

2011 ANNUAL REPORT

ON THE COVER: Alice Sayo, from Kenya, celebrates completion of an IREX professional development program for teachers.



Dear Friends of IREX,

In this new Annual Report, you will see the stories of men and women working with IREX making lives better for people, communities, and institutions in 120 countries around the world. Our work today reaches and helps more people than ever before in our history. Continuing to make that possible is our highest priority.

One of our former grantees and partners, Tawakul Karman of Women Journalists Without Chains, won the Nobel Peace Prize this year for her work in promoting a more democratic, tolerant, and open society in Yemen. Individuals around the globe will continue striving for these ideals in their own societies, and IREX will be there for them.

These stories highlight just a handful of the 300,000 people IREX has helped this year. Samir Sabbagh is deeply engaged in changing perceptions about the roles youth and religious leaders can play in promoting peace in south Lebanon. In the horn of Africa, Nafisa Hussein, a journalist leader, struggles to surmount the challenges of local government as well as cultural and educational obstacles. The Global Libraries program and the Teaching Excellence and Achievement program underline our commitment to bring about generational change in transitioning societies. The bricks and mortar we lay in these programs will provide the basis for growth that has the potential to put societies on the long term path to healthy and mature development.

We constantly improve our work through enhanced monitoring and evaluation systems across all seven of our focus areas — civil society, conflict resolution, education, gender, media, technology, and youth. Our approach emphasizes measurable results, such as how much participants' behaviors changed, whether institutions became more sustainable, and in what ways participants extended the impact of their programs within their societies. In that way, we do even more with the precious resources available to us. We invite you to join us and share in the joy of making a better world.

Avis T. Bohlen IREX BOARD CHAIR

W. Robert Pearson IREX PRESIDENT

IREX is an international nonprofit development organization that supports educators, journalists, and community leaders in over 100 countries:

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Laos

ABOUT US

IREX is an international nonprofit development organization providing thought leadership and innovative programs to promote positive lasting change globally. We enable local individuals and institutions to build key elements of a vibrant society: quality education, independent media, and strong communities. To strengthen these sectors, our program activities also include conflict resolution, gender, technology for development, and youth. Founded in 1968, IREX has an annual portfolio of over \$60 million and a staff of over 400 professionals worldwide. IREX employs field-tested methods and innovative uses of technologies to develop practical and locally-driven solutions with our partners in more than 100 countries.

A youth participant in IREX summer leadership camp in Tajikistan.

OUR IMPACT

EDUCATION

TECHNOLOGY FOR DEVELOPMENT

10,000+

370 students from Pakistan, Eurasia, and Central Asia volunteered in public schools, crisis centers, legal aid organizations, senior centers, and homeless shelters across the U.S. as a part of IREX education programs

farmers accessed new library internet facilities provided through the IREX Biblionet program in Romania. They filed online applications which resulted in more than \$27 million in subsidies from the Ministry of Agriculture.

GENDER

of community leaders elected to Community Initiative Groups formed through the Citizen Participation Program in Moldova were women.

CIVIL SOCIETY

24,000+

low-income men, women, and children are currently being served by Central Asia's largest child welfare organization, created under the BOTA Foundation.

YOUTH

CONFLICT RESOLUTION

> Lebanese youth joined a coalition to fight corruption in over 38 villages across Lebanon under the Youth Civil Society Leadership Program.

citizens in Kyrgyzstan and Tajikistan attended 280 plays about community challenges and conflict resolution performed by 150 Youth Theater for Peace project participants.

> MEDIA DEVELOPMENT

of student journalists can name key elements of professional journalism practices as compared to only 30% one year ago at the start of the Student Journalism in China Program.

CIVIL SOCIETY

Making Inclusive Education Possible

Eight-year old Daulet suffers from a rare genetic illness that prevents him from walking without crutches or other assistance. Unable to attend classes with his peers and self-conscious about his disabilities, the disheartened boy spent much of his time indoors in statesponsored housing for impoverished families, afraid to play with his peers for fear of hurting himself. However, thanks to Bereke, a local NGO supported by the IREX-assisted BOTA Foundation, Daulet now takes art lessons and field trips alongside other young children.

