Paper  
Richard Byrne, Associate Editor  
(202) 332-2100  
Location: Freedom House

3:30 p.m. *All Fellows*  
**Community Business  
Partnership**  
Alex Schriefer,  
Director of Small Business  
Development Center  
Tel: (703) 768-1440  
Location: Freedom House



**Saturday, September 15**

Free time in D.C.

**Sunday, September 16**

12:30 p.m. Depart for Annapolis, Maryland

1:30 p.m. Hotel Check-In  
Radisson Inn Annapolis  
210 Holiday Ct.  
Annapolis, MD, 21401  
(410) 224-3150

3:00 p.m. **Boat Tour of Annapolis**  
Watermark Tours  
Tel: (410) 268-9749  
small boat leaves 15 min before and after the hour, starting at 1:15 p.m.  
large boat leaves on the hour starting at 11 a.m.

**Monday, September 17 – Annapolis, Maryland**

8:30 a.m. Depart Radisson

9:00 a.m. **“Mayoral Discussion on Local Politics in America”**  
Dean L. Johnson, Mayor of Annapolis  
Location: 160 Duke of Gloucester Street  
Annapolis, MD 21401  
Contact: Sharon  
Tel: (410) 263-7997  
Fax: (410) 216-9284

10:30 a.m. **“Local Radio and Community Issues”**  
WNAV Radio  
410-263-1430  
236 Admiral Drive (off of West Street)  
Annapolis, MD  
Bill Lusby, Program Director  
Steve Hopp, General Manager  
Julia Hockenberry, News Director

12:00 p.m. Lunch

1:30 p.m. **“Local Government Initiatives with the Private Sector”**  
Anne Arundel County Economic Development Corporation  
410-222-7410  
William A. Badger Jr., President and CEO  
Bldg 2664, 2<sup>nd</sup> floor  
Heritage Complex, Chesapeake Room

3:00 p.m.     **“Local Newspapers and City Government”**  
Jeff Horseman, City Government Reporter  
Annapolis Capital Gazette  
Location: 2000 Capital Drive  
Annapolis, MD 21401  
Tel: (410) 280-5955

**Tuesday, September 18**

8:30 a.m.     Hotel Check-Out

9:00 a.m.     Bus Pick-up

9:30 a.m.     **“Welcome to the Maryland General Assembly”**  
Patricia Harrison, Visitors Program Coordinator  
Library and Information Services  
Location: Joint Hearing Room  
Department of Legislative Services  
90 State Circle, Annapolis, MD. 21401-1991  
Tel: (410) 946-5400  
Fax: (410) 946-5405  
*View Maryland General Assembly Video*

10:00 a.m.    **“The Maryland Budget Process”**  
Karen Morgan, Principal Analyst  
Location: Office of Policy Analysis  
Department of Legislative Services

11:00 a.m.    **“The Role of the Legislator in the Maryland General Assembly”**  
The Honorable David G. Boschert, Delegate  
Legislative District 33, Anne Arundel County  
Member, Judiciary Committee

12:00 p.m.    Lunch in Annapolis

1:30 p.m.     **“Maryland Legislative Process”**  
(Meet in Joint Hearing Room, First Floor  
Department of Legislative Services Building)  
Lynne Porter, Executive Assistant  
Location: Office of the Executive Director, Department of Legislative Services  
Tel: (410) 946-5200

2:30 p.m.     Program Concludes

4:30 p.m.     Depart for Washington, DC

The Visiting Fellows Program  
Sponsored by Freedom House

Group 35 Orientation – Summer 2001

Friday, May 18: Arrival and Hotel check-in

The Virginian Suites Hotel  
1500 Arlington Blvd.  
Arlington, VA 22209  
Tel: (703) 522-9600  
Fax: 525-4462

Saturday, May 19: Tour of Washington, DC

10:00 Meet Maureen Magee and Andy Colburn in lobby of hotel

Sunday, May 20

Monday, May 21: Welcome and Introduction

9:30 Meet Jennifer Whatley in lobby for bus pick-up

10:00 Introduction and Welcome  
Jennifer Whatley, Senior Program Officer  
Location: Tabard Inn  
Contact: Suzanne Knapik  
1739 N St., NW  
Washington DC 20036  
Phone: 785-1277  
Fax: 785-6173  
Metro: Dupont Circle

11:30 Lunch

12:30 "The U.S. Constitution and an Overview of the U.S. Government and Federalism"  
Clyde Wilcox, Adjunct Professor of Government, Georgetown University  
Location: Tabard Inn  
1739 N St., NW  
Washington DC 20036  
Contact: Suzanne Knapik  
Tel: 785-1277  
Fax: 785-6173  
Metro: Dupont Circle

3:00 "The Federal Judicial System"  
Jill Evans, Judicial Fellow  
Location: The Supreme Court  
1 First St., NE  
Washington DC  
Contact: Curator's Office  
Tel: 479-3298

Fax: 479-2962  
Metro: Union Station

Tuesday, May 22:

10:00 Bus pick-up

10:30 "Activities of the National Endowment for Democracy"

Paul McCarthy, Program Officer  
Ms. Nadia Diuk, Senior Program Officer  
Mr. Laith Kubba, Senior Program Officer  
Ms. Laura Abrahams, Program Officer  
Location: National Endowment for Democracy  
1101 15<sup>th</sup> St., NW  
Suite 700  
Washington DC 20006  
Tel: 293-9072  
Fax: 223-6042

11:30 Lunch at Pentagon City

1:00 "Tour and Press Briefing at the Pentagon"

Col. Machamer, Department of Defense  
Location: The Pentagon  
Arlington VA  
Tel: (703) 695-2113  
Metro: Pentagon

- Meet Col. Machamer at the Metro entrance. Bring photo identification.

4:00 "The Role of a Think Tank"

Ian Vasquez, Director of the Project on Global Economic Liberty  
Location: Cato Institute  
1000 Massachusetts Avenue, N.W.  
Washington D.C. 20001-5403  
Tel: 789-5241  
Metro: Mt. Vernon Square

Wednesday, May 23

8:15 Bus pick up

9:00 "United States Agency for International Development"

Ms. Maryann Riegelman, Civil Society Division  
Jennifer Stuart, Program Officer - NGO Initiatives  
Mr. Mark Phillips  
Location: USAID  
Ronald Reagan Building  
1400 Pennsylvania Ave.  
Washington DC  
Tel: 712-5301  
Fax: 216-3007  
Metro: Federal Triangle

- Bring passports

10:30 "AARP and Advocacy" and Tour

Location: 601 E St., NW

Michele Pollack  
Washington DC 20049  
Contact: Olivia O'Neal  
Tel: 434-2501  
Fax: 434-6499

- Enter through Lobby A
- Room A-9130

12:00 Lunch in China Town

1:30 "The Protection of American Civil Rights"  
Marsha Tyler, Public Affairs Department  
Location: United States Commission on Civil Rights  
624 9<sup>th</sup> St., NW  
Suite 730  
Washington DC 20425  
Tel: 376-8312  
Fax: 376-8315

3:00 "The Role of the Executive Branch in Foreign Policy"  
David Arnett, Director, Office of Public Diplomacy, Bureau of European Affairs  
Location: U.S. Department of State  
2201 C St., NW  
Washington DC 20520  
Contact: Jeff Jamison  
Tel: 647-6988  
Fax: 647-0414  
Metro: Foggy Bottom

- Bring passports

Thursday, May 24

8:00 Bus pick up at hotel

8:30 Open Bank Accounts

- Bring passports

10:00 "The Fight against Corruption in Government and Big Money Special Interests"  
Claudia Maloy  
Location: Common Cause  
1250 Connecticut Ave., NW  
Washington DC  
Tel: 833-1200  
Fax: 659-3716  
Metro: Farragut North

11:30 "IRI and its Activities"  
Daniel Calingaert, Program Officer  
Owen Kirby, Program Officer  
Location: International Republican Institute  
1212 New York Ave., NW  
Suite 900  
Washington, DC 20005  
202-408-9450  
Fax: 408-9462

12:30 Lunch

- 2:00 "Freedom of Information Act and the FBI"  
Linda Colton, FBI Freedom of Information Act Unit  
Location: Federal Bureau of Investigation  
Office of Public and Congressional Affairs  
935 Pennsylvania Ave., NW  
Washington DC 20535  
Fax: 324-3367
- Bring passports
- 4:00 "The White House and Foreign Policy"  
National Security Council  
Greg Schulty, Senior Director for Southeast Europe  
Dr. Dean Pittman  
Location: Old Executive Office Building  
17<sup>th</sup> & Pennsylvania Avenues, NW  
Washington, DC 20503  
Contact: Judy Russ  
Tel: (202) 456-9101  
Fax: 456-9150  
Metro: Macpherson Square
- Enter at Pennsylvania Avenue entrance; ask security desk to call Judy Russ. Bring passport
- 6:00 **Welcoming Reception**  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington, DC 20036  
Tel: 296-5101  
Metro: Dupont Circle

Friday, May 25

- 9:20 Bus pick up at hotel
- 10:00 "Foreign Policy and the Congress"  
Mark Lagon, Professional Staff Member, Senate Foreign Relations Committee  
Location: Dirkson House Office Building  
Room 419  
Washington DC  
Tel: 224-4651  
Fax: 224-0836
- Go directly to room 419
- 11:00 **Tour of the Capitol Building**
- 12:00 **Group Photo**  
Location: Grants Statue  
Matox Photography  
(703) 578-0900
- 12:30 Lunch at Union Station
- 2:00 "Civic Education Programs"  
Kathy Spillman  
Location: Close-up Foundation  
44 Canal Center Plaza  
Alexandria VA 22314  
Tel: (703) 706-3300

Fax: (703) 706-0002  
Metro: Braddock Road

Saturday, May 26

Sunday, May 27

Monday, May 28: Memorial Day Holiday

Tuesday, May 29: Virginia Beach, VA

8:30 Hotel checkout  
• You must check out of your room at the Virginian Suites. Freedom House will reserve one room at the Virginian Suites while we are in Virginia Beach. You may stow your excess luggage in this room.

