

Part Two
Organization and Management

Administration and Management

In 1996, CSD engaged 52 staff of which 35 professional, including part-time consultants, and 17 support. The high quality and dedication of all of its staff certainly made possible the results achieved. Proper financial management and accurate recordkeeping contributed to the Center' overall efficiency and control. The financial and administrative regulations, adopted in 1994, were revised and updated to include a special chapter on Personnel Policy Procedures. The external audit for 1996 was commissioned to Price Waterhouse; their independent opinion and CSD's financial statements follow.

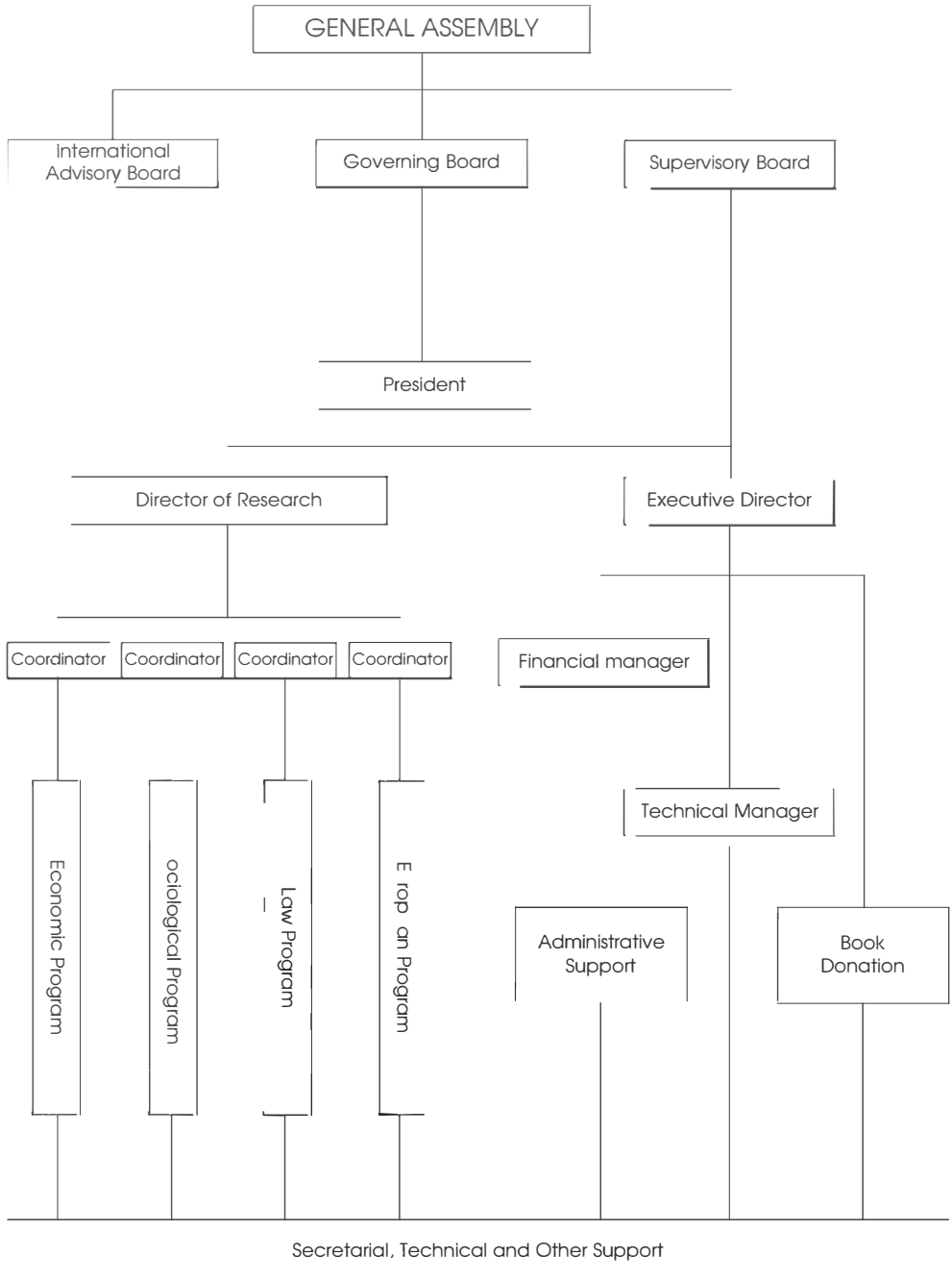
Having realized the importance of auditing in strengthening the institutional capacity of non-governmental organizations, CSD continued its series of training and education activities on financial management of NGOs in 1996.

By sharing its own experience and knowledge in this field with the NGO community in the country, CSD hopes to enhance the competence, capability, profile and influence of these organizations as agents of democratic change in Bulgarian society.

CSD is particularly conscious about streamlining its organizational structure and internal communication. Senior staff members and project coordinators continued to meet on a weekly basis.

In 1996 CSD's Programs were linked in a local area network which resulted in improved interdepartmental communication and organizational cohesion. Fifteen new computers were procured during the year. Access to the Internet was established via Global One and it is continuously being upgraded.