For many in Kazakhstan, access to quality education is an enormous challenge. It is even more difficult for those like Daulet who suffer from chronic illness. Bereke is one NGO addressing these challenges by providing services to children at risk of falling through the cracks in the absence of social safety nets. By bringing mobile early childhood development (ECD) classrooms to underserved communities around Kazakhstan, Bereke eliminates the prohibitive cost of sending children away to school. Local community and religious leaders who are involved find it a blessing, and so does Daulet's mother. After two months of ECD courses, Daulet overcame his fears and quickly became a favorite among Bereke staff and his classmates. His mother notes, "Previously, my son had studied with teachers at home, but thanks to the courses, he received the chance to study among his peers for the first time."

Through the BOTA Foundation's Social Services Program, Bereke opened two centers near Shymkent in Kazakhstan. BOTA also supports Bereke's efforts to organize trainings and workshops on ECD methodologies as well as on NGO management. With additional support from BOTA, Bereke is transforming its mobile centers and is developing more intensive ECD coursework that will directly benefit children such as Daulet and scores of additional underprivileged children.

community leaders serving on Community Initiative Groups formed through the Citizen Participation Program in Moldova were later elected to Local Councils with six elected mayors and 12 elected to Moldova's Parliament. Civil society is strongest when all people are able to actively contribute, including groups previously marginalized from helping their families and communities. IREX engages individuals, organizations, and government entities to develop and improve the skills, knowledge, and confidence needed to become more effective change agents. In turn, they are able to organize with others, explore constructive ways of addressing needs and challenges, and implement sustainable solutions. An empowered citizenry has the tools and ability to work cooperatively with governments and communities to promote positive changes.

TECHNOLOGY FOR DEVELOPMENT

Information and access to information are key cornerstones of development. IREX understands that strong institutions are a critical piece of the puzzle as technology tools used without a home or support mechanism are bound to fail. IREX supports the use of these tools to create spaces for dialogue on critical issues, address community needs, and link people to share knowledge. IREX programs help NGOs, schools, libraries, and governments use appropriate technology to address challenges in health, education, agriculture, economic development, and civic participation.





Fostering Community Development Through Public Libraries

"A dead end is the best incentive to look for new avenues of possibility," says Olha Pomyluyko, the head of the local council in Bar Rayon in Ukraine and a graduate of a project management training offered at her local library. "I'm learning to write project proposals in order to raise additional funds for the local community."

Public libraries in Ukraine traditionally served as storehouses for books. Libraries funded under IREX's Bibliomist program are redefining how they can serve local communities, especially through access to new technologies and trainings. Bibliomist equips libraries with public access computers and provides training for librarians to use technology in innovative ways to serve patrons. Recently, the library in Bar Rayon opened a Center for Project Management to offer formal training in project proposal writing, project management, fundraising, and developing partnerships.

Library director Liubov Kryliuk found that providing community members with a space to develop their own project proposals and to practice their skills benefited individuals and brought new investments into the community. The Center "enables the library, government, and public to work together in bringing about change in the region and improving the quality of life for local residents," notes Liubov.

Bar Rayon's library is one of approximately 1,800 that will receive public access computers, training, and support from the Bibliomist program. Currently, the library is a hub for the community to share expertise and to keep up to date on new opportunities. The librarians use the computers to search for grant opportunities and post them on a community blog.

Community members who have undergone trainings have had great success. For example, Vasyl Dolynny, a village council head, applied for and won a grant to develop his community center after attending the training. Vasyl's village revitalized its center to include a new firstaid station for maternal and child health care services, a post office, and a permanent place for the local council. After receiving help from the Bar Rayon library, he is now writing more proposals to boost community development. Vasyl's efforts, and those of hundreds of others throughout Ukraine, are evidence of the dramatic change in the role libraries, librarians, and access to technology are playing in local life. They also reflect the power of community members, armed with the right skills and knowledge, to engage in sustainable development initiatives.

of computer users in Romanian libraries are able to find information to solve community development challenges through the Global Libraries Biblionet Program.

MEDIA DEVELOPMENT

Strengthening Gender Sensitive Reporting

Working in a cramped room with two desks and a few computers, Samuka Konneh leads a small team as news editor for the Public Agenda newspaper in Liberia's capital, Monrovia. Although he has been in this post for four years, Samuka says the last 12 months brought profound changes in how he approaches his work and life. Not only has he committed to reporting sensitively on issues affecting women, he encourages his colleagues to do the same. The changes also have helped him to redefine his relationships with those closest to him.