9:00 Bus pick-up

1:00 Hotel check-in:

Ambassador Suites  
2315 Atlantic Ave.  
Virginia Beach VA 23451  
Tel: 757-428-1111  
Fax: 757-437-1854

7:15 Norfolk Tides Baseball Game  
Harbor Park  
Tel: (757) 624-9000

Wednesday, May 30: Norfolk, VA

8:00 Bus pick-up

8:45 Office of the Mayor and City Council  
Location: MacArthur Memorial Building  
MacArthur Square  
Dr. Leonard Ruchelman, Old Dominion University, Professor of Urban Studies  
Mr. James B. Oliver, Jr., School of Business, Regent University  
Contact: Allan Bull  
Tel: (757) 664-4253  
Fax: (757) 664-4290

12:30 Lunch

2:00 "NGOs at the Local and Regional Level"  
Mr. Mike Hughes, President  
Chris Lapsley, Vice President of Resource Development  
Ms. Susan Bishop, MSW  
Mr. Tim Lawrence, Vice President for Community Funds  
Ms. Catherine Overkamp, Director of Marketing  
Location: United Way of South Hampton Roads  
2512 Walmer Ave.  
Norfolk, VA  
Tel: (757) 853-8500 ext. 609  
Fax: 853-3900

4:00 USS Wisconsin

Thursday, May 31: Norfolk, VA

8:15 Bus pick-up

9:00 "The Community and the Chamber of Commerce"  
Sharon Dale  
Jeff Hornbeck, President and CEO  
Location: South Hampton Roads Chamber of Commerce  
420 Bank St.  
Norfolk VA 23510  
Tel: (757) 622-2312

11:00 "Local Press and its Impact on the Community"  
Baylies Brewster, News Director  
Mr. Dennis Harding, Editor  
Mr. Dennis Harrick, Managing Editor  
Mr. Cary Sipe, On-Line Editor  
Mr. Bill Bartel, Public Life Editor

Location: The Virginian Pilot  
150 West Brambleton  
Norfolk VA 23510  
Tel: (757) 446-2456  
Email: [bbrewste@pilotonline.com](mailto:bbrewste@pilotonline.com)

12:00 Lunch

1:00 "The Police and the Community"  
Marti Raiss, PACE  
Lt. Chuck Brewer  
Tel: (757) 441-2400  
Fax: 441-5423

2:30 "Judicial Independence"  
Judge Charles Poster  
Judge Taylor  
Judge Martin  
Location: Norfolk Circuit Court  
Contact: Beth Luciana  
Tel: (757) 664-4595  
Fax: (757) 664-4581

Friday, June 1: Richmond, VA

7:15 Hotel check-out

7:45 Bus pick up

9:30 "Role of the Governor in State Government"  
Carol Comstock, Director of Constituent Services  
Location: Office of the Governor of Virginia  
State Capitol  
3<sup>rd</sup> Floor Conference Room  
Richmond VA 23219  
Tel: (804) 786- 2211 ext. 316  
Fax: 371-6351



11:30 Lunch

12:30 Tour of the State Capitol

Location: State Capitol  
2<sup>nd</sup> Floor, Hostess Desk  
Richmond VA 23219  
Contact: Martha Snellings  
Tel: (804) 698-1788

2:00 "The Virginia Legislature"

Honorable Bruce Jamerson, Clerk  
Honorable H. Morgan Griffith, Majority Leader of the House of Delegates

Location: House of Delegates of Virginia  
State Capitol  
2<sup>nd</sup> Floor, House of Delegates Clerk's Office  
Richmond VA 23218  
Tel: (804) 698-1619  
Fax: 698-1800

4:30 Bus departs for Washington, DC

The Visiting Fellows Program  
Sponsored by Freedom House

Group 34 Orientation – Winter 2001

Friday and Saturday, January 19 and 20: Arrival and Hotel check-in

The Virginian Suites Hotel  
1500 Arlington Blvd.  
Arlington, VA 22209  
Tel: (703) 522-9600  
Fax: 525-4462

Saturday, January 20

10:00 Meet Andy Colburn in the hotel lobby  
Free time for Inauguration activities (optional)

Sunday, January 21: Tour of Washington DC

10:00 Meet Maureen Magee in hotel lobby  
Old Town Trolley Tour  
Departing from Union Station

Monday, January 22: Welcome and Introduction

10:30 Bus pick-up at hotel

11:00 Introduction and Welcome  
Paula Schriefer, Director of Exchange Programs  
Jennifer Windsor, Executive Director  
Location: Freedom House  
1319 18th Street, NW  
Washington, DC 20036  
Tel: (202) 296-5101  
Metro: Dupont Circle

12:30 Lunch

3:00 "The U.S. Constitution and an Overview of the U.S. Government and Federalism"  
Clyde Wilcox, Adjunct Professor of Government, Georgetown University  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
(202) 295-5101  
Metro: Dupont Circle

4:30 "The Role of Think Tanks in Policy Formation"  
Paula Dobriansky, Vice President, Washington Program and George Kennan Senior Fellow  
Council on Foreign Relations  
Contact: Alice  
(202) 518-3412  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Metro: Dupont Circle

Tuesday, January 23:

- 9:00 Bus pick up
- 9:30 "The RIGHTS Project: The Rule-of-Law Initiative/Global Human Rights Training and Support"  
Lisa Davis, Director of the RIGHTS Program  
Location: Freedom House  
1319 18<sup>th</sup> St. NW  
Washington DC, 20036  
(202) 296-5101
- 11:00 "The Federal Judicial System"  
Judge Randal Radar, U.S. Court of Appeals  
Location: 717 Madison Place, NW  
Suite 913  
Washington DC, 20439  
(202) 633-5861  
Fax: 638-8325  
Metro: McPherson Square
- 12:30 Lunch
- 2:00 "Freedom of the Press"  
Susan Bennett, Freedom Forum  
Contact: Carey  
(702) 284-3561  
Location: Freedom Forum  
Arlington, VA  
Metro: Rosslyn
- 4:30 "Congressional Caucuses and the Legislative Process"  
Congressional Caucus on Central and Eastern Europe  
Jason Tai  
Location: Capitol Hill  
2105 Rayburn House Office Building  
Washington DC  
Metro: Capitol South

Wednesday, January 24

- 8:30 Bus pick up
- 9:00 Open bank accounts (bring passports)  
Location: Citibank  
1225 Connecticut Avenue, NW  
Washington, DC  
Metro: Farragut North
- 11:00 "The Freedom of Information Act (FOIA): Public Access to Information and Government Transparency"  
Will Ferroggiaro, FOIA Coordinator  
The National Security Archive  
Location: George Washington University  
Gelman Library  
2130 H St., NW  
Washington D.C.  
(202) 994-7000  
Fax: 994-7005  
Metro: Foggy Bottom GWU

- 12:30 Lunch  
Location: Ronald Reagan Building  
 1400 Pennsylvania Ave.  
 Washington D.C.  
 Metro: Federal Triangle
- 1:30 "United States Agency for International Development"  
 Mark Levinson, Senior NGO Specialist, USAID  
Location: USAID  
 Ronald Reagan Building  
 1400 Pennsylvania Ave.  
 Metro: Federal Triangle
  - Bring photo identification
- 3:00 "The U.S. Supreme Court"  
 Tour and Briefing  
 Barry Ryan, Judicial Fellow  
Location: 1 First St., NE  
 North Door, Maryland Ave. Entrance  
 Washington D.C.  
 Contact: Jane Yarborough  
 (202) 479-3298 (Curator's Office)  
 Fax: 479-2926  
 Metro: Union Station
- 4:45 Group photo on Capitol steps  
 (703) 578-0900
- 6:30 Group Dinner  
 Bucca di Beppo  
 Metro: Dupont Circle

Thursday, January 25

- 9:20 Bus pick up at hotel
- 10:00 "Commission for Security and Cooperation in Europe"  
 Helsinki Commission  
 Contact: Bob Hand, Staff Advisor  
Location: Ford House Office Building, Room 234
  - meet at the corner of 3<sup>rd</sup> and D Street
 Washington DC  
 (202) 225-1901  
 Fax: 225- 4199  
 Metro: Capitol South
- 11:30 Lunch  
Location: Union Station  
 Metro: Union Station
- 1:00 "Tour and Press Briefing at the Pentagon"  
 Department of Defense  
Location: The Pentagon  
 Arlington, VA  
 Contact: Michelle Pelletier, Scheduler  
 (703) 695-2113  
 Metro: Pentagon
  - Meet guide at Metro entrance. Bring photo identification.

4:00 "Role of Non-governmental Organizations in the Legal Process"  
Ian Houston, Advocacy Director  
Location: InterAction  
1717 Massachusetts Ave.  
7<sup>th</sup> Floor  
(202) 667-8227  
Fax: 667-8236  
Metro: Dupont Circle

Friday, January 26

8:30 Bus pick up at hotel

9:00 "Federal Judicial Protection of Civil Liberties"  
Steven Block, Staff Attorney  
American Civil Liberties Union  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Metro: Dupont Circle

10:00 "Activities of the National Endowment for Democracy"  
Carl Gershman, President  
Paul McCarthy, Program Officer  
National Endowment for Democracy  
Location: 1101 15<sup>th</sup> Street, NW  
Washington, DC 2005  
(202) 293- 9072  
Fax: 223-6042  
Metro: McPherson Square

11:45 "Human Rights and the Executive Office"  
Christopher Sibilla, Deputy Director Office of Bilateral Affairs, Bureau of Democracy, Human Rights and Labor  
Contact: Dan Schuman  
(202) 647-1957  
State Department, Human Rights Department  
Location: 2201 C St. NW  
Washington, DC

1:00 Human Rights Watch (for Algerian participants only)  
Location: Freedom House  
1319 18<sup>th</sup> Street, NW  
Washington D.C.  
Metro: Dupont Circle

Saturday, January 27:

Free Day in Washington, DC

Sunday, January 28: Leave for Philadelphia

8:30 Depart Washington, D.C.

11:00 Hotel Check in:  
Loews Hotel  
1200 Market St.  
Philadelphia PA  
Contact: Karen Walker  
(215) 627-1200  
Fax: 231-7205

11:30 Philadelphia Art Museum  
Location: 26<sup>th</sup> and Ben Franklin Pkwy  
Philadelphia PA  
(215) 763-8100  
Fax: 684-7500

2:00 Tour of Philadelphia

6:22 Viewing of kick off of Super Bowl XXXV: NY Giants vs. Baltimore Ravens

Monday, January 29

9:00 "The Philadelphia Empowerment Zone: an Effective Tool of Economic Development"  
Daniel Gundersen, Director of Economic Development  
Empowerment Zone of Philadelphia  
Location: International Visitors Council  
1515 Arch Street  
12<sup>th</sup> Floor  
Philadelphia, PA  
Contact: Gloria Angel- International Visitors Council  
(215) 683-0993  
Fax: 686-0998

10:30 "City Law Enforcement and Community Relations"  
Officer Colquitt, Philadelphia Police Department  
Location: Police Administration Building (PAB)  
Roundhouse Auditorium  
Eighth and Race Streets  
Philadelphia PA  
(215) 686-3380  
Fax: 686-3399

12:30 "Charitable Giving in America" - Lunch Meeting  
David Morse, Public Relations, Pew Charitable Trusts  
Location: Pew Charitable Trusts  
One Commerce Square  
2005 Market Street, Suite 1700  
Philadelphia PA 19103  
(215) 575-9050  
Fax: 575-4942

2:00 "Local News Coverage and the Community"  
Sally Downey  
Location: Philadelphia Enquirer  
400 North Broad Street  
Philadelphia PA 19130  
(215) 854-2913

Tuesday, January 30

9:00 Bus pick up at hotel

9:30 "Discovering America"  
Joan Fiorile, Coordinator of Educational Services  
Location: The Balch Institute for Ethnic Studies  
18 South Seventh Street  
Philadelphia PA 19106  
(215) 925-8090

1:30 "Philadelphia Commission on Human Rights"  
Lazar H. Kleit, Community Relations Division  
Location: Office of the Mayor  
34 S. 11th Street  
Philadelphia, PA  
Entrance: Girard Street, a small private street one-half block South of Market.  
The entrance to our portion of the building is the first set of double doors.  
(215) 686-4673  
Fax: 686-4684

