



***Center of Modern Skills (CMS), ever since its establishment in 1998, creates the space for the acquisition and development of knowledge that will, above all for the young people, help to create and promote a modern civil society.***

### **Mission**

We are committed to the process of democratization, the development of the political culture and dialogue and, due to that, the strengthening of the civil society in Serbia. It is our intention to give, through the political and civic education and promotion of social democratic values, a contribution to the strengthening and development of women and men engaged in public affairs in Serbia, and provide them with the necessary knowledge and improvement of practical communication and management techniques, necessary for a democratic transformation of our society into a society based on respect of the law, pluralism and human rights. We want to contribute to construction of the new political values and the promotion of political male and female leaders who will decisively and responsibly lead our country towards European and Euro-Atlantic integration.

### **Vision**

CMS aims to be the leading regional organization, the leader in the field of political education, promotion of responsible civic participation and social justice.

### **Instead of introduction**

In the year that was marked with the word "crisis" and when all the attention was focused on the economy and the survival, the Center of Modern Skills remained loyal to the achievement of its goals, with clear consciousness that there is no progress of the society in any sphere without the continuous improvement and "keeping the step" with Europe and the world. For us, this was a year of new opportunities, challenges and, above all, new partnerships. These enabled us to enrich our own experience and develop even more high quality programs. More than 50 events even statistically speaks that the Center organized a training, seminar or presentation, practically in each and every week of the year. In addition, continuous projects, some even several years long, speak in favor of persistence, commitment, goals, but also the recognition of collaborators and donors that it is the mission which is worth of permanent investing.

In accordance with our streaming towards stronger regional linkage, we became an important partner in the two-year project of public advocacy, where, jointly with the colleagues from Skopje, Tirana, Podgorica, Pristina and Tuzla, we are working on the project "Regional Action and Cohesion in the Environment Field". Also, we had continued the excellent cooperation on the political educational programs with partners from Bosnia and Herzegovina, Macedonia and Montenegro, and our trainers had become an essential part of the trainers' team for projects planned for 2010.

Last year, we proclaimed the tenth generation of students of the semester programs in the Center, in which young people improve knowledge of social democracy and communication. "Little School" - as we dearly call this, already very well known, program for which each year there is a huge interest, focused and strengthen during 2009 many young leaders in the political and civil sphere.

The presence of the Center of Modern Skills in the media, during the last year, was very significant, not only when there was word about the announcements or comments of the Center's projects, but more importantly, our team of experts was often invited as commentators or analysts of certain social phenomena. We were present in the programs of all popular TV and radio stations, and particularly important are appearances on the RTS and B92, with ones' related programs we achieved a quality and partnership based relationship. All this gives us the right to say that CMS was confirmed as a relevant factor in the education for living in the civil society.

This year will be remembered as the one in which everything that is not maintaining the very existence throughout the world was taken off from the list of priorities. We are proud to have the "positive balance" in it, and that we did not allow the crisis to grip our enthusiasm, spirit, will and belief that the progress does not allow breaks. As it was up to now, we owe great gratefulness to partner organizations and our volunteers. Thanks to the joint, great energy, Center of Modern Skills recorded the 2009 as the year of new projects and significant steps towards the achieving of the goals, mission and vision.

# Programs

## Political Communication and Social Democracy

If there is a trade mark of the Center of Modern Skills, that would be the program of two-semester lectures on political communication and social democracy. As in 2009 we declared already the tenth generation in this School, the program is well known among young people, especially those who have already been participating in social activism. For several years now, our only problem is how to make a selection from several hundreds of applicants and choose one hundred of those who would attend the School. What we are proud of is that the principles of equality and equal opportunities are respected in this process as well, and that the only thing recommending the young students is the expressed will and activism.

The program has a tradition, but is faced the modern trends and has been transforming in accordance with the development of the society itself and newly stated needs of the young people to participate in it more actively. Thus, in last year the concept of modern social democracy was introduced as an independent module, and previously practiced non-violent conflict resolution program was extended to the plan of communicational skills which often are the key to resolving the various conflicts and problems. With these two, the students listen modules, by own choice, on political marketing and public performance skills. The concept of interactivity in this program is truly applied, so the suggestions and evaluations of students themselves are always a good material for the enrichment and improvement of the programs.