Samuka received training and mentoring as part of IREX's Civil Society and Media Leadership Program (CSML). The program builds the capacity of journalists in gender, elections and politics, and conflict reporting. Prior to his involvement in the program, Samuka says his journalistic approach was conventional, influenced by the patriarchal views prevalent within Liberia. Many stories in Liberia's newspapers and heard on radio and television are reported from a male perspective and lack gender sensitivity. "There's been a revolution in my professional and private life," Samuka says. "When I'm writing or editing stories, I avoid words like 'manpower,' 'housegirl,' and other words that are not gender sensitive." One of his recent stories delved into how cultural and social norms compel Liberian women to accept abuse and mistreatment from their husbands and partners.

The CSML program aims at sustaining peace in Liberia by giving a voice to, informing, and engaging all citizens. Drawing on issues emerging from the country's 14-year conflict, the media training and mentoring program develops and strengthens journalists' skills to be sensitive in the stories they pursue and in how they tell them.

MEASURING MEDIA PROFESSIONALISM

IREX employs media content analysis to monitor the improvements of news and information programs in the media partners receiving IREX training, small grants, and technical support. In Kosovo, IREX's work with Serbian television stations employs the Media Content Analysis Tool to measure professionalism across criteria such as presentation of facts, balance in reporting, human interest, narrative clarity, use of visuals, and production quality. Based on the results, IREX revised its approach with the stations to more effectively target training and consulting. Since the start of IREX's work with these stations, content analysis shows a 28% improvement in the quality of their news reporting.

A well-informed citizenry plays a crucial role in ensuring that governments work in the people's best interests to address key issues of political, economic, and social development. Independent media outlets, citizen journalists, and social media platforms help to provide citizens with the information they need to participate in their own governments, to press for reforms in governance and economic policy, to serve as watchdogs, and to create a space for discussion that brings together governments, civil society, and individuals. IREX's work in media development supports professional and citizen journalists, strengthens media outlets and new media platforms, assists in media law reform, and helps build strong institutions that support the work of a free media.

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YOUTH

Youth bring energy and fresh perspectives when addressing challenges faced by their societies but often remain an untapped resource. IREX promotes programs that equip youth with the knowledge and skills to create and come together in safe spaces to transform their communities, to serve as advocates for peace and to prepare to participate actively in society.





Tackling Community Issues on Stage

In Chorku, a small community in the Isfara district along Tajikistan's border with Kyrgyzstan, Robiya is changing attitudes about girls' education. In this area, only 42% of girls continue their studies after ninth grade; many girls marry early and guit school to take on household responsibilities. Intrigued by a Youth Theater for Peace (YTP) performance at her school, 14-year old Robiya asked to join the local IREX-supported YTP drama group and quickly gained respect among her family, peers, and teachers for her leadership on stage. Her parents, especially, were very proud. "They started to believe in my capability to learn new things. As a result, I became one of the best students in the whole school," says Robiya. "Now my parents want me to continue my studies after ninth grade."

Robiya does not take her parents' change of heart for granted. She and her classmates staged a play on girls' education that inspired lively discussion among audiences. "To my surprise, most of the audience agreed that girls should continue school after ninth grade and acknowledged that girls' education has an impact on the whole development of our society," she notes. Nearly half of Tajikistan's population is under the age of 14, and opportunities to engage youth in activities that promote confidence and leadership are limited, leaving them at risk for destructive behavior. As a consequence, youth are often thought of as a problem rather than as a resource for community problem-solving.

YTP builds the skills youth need to deal with challenging community issues like early marriage, education, and labor migration. "YTP helped me to understand and analyze problems in my community and to look broadly at the issues happening around me in society," notes Robiya. "Most girls in my community don't have this privilege."

The dialogue sparked by such performances also can lead to surprising outcomes. "This year, our school opened an extra tenth grade class because of the increased number of girls who want to continue their education," claims Robiya. "I also know of several cases where families have delayed or cancelled their daughters' early marriages after our performances. I think society has made some progress in increasing girls' education, but YTP pushes it and makes people think about it out loud."

of Youth Development Competencies Program participants reported involvement in a community improvement process, compared to approximately 50% of the control group.

