



CIIR iCD

annual review 2004/5

**global exchange,
local connections**

CIIR/ICD annual review 2004/5

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Catholic Institute for International Relations

Unit 3, Canonbury Yard

190a New North Road

London N1 7BJ

tel 020 7354 0883

fax 020 7359 0017

e-mail ciir@ciir.org

www.ciir.org

CIIR is registered in the UK as a charity (number 294329) and a company (number 2002500) limited by guarantee



In some countries CIIR is known as
International Cooperation for Development

CIIR/ICD has offices in 11 countries:

Dominican Republic

East Timor

Ecuador

El Salvador

Honduras

Namibia

Nicaragua

Peru

Somaliland

Yemen

Zimbabwe

Cover photo: Antonio Díaz (right), a founder member of CIIR/ICD partner organisation COMUS in El Salvador, and his son (photo: Vanessa Kurz/CIIR)



Hassina Mohamed Ali (left), a CIIR/ICD development worker from Sudan working in Yemen, pictured with Muna, a Yemeni midwife trainer (photo Nick Sireau/CIIR)

global exchange, local connections

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'When one lives in a poor community in a developing country, it is so easy to feel forgotten by the outside world. Thank you for showing us that this is not so.

Thank you for showing us that people care about us.'

– Antonio Díaz, a founder member of CIIR/ICD partner organisation COMUS in El Salvador (photo Vanessa Kurz/CIIR)

'Quien bien siembra, bien recoge'

Whoever plants well will reap a good harvest

– El Salvadorean proverb

'I believe that one can replant oneself in another place and be fed by other waters and other sunshines and come to life once again'

– John Bayron Ochoa, a CIIR/ICD development worker in El Salvador

global exchange

CIIR/ICD WORKS with partner organisations in 11 countries in Latin America, Africa, the Middle East and Asia. Our way of working is to combine skill-share with advocacy. With our partner organisations we identify areas where the input of a development worker might lead to real change. We then recruit people for these jobs. In sharing their skills with these partner organisations, our development workers aim also to improve the ability of our partners to advocate for change locally and nationally. At an international level, we support and supplement the voices of our partners in seeking to change the systems and practices that create and perpetuate poverty in the global South.

In 2004/5, we had 83 development workers in post. They came from 30 different countries – 40 per cent from the global North (North America and Europe), and 60 per cent from the global South (the rest of the world).

Of 11 development workers in Nicaragua, for example, four were European (from the UK, Belgium and Spain) and seven were Latin American (from Argentina, Chile, Colombia, Costa Rica and Honduras). In Somaliland, our eight development workers were from six different nationalities: Canadian, Ethiopian, Filipino, Irish, Somali and Zimbabwean.

This multicultural diversity represents a real global exchange of skills and experience – an exchange that is based on shared values and global solidarity.

This multicultural diversity represents a real global exchange of skills and experience



local connections

MARCO POLO CEVALLOS, from Ecuador, is a CIIR/ICD development worker with Mancomunidad La Montaña, an association of municipalities in El Salvador. He says:

'At the age of 41, I had the longing to share my experience and gain new experiences with people from other countries. I thought that the phenomenon of globalisation should also mean the exchange of people's skills. It should help us to work in solidarity to confront hunger, poverty and discrimination. It should help us find new alternatives based on applying skills within the local social, cultural, economic and ecological context.

'It is from this perspective that I consider that we can achieve a global exchange, but connected at the local level.

'This thought brought me to Chalatenango, a small town located in the north of El Salvador. My adaptation to the place was quick, as the culture is similar to my place of origin. But some attitudes are different. The memories of the harsh times El Salvador went through are still alive.

'I believe that those times of war have taught us that we need to work in an environment of tolerance and democracy to gain the changes society needs.'

'The phenomenon of globalisation should also mean the exchange of people's skills'



accepting the challenge

DEVELOPMENT WORKER John Bayron Ochoa, from Colombia, accepted the challenge of going to El Salvador to work on gender and masculinity. He says:

'I found myself hoping that this could be a way of making real the dream held for so many years by small groups of men in my native Medellín – a dream of a better world, one which is more democratic and which includes women and men together equally. I could never have imagined that I would be able to realise this dream: to reflect, live, transform and fight for a world less violent from the effects of masculinity.'