We are especially proud to point out that, thanks to the patronage of Friedrich Ebert Foundation, this program is completely free of charge for all students. In September, at the Cultural Center "Grad" we organized a party during which occasion we delivered the certificates of attendance to regular school students. Also, in the fall of 2009, we enrolled 110 new students of the eleventh generation.

## Citizens Closer to Municipality

In 2003 Center of Modern Skills launched the program Citizens Closer to Municipality, within its permanent work on capacity building and public administration reform in Serbia. This is certainly one of the programs with longest continuous duration, which speaks about the constant need for the development of this area in the local self-governances, but also about the permanent commitment of the Center of Modern Skills to standardize the area communication of local authorities with the citizens. The aim of the program to provide the technical support to the employees in local self-governances for successful and efficient communication with the local community, the improving media coverage of activities of municipalities, agencies and departments for which they are responsible of, and to overcome the problems encountered in everyday life. The fact that, in the period since the program launching, there had been changes of the local authorities, make this effort often to be a "repeating of the lectures", or re-establishment of the belief of new officials that the area of public relations is regulated, that it has its professional regulations and should not be left to chance or ad hoc activities.



B | T | D The Balkan Trust for Democracy  
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Although it is the case of a great and disintegrated space of different development and opportunities level, during the past years we have managed to create a specific network of PR representatives in local self-governances and to encourage their mutual cooperation.

In 2009, activities within the program **Citizens Closer to Municipality** were realized with the help of donations of the Balkan Trust for Democracy.

Established and maintained contacts with the municipal PR's enabled the Center to conduct a unique research on the position of the profession in local self-governances. Very interesting and indicative results were presented during the Local Self-governances Fair in November of 2009. Except for the fact that public relations in the municipalities is mostly the women's job and of those with high education, but still a number of municipalities has no specific PR position; the research has shown also the more widespread lack of understanding of decision makers about the need to regulate the internal communication within the municipality and communication of local authorities with the citizens. Looking it that way, the team working on this program has a lot of work to be done.

Series of trainings for PR professionals in the municipalities within this project are divided into three levels, in order to cover as many topics and situations from practice, and too concurrently build more expert's approach to the topics. In the second half of 2009, when the new series started for those who are occupying these positions and had no previous training, 6 trainings for municipal employees from different regions were held. For the same groups of participants, the seminars will continue as of early 2010.

For this project we won two awards "PRiznanje" ("recognition") of Serbian Society for Public Relations, in 2004 and 2007. The program issued also the first handbook for public relations in local self-governance, "Municipality and the Public."



## Projects

### Regional Action and Cohesion in the Environmental Area

Center of Modern Skills is actively involved in one of the major regional projects on environmental protection - Regional Action and Cohesion in the Environmental Area. Regional Coordinator of this project are Environmental Ambassadors, and Center of Modern Skills, as an organization that has been dealing with advocacy for years, was elected to be the national representative for Serbia. The goal of this project is to exchange experiences, knowledge and the mobilization of all interested parties about environmental issues and setting this topic as a priority in the EU accession process. The low level of awareness of decision makers in the Western Balkan countries on the fact that the environmental issues are some of the strongest tools for so-called "soft diplomacy", faster EU integration, stable economic development and higher living standard, show that this project is of greatest significance for all countries in transition. The project is supported by the Government of the Kingdom of the Netherlands.



Ambassade van het  
Koninkrijk der Nederlanden

**bells** Balkan  
Environment  
Life  
Leadership  
Standard

Within the project, it was conducted unique and probably the most comprehensive research to date on different views of the public in relation to the state and environmental protection in Serbia and Kosovo, Montenegro, Albania, Macedonia and Bosnia and Herzegovina. The survey was conducted during the July, simultaneously in all territories, and demonstrates how the citizens of Western Balkan region assess the environmental area in their respective countries. Also, the research included personal views and opinions of the representatives of the executive and legislative authorities, businessmen and politicians from across the region. For example, the research shows that on the level of Western Balkan region only about 11 percent of the citizens states that they are satisfied with the quality of the environment. One third of respondents in Serbia, as per measures that would give the best results in the protection of the environment, suggest rigid punishments for polluters and educational programs. It is interesting that the representatives of legislative and executive authorities from the entire region are unanimous in the opinion that the construction of nuclear power plants is not a good solution to the energy crisis and the environmental issue is of extreme importance for the EU accession process. The research represents, as well, the basis of a campaign for increase of the visibility of environmental issues among decision makers in the region – BELLS campaign. The acronym "Bells" stands for Balkan Environmental Life Leadership Standard, but may symbolically mark the bells inviting the responsible people to do everything possible to preserve the highly endangered environment.