EDUCATION

An educated populace is essential for a society to develop fully. IREX works to expand access to and improve education quality at all levels, which includes training teachers, strengthening learning institutions, and developing relevant and engaging curricula. These result in a more informed and skilled citizenry that can contribute to economic development, serve their communities responsibly, and promote needed reforms.



Getting Ready for Disaster

The 2010 earthquake in Haiti took the lives of thousands and devastated the health and education systems of heavily populated areas throughout the country. Amidst the chaos and destruction, Haitians provided training and safe spaces for students to help restore structure and develop skills to respond to potential future disasters. Jovenel Thomas, an English teacher from Cap-Haitien, has been a champion for these much-needed efforts.

After participating in U.S.-based training through the IREXimplemented Teaching Excellence and Achievement (TEA) program for in-service teachers, Jovenel used micro-grant funding to provide crisis response training to students in local schools and communities in Cap-Haitien, the country's second largest city. Jovenel collaborated with firefighters and Red Cross volunteers to deliver CPR training to 50 students from 10 secondary schools in the area. Role plays enabled students to practice the skills to respond to crisis situations like the one they recently experienced. "Students need to be trained to deal with emergencies when they encounter them," Jovenel explains. "They are eager to take the lead but need models to show them how." In turn, many of the

students led trainings for community associations, church groups, and family members in basic emergency response, expanding exponentially the impact of Jovenel's work.

Utilizing the training he received in the in-service teachers program, Jovenel modeled leadership and problem-solving skills to empower young people to assist their schools and communities in future emergencies. "Before participating in the TEA program, I never thought about a teacher being an agent for change within my community," he says. "Now I am more engaged in community development. Teachers who encourage participative leadership in their classes can help students transcend barriers such as those presented by illiteracy and prejudice."

Jovenel's training strengthened students' capacity to respond as leaders in times of crisis and bolstered their confidence in their ability to handle challenges. Today, Jovenel continues working in schools and organizing leadership workshops for university students and professionals to expand Cap-Haitien's network of first responders and community leaders.

of Fellows reported adding new subjectspecific teaching methods to a lesson plan within six months of the end of the International Leaders in Education Program.

GENDER

Campaigning for the Rights of Women in Media

Somaliland journalist Nafisa Hussein overcame many barriers and personal hardships out of love for her profession. Working first as a radio announcer, then as a newspaper reporter, she persevered. In Somaliland, women journalists are rare. Many of those who do join the profession are steered toward becoming announcers or assistants, with few opportunities for professional development, training, or promotion. Working at night, as many media outlets require, presents another obstacle, with cultural norms discouraging women from being out of the home in the evenings.

Nafisa faced a critical turning point after the birth of her first child when her husband ordered her to stop working. She refused and, undaunted by family challenges, applied for IREX assistance through the Supporting Media and Civil Society in Somalia (SMCSS) program. She used these funds to assist the Somaliland Women in Media Association (SWIMA), which she chaired, in advocating on behalf of women in Somali media. SWIMA carried out an extensive advocacy campaign to raise awareness of topics related to women journalists in Somali media and the media's coverage of women's issues, including media spots designed, produced, and aired by SWIMA. SWIMA not only promoted public debates, panel discussions, and lobbying meetings with government officials and media managers, but also produced a series of trainings for female journalists to advance their professional development.

Reflecting on the victories and ongoing challenges confronting Somaliland women in the media, Nafisa says, "As a Somali woman, becoming a media practitioner wasn't easy. Most people I knew were against my goal of becoming a journalist. I didn't know where to start; all I knew was that I had the dream of becoming a journalist. I am now a professional and skilled journalist... If other Somali women work hard and challenge the cultural barriers discriminating against women, then one day, they can reach their dreams, too."

ASSESSING GENDER IREX examines gender throughout its program planning, implementation, monitoring, and evaluation. Its approach includes collecting sex-disaggregated data; using both quantitative and qualitative methods to capture household information and complex gender dynamics within families and communities; providing gender trainings for male and female participants; and supporting local organizations working to promote gender equality.