'I could never have imagined that I would be able to realise this dream'

'Ten months have passed and there are times when I feel overwhelmed by everything that there is to learn, by the emotions and the possibilities. I never imagined I would participate with other men together with women from the women's social movement to create strategies to tackle gender violence, working together without conflict.'

'My experience of development work has given me the opportunity to see the world differently and has helped me believe in the possibility of social change.'



John Bayron Ochoa (far right) with colleagues from the Centro Bartolomé de Las Casas including the centre's coordinator, Larry José Madrigal (far left) (photo Augusto Vázquez)

making it possible

JOHN BAYRON OCHOA works with the Centro Bartolomé de Las Casas in El Salvador on a gender and masculinity programme that the centre describes as 'difficult and pioneering'. The centre's coordinator, Larry José Madrigal, explains:

'It's not about working with just any men, but with men of scarce economic resources, men who due to life's injustices never had the opportunity to study or the chance of a rewarding job. The masculinity programme is in a way an education for life, an opportunity to open new paths of equity, justice and solidarity.'

'To have a CIIR/ICD development worker in the programme allows us to value the experience from other countries in this field. It connects us to a global perspective of development in which we can exchange with other sectors in society interested in these processes, comparing our experiences and revising our options.'

'To enter into a relationship with CIIR/ICD – an organisation inspired by Christianity – has been challenging to our work and spirituality. Its values and commitment have allowed us to open our faith and action to the idea of "changing minds, changing lives" [CIIR/ICD's motto], making it possible, from now and from the local level, to move to a more just and human world.'

'It's an opportunity to open new paths of equity, justice and solidarity'



speaking out

CIIR/ICD DEVELOPMENT WORKER Beatriz Sevilla from Spain works on gender education in El Salvador. She writes:

‘Rather than my own experience, I would like to share with you the strength of the women of this country. They deserve to be heard, and I would like to give a voice to one of them, a woman who takes part in a capacity training programme in San Salvador.

‘Rosa has a child, Roberto, who uses a wheelchair and suffers from hydrocephalus. They have loved each other for 11 years; it is the kind of love between two people who fear to be separated. Yet Roberto lives with Rosa’s mother and her partner, and it has been a long time since Rosa could visit him.

‘Women like her are the heroines who should appear in the history books’

‘The reason is that Rosa told her mother the biggest secret of her life: that her stepfather sexually abused her during her childhood. Her mother refused to believe it, and their relationship broke down.

‘This wise, generous and cheerful woman is a survivor of sexual abuse who every day sees how the aggressor brings up her most precious child. Still, she continues to attend the capacity training to share her ideas and her smile. Women like her are the heroines who should appear in the history books.’



sharing inspiration

THE RELATIONSHIP between our development workers and the partner organisation, the people and the country is one of mutual respect. It's an interchange of experience and ideas, bringing global solidarity down to the local level. Ernest Cañada, from Spain, is a development worker with Fundación Luciérnaga in Nicaragua. He says:

'My relationship with Nicaragua and its people goes back a long way. For many years I supported the Nicaragua solidarity movement and from 1999 onwards I would travel to Nicaragua two or three times a year. In those days I felt as if I was between two worlds. I longed to live the everyday life and the contradictions of Nicaragua in another way, more from the inside.

'This opportunity was presented to me by CIIR/ICD when I came to work with one of the most surprising and stimulating organisations I have ever known.

Luciérnaga works on recovering and documenting the memories of Nicaragua's history and Latin American cultural identity. It also gives communications support to other organisations fighting to protect economic, social and cultural rights.'

Ernest's contribution to Fundación Luciérnaga is valued by its president, Félix Zurita. He says: 'Ernest's experience in Spain with different voluntary organisations, his network, but above all his talents and his enthusiasm for his work, have been contagious here at Luciérnaga. He is like a breath of fresh air. Our challenge now is to incorporate all his contributions and preserve them.'

'His talents and his enthusiasm have been contagious ... he is like a breath of fresh air'



learning together

WORKING AND LEARNING TOGETHER is a key principle of CIIR/ICD's work with partner organisations. It is also a key element of the relationships between development workers and the people they work with.

Jitendra Panda, from India, applied for a job as a development worker in Somaliland because he wanted 'to transfer my knowledge and skills and also to learn things that might be useful in my own country'. He says:

'One thing I learned is how important it is for people to contribute to or be involved in their own development. In Somaliland, I was impressed with the way people are rebuilding the country with their own hands. They are not only on the receiving end, they try to contribute, they are more active.'