Upon the initiative of our organization, and within the project, at the end of the year it was formed the informal Green Parliamentary Group. Activists of the Center and Bells Movement sent a letter to all MPs in the Parliament of the Republic of Serbia, with the call to engage themselves in the informal GREEN group. Informal Green MP group consists of 25 parliamentarians from different parties who personally find the area of environment important, and who want to actively work on the harmonization of Serbian legislation with European standards and norms in the field of environmental protection. Activities in this project will continue in the year 2010.

### **“Don’t Pass the Street Without a Trace” – Minority Advocacy Initiative**

In January of 2009, Group 484 and the Center of Modern Skills launched a project with an intriguing title "Do not pass a street without a trace." The goal of the project, funded by the European Union through the European Commission Delegation to Serbia, is the promotion of minority rights and the promotion of intercultural relations in our country. In a situation where researches show that in the whole society, even among the youth, are still present strong prejudices against minority groups, the desire of the initiators of this project is that young people actively advocate for equality to look at diversity as something enriching and not threatening.

The project started with a competition for young leaders from 30 cities in Serbia who wanted to change something in their surrounding and to implement actions to promote diversity. Applicants were three-member teams who, along with the application form, applied with a thesis covering one of the 3 proposed topics: an essay on the topic of personal description of a town, the proposal for a local action which demonstrate the diversity of the surrounding in which they live or the analysis of achievements of minority rights in the local community.



**Grupa 484**



Selected teams with the best and the most creative work on the promotion of diversity from Kikinda, Vrsac, Zajecar, Vranje, Sjenica, Bosilegrad, Uzice, Kovacica, Coka and Bela Crkva were given the opportunity to implement these ideas in practice through public advocacy campaigns in their towns and municipalities. In order to have these ideas applied in the best possible way in the campaigns, Group 484 and the Center of Modern Skills organized a camp / seminar on Fruska Gora, from 24 to 29 March, for the highest ranked ones. Young leaders were empowered with lectures and workshops on public advocacy, radio networking and local actions for the implementation of the advocacy actions for the promotion of minority rights. During the following months, a series of seminars were held in order to expand the knowledge and to improve the skills of participants in the project.

During the summer were held the actions in which young people were reminding the citizens of Bela Crkva on good neighborly relations, asked the citizens of Kikinda "were they speaking in local dialect", connected different generations in Kovacica by joint activities in "granny's kitchen", checked and taught the citizens of Vrsac the Roma, Romanian and Serbian languages, gathered citizens of Sjenica in the action of cleaning and equipping of urban space for folklore dance events and a summer theater, took citizens of Vranje into the Upper Town, which is mostly the Roma inhabited area that was due to be arranged, gathered people from Zajecar in the action of collecting the toys for the refugees and poor children, asked people from Uzice "whether the street is of feminine gender".

Finally, Group 484 and the Center of Modern Skills organized, on September 22 – 23, 2009, the national presentation of the project. National presentation included educational visits to the respective institutions, so that the project participants discussed the status of national minorities in Serbia with the Committee on Interethnic Relations of the National Parliament and the Vice President Gordana Comic, the representatives of the Ministry of Culture and Media, State Secretary in the Ministry of Youth and Sports Ivana Knezevic, State Secretary in the Ministry for Human and Minority Rights Marko Karadzic and the representatives of the Ombudsman. The second day of the national presentation was scheduled for the Round Table "Interculturality and Youth", with presentation of the activities of the project and coming to conclusions and recommendations for promotion of the intercultural dialogue in Serbia.

