



STRENGTHENING VOLUNTEER MANAGEMENT IN CHINESE NGOS INTERNBIO

Ms. CAO Hong (Hong)
Human Resources Assistant
Plan China, Xi'an
www.plan-international.org

Plan China is a chapter of Plan International, an NGO based in the U.K. Plan was founded in 1937, and today is one of the world's largest development organizations. It works in 46 developing countries, and provides investments in health, education, livelihood, housing, water, and sanitation projects. Child sponsorship is the foundation of the organization, and Plan currently has about one million sponsors in 15 donor countries helping over one million children.

Plan China's headquarters are in Xi'an, and its geographic focus is primarily in Shaanxi province. The organization works with local communities to improve the quality of education at the primary and secondary levels, to engage the local community in economic development programs, and to provide resources to improve the quality of life in rural areas.

Hong joined Plan China as a program facilitator. In this role, she worked directly with village communities throughout Shaanxi Province to implement Plan China's various projects. After a year and a half, she was promoted to human resources assistant in the country office in Xi'an.

Dr. CHEN Zhiqiang (Michael)
Secretary General and Project Coordinator
HANDA Rehabilitation & Wellness Association, Guangzhou
www.handa-idea.org

HANDA Rehabilitation & Wellness Association, founded in 1996 as the Chinese member of an international Hansen's disease network called IDEA (International Association for Integration, Dignity, and Economic Advancement), is dedicated to promoting the respect and dignity of individuals who have faced the challenges of leprosy. HANDA's 2,000 members include individuals affected by leprosy, health professionals, and members of the community at large. It's programs focus on empowering individuals through income generation projects and vocational training. In addition, HANDA has launched several medical rehabilitation projects, such as a mobile optometry unit that provides eye care in leprosy villages.

Michael graduated from medical school in 1986, and worked as a dermatologist in the Guangdong Provincial Dermatology Institute. It was in this capacity that he first worked on leprosy control activities. After a few years of working with patients and families affected by leprosy, he felt very connected to the cause, and began working with HANDA as a volunteer. Michael is now the secretary-general and project coordinator of HANDA, and is responsible for both the development of new projects and the management of existing projects for the organization. In addition, he provides training for HANDA staff and volunteers.

Ms. WANG Yanrui (Jane)
Program Manager & Office Manager
Shine Stone Community Action, Beijing
www.communityaction.org.cn

Shine Stone Community Action (SSCA) provides technical assistance to groups devoted to finding practical ways to increase citizen participation at the community level. SSCA's mission is to provide information, consultation, and



training related to the development of public participation; research and publish resources on community participation; foster the growth of grass-roots organizations in urban communities; and provide a platform for communication, exchange and collaboration among government, academic scholars and experts, NGOs, and community residents.

Throughout 2003, SSCA trained government officials and community workers across 26 urban districts in Beijing in the basic approaches to, and overall value of, civic engagement in local affairs. As a result of the success of these trainings, the Ministry of Civil Affairs contracted the organization to train local officials in Tianjin, Nanjing, and Shanghai. In late 2004, SSCA embarked on a new round of training in which participants from nine cities across the country were introduced to a new approach to civic engagement, one in which government officials and NGOs help different members within a community to discover and affirm shared values in the face of economic development, social change, and the erosion of traditional values.

Jane received her B.A. degree in economic law from the China University of Political Science and Law in 1999. After graduation, her interest in public service led her to a position at Global Village of Beijing (GVB), an environmental non-governmental organization. She then worked with the China Council for the Promotion of Peaceful National Reunification where she served as a program officer. After two years in an office cubical, she realized that her real life's work was at the community level, and so she joined the Shining Stone Community Action team in 2004.

Dr. ZHU Jiangang (Gung)

Executive Director

Greenroots Power, Ltd., Guangzhou

The mission of Greenroots Power is to promote the development of the NGO community in China by conducting training courses to build capacity in a variety of areas.

Gung became interested in civil society development in China after completing his undergraduate degree at Beijing University. Later, as an M.Phil. post-graduate student at Fudan University, he worked on several community development projects in Shanghai, conducted research on urban communities, and established an NGO to provide legal assistance in Shanghai's underserved neighborhoods. That organization, Grassroots Community-Youth Community Service Volunteer Station, is still in existence today.

In 2002, Gung obtained a Ph.D. in anthropology from the Chinese University of Hong Kong, and worked for Greenpeace for one year. He and his colleagues then established the capacity building NGO they named Greenroots Power. The organization now conducts trainings for NGOs and volunteers, provides assistance for NGO development, and advocates for connecting NGOs with mainstream society.

Gung is also the director of the South China NGO Research Center and an associate professor of Anthropology at Sun Yat-sen University in Guangzhou. free at last!"