3:30 "Municipal Government and Community Relations"  
Councilwoman Blondell Reynolds Brown  
Contact: David Forde  
Location: City Hall  
City Council Caucus Room  
Across from room 400  
(215) 686-3438

# Freedom House U.S. Training Programs Yugoslav Alumni

TAB E

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
1) Sasa Aksentijevic Belgrade , Yugoslavia <i>November 2001</i>	Press Office Coordinator Bureau of Communications, Government of the Republic of Serbia	U.S. Study Tour Participant
2) Ivana Aleksic Belgrade , Yugoslavia <i>Summer '01</i>	Program Officer Center for Policy Studies	Center for Strategic and International Studies, Washington DC
3) Dragana Aleksic , Yugoslavia <i>June 01</i>	Press Counselor Embassy of FR Yugoslavia	Participated in Freedom House Study Tour in June 2001
4) Dejan Anastasijevic Belgrade , Yugoslavia <i>summer '96</i>	Staff Writer and Reporter <i>Vreme Weekly</i>	TIME Magazine TIME Magazine—Washington Bureau
5) Dragoslav Avramovic Belgrade , Yugoslavia <i>November 1999</i>	Candidate for Prime Minister Alliance for Change	Participated in FH-sponsored delegation to the U.S. in November 1999.
6) Batic Bacevic Belgrade , Yugoslavia <i>summer '96</i>	Journalist and Commentator <i>NIN Magazine</i>	Washington Times' Insight on the News The New Leader
7) Evliana Baicinovci Prishtina , Yugoslavia <i>autumn '96</i>	Journalist <i>Rilindja Daily Newspaper</i>	Miami Herald Washington Times
8) Igor Bandovic Uzice , Yugoslavia <i>winter '01</i>	Program Coordinator Civic Reading Room/Libergraf	United Way of South Hampton Roads, Norfolk, VA Citizens for Pennsylvania's Future, Harrisburg, PA
9) Vladan Batic Belgrade , Yugoslavia <i>November 1999</i>	Coordinator Alliance for Change	Participated in FH-sponsored delegation to the U.S. in November 1999.
10) Sania Bojanic Podgorica , Yugoslavia <i>autumn '99</i>	Investment Manager, Small and Medium Size Development Fund of the Republic of Montenegro	Small Enterprise Assistance Funds, Washington, DC Silicon Valley Small Business Development Center, Sunnyvale, CA
11) Goran Bulajic Sombor , Yugoslavia <i>April 2000</i>	Mavor City of Sombor	Participated in a FH-sponsored delegation to the U.S. in April 2000.
12) Milivoje Calija Belgrade , Yugoslavia <i>November 2000</i>	Managing Director Radio B92	Participated in a FH-sponsored delegation of Serbian civic activists to the U.S. in November 2000.
Nikola Camai Tuzi , Yugoslavia <i>autumn '99</i>	Assistant Secretary to Ministry of Information Republic of Montenegro for Media in the Albanian Language	<i>Illyria</i> Newspaper, New York, NY Democratic Party of California, Sacramento, CA Office of Councilman Alex Padilla, Los Angeles, CA



<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
14) Darko Ciric Pirot , Yugoslavia winter '01	Project Manager Civic Library Pirog	Giveback Day, Edina, MN American Lung Association, Minneapolis, MN
15) Nadia Cuk Subotica , Yugoslavia winter '98	Director of International Programs Agency of Local Democracy, Open University	Center for Civic Education, Calabasas, CA
16) Tijana Dabic Belgrade , Yugoslavia summer '97	Law Clerk / Member Belgrade County Court / Belgrade Old Town Municipal Board, Democratic Party of Serbia	House Committee on International Affairs, Washington, DC Don Beyer for Governor Campaign, Richmond, VA
17) Emilijan Djindic Belgrade , Yugoslavia summer '97	Chief of Staff / Kosovo & Metohia Coordinator Presidential Cabinet, Municipal Assembly of Vracar / Central Electoral Headquarters, Democratic Party	Office of Senator Joseph Lieberman (D-CT), Washington, DC Don Beyer for Governor Campaign, Richmond, VA
18) Zoran Djindic Belgrade , Yugoslavia November 1999	President Democratic Party	Participated in FH-sponsored delegation to the U.S. in November 1999.
19) Ielena Diolovich Belgrade , Yugoslavia Fall '01	Executive Producer RTV B92	KETC / Channel 9, St. Louis, MO Tribune Broadcasting Company, Washington, DC
20) Nenad Diordjevic Kotor , Yugoslavia autumn '99	Financial Analyst National Bank of Yugoslavia-MontenegroBranch	Chicago Mercantile Exchange, Chicago, IL Merrill Lynch, Washington, DC
21) Nikola Djuric Nis , Yugoslavia Winter '99	Director and Editor -in- Chief City Radio	Voice of America, Serbian Service, Washington, DC
22) Ivana Djuric Belgrade , Yugoslavia November 2001	Counselor Federal Secretariat of Information, Federal Republic of Yugoslavia	U.S. Study Tour Participant
23) Predrag Dragosavac Belgrade , Yugoslavia Fall '01	Editor and writer Glas Javnosti	Seattle Weekly, Seattle, WA
24) Predrag Filipov Novi Sad , Yugoslavia April 2000	President of the Executive Board City of Novi Sad	Participated in a FH-sponsored delegation to the U.S. in April 2000.
25) Miroslav Filipovic Uzice , Yugoslavia summer '98	President-Uzice branch / Member Civic Alliance of Serbia / City Council Executive Board	Ohio Republican Party, Columbus, OH DNC Training Academy, Los Angeles, CA California Democratic Party, Sacramento, CA
26) Aleksandra Gajic Belgrade , Yugoslavia April 2000	President of the Executive Board Municipality of Rakovica	Participated in a FH-sponsored delegation to the U.S. in April 2000.
27) Vesna Golic Belgrade , Yugoslavia Fall '01	Coordinator Group 484	International Refugee Center of Oregon, Portland, OR
28) Skender Hvseni Pristina , Yugoslavia winter '98	Interpreter and Spokesperson Office of President Rugova	Office of Congressman Eliot Engel (D-NY), Washington, DC

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
29) Dusan Ieniatovic Belgrade , Yugoslavia <i>Summer '01</i>	Legal Advisor Yugoslav Lawyers Committee for Human Rights	Legal Aid Bureau, Inc., Riverdale, MD
30) Besa Ilazi Prishtina , Yugoslavia <i>summer '96</i>	Reporter and Editor <i>Zeri Magazine</i>	San Antonio Business Journal Austin Business Journal Memphis Business Journal
31) Velimir Ilic Cacak , Yugoslavia <i>November 1999,</i>	Mavor City of Cacak	Participated in FH-sponsored delegation to the U.S. in November 1999. Participated in a FH-sponsored delegation to the U.S. in April 2000.
32) Dragan Ianiic Belgrade , Yugoslavia <i>autumn '96</i>	Co-founder and Deputy Editor-in-Chief Beta News Agency	Knight-Ridder/Tribune News Service Philadelphia Daily News Detroit Free Press
33) Jelena Iaukovic Podgorica , Yugoslavia <i>autumn '00</i>	Office Manager Center for Entrepreneurship	Oregon Innovation Center, Bend, OR Silicon Valley Small Business Development Center, San Jose, CA
34) Vladan Ioksimovic Belgrade , Yugoslavia <i>winter '00</i>	Legal Officer Belgrade Center for Human Rights	ACLU, Baltimore, MD
35) Aleksandra Ioksimovic Belgrade , Yugoslavia <i>November 1999</i>	International Secretary Democratic Party	Participated in U.S. study tour in November 1999
36) Milorad Iovovic Podgorica , Yugoslavia <i>winter '00</i>	Secretary General Ministry of Foreign Affairs of Montenegro	Oklahoma Department of Commerce, Oklahoma City, OK California Department of Food and Agriculture, Sacramento, CA
37) Boris Karaicic Belgrade , Yugoslavia <i>Fall '01</i>	Member of Parliament National Assembly, Republic of Serbia	Office of Congressman David Dreier (R-CA), Washington, DC
38) Agnes Kartag Odri Belgrade , Yugoslavia <i>Fall '99</i>	Project Coordinator / Research Fellow The Belgrade Centre for Human Rights / Institute for Criminology and Sociological Research	U.S. study tour participant.
39) Iasminka Kavaric Podgorica , Yugoslavia <i>autumn '97</i>	International Liaison Officer Liberal Alliance of Montenegro	Minnesota Advocates for Human Rights, Minneapolis, MN Minnesota Democratic Party, St. Paul, MN
40) Imre Kern Subotica , Yugoslavia <i>April 2000</i>	President of the Executive Board City of Subotica	Participated in a FH-sponsored delegation to the U.S. in April 2000.
41) Zoran Kovacevic Belgrade , Yugoslavia <i>November 2001</i>	Assistant Foreign Policy Advisor Cabinet of the President of the Federal Republic of Yugoslavia	U.S. Study Tour Participant
42) Biliana Kovacevic-Vuco Belgrade , Yugoslavia <i>winter '98</i>	President Yugoslav Lawyers Committee for Human Rights	Partners in Human Rights Education, Minneapolis, MN American Bar Association, Washington, DC American Civil Liberties Union, Washington, DC

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
43) Milica Kovacic Belgrade , Yugoslavia winter '98	Foreign Politics Editor and Journalist <i>Blic Press</i>	<i>Virginian Pilot</i> , Norfolk, VA <i>Chicago Tribune</i> , Chicago, IL
44) Ranko Krivokapic Podgorica , Yugoslavia Summer '00	Vice President Social Democratic Party of Montenegro	Office of Representative Bill Young (R-FL), Washington, DC California State Legislature, Sacramento, CA
45) Dejan Krstic Kragujevac , Yugoslavia winter '98	Deputy Editor-in-Chief RTV Kragujevac	KATU-TV (ABC), Portland, OR
46) Djordana Kurir Belgrade , Yugoslavia June 01	Secretary of the Committee for Foreign Affairs National Assembly of the Republic of Serbia	Participated in Freedom House Study Tour in June 2001
47) Ksenija Lazovic Belgrade , Yugoslavia Fall '01	Coordinator of the National Minorities Project Helsinki Committee for Human Rights in Serbia	Western Policy Center, Washington, DC
48) Marina Lemajic Belgrade , Yugoslavia June 01	Assistant to the Prime Minister Government of the Republic of Serbia	Participated in Freedom House Study Tour in June 2001
49) Zoran Lucic Belgrade , Yugoslavia November 2000	Professor/ Member of the Board Center for Free Elections and Democracy (CeSID)	Participated in a FH-sponsored delegation of Serbian civic activists to the U.S. in November 2000.
50) Zoran Maricic Belgrade , Yugoslavia autumn '97	Member of the Executive Board Civic Alliance of Serbia	Colorado Republican Committee, Denver, CO
51) Aleksandar Marinkovic Belgrade , Yugoslavia Fall '97, November 2000	Elected Member / International Secretary Yozdovac Municipal Council / Democratic Party Youth Organization	Pittsburgh Urban Redevelopment Authority, Pittsburgh, PA Participated in a FH-sponsored delegation of Serbian civic activists to the U.S. in November
52) Tanasije Marinkovic Belgrade , Yugoslavia autumn '98	Program Couselant Center for Free Elections & Democracy	American Civil Liberties Union, Raleigh, NC ACLU Voting Rights Project, Atlanta, GA
53) Dusan Masic Belgrade , Yugoslavia summer '96	Editor & News Presenter - <i>Info-Program</i> Radio B-92	WBUR-FM (NPR) WGST News Radio
54) Srdian Mikovic Pancevo , Yugoslavia April 2000	Mavor City of Pancevo	Participated in a FH-sponsored delegation to the U.S. in April 2000.
55) Lulzim Mieku Pristina , Yugoslavia winter '98	Journalist <i>Rilindja-Bujku</i>	<i>The Washington Times</i> , Washington, DC
56) Alen Mlatisuma Podgorica , Yugoslavia winter '00	Deputy Editor-in-Chief Antena M	VOA and NPR, Washington, DC WGST-AM/FM in Atlanta, GA <i>In These Times Magazine</i> , Chicago, IL. <i>Chicago Tribune</i> , Chicago, IL.
57) Suzana Mrzic Belgrade , Yugoslavia Winter '01	Project Manager G17 PLUS	Center for Strategic and International Studies, Washington, DC