### Consensus Building for European Integrations

The respective is another project that the Belgrade Fund for Political Excellence and the CMS continued in 2009. It is the educational and informative program on current issues of convergence and accession into the European Union under the title "Consensus Building for European Integration". The goal is the local opening of the question of Serbia's integration into the EU with an exchange of arguments and by giving significance to systematic consensus building on the European future of our country. The seminars cover the topics from the field of social and economic development, as well as specific benefits and challenges in everyday life of citizens, which is to be brought by the EU membership. The program is designed for representatives of the parties at the local level, media and representatives of local government units. BFPE and CMS, in cooperation with the EU Integration Office of the Government of Republic of Serbia, provided to all the participants the occasion designed materials on the basics of EU functioning. In the previous year the project continued in the seminars in Novi Sad, Kragujevac, Valjevo, Vrsac, Pancevo, Leskovac, Bor, Pozarevac and Cacak.



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## “Who If Not You?”- Developing the Leader’s Capacity of the Women for Active Participation and Decision Making at the Local Level

The project "Who if not you?" was launched by the Center of Modern Skills in October of 2008. The project’s aim is to activate and promote the leadership potential and activities of women interested to contribute to democratic, economic and cultural development of the municipality, to increase the visibility of the problems they have been facing with, and gender equality issues at the local level. The project is directed to women from the territory of the municipalities and cities of Veliko Gradiste, Sid, Paracin, Arilje, Sombor and Coka, regardless of their age, religion, nationality and educational level. The only criterion for participation is the motivation and the awareness that they can personally contribute to resolving specific problems in their local community. Project activities included the organizing of free two-day workshop for the interested women, the research on the position of women in local community and organizing the public debate on the identified problems.

Upon the "Female Civic Workshop" in Veliko Gradiste, Paracin, Sid, Arilje and Coka, in the first quarter of 2009, these purposeful gatherings were continued with seminar on active women in the local community in Sombor, and afterwards with the cycle of debates on women's reproductive health and violence against women organized by the Center in Arilje, Paracin, Coka and Sombor.

Although the gender equality issue has been discussed about more frequently than before, the real opportunities for the activism of women and recognition of their needs in the local community are very few. Therefore, the interest of women in this project is the real confirmation that they are important and necessary, and the cycle of debates on reproductive health was developed precisely to their initiative.

## What Is Social Democracy?

Upon the initiative and with the support of Friedrich Ebert Foundation, the Center of Modern Skills continued, in 2009, the project "What Is Social Democracy?". The project’s goal was to introduce the wider membership of the Democratic Party the values it represent and to promote the modern social democracy. The motive for this project was the fact that a lot of members of this party, as the main carrier of social democratic ideas, actually do not know enough about social democratic ideas and values. Besides, this was an opportunity for local Democrats to find out about current occurrences in the party members of PES (Party of European Socialists), as well as the activities of the European social democratic parties, NGOs and trade unions and possibilities for more active cooperation with them. The project was launched at the end of 2008; after Jagodina, Paracin, Smederevska Palanka, Veliko Gradiste, Valjevo, Cacak, Kikinda and Ruma, one-day seminars were held also in Zrenjanin, Vrsac, Sombor, Kraljevo, Novi Pazar and Zajecar. Seminars within this project are to be continued in the 2010.



## Cooperation with Governmental Sector

In the last year as well the Center of Modern Skills achieved an excellent cooperation with the public sector. It is our satisfaction to point out that the Ministry of Health recognized us as a partner and interlocutor for the design and implementation of training of media appearances for activists in the projects for prevention of the spread of HIV infection. As it was dealing with the members of sensitive groups, these trainings required the special sensitivity, as in the approach to participants, and also in the advisory work on their appearance in the public and the media. Evaluations and impressions of participants showed that the long experience of trainers of the Center of Modern Skills contributed to these trainings to be rated as highly successful

At the invitation of the OSCE and the Ministry of Youth and Sports, consultants of the Center of Modern Skills held also the trainings of media presentation and increasing of the visibility of projects for the youth of this ministry. After the two day-training and workshops where they made a real, applicable projects, it was organized also a meeting with editors of media, and for the beginning of 2010 it was planned to hold a training seminar for journalists who follow the youth policy in Serbia. We expect a continuation of this cooperation