Men and women have important and unique roles to play in addressing inequities in access to services and opportunities to participate actively in transforming their societies. IREX's programs sensitize and engage women, men, and youth in thoughtful discussion about gender imbalances. They also foster the skills and knowledge needed to identify and take appropriate actions to combat discriminatory practices that endanger and disempower women and girls.

CONFLICT RESOLUTION

Promoting Peace Through Interfaith Dialogue

Youth journalist Samir Sabbagh is changing perceptions about the roles youth and religious leaders can play in promoting peace in south Lebanon. Working with the Lebanese youth organization Nahar Ashabab, Samir participates in IREX's One Community program that provides interfaith training to religious leaders from across Lebanon and supports their interfaith community development projects. Samir and his fellow youth journalists interview religious leaders and write about their efforts to promote peace, stability, and development. The articles are published in Lebanon's leading Arabic language daily newspaper An-Nahar and posted on Nahar Ashabab's online blog, which is accessed by over 200,000 viewers daily.

Thanks to his education at the Al-Doha school where religious tolerance and critical thinking are encouraged, Samir is considering carefully the motives and actions of some Shi'a religious leaders. Through his work with the One Community program, he has traveled around the country, learning more about other faiths. He says that he now appreciates more fully that young people of different faiths may face similar challenges: unemployment, poverty, and a loss of hope for the future.

A recent trip provided the opportunity to interview Sheikh Abdallah, one of the religious leaders involved in the One Community program. According to Sheikh Abdallah, clerics should serve as living examples of positive interfaith cooperation: "Each of the participating religious leaders should afterwards build on these collective positive views [of interfaith dialogues] to promote a tolerant attitude toward other religious sects among their community members visible in their day-to-day lives."

Samir shares many of the cleric's views on the best ways to resolve conflicts and about the potential for faith-based organizations to help. Samir says that youth must not only advocate for interfaith dialogue among religious leaders. They should also highlight the positive roles religious leaders are playing within their communities by documenting their efforts to promote peace, stability, and development such as those taking place under the One Community program.

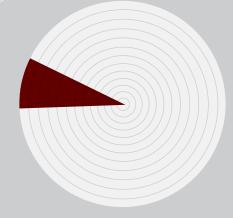
of participants feel more empowered to intervene in conflict situations following participation in youth camps in the Youth Theater for Peace program.



Conflict and the lack of tools and perspectives to move beyond conflict can be impediments to societies. The work IREX does enables women, youth community members, religious leaders, and other groups to engage in dialogue on sensitive issues, strengthens relationships among civil society, media, and government, and involves marginalized groups in peacebuilding efforts.

FINANCIAL STATEMENTS

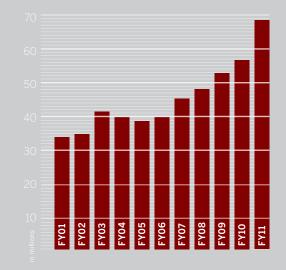
IREX is a nonprofit, charitable organization that is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code. Contributions to IREX are tax deductible. IREX maintains very low administrative costs, with 92 percent of our expenses going toward programs and 8 percent allocated for general administration purposes. The financial statements are audited on an annual basis by a national, certified public accounting firm. This Statement of Financial Position and Statement of Activities for the year ending June 30, 2011, are part of IREX's financial statement. The complete audited statements are available upon request to the IREX controller.



ALLOCATION OF FUNDS

General Administrativ

92[%] Program



YEARLY EXPENSES

of IREX revenue goes directly toward program expenses.

STATEMENT OF FINANCIAL POSITION

Year ended June 30, 2011

Cash and cash equivalents	\$	-
Short-term investments		7,253,387
Grants receivable, net of reserve for potential disallowed costs of approximately \$153,657 and \$182,489 for 2011 and 2010, respective		3,341,928
Prepaid expenses and other assets	Ĵ	1,578,600
Program advances		1,343,592
Total current assets		13,517,507
Property and equipments, net		536,834
Long-term investments		5,747,332
Total Assets		19,801,673
LIABILITIES AND NET ASSETS		
Accounts payable and accrued expenses		4,275,189
Deferred rent		172,375
Refundable advances		-
Deferred revenue		7,611,611
Total Current Liabilities		12,059,175
Unrestricted assets		5,839,954
Temporarily restricted		518,544
Permanently restricted		1,384,000
Total net assets		7,742,498
Total Liabilities and Net Assets	\$	19,801,673

