



*Listen Respectfully,  
Work Collaboratively*

*Annual  
Newsletter  
2008*

---

## HasNa Celebrates 10 Years of Growth

It may be hard to believe but HasNa has turned 10 years old. What began as a small effort in the basement of founder Nevzer Stacey's home in 1998 has blossomed into an organization that is shaping the look of a region. Even though we have not become administratively extravagant, HasNa has continued to expand. We have consistently attracted donors and board members. Over the years, more than 100 people have volunteered their time and skills for HasNa, for which we are extremely appreciative.

Our breadth of programs has grown tremendously. They now include a wide range of professional and skills training programs both in the U.S. and abroad. HasNa's initiatives have also expanded regionally and with this so have our number of partners. Despite its growth, HasNa has remained true to its core – deeply committed to cross-cultural understanding and economic empowerment.

Because of this trust, low-income women in Southeastern Turkey have opened their own businesses and begun earning income for the first time in their lives. Cypriots have discovered commonality through open bicomunal discussion. Farmers have increased the production and value of their farms and in return have passed on their knowledge to others in their community. By sharing the skills they have learned and initiating their own community projects, HasNa participants have come to

### INSIDE THIS ISSUE

Anniversary	1
Farmer Training Program	2
Volunteer Network Project	3
Pistachio Irrigation Project	4
Microbusiness Training	5
Get Involved	7
Interview with Kathy Owen	7
Radio Program	8
New Board Members	9
New Faces	9
Greenhouse Project	10

discover the root of peace: once you begin to think less about yourself and more about others, you are able to move beyond differences toward a united vision of the future.

## Evaluation of Farmer Training Program Completed

Baki Karaçay, who works for the Ministry of Agriculture and Rural Affairs in Antalya, Turkey, accompanied by Deniz Sevgili Oña, HasNa's Program Manager, visited Southeastern Turkey between October 6-10 to evaluate the progress of eight farmers who participated in HasNa's **Leader Farmer Training Program** last September. The program, which was initiated by GAP (Southeastern Anatolia Project – the region's development administration), combined a unique two days of conflict resolution training with extensive farm visits to various enterprises in Maryland and Pennsylvania.

The professional skills training, led by University of Maryland's Professor Dale Johnson, introduced the farmers to new production and marketing practices as well as encouraged them to experiment with new crops and techniques once they returned home. These topics were in response to issues that GAP identified prior to training. Prof. Johnson accompanied the farmers on several site visits.

Unlike other development programs that conduct a short training session and then leave, HasNa makes a point of continually evaluating the strengths and weaknesses of its programs, both in the short and long term, and to keep in touch with its past participants. This most recent follow-up visit aimed to evaluate how well the farmers were able to implement the plans they made at the end of the training and what improvements have been made in technique, efficiency, profits and yields. The evaluation report will be available on HasNa's website at the beginning of November.



Participants practice their effective communication skills during conflict resolution training.



Professor Dale Johnson (right) speaks with Ahmet Tokdemir about cost effectiveness.

The preliminary assessment showed many positive results. Vehbi Gönülaçar, a farmer who originally showed resistance to participating in the training, has persuaded his three brothers to donate with him a total of 7,000 acres of land to a new university in their hometown of Batman in the hopes that the university will develop a farm extension education program similar to that of the University of Maryland.

Like many of the participants, Mr. Gönülaçar has implemented several of the techniques he learned in training. In addition to planting new crops he had seen in the U.S. and changing his post-harvest practices, Mr. Gönülaçar noted that “at the Spring Mills farm [in Westminster, Maryland] I saw that if cows are provided a more natural environment they produce better milk and meat. When I returned to Turkey I tried to let my 100 cows graze in the pasture more.” Other farmers noted they are now marketing their goods directly to buyers, they have begun growing their crops organically and have also changed their tilling practices.

## HasNa Hosts Coordinators from Cyprus Volunteer Center

From February 28 to March 10 of this year, HasNa hosted Tülin Aker and Nadia Karayianni from Cyprus, coordinators of Cyprus’s **Volunteer Network Project**. In order to increase the level of volunteerism on the island, the project is building a network of local and international partners that work with volunteers and developing a volunteer center to provide information and support. The two-year project is being funded by UNDP-ACT (United Nations Development Programme-Action for Cooperation and Trust), a UN-sponsored initiative meant to foster cooperation between Greek and Turkish Cypriots. Ms. Aker comes from the Management Center located in the North, and Ms. Karayianni comes from the NGO Support Center in the South.