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
58) Suzana Mrzic Belgrade , Yugoslavia November '00	Project Manager G17 PLUS	Participated in a FH-sponsored delegation of Serbian civic activists to the U.S. in November 2000.
59) Sasa Nikolic Belgrade , Yugoslavia autumn '96	Editor FoNet News Agency	Associated Press Reuters America United Press International Scripps-Howard News Service
60) Igor Olujic Belgrade , Yugoslavia winter '00	Staff Attorney Humanitarian Law Center	National Center on Institutions and Alternatives, Alexandria , VA ACLU, Washington, DC SWOP, Albuquerque, NM
61) Natasa Pantic Belgrade , Yugoslavia Summer '01	Editor in Chief FreeSerbia.org	Startribune.com, Minneapolis, MN
62) Milorad Petrovic Belgrade , Yugoslavia November 2001	Deputy Minister Ministry of Privatization, Republic of Serbia	U.S. Study Tour Participant
63) Dragana Petrovic-Radienovic Belgrade , Yugoslavia November 2001	Chief of Staff, Secretary General of Ministry Ministry of Mining and Energy, Republic of Serbia	U.S. Study Tour Participant
64) Liubomir Podunavac Belgrade , Yugoslavia November 2001	Public Relations Manager Ministry of International Economic Relations, Republic of Serbia	U.S. Study Tour Participant
65) Dragan Prelevic Podgorica , Yugoslavia Summer '00	Attorney at Law and Human Rights Center for Democracy and Human Rights	United States Institute for Peace (USIP), Washington, DC Chicago Lawyers' Committee for Civil Rights Under Law, Chicago, IL
66) Dusan Protic Belgrade , Yugoslavia summer '97	Legal Assistant Trifunovic, Bozovic & Djelic Law Offices	Office of the Speaker of the Ohio House of Representatives, Columbus, OH Office of the Governor of Wisconsin, Madison, WI Office of Congressman Scott Klug (R-WI),
67) Milan Protic Belgrade , Yugoslavia November 1999	Member of the Presidency Alliance for Change	Participated in FH-sponsored delegation to the U.S. in November 1999.
68) Vesna Radivojevic Belgrade , Yugoslavia Winter '99	Senior Political Reporter Glas Javnosti	<i>The Blade</i> , Toledo Ohio
69) Neboisa Rancic Nis , Yugoslavia summer '98	President of Public Relations Committee City Assembly of Nis	Washington State Democratic Party, Seattle, WA City Hall, Tucson, AZ
70) Iovan Ratkovic Belgrade , Yugoslavia November 2000	OTPOR	Participated in a FH-sponsored delegation of Serbian civic activists to the U.S. in November 2000.
71) Vanja Rodic Belgrade , Yugoslavia Fall '01	Project Manager League of Experts	Research and Policy Reform Center, Washington, DC

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
72) Sanja Saranovic Podgorica , Yugoslavia <i>winter '00</i>	Senior Employment Advisor Ministry of Labor and Social Welfare	Colorado State Department of Labor, Denver, CO. California Employment Development Department in Sacramento, CA. US Department of Labor Bureau of International
73) Neboisa Spaic Belgrade , Yugoslavia <i>summer '91</i>	Journalist Radio Beograd	Voice of America Unistar Radio Networks
74) Katarina Spasic Belgrade , Yugoslavia <i>June 01</i>	Media and Communications Consultant Government of the Republic of Serbia	Participated in Freedom House Study Tour in June 2001
75) Seska Stanoilovic Belgrade , Yugoslavia <i>Fall '99</i>	Co-founder / Editor -in -Chief Helsinki Committee for Human Rights in Serbia / Helsinki Charter	U.S. study tour participant.
76) Milan Stefanovic Nis , Yugoslavia <i>Summer '01</i>	Executive Director Center for Civil Society Development PROTECTA	Center for Management Assistance, Kansas City, MO
77) Veroliub Stevanovic Kragujevac , Yugoslavia <i>April 2000</i>	Mavor City of Kragujevac	Participated in a FH-sponsored delegation to the U.S. in April 2000.
78) Goran Svilanovic Belgrade , Yugoslavia <i>November 1999</i>	President Civic Alliance	Participated in FH-sponsored delegation to the U.S. in November 1999.
79) Dusan Vasilievic Obrenovac , Yugoslavia <i>Fall '01</i>	Project Manager Public Administration Local Government Center	The Urban Institute, Washington, DC
80) Jasmina Vidakovic Belgrade , Yugoslavia <i>autumn '96</i>	Editor-in-Chief <i>Europe</i>	KSAT-Channel 12 Discovery Channel
81) Vojin Vlahovic Podgorica , Yugoslavia <i>winter '00</i>	Senior Adviser in the Department of Finance Pension Fund of Montenegro	Arizona State Retirement System, Phoenix, AZ. Pennsylvania Treasury Office, Harrisburg, PA. Office of the State Treasurer, State of South Carolina in Columbia, SC.
82) Natasa Vuckovic Belgrade , Yugoslavia <i>summer '91, November 2000</i>	Assistant to the President Democratic Party	Congressman Don Ritter (R-PA), Senator Dennis DeConcini (D-AZ) and Congresswoman Bentley (R-MD). Participated in a FH-sponsored delegation of
83) Biljana Vuiosevic Podgorica , Yugoslavia <i>winter '99</i>	Director Women's Business Center	Women Entrepreneurs of Baltimore, Inc., Baltimore, MD
84) Goran Vuiovic Podgorica , Yugoslavia <i>autumn '97</i>	Economic Affairs Editor <i>Monitor</i>	Insight Magazine of the Washington Times, Washington, DC
85) Mladen Zadrina Cetinje , Yugoslavia <i>autumn '96</i>	Journalist Radio Cetinje	KGO-AM WBZ-AM

<u>Name/City/Session</u>	<u>Title/Affiliation*</u>	<u>U.S. Assignments/Program</u>
86) Aleksandar Zavisic Belgrade , Yugoslavia <i>November 2001</i>	Management Advisor to Minister Ministry of Telecommunications, Republic of Serbia	U.S. Study Tour Participant
87) Zoran Zivkovic Nis , Yugoslavia <i>November 1999,</i>	Mayor City of Nis	Participated in FH-sponsored delegation to the U.S. in November 1999. Participated in a FH-sponsored delegation to the U.S. in April 2000.
88) Ana Zorbic Nis , Yugoslavia <i>summer '98</i>	Program Coordinator Center for Non-Violent Conflict Resolution	Family Violence Prevention Fund, San Francisco, CA Women's International Leadership Development, San Francisco, CA

*\*Titles listed are those held at the time of participation in the program.*

and is serving a 57-month sentence in a North Carolina penitentiary. The crimes began in 1995. A year earlier, Allison and — along with another investor, Ray Patel, who is no relative of Dilip — began wheel-dealing with investors in an effort to purchase a

The insurance company already has paid to cover some of the claims against Allison, including a portion of the claim filed by the English investor group.

■ Reach Jon Frank at 446-2277 or at jfrank@pilotonline.com.

wasn't blameless. The bad choices she made as a Hampton University student 10 years ago tarnished her once-pristine life. Smith got involved with a man who emotionally and physically abused her, a man who led a drug ring and killed men to sustain it.

She played a minor role,

renses without considering other circumstances. Smith had no prior criminal record, often participated out of fear and hadn't sold or used drugs, her attorneys argued.

But the law was concrete, and her parents began crisscrossing the country to garner support for Smith while rearing her son. College and

Ericka Oakley just stood back, trying to get a glimpse of the speaker. She came because of a class assignment but said Smith's words were meaningful.

"She was very powerful."

■ Reach Denise Watson Batts at dwatson@pilotonline.com or 446-2732.

TAB F

## Visiting Serb seeks ways to work within new democracy

BY VERONICA BUTTS  
THE VIRGINIAN-PILOT

Igor Bandovic needs a new mission.

Since 1998, Bandovic's network of Serbian activists have fought for democracy.

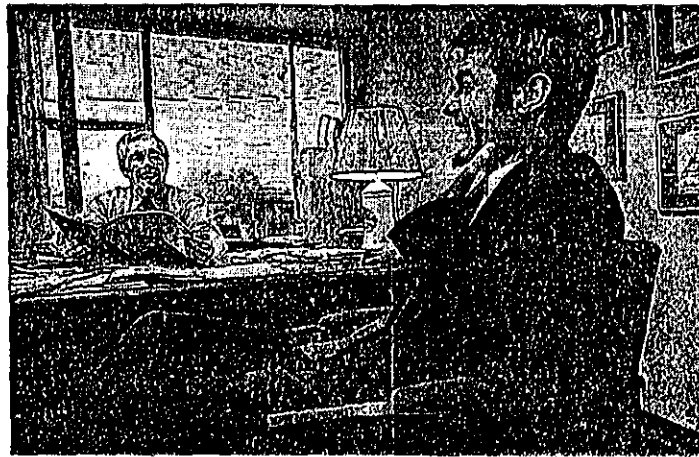
They've campaigned. Protested. Gone to prison.

And, along with the rest of the country's freedom fighters, they've prevailed, helping topple Yugoslav President Slobodan Milosevic last October.

"Before Milosevic fell," explained Bandovic, program coordinator for Serbia's Libegraf organization, "the whole purpose of many non-governmental organizations was to win democratic government. We must find a new role in society now."

That's what led Bandovic here.

Under the wing of the United Way of South Hampton Roads, he's spent two weeks in town learning what a nonprofit organization can accomplish in a democratic society.



CHRIS TYREE/THE VIRGINIAN-PILOT

Igor Bandovic, right, coordinator of a nonprofit program in his native Serbia, finds a moment of humor in his discussions with Mike Hughes, president of the United Way's Norfolk chapter.

Bandovic, a 24-year-old law student, is studying democracy and nonprofits in the United States through a Visiting Fellows Program of Freedom House, an international organization that works for political and economic freedom. The fellowship targets new leaders

from developing democracies in Eastern Europe and Asia.