Organizational Chart



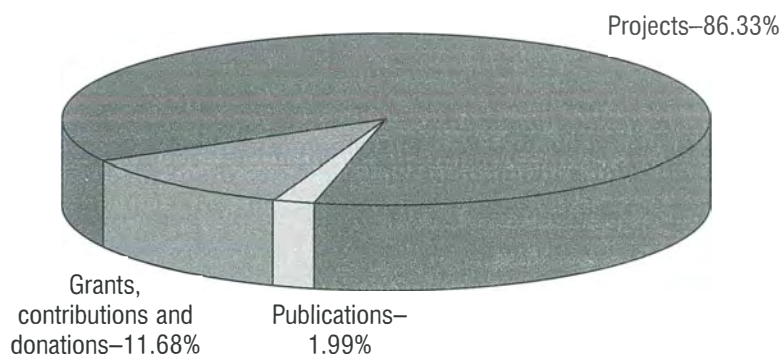
Finance

CSD's financial performance in 1996 was very good. The majority of its funds were received in foreign currency and converted to local currency only as required. This prevented the loss of purchasing power caused by inflation to a very large extent.

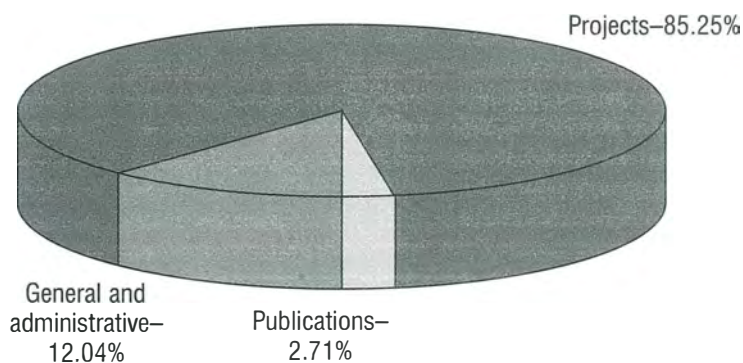
The Center's long-term plan towards sustainability includes consolidation of its structure and systems. The acquisi-

tion of its premises and information technology equipment are a fundamental part of this plan. In 1996, CSD contributed all of its excess at the year-end to the Endowment Fund, established in 1994. CSD also invited its sponsors to make contributions towards the Fund, thus encouraging self-support and long-term planning of its activities and institutional growth.

SUPPORT AND REVENUE



EXPENSES



List of Senior Staff

Governing Board

Ognian Shentov, PhD, President
Vladimir Yordanov, Executive Director
Alexander Stoyanov, Director of Research

Senior Staff

Lidia Mileva, Financial Manager
Nickolay Badinski, Technical Director



CSD's Financial Manager Ms. Lydia Mileva, Executive Director Mr. Vladimir Yordanov and Director of Research Mr. Alexander Stoyanov.

List of Professional Staff by Programs

Economic Program

Maria Prohaska, PhD, Coordinator
Daniela Bobeva, PhD, Project Coordinator
Dimitar Batchvarov, Senior Fellow
Yordan Markov, Research Fellow
Vassil Hristov, Research Fellow
Yanna Adamichina, Program Assistant

Law Reform Program

Stephan Kyutchukov, Coordinator
Marussia Russeva, Secretary
Dessislava Bijeva, Research Fellow
Konstantin Tanev, Research Fellow
Jerri Coletti, Country Director, IRIS-Bulgaria
Todor Todorov, Project Coordinator, IRIS-Bulgaria
Vera Zdravkova, Office Coordinator, IRIS-Bulgaria
Glenn Levine, ABA/CEELI Liaison
Oliver Seikel, ABA/CEELI Liaison



Vitosha Research / Sociological Program

Andrei Nonchev, Coordinator
V. Lynn Baucom, Senior Research Associate
Robert Madison, Senior Research Fellow
Margarita Pavlikianova, Research Associate
Delyana Koleva, Research Associate
Ivayla Tasseva, Research Associate
Tihomir Bezlov, Research Associate
Bogdana Dermendjieva, Office Manager

European Program

Boyko Todorov, Coordinator
Stanislav Daskalov, Director, Europe 2000 Project
Emil E. Georgiev, Director, IDCCES
Maria Donkova, Librarian
Zhaneta Shinkova, Assistant
Boyan Gjuzelev, Research Fellow

International Business Club

Dinka Dinkova, Secretary

Administration

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Maroussia Koli, Office Manager
Mariana Yankova, Administrative Secretary
Joanna Staleva, Coordinator, Book Donation
Krastina Nedeva, Coordinator, Book Donation
Zoya Simova, Accountant
Lazarina Andonova, Cashier / Bookkeeper
Aneta Dencheva, Assistant

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Andrey Ivanov, PhD, Expert, Foreign Policy Commission, National Assembly

Blagovest Georgiev, PhD, Associate Professor, Department of Sociology, Sofia University

Eygenii Dainov, PhD, Editor-in-Chief, Insider magazine

George Prohasky, PhD, Executive Director, Open Society Fund - Sofia

Inko Razpopov, PhD, General Manager, Atlantic Agency

Mois Faion, PhD, Business Development Manager, Metromedia International Telecommunications, Stamford, U.S.

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Tihomir Bezlov, Research Fellow, Center for the Study of Democracy

Vladimir Yordanov, Executive Director, Center for the Study of Democracy

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Sources of Support and Cooperation

Bulgarian Ministry of Foreign Affairs
Butler University, Indianapolis, Indiana
Center for International Private Enterprise, Washington, DC
Central and East European Law Initiative of the American Bar Association
Centre for European Policy Studies, Brussels
Charities Aid Foundation, London
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