'They are not only on the receiving end, they try to contribute, they are more active'

Development worker Ahmed Ismail has a more personal take on the process of global exchange/local connections. As a young man, he emigrated to Canada, but returned to his native Somaliland to work as a HIV and AIDS adviser. He says:

'This has been one of the most inspiring jobs I have ever had. It was a unique experience to work closely with my own people and show them a different way of doing things. But I also learned a great deal from this experience. I learned how to work with minimal resources; how to be creative; how to be culturally sensitive; how to approach challenging situations. I have contributed my skills and experience, but in return I have discovered how beautiful my country is.'



finding solutions

THE AIM OF OUR WORK is to help bring about lasting change. In Ecuador, CIIR/ICD has worked for many years with Fondo Ecuatoriano Populorum Progressio (FEPP). The relationship, says José Tonello, FEPP's executive director, 'is based on respect and the sincere search for solutions to problems':

'FEPP and CIIR/ICD share the principle that the true agents of the sustainable and equitable change that we seek to create are the men and women of *campesino* communities, who are trying their best to organise themselves better, to learn new things. In this way they can be actors in, and not spectators of, social processes. Our role is to accompany people along this road.'

**'Our role is to
accompany people
along this road'**

One who has travelled the hard road is Saul Bustillo, a community leader in Honduras who promotes organic farming. 'Sometimes it hurts me to remember what I used to do before – cutting down trees and farming with chemicals,' he says. 'I have gone through a big process of change.'

Saul was introduced by CIIR/ICD development worker Marvin Zavala to *guama*, a plant that puts nutrients back into the soil and enables crops to be grown at more regular intervals. Saul travels to other communities – even as far afield as Guatemala and Costa Rica – to give talks on the lessons he has learned. He says:

'This work is not easy. Often I get up early and come home very late. I pay my own travel when I go to talk at other places. But my idea is that *campesinos* should be able to live in harmony with the land. Everything I took before, I am trying to give back.'



promoting change

CIIR/ICD'S IN-COUNTRY STAFF are almost all nationals of the countries in which they work, combining local knowledge with a commitment to change. One such is Dr Adan Abokor, our country representative in Somaliland. He says:

'In Somalia's dictatorship era, I was one of a group of young professionals who tried to improve the situation of the hospital in my home town, Hargeisa, by mobilising the communities and working as volunteers. The regime, which was always suspicious about community-based or self-help activities, accused us of subversion. After a brief show trial, the 20 of us were sentenced to terms in prison of 20 years to life.

'After eight years, following pressure from international human rights organisations, we were released from solitary confinement to a world devastated by civil war. Ninety per cent of the population of northern Somalia (now Somaliland) was either internally displaced or in refugee camps in neighbouring Ethiopia. Without a second thought, we immediately established a relief organisation to help our people who were in dire need of food and medicine.

'After nine years working in the civil society sector, I joined CIIR/ICD, with which I was familiar through its support to Somaliland local NGOs from 1995 onwards.

'This year, a major focus of our Capacity Building for Local NGOs project has been assisting umbrella and network organisations. The aim is that building the capacity of these apex organisations will sustain their

'We tried to improve the situation by mobilising the communities and working as volunteers'

support to their member organisations in terms of capacity building, advocacy and networking.

'The organisations the programme assisted were those working with the most vulnerable and marginalised groups: people with disabilities, women, minority groups and youth. For example, the Disability Forum has lobbied against policies and regulations discriminating against and excluding people with disabilities from competing for public sector jobs. Advocacy and community awareness-raising has increased the number of girls with disabilities – traditionally kept indoors – who attend primary school. A newly-formed

'They have been deprived of all the privileges that youth elsewhere take for granted'

organisation (HAN, set up this year) has helped disabled women and girls to come out and interact with society. It is the first time in Hargeisa one can see disabled women out in the streets.

'Other highlights include the success of another partner organisation, the Women's Political

Forum, in promoting women's participation in the democratic process. This year CIIR/ICD also set up, in partnership with Unicef, a leadership and organisational development programme for Somaliland youth. Most of these youths were born during the civil war and grew up in refugee camps. They have been deprived of all the privileges that youth elsewhere in the world take for granted. Next year over a thousand of these young people will benefit from training and mentoring activities through this programme.