Before coming to Hampton Roads, Bandovic met with government officials and agencies in Washington, D.C. He also spent time with Philadelphia's City Council, police department and nonprofits.

What he observed contrasted starkly to how things worked, until last year, in his tiny Serbian town of Uzice, just 18 miles from Belgrade.

In Yugoslavia, communism reigned until 1991. Then came dictatorship under Milosevic.

"It was very tough to work for a non-governmental organization during those times," Bandovic said. "If you didn't take money from the government, you were a traitor. The whole country was divided into patriots and traitors."

Bandovic vividly remembers the day last April when five of his 50 Libegraf associates were arrested for plastering pro-democracy posters on a wall.

"They asked 'Where do you get your money? Why don't you love your country?'" Bandovich recalled. "It was like the last try of the former regime to oppress us."

In the United Way of South Hampton Roads, Bandovic sees all that Libegraf aspires to be.

For two weeks, he has watched the organization drum up funds for the 69 local health and human service agencies it serves. He also has studied the agencies themselves, and how they meet the ever-changing needs of the community.

Already, Bandovic has some ideas for new Libegraf programs, such as a support system for small businesses and free Internet access for residents in his struggling region.

On Sunday, Bandovich leaves Hampton Roads for a final stop in Pennsylvania. After that, he'll return home to put his plans into action.

"We're going to start using democracy to improve our community," Bandovic said.

■ Reach Veronica Butts at 446-2947 or vbutts@pilotonline.com

member officers said. I wanted to be in the busy time, the police along with let out a

The rate of years, almost

But members don't want to see their city police

ment of the Portersport neighborhoods, a community and bus "Publ greater police said. "It

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Gov. pointed ney and ee from state Bo

Scott (ville and County state Ser noke and fax Coun board, policy fo



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## United Way of South Hampton Roads

### My Name is Igor Bandovic

**More About Our United Way** My name is Igor Bandovic. I'm a Visiting Fellow of Freedom House.

**Success Story of the Month** Visiting Fellows Program of Freedom House is a professional training program that provides new leaders from developing democracies in Eastern Europe and Asia with the opportunity to work side by side with their American counterparts in government, non-governmental organizations, media and business.

**Volunteer of the Month** I'm coming from Serbia (Yugoslavia). I run there a non-profit and non-governmental organization "Libergraf." Libergraf is the regional center for strengthening civic initiatives and democracy in the Western Serbia.

**Monthly Calendar** Our mission is to develop and implement programs and projects aimed to create civic society, to support public education and respect for fundamental human and minority rights and their values, as well as to promote democracy.

**Leave a Legacy through the United Way of South Hampton Roads Foundation** Our main activities are: organizing lectures, seminars, round tables, town meetings, multimedia programs, showing documentaries and purchasing books and magazines. Some of our projects are: "Increasing Citizens Participation on the Local Level" (from 1998); "Which Local Government Do We Need" (October 1999-January 2000); "Uzice Network of NGOs" (November 1999-January 2000); "Get Out the Vote - Folk the Vote campaign" (August 2000 - September 2000).

When I applied for this program I wanted to extend my skills in the field of fundraising, grant writing, voluntarism, etc. I was looking for the non-profit organizations which has strong impact on local community so I came here in Norfolk, VA to work two weeks with United Way of South Hampton Roads.

With the great hospitality of the office staff, I was able to attend meetings, to ask questions and to work with United Way.

I have extended my knowledge in the field of fundraising strategies and grant making process, and I have understood the very important role of volunteers in non-profit so now I have a completely new approach in functioning of the non-profit. I will try to implement my knowledge gained here in my organization back home.

I have to add that people in United Way are very nice persons, and we had very good time spent together.

--Igor Bandovic

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1. I WAS ENCOURAGED TO TAKE AN "ENTERPRENEUR" APPROACH TO MY INTERNSHIP. I ATTENDED REGULAR MEETING OF THE STRATEGIC PLANNING DEPARTMENT THE ONE I WAS WORKING IN. I WAS INVOLVED IN ORGANIZATION OF THE WASHINGTON ROUNDTABLE, THE MOST IMPORTANT MEMBERSHIP BASED BOARD IN THE CSIS (SENATOR LUGAR WAS AMONG THE SPEAKERS ATTENDING THE MEETING HELD ON THE HILL). I MET A LOT OF HEADS OF THE CSIS' DEPARTMENTS: EXTERNAL AFFAIRES, EASTERN EUROPE, ACTION COMMISSIONS, ETC., AND HAD MEETINGS (SEPARATELY) WITH ALL COLLEAGUES WORKING IN THE STRATEGIC PLANNING DEPARTMENT. I ALSO HAD A MEETING WITH ZBIGNIEW BRZEZINSKI, A COUNSELOR OF THE CSIS. HOWEVER, MOST OF THE TIME I WAS WORKING ON THE CORPORATE FUNDRAISING FOR THE EASTERN EUROPE, RESEARCHING COMPANIES AND LEARNING ABOUT THIS RATHER UNUSUAL WAY OF FUNDRAISING FOR MY COUNTRY. AT THE END OF MY STAY IN THE CSIS, MY COLLEAGUES ORGANIZED A SPECIAL MEETING IN ORDER TO CLARIFY TO ME

WHAT WOULD BE IMPORTANT STEPS IN INVOLVING COMPANIES IN COMMUNITY DEVELOPMENT, ONCE WE FIND OUT MORE ABOUT THEM. I HAD VERY GOOD EXCHANGE OF IDEAS AND RECEIVED CREATIVE SUPPORT FOR MY FURTHER WORK, ALL THAT IN THE FIELDS OF CORPORATE AND FOUNDATION FUNDRAISING, CREATING IMAGE OF AN ORGANIZATION, PUBLIC RELATIONS, ETC.

2. I HAD A TABLE IN A SEPARATE CUBE, A COMPUTER AND TELEPHONE (INCLUDING PHONE MAIL) AS WELL AS ACCESS TO ALL OFFICE MATERIAL I NEEDED.

3. THE FOCUS OF MY PROGRAM WAS MORE ON THE RESEARCH AND LEARNING NEW SKILLS REGARDING THE FUNDRAISING ACTIVITIES. SINCE THE NETWORKING PART WAS ONE PART OF MY EXPECTATIONS (AND WAS NOT COMPLETELY FULFILLED), I ORGANIZED MEETINGS OUTSIDE OF THE CSIS ON MY OWN - WITH SUPPORT OF MY COLLEAGUES (THAT WAS NOT SEEN AS A PROBLEM).

4. IN GENERAL, I AM VERY SATISFIED WITH MY INTERNSHIP. THE BENEFIT TO MY ORGANIZATION WILL BE BOTH INDIRECT AND DIRECT. INDIRECTLY, I WILL BE ABLE TO APPLY SOME OF THE THINGS I LEARNED (WHEN THOSE FIT INTO DOMESTIC ENVIRONMENT). DIRECTLY, BECAUSE I EXPECT POSITIVE DEVELOPMENT OF MY COUNTRY, INCLUDING SIGNIFICANT FINANCIAL ASSISTANCE AND FOREIGN DIRECT INVESTMENTS, STRENGTHENING DEMOCRATIC INSTITUTIONS AND FURTHER DEVELOPMENT OF CIVIL SOCIETY. ALL THAT WILL ENABLE THE COUNTRY TO RECOVER AND COOPERATE BOTH WITH NEIGHBOURING BUT ALSO WITH ALL OTHER COUNTRIES. LEARNING FROM POSITIVE EXPERIENCES OF OUR NEIGHBOURS (WHICH WAS ONE OF THE THINGS I WOULD FOLLOW IN THE CSIS) CONTRIBUTES THE MOST TO SAVING THE TIME.

5. I HAVE TRIED, AS MUCH AS I COULD, TO RESPOND TO ALL THE QUESTIONS OF MY HOSTS. MORE OR LESS, WHENEVER WE TALKED WE TRIED TO IMAGINE HOW IT WOULD BE POSSIBLE TO APPLY VARIOUS THINGS IN THE CONTEXT OF FRY<sup>1852</sup> i.e.

NEW DEMOCRACIES. I DO HOPE MY HOSTS KNOW MORE ABOUT SERBIA AND YUGOSLAVIA NOW THAN THEY KNEW BEFORE I CAME TO THE CSIS.

6. IT WOULD BE USEFUL TO COME TO THE STATES / ON THIS KIND OF A PROGRAM WITH A CLEARER IDEA ABOUT THE IMPORTANCE OF NETWORKING. AT LEAST IN EASTERN EUROPE, IT IS NOT ALWAYS CLEAR THE SAME. I WOULD BE OPEN TO SUGGESTIONS AS SOMEONE "NEW IN THE TOWN" NO MATTER WHETHER IDEAS ARE COMING FROM THE FREEDOM HOUSE OR THE HOST ORGANIZATION.

7. WE MAINTAINED CONTACT REGULARLY. SINCE I HAD NO PROBLEMS REQUIRING ANY SPECIAL ASSISTANCE, I WROTE E-MAILS AND CALLED IN ORDER TO BE IN TOUCH, AND ALWAYS RECEIVED PROMPT ANSWERS TO ALL MY INQUIRIES.

8. THE LIST IS QUITE LONG, BUT THE CONTACT WITH THE SOCIAL DEVELOPMENT UNIT OF THE WORLD BANK WAS THE MOST IMPORTANT. I DO EXPECT LONG-TERM COOPERATION WITH THEM ON THE ISSUES SUCH AS SOCIAL POLICY, LOCAL GOVERNMENT,<sup>1852</sup> FIGHTING CORRUPTION, ETC. I HAVE ALSO

ESTABLISHED A POTENTIALLY LONG-TERM  
COOPERATION / CONTACT WITH THE  
EAST EUROPEAN PROGRAM OF THE  
WOODROW WILSON INTERNATIONAL CENTER  
FOR SCHOLARS.

9. /

10. HOST ORGANIZATIONS SHOULD BE  
BETTER INSTRUCTED REGARDING THIS  
SPECIFIC KIND OF A FELLOWSHIP/  
INTERNSHIP (IN ORDER NOT TO MIX  
FH FELLOWS WITH COLLEGE STUDENTS).

11. YES.

SCALE: 1 (2) 3 4 5  
very useful

Name: Bandovic Igor

Name of internship organization: United Way of South Hampton Roads.

1.

During the first week of my internship in United Way I attended different meetings with staff personal to learn how United Way works, who are the beneficiaries of their services, what is the process of fundraising in United Way (as their major goal).

Beside that, when I have free time between the meetings, I asked colleagues to explain to me their responsibilities in specific departments of United Way, such as Department of Development, Department of Marketing and Communications, etc.

In the second week of my internship when I got the whole picture how this organization works, I started to participate in preparing the annual conference of United Way contributors and volunteers.

One thing was very interesting for me; how United way establishes network of lot of different agencies throughout the region of South Hampton Roads, and how they support these agencies through very thorough process that gives agencies certification, so they become part of certified agencies of United Way.

The other thing was the way the decision-making process works, and how this process has impact in the local community in order to engage citizens awareness of local problems, and how citizens can help (whether with their free time as a volunteer or with their money as contributors).