HasNa’s role in this project was to bring Ms. Aker and Ms. Karayianni to the U.S. to visit various organizations that work with volunteers in the Washington, D.C. area on youth, health, the environment and women’s issues. Organizations included the National Park Service and the American Diabetes Association. By interacting first-hand with



Tülin Aker and Nadia Karayianni, coordinators of the Cyprus Volunteer Network Project.

these organizations, the women learned techniques for how to recruit, supervise, motivate and train volunteers. They also learned how to engage the nonworking sector (students, housewives, the unemployed, the retired) in volunteerism. Together, Ms. Aker and Ms. Karayianni developed their strategic planning skills in an effort to increase volunteer effectiveness.

These skills were reflected in a booklet the women created summarizing their observations from each volunteer organization they visited. In the booklet, Ms. Aker and Ms. Karayianni emphasized the importance of the three R's of volunteerism: recruitment, retention and rewarding.

By promoting volunteerism in Cyprus, the Volunteer Network Project will gather the skills Cypriots already possess into a powerful force capable of accomplishing real change and improvement. Such island-wide cooperation should encourage more individuals to invest in the peaceful development of their communities and establish new relationships based on common interests.

## HasNa Graduate Shares New Techniques with Community

Servet Yazar, a graduate of HasNa's irrigation management training program in 2000, completed a two-year project to promote drip irrigation systems for pistachio trees this past June. The purpose of Mr. Yazar's project was to introduce a modern irrigation system to his fellow farmers in Şanlıurfa, Turkey to demonstrate how they could increase the yield and quality of their pistachio trees. The follow-up project was funded by one of HasNa's small grants, which seeks to help HasNa participants share the skills they learned during training with others in their communities.

Drip irrigation systems can result in great benefits for pistachio growers. The system (1) reduces the amount of water lost to evaporation which is especially important in a region where water is scarce; (2) ensures that water is distributed equally to all trees; and (3) is highly efficient. After installing an irrigation system on his five-acre pistachio garden in 2006, Mr. Yazar has seen a 40 percent to 50 percent increase in yield.

Pistachios are an important export crop and a major source of income for farmers in Southeastern Turkey. Drip irrigation systems were not previously used in the region largely because farmers did not believe pistachios needed irrigation.

Of the 13 pistachio farmers in Mr. Yazar's village, 10 have installed their own drip irrigation systems after observing Mr. Yazar's successful results. Mr. Yazar also estimates that 40 percent of pistachio farmers from the surrounding villages who visited his pistachio garden have installed drip irrigation systems as well. In response to the interest generated by the pistachio gardens project, Ziraat Bank, the main agricultural bank in Turkey, will grant five-year, no-interest loans to farmers in the area so that they may build their own irrigation systems.



The drip irrigation system for pistachio trees, as demonstrated in Servet Yazar's follow-up project sponsored by HasNa.

## Microbusiness Training Helping Women Thrive

Building on a five-year tradition of training women in business and conflict resolution, HasNa partnered with Anatolian Artisans to provide a five-day course this past spring on microbusiness management in Şanlıurfa, Turkey. This year seventeen women from the town and the surrounding area participated. The aim of the course was to raise the economic and social status of low-income women in the hopes of achieving gender equality and improved cultural relations. By partnering with Anatolian Artisans, HasNa was able to provide a more comprehensive program that served a wider range of needs. As our past collaborations have shown, partnering does indeed work.

The first two days of the course consisted of conflict resolution training in which the women learned skills that would help them in their personal and professional lives. Topics included understanding the difference between cooperation and competition, how to handle conflicts correctly in order to create positive opportunities, how to understand different points of view, how to actively listen to others, and how to effectively communicate your interests. Although many of these concepts were new to the participants, Kathy Owen, who led the conflict resolution training, reported that the

women were very receptive to the training, particularly to the idea of solving disputes using a process.

The last three days were dedicated to microbusiness training, which was led by Yıldız Yağcı. The purpose of the business training was to teach women who lack the required skills to work at jobs in the city, how to start or expand their own businesses and how to increase their incomes. Initiatives ranged from beauty salons to sewing and embroidery workshops to an Internet café – an achievement that is virtually unheard of by women in the region, as Internet cafés are frequented only by men. The women were introduced to core business concepts, including the business cycle, allocating income, supply and demand, product production and cost, marketing, micro-credit, and financial planning.