'Overcoming the effects of marginalisation is often challenging, but we realise that working with vulnerable groups is the best way of addressing development in the countries of Africa, Asia and Latin America.'



Two young students at a class held by CIIR/ICD partner organisation SOCSA (Somaliland Culture and Sports Association) (photo Nick Sireau/CIIR)

'Working with vulnerable groups is the best way of addressing development'

CIIR/ICD'S three-year environmental vulnerability project in Central America finished in March 2005. The project worked with nine partner organisations in **El Salvador**, **Honduras** and **Nicaragua**. One farmer from Nicaragua who participated in a self-evaluation of the project said: 'The project has taught us ways to work ... now we can hope for a better life.' Another said: 'I have to teach others what I've learnt.'

Santos Rojas, president of the board of directors of COMUS (the United Communities of Usulután), a CIIR/ICD partner organisation in **El Salvador**, said: 'CIIR/ICD's collaboration and contribution to this region is greatly valued. CIIR/ICD has left its footprint in the communities where projects on



Santos Rojas
(photo Vanessa Kurz/CIIR)

agro-ecology and gender equality have been developed, and processes of capacity building have taken place. The support of CIIR/ICD development workers has been extremely important to us. The fruits of the agro-ecology projects will be seen in future harvests and with the protection of the environment. At an institutional level, COMUS has been provided with the necessary tools and knowledge to give us strength to continue our work.'

Sustainable agriculture is a key livelihood strategy for poor farmers in **Central America and the Caribbean** and can help reduce poverty and environmental vulnerability. CIIR/ICD's environmental advocacy project drew on the experiences of our partners in the region to promote this message to audiences in the UK and Europe. Victor Campos from Centro Humboldt of **Nicaragua** visited the UK to meet key government and EC decision-makers. Together with Fr

Sean McDonough, he spoke at the CIIR AGM as part of our advocacy work on the impact of patenting and genetic engineering of crops on small farmers.

The Andes Natural Resource Management Project funded by the Big Lottery Fund in **Peru** and **Ecuador** completed its second year. The project has led to improvements in the local management of water resources, the development of marketing strategies for producers of organic and agro-ecological produce, and the introduction of a gender perspective into work with small peasant farmers.

In **Ecuador**, CIIR/ICD continued to work with indigenous organisations to increase their ability to promote their rights. Sadly, in June 2005 Jairo Rolong, our development worker with the Confederation of the Kichwa Peoples of Ecuador (Ecuadorunari), died in a road accident. Humberto Cholando, president of Ecuadorunari, said: 'Jairo cooperated unconditionally and full-time with social organisations and the indigenous movement. We can testify that his commitment to the cause of the poorest and dispossessed was untiring and praiseworthy. His greatest dream was to see a new and distinct country with justice for everyone.'

In **Peru**, two CIIR/ICD development workers worked with partner organisation PROSA, an organisation set up by and for people with HIV and AIDS. Outcomes included the passing of new legislation in the country guaranteeing access to treatment for people living with AIDS.

Based in **Zimbabwe**, development worker Eliezer Wangulu is supporting the regional organisation SAFAIDS in disseminating information on HIV and AIDS throughout southern Africa. Also in Zimbabwe, partner organisation Batsirai has been strengthening community participation in programmes responding to HIV and AIDS, while in **Yemen** CIIR/ICD development worker Aidan Strain delivered the country's first ever HIV and AIDS counselling training.



Alice Auradou (right) with Bárbara Reyes and José Manuel Marte from the Villa Gonzalez city council (photo Nick Sireau/CIIR)

The municipality of Villa Gonzalez in the **Dominican Republic** is one of the best examples of decentralisation and good local governance in Latin America. CIIR/ICD development worker Alice Auradou, working with partner organisation Fundación Solidaridad, helped provide input from civil society organisations to the municipality's strategic development plan.

In **East Timor**, CIIR's women's advocacy officer Ivete de Oliveira has been actively involved in the Women's Caucus programme of leadership training for women candidates in local elections. The training aims to achieve an effective presence of women in local administration and decision-making. So far eight women have been elected as village head and 15 as neighbourhood head.

CIIR's new inter-faith peacebuilding project in south-east Asia has been supporting initiatives in **Mindanao** and **West Papua** and building partnerships and networks with faith-based organisations. Advocacy on West Papua has included the publication of a CIIR Comment and a UK speaking tour by Fr Neles Tebay, and support for the international Faith-Based Network on Papua.