2. I had my office, internet access, phone, other office equipment. During my internship I was felt very welcome by office staff.

3. My internship in United way was focused on the various ways you collect and raise the funds, from the local to the federal level. The skills and methods of work in non profit were among the things I wanted from my internship.

4. I'm very satisfied with my internship. This experience opens for me and my organization a completely new approach to the things that we (my organization) did in the past and should do in our future on one systematic way with lot of planning and research.

New methods of work that I learned in United way will be implemented in Libergraf's programs and activities in aim to make a better community in my hometown. Some of the concrete ideas are:

- infrastructure development through departments on specific area.

- methods of fundraising from corporations, firms and employees.

- increasing the number of volunteers in organization as valuable and the most important resource.

- market research as a source of potential contributors.

As a country in transit, Serbia must pass some transformations, especially in social care and in human issues, and to use its own resources in establishing democracy. Serbia can not depend on international aid and credit in developing and rebuilding its democracy and economic potentials. So this program , and this internship gives me the opportunity to use my knowledge and skills that I obtained with United Way to implement it in creating a sustainable community and to develop my organization and it's work through similar methods.

5. I was able to teach my hosts about my country in the fields of history, geography, political issues, international position of my country in the past and nowadays, about the customs and the way of living in Serbia.

In this areas the internship was a good chance for all (for hosts and me) to learn more from the different perspective about things of their interest.

6. I think that I use my opportunity in United Way in the best way.

I attended the meetings, worked with colleagues, asked them about things og my interest.

7. I had regular communication with my program officer in F.H.

8. I visited Senate and House of Representatives of the state of Virginia, and had meeting with the member of House, honorable Donald Williams.

The result of this visit was chance for me to be introduced in legislative process of state of Virginia.

9. -Interview in Virginia Pilot newspapers,

-Article about my internship in United Way on the [www.unitedwayshr.org](http://www.unitedwayshr.org)

10. /

11. Yes

12. 1, very useful

## EVALUATION OF PROGRAM BY SPONSOR

Please type or neatly print your answers to the following questions and return to Freedom House 1319 18th Street, NW, Washington, DC 20036, Fax: (202) 296-5256. If you need more space, please continue on a separate sheet of paper. Your remarks are greatly appreciated.

YOUR NAME, TITLE:

Mike Hughes, Pres

ORGANIZATION:

United Way of South Hampton Roads

NAME OF VISITING FELLOW:

Igor Bandovic

1. Describe your expectations of the Visiting Fellow before he or she started working at your office. Were these expectations met? If not, please explain.

VF would be eager to learn, pitch-in, cooperate, become one of us during the stay.

Igor exceeded all of our spoken and unspoken expectations. He did a terrific job!!

2. Did the Visiting Fellow follow a regular full-time work schedule, arriving promptly to work each day and to meetings or other events?

Igor was prompt to all meetings and work day expectations.

He always adhered to policy.

3. Please describe the Visiting Fellow's program in your office -- did it focus on specific projects assigned to the Visiting Fellow or meetings and observation? Was the quality and quantity of the work appropriate for the Visiting Fellow?

Igor helped to prepare for the Annual Meeting. He attended the Chamber of Commerce, Various United Way meetings.

4. Was the Freedom House staff supportive during the program and responsive to any special requests or concerns that might have arisen?

Freedom House has  
a competent, cooperative  
and hard working staff.  
They are very customer oriented.

5. Was there enough office space for the Visiting Fellow? How much space and equipment was made available (desk, computer, phone, etc.)?

yes = office space  
Gaps had an office with computer, phone and  
other functional items. He seemed  
satisfied.

6. In general, were you satisfied with your experience in this program? Would you recommend this program to another office like your own? Why or why not?

• Very satisfied.  
• Definitely would recommend participation to other offices

NOTE: Suggest present at Bob Berger,  
United Way International to  
seek assistance to get more  
domestic UWs involved.

7. What other comments would you like to add?



Your name: Igor Bandovic

Name of organization: Citizens for Pennsylvania's Future (Penn Future)

1. I stayed with the Penn Future 7 working days. I attended the meetings and ask colleagues to explain me their duties and responsibilities. I was interesting in methods of their work but not for their goals and subjects, because I'm not involved in environmental issues in my country.

The other thing that was interesting for me was influence and impact of nonprofits on the decision-making community of state legislation.

2. I didn't have my office, office equipment or computer, but I had the desk and necessary space to work.

3. My internship was mostly focused on learning new skills, but I used meetings to establish new contacts, that I thought would be useful to me. Especially, with members of House and Senate.

4. Generally, I'm satisfied with my internship.

This experience will benefit my organization in two different ways. First, I will try to implement some methods of work, such as are active role in relations with politicians, influence on them to act in the interest of my organization.

Second, I will try to implement similar organizational structure, so my organization will be more efficient and better in decision-making process.

5. I gave to my homestay family and colleagues some guidelines about Serbia in the areas of history, politics, non-profit sector, so they could have an idea about my country in this fields.

6. I utilized my opportunity as good as I could. If I work with environmental organization, I will probably have more asserts of this internship.

7. In didn't' have any suggestion or request during my internship. I spoke with my program officer once.

8. I was introduced to state legislators, and I had two meetings with members of House and with staff personnel of Senate.

9. I gave interview for The Patriot News (local newspapers but the article hasn't been published yet).

10. /

11. Yes

12. 3, useful

## EVALUATION OF PROGRAM BY SPONSOR

Please type your answers to the following questions and return to Freedom House 1319 18th Street, NW, Washington, DC 20036, Fax: (202) 296-5256. If you need more space, please continue on a separate sheet of paper. Your remarks are greatly appreciated.

YOUR NAME/ORGANIZATION: Jan Jarrett Penntfuture

VISITING FELLOW: Igor Bandovic

1. Describe your expectations of the Visiting Fellow before he or she started working at your office. Were these expectations met? If not, please explain.

I expected Igor would be interested in how we fund raise, how we use the media and how we advocate for public policy.

2. Did the Visiting Fellow follow a regular full-time work schedule, arriving promptly to work each day and to meetings or other events?

Yes.

3. Please describe the Visiting Fellow's program in your office -- did it focus on specific projects assigned to the Visiting Fellow or meetings and observation? Was the quality and quantity of the work appropriate for the Visiting Fellow?

We primarily exposed Igor to the daily workings of a non-profit advocacy organization. He accompanied us to meetings and a conference, met with state legislators, had a tour of the state capital. We included him in some of our planning sessions and fundraising discussions. He was able to observe the way we plan activities around specific issues. He also was interviewed by the local media.

4. Was the Freedom House staff supportive during the program and responsive to any special requests or concerns that might have arisen?

N/A

5. Was there enough office space for the Visiting Fellow? How much space and equipment was made available (desk, computer, phone, etc.)?

Sooty. Igor had access to desk, computer, phone for 1/2 of each day.

6. In general, were you satisfied with your experience in this program? Would you recommend this program to another office like your own? Why or why not?

Yes- We learned a lot from Igor about conditions in Serbia.

7. What other comments would you like to add?

## EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: Darko Ciric

NAME OF INTERNSHIP ORGANIZATION: Give back day

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

- working on a project
- attend meetings
- all the people around me were great
- the work was very interesting

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

- I had enough office space, my own desk and a computer.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

- My program was focused on applying my skills and learning new ones, I also made a lot of contacts in Minneapolis, and that is what I really wanted to do on my internship.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

I am very pleased with my internship, my organization will start using new things that I learned. Through our work. There are a lot of things that I saw and learned that can be used in my country also.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

I taught all people around me about Serbia, sometimes I was a little bit out of line but now everyone wants to visit Serbia, the internship did not offer a reciprocal exchange of idea, because ~~it~~ I learned more than I hoped I would.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

I think that I fully utilized the opportunity and there is always more but no time for it.

My advice to Future Visiting Fellows:

Do not stay in DC too long ask for your internship right away!

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

Yes!

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

- SF Foundation
- Give back day
- The American Lung Association
- Global Citizens Network
- MCN
- Youth Front
- Rotary International
- Wells Fargo Bank
- Padilla-Speer-Beardsley

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows: Yes  No

Why or why not?

You can learn a lot and have a good time.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

①

2

3

4

5

When complete, fax a copy to Freedom House at (202) 296-5256 AND also send the original to FII, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!

August

Darko Ciric

Period from 02.19.2001 till 02.27.2001

Visited:

**Minnesota International center**  
**Carol Engebretson Byrne**  
**MIC Executive Director**  
[mic@globe.mic.umn.edu](mailto:mic@globe.mic.umn.edu)

Had a meeting about their work, since they are preparing a lecture about Serbia and Serbs, in the evening I took part in a lecture "Internet and national sovereignty".

**American Lung association**  
**Mr. Lou Clark**  
**651-268-7601**

At the moment the ALA is organizing a network of people in Twin cities area under the name "Beware of asthma" so there I had a chance to see how they planned the organization and how they think it would develop – the aims and results (you know!)

**Minnesota council of nonprofits**  
**Mr Jon Pratt**  
**Executive director**  
[jpratt@mncn.org](mailto:jpratt@mncn.org)

That is the organization that works on straightening of non-profits and there I told them what we do in Serbia and they presented me their work, very interesting.

Global citizens network  
Ms Kim Regnier  
gcn@mtn.org

I was there for a meeting because they are interested to work in Serbia, so they presented me their work and we setup something like a visit to Serbia in spring (maybe!)

**American refugee committee**

In PIRGOS we work on agriculture improvement so I had a meeting with ARC because they are connected with Department of agriculture so I had chance to get to know something about the agriculture programs and to pick up the addresses of nearest offices.

*Regnier*



EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: DUŠAN IONJATOVIĆ

NAME OF INTERNSHIP ORGANIZATION: LEGAL AID BUREAU, INC. (MD)

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

See attached

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows: Yes  No

Why or why not?

FOR LAWYERS THIS PROGRAM IS VERY USEFUL AND I CAN STRONGLY RECOMMEND IT.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

1

2

3

4

5

When complete, fax a copy to Freedom House at (202) 296-5256 AND also send the original to FH, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!

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1. My internship was good and I enjoyed it very much. Most of time I observed what's going on in Bureau's Prince George's County Office. I had lot of discussions with attorneys about cases. Also, I attended and monitored procedures before courts in Annapolis, Baltimore and Upper Marlboro. I was present on few staff meetings, as well as on meeting of directors in Baltimore.
2. There was enough space for me. I had my desk with a PC and phone. People behave very nice to me and I can say that I didn't have any problem.
3. I learned lot about organization and organizational issues. Also, I made lot of contacts with the people from Bureau (not only from Riverdale office) and Courts, which was great experience for me.
4. I am very satisfy. I think that the biggest benefits for YUCOM will be the fact that I learn a lot about organizational issues of pro bono legal aid. So, I will try to implement that in our LAN project (Legal Aid Network). That project (as well as other projects of that type) is very important for democratization of Serbia.
5. I talked about Serbia, situation, our legal system, about my organization and our legal aid pro bono network, as much as I could. My opinion is that the people learn a lot about my country and maybe I inspired them for some of ideas that I had.
6. I think that I fully utilize this opportunity. My advice for future fellows is: plan your time fast and arrange your meetings immediately, because the program is full of events and it will be over very quickly.
7. I don't have any objections on FH staff.
8. I arranged many meetings for myself (NDI, ACLU, ABA CEELI, Coalition for International Justice, ATLA and others). I meet many people and I think that they will help me in next period.

## EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: Ksenija Lazovic

NAME OF INTERNSHIP ORGANIZATION: Western Policy Center

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

I attended meetings, discussed with colleagues work they were doing, collected material for my research, wrote a paper. Generally it was an interesting experience.

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

My own desk, access to office equipment, library etc. Felt like home.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

My program was primarily focused on getting to know how different organizations, both GOs and NGOs, work on different issues related to conflict regions. I am more than satisfied with what I got.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

Satisfied.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

I could share with them my knowledge on the region. It was a reciprocal exchange of knowledge, information and ideas.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

I do.

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

My program officer (Jarod Dumas) was the best one!

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

USIP, some individuals.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

none

10. What other comments would you like to add about the program?

none

11. Would you recommend this assignment to future Visiting Fellows: YES

Why or why not?

Useful.

On a scale of 1 to 5 (1 being best and 5 being worst)-how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful      Not so useful

1 2 3 4 5

When complete, fax or e-mail a copy to Freedom House at (202) 296-5256 AND also send the original to FH, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!



**Western  
Policy  
Center**

1990 M Street, NW  
Suite 610  
Washington, D.C. 20036  
Tel: (202) 530-1425  
Fax: (202) 530-0261  
ford@westernpolicy.org

**FAX COVER SHEET**

To: *Jarrod Dumes*  
*Freedom House*  
From: Brenda L. Ford

Fax Number: (202) 296-5256

Date: 11/26/2001

No. Of Pages (Including cover): 3

*Freedom House,*

*We apologize for the delay in returning  
this and appreciate the opportunity  
to participate.*

*Brenda L. Ford*

The information in this facsimile is intended for the use of the addressee and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If you are not the intended recipient, or the employee or agent responsible for delivering this transmittal to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by telephone and return the original message to us at the above address via the U.S. Postal Service. We will reimburse postage. Thank you.

### EVALUATION OF PROGRAM BY SPONSOR

Please type or neatly print your answers to the following questions and return to Freedom House, 1319 18<sup>th</sup> Street, NW, Washington, DC 20036, Fax (202) 296-5256. If you need more space, please continue on a separate sheet of paper. Your remarks are greatly appreciated.

YOUR NAME, TITLE: John Sitalides, Executive Director; Brenda L. Ford, Office Manager

ORGANIZATION: The Western Policy Center

NAME OF VISITING FELLOW: Ksenija Lazovic

1. Describe your expectations of the Visiting Fellow before he or she started working at your office. Were these expectations met? If not, please explain.

Western Policy Center staff expected the Visiting Fellow to be bright, enthusiastic about the opportunity, open to learning new ideas, and willingness to work hard and apply their knowledge. We desired someone who was professional, diligent, flexible, and had the ability to work independently.

Ksenija met all the above expectations except her resistance to new ideas. Her cynicism about opportunities to change and improve government policies is perhaps a symptom of the bleakness and corruption of life in Serbia in recent years.

2. Did the Visiting Fellow follow a regular full-time work schedule, arriving promptly to work each day and to meetings or other events?

Yes.

3. Please describe the Visiting Fellow's program in your office—did it focus on specific projects assigned to the Visiting Fellow? Was the quality and quantity of the work appropriate for the Visiting Fellow?

Ksenija participated in a variety of activities related to her area of interest. She attended congressional hearings, political forums, and roundtable discussions. Ksenija wrote detailed reports about these meetings that were used by staff for follow-up actions as necessary. Ksenija completed a research project for John Sitalides that proved extremely helpful to him when he appeared before the U.S. Senate as a panelist and authority on U.S./Greek relations.

Our goal was to have Ksenija work on assignments that were interesting and relevant to her course of study and personal interests. We believe we accomplished that and hope that Ksenija's experience here will attribute to her overall success in life.

BEST AVAILABLE COPY

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Ksenija's work was of good quality and her output was satisfactory. However, there was one unsatisfactory incident to be raised here. Ksenija submitted a text version of the assigned research paper she completed. She was then asked to submit an e-mail version to retain that research information for its future value, allow us to edit the paper for final approval, and possibly publish it on the Western Policy Center's website. To date, she has not submitted an e-mail version. Therefore, as we are unable to evaluate her research paper, we are unable to evaluate her overall performance.

4. Was Freedom House staff supportive during the program and responsive to any special requests or concerns that might have arisen?

Yes.

5. Was there enough office space for the Visiting Fellow? How much space and equipment was made available (desk, computer, phone, etc.)?

Ksenija had adequate resources to efficiently complete the tasks that were assigned to her.

6. In general, were you satisfied with your experience in this program? Would you recommend this program to another office like your own? Why or why not?

The Western Policy Center was satisfied with the experience and would strongly recommend the program to another office like ours. The regional background and experience of such individuals can be highly useful and very enlightening in a Washington environment, which seeks fresh and creative approaches to outstanding issues. This Center would welcome the next Visiting Fellow from Freedom House.

7. What other comments would you like to add?

Freedom House should ensure that Visiting Fellows are properly advised of American office culture/etiquette and suitable office attire prior to beginning an internship.



## EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: SUZANA MRGIĆ

NAME OF INTERNSHIP ORGANIZATION: CENTER FOR STRATEGIC AND INTERNATIONAL STUDIES

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

I WAS ASSIGNED TO THE PREVENTIVE DIPLOMACY DEPT. WITHIN THE CSIS, WHICH DEALS PRIMARILY WITH CONFLICT RESOLUTION AND PEACE BUILDING INITIATIVES AT THE TERRITORY OF FORMER YUGOSLAVIA AND I HAD AN OPPORTUNITY TO CONTRIBUTE TO THE ONGOING PROJECTS - SEMINARS IN VARIOUS PARTS OF MY COUNTRY.

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

YES, THERE WAS ENOUGH SPACE FOR ME, BUT IN THE LIBRARY WHEREIN I HAD A COMPUTER AND ACCESS TO E-MAIL/INTERNET. THE STAFF AND THE PERSON IN CHARGE WERE VERY FRIENDLY. DR DAVID STEELE, RESEARCH FELLOW, WAS EXTREMELY NICE AND RESPONSIVE, SO I REALLY FELT WELCOME THERE.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

BASICALLY I WANTED TO LEARN NEW SKILLS, BUT IN FACT THERE WASN'T MUCH NEW, I.E. IT DIDN'T DIFFER MUCH FROM THE WORK IN MY OFFICE. ON THE OTHER HAND, CONTACTS THAT I ESTABLISHED SEEMED TO BE MORE IMPORTANT AND MORE VALUABLE FOR MY FUTURE WORK.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

YES, IN GENERAL, I WAS SATISFIED WITH MY INTERNSHIP AND THIS WILL BENEFIT MY ORGANIZATION IN SO FAR THAT I WILL TRY TO LAUNCH SOME JOINT PROJECTS WITH CSIS. CONSEQUENTLY, THIS WOULD ALSO ADVANCE DEMOCRACY IN MY COUNTRY.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

YES, I SPENT ENOUGH TIME EXCHANGING IDEAS WITH THE HOSTS, SO IT IS MY BELIEF THAT THIS INTERNSHIP OFFERED GOOD OPPORTUNITY OF UNDERSTANDING EACH OTHER BETTER.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

WELL, ONE CAN ~~BE~~ ALWAYS BE BETTER, SO I COULD HAVE DONE MORE TO BE MORE ASSERTIVE.

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

I DIDN'T HAVE ANY SPECIAL REQUESTS.

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

I HAVE ESTABLISHED CONTACTS LONG BEFORE I CAME HERE. DURING THIS STAY I FOCUSED ON SERBIAN DIASPORA IN THE USA AND ITS POSSIBLE CONTRIBUTION TO THE NEW DEMOCRATIC GOVERNMENT.

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows: Yes  No   
Why or why not?

IT IS VERY USEFUL EXPERIENCE FOR ANYBODY COMING FROM OUTSIDE THE USA, BUT IT DEPENDS ON A PERSON HOW HE/SHE WILL ~~MAKE~~ MAKE IT AND WHAT SHE/HE EXPECTS FROM THIS PROGRAM

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

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When complete, fax a copy to Freedom House at (202) 296-5256 AND also send the original to FH, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!

## EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: NATASA PANTIC \_\_\_\_\_

NAME OF INTERNSHIP ORGANIZATION: STAR TRIBUNE ONLINE, Minneapolis, MN \_\_\_\_\_

1. Please describe your internship in this office. What did you do on a daily basis — did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

I did some basic reporting for the online department, which included photos and taking audio from events (press conference about the nurses on strike, transplantation of the 150-years old oak tree, Barbie doll exhibition at the Mall of America). I also conducted a message board discussion about my experience at startribune.com, and wrote an article about the Minneapolis-based Center for Victims of Torture, for the commemoration of the International Day in Support of Victims of Torture.

I also observed editors' work, attended meetings with them (meetings with the newsroom, online staff meeting, etc.)

Most of the time I had enough work to do, both with of working for the startribune.com or making myself busy reading library articles or news-wires.

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

Yes.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

Program was 99 per cent focused on learning new skills, and that is exactly what I wanted.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

I'm not sure how will my experience advance the democracy in my country, but it will definitely benefit me and my organization with fresh ideas of how to make our work more productive and how to improve it, both in terms of technology and journalism.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

My hosts, both on work and the homestay, now definitely know where is my country. Unfortunately, I had a problem explaining the reasons why I can't exactly define what 'my country' means, but overall I think they know much more about it now then they did before.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

I do think I fully utilized this opportunity, and I probably could have done more to assert myself, but I think that what I have done was well enough. Advise for both the future Visiting Fellows in media programs is to try to practice English as much as they can before going to the assignment, because all knowledge of the language one has before he/she starts using it in everyday communications, especially oral, is not sufficient to understand what people are saying. It can be inconvenient sometimes. Besides that, I think observing is much more useful than working on actual staff because it takes less time and therefore you can learn more things.

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

Yes, they were.

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

The Center for Victims of Torture, Minneapolis, MN  
Prof. Nick Hayes, Chair in Critical Thinking, University of Saint John's, Collegeville, MN  
Steven Clift, [www.publicus.net](http://www.publicus.net), Minneapolis, MN

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

Will be enclosed as soon as I return to DC.

10. What other comments would you like to add about the program?

Regarding the media program I think it would be even better if it had as detailed as possible plan of the fellowship. Maybe FH should consider making some program guidelines with experienced professionals from both the US and the countries Fellows are coming from.

11. Would you recommend this assignment to future Visiting Fellows: Yes X No \_\_\_\_\_  
Why or why not?

Yes, because the organization is very good. The paper itself is very respectful, with the long tradition. Online department staff I had a chance to meet and work with was very supportive and friendly. In general - it was a pleasure working in startribune.com.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Useful

Not so useful

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EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: VANJA RODIĆ

NAME OF INTERNSHIP ORGANIZATION: Research and Policy Reform Center

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

Yes, I attended meetings, observed colleagues, discussed the unclear issues etc... I had enough work to do and it was interesting.