We have achieved many successful results from this training. The microbusiness training has motivated 86 participants to open 55 businesses within the past five years. For many women the training has given them greater self-confidence, thus enabling them to become leaders in their community.

Yadigar Sevinç, who participated in HasNa's 2006 microbusiness training, is representative of many women who have overcome deficiencies in education to succeed: "Here it is believed that girls cannot go to school...I wanted to continue my education and go to high school so I asked my teachers and the school principal to talk with my father and older brother to convince them to send me back to school. Unfortunately, it did not work." In light of this challenge, Ms. Sevinç attended HasNa's microbusiness training and used the skills she learned to open her own hair salon in Ömerli with the help of a microcredit loan. Ms. Sevinç's story is especially noteworthy, as she was the first in her county to open a hair salon that was not located in someone's home.



HasNa's training emphasized teamwork and creativity.



Women discover basic business concepts through work cards and exercises.

## Get Involved with HasNa!

- **Search the Internet:** HasNa is now a member of **GoodSearch**, an Internet search engine powered by Yahoo. Just type HasNa in the “Who do you GoodSearch for?” search bar and from then on, every time you search the Internet using GoodSearch 50 percent of the revenue generated from advertisers is sent directly to HasNa. There is absolutely no cost to you. Making a difference is now a simple click away: [www.goodsearch.com](http://www.goodsearch.com).
- **Make an online donation:** Use our profile on **Network for Good** to make a secure donation to HasNa: [www.networkforgood.org](http://www.networkforgood.org).
- **Volunteer:** HasNa is always looking for volunteers to help with everything from event planning to publicity to hosting program participants. Contact Deniz Sevgili Oña, program manager ([deniz@hasna.org](mailto:deniz@hasna.org)) for more information.
- **Continue your generous contributions.**

## Spotlight on Conflict Resolution

HasNa’s summer intern, Jessica Gibbs, recently interviewed **Kathy Owen** about Kathy’s experience as a conflict resolution trainer and a mediator, her relationship with HasNa and her connection with our programs.

### ***When did you start working with HasNa?***

I have been working with HasNa since the very beginning. I had known HasNa’s founder, Nevzer Stacey, both as the parent of one of my son’s friends and as a mediator for Washington’s Center for Dispute Settlement. Nevzer knew of my 10 years of experience in the conflict resolution field, particularly my work in the Washington, D.C. public school system with mediation programs and prejudice reduction workshops.

### ***How has your relationship with HasNa evolved?***

When I first started working with HasNa, I was involved in the training of a group of irrigation engineers from Turkey. The conflict resolution training was worked in around technical skills training and English language training. The



Kathy Owen led two days of conflict resolution training during this year’s microbusiness training for women in Southeastern Turkey.

engineers were very intrigued by the conflict resolution material and felt it had given them valuable new tools with which to do their jobs and relate to others. As a result we developed the conflict resolution training into a two-day curriculum, which is the model we use today.

HasNa has gone on to work with almost 100 irrigation engineers, GAP personnel, farmers, businessmen, managers, and women interested in starting their own small businesses. We have continued to receive evaluations from participants often stating they felt the conflict resolution portion was the most useful part of their training.

### ***Why do you feel conflict resolution training is important?***

From experience I know the tremendous impact such training has on the personal and professional lives of HasNa's training participants. For many of the participants the concepts I teach are new to them. It is very rewarding to watch them realize that conflict is not necessarily a bad thing and that if handled effectively, conflict can prove to be a great opportunity for developing fuller relationships and getting what one wants from a situation.

## **Radio Program a Platform for North/South Issues in Cyprus**

Plans are in the works to expand the listening base of Cyprus's bicomunal radio program **Talk of the Island**. Talk of the Island, which is sponsored by HasNa, fosters understanding, communication and respect between the North and South by examining the two communities' similarities and differences through issues that affect them both. Program topics during 2008 have included:

- The opening of the wall along Ledra Street, which had divided the Greek and Turkish sides of Nicosia for 44 years
- The use of the Euro as the new currency in the South and its implications for the rest of the island
- The death of Marios Tokas, a Greek Cypriot composer who supported friendship between Greek and Turkish Cypriots by writing bilingual songs
- The recent water shortages on both sides of the island
- The visit of Turkish journalists to Cyprus and the role of the media in bicomunal relations
- Meetings between Greek and Turkish Cypriot leaders
- And the obstacles to dialogue between the Cypriot communities.