CIIR/ICD partner organisation the National Federation of People with Disabilities in **Namibia** achieved a significant breakthrough with the passing of the Disability Council Act, which aims to ensure that services are available and accessible to disabled people throughout the country. In **Zimbabwe**, development worker Gibson Chiguri worked with the Jairos Jiri association to set up and train local advocacy committees for people with disabilities.

In **Namibia**, CIIR/ICD development worker Yvonne Pickering played a key role in building the confidence of young San people to promote their own development. Her work with WIMSA (the Working Group for Indigenous Minorities in Southern Africa) included: setting up a mentoring and support system for San children in schools; encouraging San students to act as role models for other San children; producing a newsletter for San pupils; holding writers' workshops to encourage more positive literature about the San; establishing a San education forum; and trying to get affirmative action in place for the San. In July 2005, Yvonne died in an accident in Namibia. Through her courage and commitment to the San people, Yvonne had made a real difference to their lives, and she will be sadly missed.



Yvonne Pickering (right) with a San student (photo Lucy Cathcart/CIIR)

CIIR was involved in a number of events to mark the 25th anniversary of the murder of **Archbishop Oscar Romero**. From lectures, speaking engagements and services, the anniversary was commemorated and also served as a reminder of the poverty and inequality still prevalent in Central America.

Informing and educating people about poverty and its causes, especially among the Catholic community, is an important part of CIIR's mandate. Our publications have been well received this year, and the **improved website** has reached out to many thousands more people. Since its relaunch in October 2004, the number of visits to the CIIR website has increased to 28,000 a month. During the year we also set up microsites on specific issues, and developed a microsite module to enable our partner organisations to easily set up and run their own websites.



DURING THE YEAR, two of CIIR/ICD's country programmes, in Somaliland and the Dominican Republic, underwent an independent evaluation. It concluded that both programmes were innovative, strategic and responsive to the needs of the countries. It made particular reference to the importance and effectiveness of using development workers to build the capacity of local organisations in tackling poverty.

The theme of this annual review is 'global exchange, local connections'. Global because of the diversity of development workers and because of the need for change at the international level; and local because through working at the local, grassroots level, change is owned by local people and is more sustainable.

For CIIR/ICD, local capacity building is only one part of the story. Policy analysis and advocating policy change is vital for sustainable development. That is why we joined with many other organisations in the Make Poverty History coalition and was instrumental in organising a churches event to inspire people from all denominations to take action. Janah Ncube, a long-standing CIIR partner from Zimbabwe, was one of the keynote speakers who addressed around 800 people in London in January 2005.

2004/5 has also been a year of review and planning. We developed a strategic plan for the next five years which aims to build a more focused approach, better organisational and partner learning, and clearer and targeted advocacy work. Other areas for the future include a strengthening of our faith dimension and a sustained level of growth.

To ensure that the organisation is well placed to achieve these aims, we introduced a Performance and Development

Review process to improve our organisational effectiveness, and carried out a restructuring of the programme team in London in order to free up resources to spend overseas, improve organisational learning and increase effectiveness in fundraising for our programmes.

Analysis in the strategic planning process demonstrated that CIIR/ICD needed more effective marketing and a resolution to the confusion of having two names. We embarked on a thorough and considered process to look at this issue. The result is that CIIR/ICD will be launching a new working name in January 2006.

CIIR has many members and supporters in Ireland, and has had a long-standing funding relationship with the Irish government. This year, the formation of CIIR Ireland was completed. The Irish charity has similar aims to CIIR, and works to offer financial support to CIIR's programme activity overseas.

On the financial front, we have started well in our plan for sustained growth. Income was up, and we successfully renegotiated the Partnership Programme Agreement with the Department for International Development which is now for a six year period. Nonetheless, funding remains a challenge. Increasing our income from private and unrestricted sources is a target over the next five years.

Despite the challenges, we have achieved a great deal over the last year. Whether you take a local or global perspective, our common humanity and relationship to this one planet reminds us of our connectivity with one another and our responsibility not just for today, but for tomorrow.

Christine Allen
Executive director

**Our common
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one another**

where we are going

THE STRATEGIC PLANNING carried out during the year identified three key areas for 2005 to 2010: tackling HIV and AIDS; promoting a sustainable environment; and encouraging effective participation in civil society for real change.