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

Absolutely. I felt very welcome, I had my own office, computer and phone.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

It was primarily focused on making contacts and it was something that I expected. I also learned something about their activities and way of work.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

In general, I am satisfied with my internship, because it provided me not only to learn about their field of work, but also about criminal justice (in USA) in general, which is important for my organization, considering that we (LEX) are working on legislative reform in Yugoslavia.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

I tried to learn them something about political situation in my country, about reforming processes and also, about LEX's activities in order to endorse democratic processes.

I think you should ask them if it was a reciprocal exchange of ideas.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

Maybe I could have some concrete projects to do, but my hosts thought that 3 weeks is too short period for that and I agree with that. I would advise future visiting fellows to feel free to express their wishes and ideas to their hosts.

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

Yes, FH staff were supportive.

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

- U.S. Department of Justice - Office of Justice Programs  
Marlene Beckman and Laura Neubauer (Office of overseas, prosecutorial development, and assistance and training)
- Democracy Coalition Project (DCP) - Ted Piccone
- DSI (New York office) - Laura Silber

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows? Yes No  
Why or why not?

It is an opportunity to learn something about US political and legal system, to make new contacts and maybe new friends.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

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EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: MILAN STEFANOVIĆ

NAME OF INTERNSHIP ORGANIZATION: CENTER FOR MANAGEMENT ASSISTANCE-KANSAS CITY

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

THE WORK AND MY OBLIGATION IN CMA WAS VERY INTERESTING FOR ME, I WAS ON A LOT OF INTERESTING MEETING ORGANIZED SPECIALLY FOR ME WITH SOME OF THE BIGGEST NGOs IN KC, AND ALSO I WAS ON LOT OF TRAININGS IN ORGANIZATIONS OF CMA (TRAINING FOR GRANT PROPOSAL, FOR PR ETS...)

2. Was there enough office space for you? Did you have your own desk and access to office equipment such as a computer and phone? Did the office staff explain your responsibilities adequately, and make you feel welcome?

THEY GIVE ME A OFFICE WITH ALL WHAT I NEED (COMPUTER, PHONE, SKENAR, PRINTER). I WAS FEEL VERY WELCOME...

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

THEY GIVE ME WHAT I WAS EXPECTING FROM MY INTERNSHIP, I LEARN A LOT OF NEW SKILLS ON NGO TRAININGS IN ORGANIZATION OF CMA, BUT ALSO I LEARN A LOT ON A BIG NUMBER OF MEETINGS THEY ORGANIZED TO ME.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

I NOW HAVE FEW NEW IDEAS FOR SOME NEW PROJECTS, AND ALSO FOR REORGANIZATION OF SOME THINGS IN MY OFFICE.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

YES, IN FIRST 3 DAYS THEY ASK ME A LOT OF QUESTIONS ABOUT MY COUNTRY, MY NGO AND SITUATION IN THE REGION. AFTER THAT, THE EXECUTIVE DIRECTOR OF CMA WAS VERY SATISFIED, AND SHE SAY ON A LOT OF IMPORTANT MEETINGS ~~THAT~~ THAT SHE AND HER STAFF LEARN MORE FROM ME THAN <sup>ME</sup> FROM CMA...

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself? What advice would you give to future Visiting Fellows?

I ONLY THINK THAT WE MUST HAVE MORE OBLIGATIONS IN THE LAST WEEK, AND MORE THAN ONE EVALUATION MEETING...

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

IT WAS OK

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

I WAS VISITING THE UNIVERSITY OF MISSOURI, OFFICE OF IDEE AND OFFICE OF IRD (INTERNATIONAL RELIEF AND DEVELOPMENT (INSTITUTE FOR DEMOCRACY IN EASTERN EUROPE))

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

I GIVE A INTERVIEW FOR SERBIAN TV4S IN CHICAGO, IT WAS 4 MIN INTERVIEW BUT I DON'T HAVE A VHS. IN 2 WEEKS IN LOCAL BULLETIN OF CMA IN KANSAS CITY THEY WILL HAVE A TEXT ABOUT MY INTERSHIP...

10. What other comments would you like to add about the program?

~~PROG~~ I DON'T LIKE THE PROGRAM IN DC, PROGRAM IN NORFOLK AND RICHMOND WAS OK, AND I REALLY LIKE THE PROGRAM IN KANSAS CITY

11. Would you recommend this assignment to future Visiting Fellows: Yes W No \_\_\_\_\_  
Why or why not?

I THINK THAT THIS IS VERY INTERESTING IMPORTANT OPPORTUNITY TO SEE THE DIFFERENCE IN SYSTEMS HERE AND IN MY COUNTRY AND THEN TO KNOW HOW TO WORK ~~IN~~ <sup>IN</sup> SOME DIFFERENT SITUATIONS.

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

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## EVALUATION OF PROGRAM BY VISITING FELLOW

Please type your answers to the following questions or write clearly in ink. Please be as thorough and candid as possible. If you need more space, please continue on a separate piece of paper or the reverse side of the page.

YOUR NAME: Dusan Vasiljevic

NAME OF INTERNSHIP ORGANIZATION: Urban Institute

1. Please describe your internship in this office. What did you do on a daily basis -- did you complete projects, attend meetings, observe colleagues doing their jobs, etc.? Did you have enough work to do? Was the work interesting for you?

I was assigned to the International Activities Center of the Urban Institute. Most of the time my work could be characterized as a research fellow's activities. I was primarily involved in projects concerning Balkans region (Croatia, Montenegro, Kosovo), countries in transition (Kyrgyzstan) but I also made some research about situation in Zimbabwe. I attended all employees' meetings (one, actually) and all employees' parties. I also attended internal seminars and one meeting in the World Bank. Most of the time I had enough work to do, and the work was fairly interesting.

Was there enough office space for you?

I had office of my own.

Did you have your own desk and access to office equipment such as a computer and phone?

Phone and computer in the office; and access to the all office equipment.

Did the office staff explain your responsibilities adequately,

Yes.

and make you feel welcome?

Very much so.

3. Was your program primarily focused on learning new skills or on making contacts and networking? Was this what you had wanted from your internship?

I was primarily interested to see how the organizations of this kind operate in US, and more than that to see how the backstage of their operations in the region works. I was also very interested in their experience in the countries in transition and in the projects they did in those countries.

4. In general, were you satisfied with your internship? How will this experience benefit you or your organization? How will it advance democracy in your country? Are there any concrete ideas that you gained from this experience which you plan to implement in your office when you return home?

I am happy with the organization selected for my internship. I don't think there is a single organization in US that would provided what I wanted better then UI. They were willing to share techniques and materials they developed and used for improving local government in transition countries. I am sure that most of it could be, with little or no adaptation at all, used in Serbia. And improving local democracy is best way for promoting democracy in any society.

5. What, if anything, do you think you were able to teach your hosts (work or homestay) about your country? Did you feel that this internship offered a reciprocal exchange of ideas?

My hosts in UI were already very knowledgeable on situation in the region. Nevertheless, I had internal presentation (seminar) on decentralization process in Serbia for people working in International Activities Center. Other than that I was consulted by the UI staff who were leaving for their assignments in Serbia on various subjects concerning situation in Balkans, with emphasis on local communities issues.

6. Do you feel that you fully utilized this opportunity? Could you have done more to assert yourself?

Time (and my boss) will be ultimate judge of that.

What advice would you give to future Visiting Fellows?

As for the advises to future VFs, I don't have any.

7. Was the Freedom House staff supportive of you during the assignment and responsive to any special requests or concerns that may have arisen during your program?

Yes.

8. Outside of your assignments, list the institutions or individuals with whom you have established some cooperation during your trip to the US. Describe what tangible results you have gained (or hope to gain) from these contacts.

The World Bank, Development Alternatives Inc., American University, US Institute for Peace...

9. Please list any speaking engagements or media appearances and articles written by you during the program. If you have not already done so, please provide a copy of any speech or article published by or about you, as well as articles you have published in your own country during the program.

Me and Boris Karajic were speaking to the students of American University about the conflict in the Balkans.

10. What other comments would you like to add about the program?

11. Would you recommend this assignment to future Visiting Fellows: Yes  \_\_\_\_\_ No \_\_\_\_\_  
Why or why not?

On a scale of 1 to 5 (1 being best and 5 being worst) how would you rate this office assignment in providing work experience and improving your professional knowledge? Please circle your answer.

Very useful

Not so useful

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When complete, fax or e-mail a copy to Freedom House at (202) 296-5256 AND also send the original to FH, 1319 18th Street, NW, Washington, DC 20036. THANK YOU!

**To:** Maureen McGee  
Freedom House

**Fax #:** 296-5256

**From:** Rebecca Lawrence *RL*

**Re:** Evaluation

**Date:** Wednesday, October 24, 2001

**Pages:** 03, including this cover sheet.

**FACSIMILE**



**THE URBAN INSTITUTE**

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## EVALUATION OF PROGRAM BY SPONSOR

Please type or neatly print your answers to the following questions and return to Freedom House 1319 18th Street, NW, Washington, DC 20036, Fax: (202) 296-5256. If you need more space, please continue on a separate sheet of paper. Your remarks are greatly appreciated.

YOUR NAME, TITLE: REBECCA LAWRENCE, RESEARCH ASSOCIATE

ORGANIZATION: URBAN INSTITUTE

NAME OF VISITING FELLOW: DUSAN VASILJEVIC

1. Describe your expectations of the Visiting Fellow before he or she started working at your office. Were these expectations met? If not, please explain.

WE HAD HIGH EXPECTATIONS OF DUSAN'S QUALIFICATIONS & INTEREST IN FIELDS OF PUBLIC ADMINISTRATION & ~~THE~~ DEMOCRACY-BUILDING AT THE LOCAL LEVEL. ALL EXPECTATIONS WERE MET.

2. Did the Visiting Fellow follow a regular full-time work schedule, arriving promptly to work each day and to meetings or other events?

Yes.

3. Please describe the Visiting Fellow's program in your office -- did it focus on specific projects assigned to the Visiting Fellow or meetings and observation? Was the quality and quantity of the work appropriate for the Visiting Fellow?

WE ASSIGNED SPECIFIC PROJECTS TO DUSAN AND INCLUDED HIM IN MEETINGS WHENEVER APPROPRIATE. WE ALSO ASKED HIM TO MAKE A PRESENTATION TO OUR DEPARTMENT. I THINK THE QUALITY OF WORK WAS APPROPRIATE -- I ASSUME QUANTITY WAS TOO, AS HE SEEMED NO MORE UNDO UNKED NOR NETWORKED.

4. Was the Freedom House staff supportive during the program and responsive to any special requests or concerns that might have arisen?

YES.

5. Was there enough office space for the Visiting Fellow? How much space and equipment was made available (desk, computer, phone, etc.)?

YES. DUSAN HAD AN OFFICE ~~TO~~ TO HIMSELF w/ COMPUTER,  
PHONE, ETC.

6. In general, were you satisfied with your experience in this program? Would you recommend this program to another office like your own? Why or why not?

YES, YES. I THINK BOTH WE & DUSAN BENEFITED FROM  
THIS EXPERIENCE.

7. What other comments would you like to add?