## New Board Members

HasNa's Board of Directors has recently been expanded to include the following new members:

**Bekir Azgin** has been the chair of the Department of Journalism and vice-dean of the Faculty of Communication and Media Studies at Eastern Mediterranean University in Northern Cyprus since 2004. Mr. Azgin has been actively involved in bicomunal projects for several years. He has also been a member of numerous intellectual groups that have brought Turkish Cypriot and Greek Cypriot academics together to discuss bicomunal development and peacebuilding.

**Mehmet Betil**, a retired businessman who has been extensively involved in volunteer work in Turkey, helped found TOG, a Turkish nonprofit organization that assists youths to become leaders for social change in their communities. As an entrepreneur, he was responsible for introducing personal computers to Turkey. Mr. Betil was also one of the original supporters of HasNa's programs in Cyprus.

**Alexander N. Christakis** is the founder of CWA Ltd., a consulting firm that helps organizations design collaborative action plans to address complex tasks. Having written two books on the subject, Dr. Christakis is an authority on the methodology of structured dialogue for designing solutions to complex issues with the authentic participation of the stakeholders.

**Gary McGuirk Jr.** is the president of Liberty USA, a full-line distribution company servicing convenience stores, and the president of Cold Cow LLC, a retailer of ice cream and pizza products. In 2007, Mr. McGuirk volunteered his business expertise to train members of the DISIAD and MUSIAD business groups from Turkey on how to build an effective team and how to set and achieve company goals.

## New Faces

**Jessica Gibbs** interned with HasNa this summer. Jessica is a senior at Bryn Mawr College outside Philadelphia studying international relations and peace and conflict studies. Jessica was responsible for writing the annual newsletter, updating portions of HasNa's website, and helping to plan the opening of HasNa's training center in Turkey.

**John Patrick McKinney** has a background in strategic and municipal management. He currently works as a management consultant in the European Union and northern Cyprus on behalf of the Northern Ireland Civil Service Overseas. Mr. McKinney served as a director of the Children's Friendship Project for Northern Ireland and will lend his experience to the development of the Cyprus Friendship Project, which will bring teenagers from the North and the South together to bridge divisions between their communities.

**Marios Michaelides** is a Cypriot activist who promotes dialogue between Greek Cypriots and Turkish Cypriots. Since 1992 he has worked as a training officer at the Cyprus Academy of Public Administration, where he trains executives on management issues such as negotiation and how to manage change, and helps management teams identify problem areas and design action plans to address those issues using structured and focused dialogue processes.

## HasNa Sponsors Greenhouse Follow-Up Project

In keeping with our mission to promote economic empowerment and development, HasNa is sponsoring a follow-up project designed by Mustafa Çalpan, a graduate of HasNa's 2006 farm extension workers training program. Mr. Çalpan's **Greenhouse Project** will build a greenhouse and provide technical training and a source of income for a low-income family in Kocaköy, Turkey.

HasNa emphasizes follow-up activities because they reinforce the skills our participants learn during training and help ensure that those skills are shared with other members of the community, thus multiplying the effect of the training programs. The greenhouse will generate much needed income for this family, but it will also serve as an example for other residents of Kocaköy and the surrounding towns, where no such greenhouse farming exists. Mr. Çalpan believes his concept of greenhouse education will be an engine for change in the area.

Why has Mr. Çalpan chosen to showcase greenhouse farming rather than conventional farming? The economic livelihood of Kocaköy relies on agriculture, but the small plots of land and limitations on crop choice prevent any substantial profits from being made. As a result, living standards in the town are well below Turkey's average. The limited amount of conventional farming opportunities has also led to widespread unemployment among youth and women. Though eager to learn, farmers in Kocaköy have not had access to the type of technical skills training that could help them increase their productivity.



The greenhouse, from beginning to end

Through hands-on training and informational sessions, the family and the community will learn how greenhouses can yield two harvests rather than one and increase output by as much as sevenfold. Mr. Çalpan will begin by demonstrating tomato and cucumber cultivation but plans to eventually branch out into other marketable produce. HasNa will cover the cost of the greenhouse construction and the installation of a drip irrigation system. All other expenses will be paid by the municipal government, which is enthusiastic about the project.

**HASNA'S MISSION is:**

- to promote cross-cultural understanding and economic empowerment in culturally divided areas of the world  
and
- to encourage individuals and communities in such areas to work together toward advancement and peaceful coexistence.

Visit our website to learn more!  
[www.hasna.org](http://www.hasna.org)