In southern Africa, the HIV and AIDS crisis is gaining pace, destroying the lives of millions of people. The situation is less critical in Latin America and the Caribbean, but it must not worsen.

On the environmental front, helping small farmers retain access to and control over their land and seeds is vital. Small farmers are often those who keep the local environment in

shape by using age-old agricultural practices that respect the land. Yet threats such as mass logging and the genetic modification of seeds are increasing.

No country can aspire to equality and justice if its people do not participate in systems to ensure that policies work positively for the poorest. That's why we work with local partners to strengthen civil society.

Over the next five years we want to increase our work in these three areas, strengthen our partners' ability to make a difference,



A farmer in East Timor (photo Nick Sireau/CIIR)

and draw strong advocacy messages from that experience. To do this, we will be embarking on a fundraising strategy to increase our income to support this work.

We will also resolve one other crucial area: the problem of our two names. Research carried out among the public and our members showed that the names 'Catholic Institute for International Relations' and 'International Cooperation for Development' do not represent who we are – and the confusion between the two names hinders our work.

Reaching out to new audiences and areas of work is difficult when our names give misleading impressions. So CIIR's Board of Trustees embarked on a thorough and considered name review process and concluded that the organisation needed to adopt a new working name.

The new name, to be launched in January 2006, will reflect the organisation's core values: progress, justice, solidarity, and Catholic Social Teaching. It will represent the organisation in a much more accurate and positive light and, we believe, open new doors for our future.

'The joys and hopes, the sorrows and anxiety of the people of our time, especially of the poor and of those who are in any way suffering; these Christ's disciples make their own ...'

(Gaudium et Spes, Second Vatican Council, 1965)

CIIR's financial statements for the year 2004/5 have been audited by the independent auditors, Appleby & Wood. A copy of the full audited accounts is available on request from CIIR.

Total income: £4,841,490

CIIR wishes to thank all the individuals and organisations that made donations to its work in 2004/5.

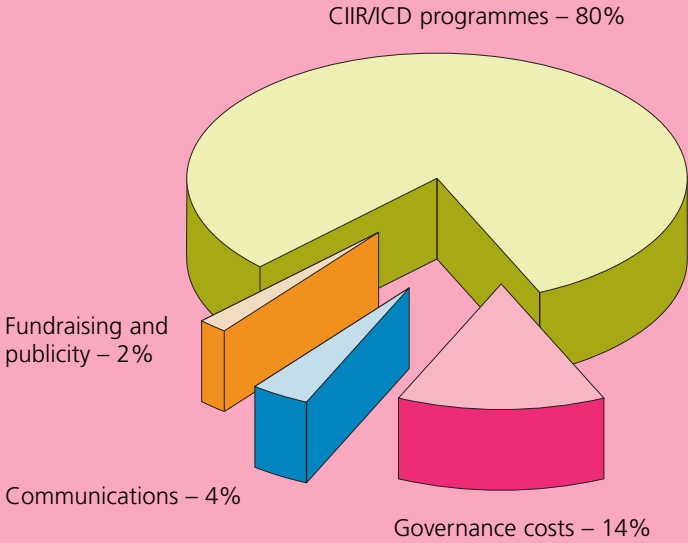
The following agencies donated more than £20,000 in the year 2004/5:

- Big Lottery Fund (Community Fund)
- Catholic Agency for Overseas Development (CAFOD)
- Catholic Organisation for Relief and Development
- Christian Aid
- Comic Relief
- Cordaid
- Department for International Development (DFID)
- Department for International Development (DFID) Bangkok
- Development Cooperation Ireland (DCI)
- European Commission
- Fund for International Development (OPEC)
- Isle of Man
- Missio
- Social Fund for Development (World Bank)
- Trócaire