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

Year ended June 30, 2011

\$ 56, 761,128
11,091,550
12,320
-
67,864,998
6,622,107
74,487,105
63,477,916
6,622,107
70,100,023
5,150,988
75,251,011
rn (763,906)
828,412
64,506
7,677,992
\$ 7,742,498



WORLD PRESS FREEDOM DAY

The largest ever World Press Freedom Day commemoration took place in Washington, D.C. in May 2011, refocusing attention on the media's essential role in underpinning democratic rights and invigorating the global battle for free expression. As a key organizer of the event, IREX worked with UNESCO and fellow Executive Committee members from the National Endowment for Democracy's Center for International Media Assistance, the UN Foundation, and the U.S. Department of State to ensure that the conference – the first time it has been held in the United States – captured and examined the evolving challenges facing media freedom in the digital age.

Under the theme "21st Century Media: New Frontiers, New Barriers," more than 800 journalists, new media pioneers, free speech advocates, and representatives from governments, the United Nations, and multilateral organizations discussed how media technologies offer new routes for gathering and sharing information and new tools to regimes that seek to filter, censor, or silence those who use them. The conference was streamed live, and the media freedom message echoed across social networks as panelists from media leaders (such as Google, The Associated Press, Al Jazeera, MTV, and the U.S.'s National Public Radio) exchanged experiences with frontline press freedom activists from Bahrain, Colombia, Sri Lanka, Zimbabwe, and dozens of other countries. The role of bloggers, mobile platforms, and other media in the transformational events in Tunisia and Egypt were an important backdrop to the discussion as was the ongoing support for media law reform, sustainable independent media outlets, and new and traditional media skills offered by international media development specialists such as IREX.

As a special initiative, IREX identified more than 30 courageous journalists, editors, and activists from countries as diverse as Georgia, Iraq, Kyrgyzstan, Liberia, and Swaziland who received stipends to attend as World Press Freedom Day Fellows. Highlights of the event included awarding the Guillermo Cano World Press Freedom Prize to imprisoned Iranian journalist Ahmed Zeidabadi and a special videotaped message from U.S. Secretary of State Hillary Clinton.

Internationally renowned Egyptian journalist, blogger, and human rights activist Wael Abbas and New York Times Correspondent for Iran Nazila Fathi discuss working in challenging media environments with cyber-surveillance, digital harassment, and other censorship threats.

IREX SUPPORTERS

IREX offers its sincere thanks to the individuals and organizations that support its work.

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The National Press Club

The Nicholas B. Ottaway Foundation

U.S. Agency for International Development (USAID)

U.S. Department of State Bureau of Democracy, Human Rights, and Labor (DRL)

Bureau of Educational and Cultural Affairs (ECA)

Bureau of Intelligence and Research (INR)

Middle East Partnership Initiative (MEPI)

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U.S. Embassy, Azerbaijan

U.S. Embassy, Georgia

U.S. Embassy, Iraq

U.S. Embassy, Kosovo

U.S. Embassy, Kyrgyzstan

U.S. Embassy, Russia

U.S. Embassy, Ukraine

The Durango Herald

The U.S. Russia Foundation for Economic Advancement and the Rule of Law (USRF)

The Washington Post Company

Tully Center for Free Speech at Syracuse University

TV Globo

U.S. Mission to the United Nations (USUN)

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Sabrina (left) works with youth to engage her community in dialogue on local issues such as child marriage, bride napping, and family inheritance in the Youth Theater for Peace Program.

YOUR DONATION CAN HELP MAKE A BETTER WORLD. With funding from the U.S. government, private foundations, corporations, and concerned individuals like you, IREX helps over 300,000 people a year to transform their societies for the better. With your support, we can help even more people around the world teachers, students, community leaders, journalists, researchers, and others to bring positive, lasting change to their communities. Please make your taxdeductible donation today, either online at www.irex.org/donate or you can mail a check to IREX, 2121 K St., NW, Suite 700, Washington, DC 20037. Thank you.

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