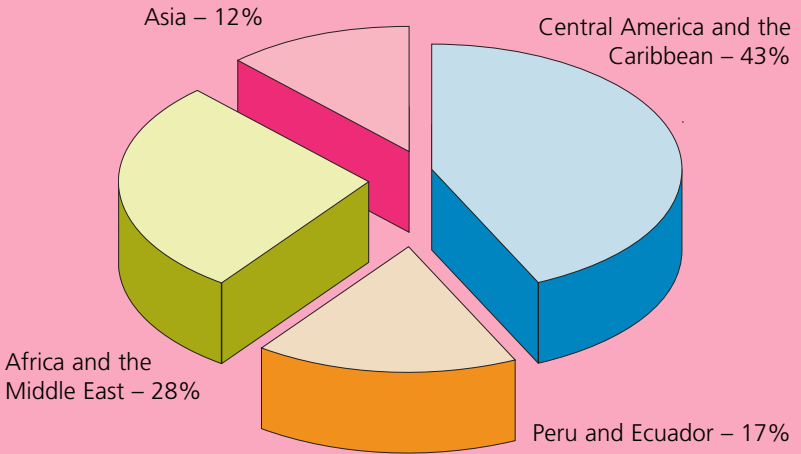
The following agencies and individuals donated more than £1,000 in the year 2004/5:

- Bethlehem Fathers
- Canadian Catholic Organisation for Development and Peace
- Caritas Aotearoa New Zealand
- Sam and Helen Corcoran
- Rev Canon P Davies
- Dominican Generalate
- Lord and Lady Haskins
- Mangar International Ltd
- Misereor
- Oxfam
- Penarth CIIR Support Group
- Society of the Sacred Heart
- St Edmund's Presbytery
- The Tolkien Trust
- Sir Dermot H de Trafford Bt
- Mr and Mrs John Walsh
- Wild Rose Trust
- Margaret William
- WIMSA (Working Group for Indigenous Minorities in Southern Africa)
- Philip Wooding

Total expenditure: £4,551,875



Expenditure on programmes:



trustees and staff

CIIR is governed by a board of trustees who are also directors of the company. Their time, energy and commitment are greatly appreciated.

trustees

Helena Molyneux, Chair

Timothy Chambers, Treasurer

Jane Leek, Vice-Chair

Rick Davies

Max Figueiredo

Phil King

Brenda Lipson

Sue Lucas

Rosemary Read

Dennis Sewell

Alberta Stevens

Graham Young's term of office ended October 2004

honorary positions

Cardinal Cormac Murphy-O'Connor, President

Rt Rev Maurice Taylor, Vice-President

Mildred Nevile MBE, Vice-President

staff

Christine Allen, executive director

James Collins, director of finance and administration

Nick Sireau, director of communications

Rod MacLeod, international programmes director (appointed 4 April 2005)

Mary Garvey, programmes director (resigned 3 September 2004)

CIIR/ICD employs around 33 staff in the UK and 41 staff in our country offices. We also benefit from the contributions of all the volunteers who work in our UK and country offices.

The board of trustees recognise that CIIR/ICD staff show a high level of personal commitment to their work. They are partners in the journey that CIIR/ICD shares with the organisations and people it works with.

a different life

REBECA HUEZO from our El Salvador office describes her own personal journey with CIIR/ICD:



'I met Carmen Medina [CIIR/ICD's country representative in El

Salvador] 11 years ago when I came to work for CIIR/ICD. During my interview, she asked me why I had left my previous job. I explained to her that my boss constantly shouted at me and made me feel worthless. Carmen told me this was a case of gender injustice, a phrase I had never heard before.

'What was gender all about? I learnt the answer to this question in the CIIR/ICD office, in my new job – in the area of administration, similar to my previous job, but in contact with development workers and their projects, many of which were precisely about gender.

'Here I learnt concepts and theories on gender, and apart from opening my mind and gaining new consciousness about this topic, I also began to understand discrimination and to see my life retrospectively, analysing different situations from a different perspective, finding answers to many of my questions.

'My life has changed over these 11 years, and I know that all these women I've met have supported me in this process. Now I see life in a different way. I'm truly a new Rebeca, with another vision, with another attitude – and still in a process of change, of life...'



Halimo Elmi Weheliye (left), a CIIR/ICD development worker working as a supervisor/trainer at the Mother and Child Health Centre in Sheikh Nur, Hargeisa, Somaliland, with Zuhur Mohamed Ali, midwife and team leader at the centre, and Amina H Yusuf, a traditional birth attendant (photo Nick Sireau/CIIR)

Far waji ma dhaqdo A finger cannot wash a face

CIIR/ICD has worked in Somaliland since 1995. The Somalis are people of poems and proverbs. This one indicates unity, solidarity and doing things together – principles that underpin CIIR/ICD's work in 11 countries around the world.

CIIR

Catholic Institute for International Relations

CIIR is an international charity working for sustainable development and the eradication of poverty

ICD

In some countries, CIIR is known as International Cooperation for Development