## Media Appearance Training for Mayors

Good long-term cooperation with the Standing Conference of Towns and Municipalities, we continued in 2009 through the implementation of four training sessions for municipal presidents and mayors from all over Serbia. Mayors themselves recognized these skills as ones important to improve, considering that the vast coverage of local media had made all of them present and visible in the public media. Trainings were organized on a regional basis (for Vojvodina, Central, Western and Southern Serbia), and the training is designed as a combination of introducing the nature of the media, practical advice and participants' exercising in front of the camera

## Education within the Project of Land Administration in Bosnia and Herzegovina

At the invitation of the Center for Business Education and Entrepreneurship "Pro Educa", trainers of the Center of Modern Skills held a training for employees in the sector of land administration in Bosnia and Herzegovina, in the field of management (Efficient organization of time and work, Team work as a form of business organization and Communication with the difficult interlocutors). Educational Plan was created by the Units for registration of land in the entity Ministries of Justice and with the goal of strengthening the capacity of employees in the sector of land administration through continuous and professional training. This education was organized within the Land Administration Project in Bosnia and Herzegovina. The main goal of the project, with provisioned duration until the beginning of 2011, is to enable the economy and citizens, with legal security and quality, a quick access to necessary information about real estate and property over the same. Educational plans included the legal training, training in the field of cadastre, spatial planning, management and informational technology. Education was held under the auspices of the German Agency for Technical Cooperation "Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH.



## Public Appearance for Macedonian Mayors

Center of Modern Skills was entrusted to teach, the public and media appearances, the candidates for mayors in Macedonia. In the campaign at the beginning of last year, the candidates of SDSM were coming out in the public empowered by our advice and training

## Week of Social Democracy

This year as well, our Center participated in the organization of seven-day summer school "Week of Social Democracy" (WSD). WSD is an international summer camp which, organized for the fourth consecutive year and was held from July 1 - 7, in Backi Monos tor. Main topics of this year's "Week of Social Democracy" were the values and skills of solidarity, as essential answers to the dominating crisis. During the seven-day camp, 60 participants from the countries of the region (Serbia, Croatia, Bosnia and Herzegovina, Montenegro, Macedonia), and 20 participants of the advanced level, gained knowledge on the ideas and values of social democracy, as well as practical political skills. Lectures in plenary sessions on social democracy, challenges and prospects of the Left in the Western Balkans and European integration were held by Zoran Stojiljkovic, Zagorka Golubovic, Miljenko Dereta, Gordana Comic, Zarko Korac, Nenad Canak and Dragoljub Micunovic, while the future of the Western Balkans was lectured by Teofil Pancic, Nadezda Milenkovic, Oliver Zekic and others. Morning theoretical lectures had the following topics: Political ideologies, Values and history of social democracy, the European Union, Relationship between the State and Church, Global challenges of social democracy, Gender Equality and Transitional Justice, which were discussed with the young people by Vladimir Pavicevic, Dragoslav Danilovic, Velizar Mircov, Aleksandra Galonja, Aleksandar Jankovic and Jasmina Lazovic. Practical implementation of political skills were practiced in workshops on the following topics - Teamwork, Public performance, Communication and conflict, Negotiation, Public advocacy, Campaign, Communication with the media, Techniques of knowledge and skills transfer – with the trainers Nenad Celarevic, Nenad Belcevic, Milos Djajic, Aleksandar Weisner, Zoran Zlatkovic, Aleksandra Galonja, Rasa Nedeljkov, Aleksandar Jankovic, Jelena Vladislavljev, Vladimir Jovanovic, Ivan Kuzmanovic and Dragan Kujundzic. "Week of Social Democracy" is a project of Friedrich Ebert Foundation, which gathers participants from social democratic parties, youth activists of NGOs and trade unions from the former Yugoslavia. The first summer camp was held in Grabovo in 2006, and so far have been held camps in Zemun (2007) and in Palic (2008).

## Empowering of Young Politicians in Vojvodina

At the invitation of the Belgrade Fund for Political Excellence, the trainers of our Center, as part of the lecturing team, participated in the project "Empowering of young politicians in Vojvodina". The goal of this project was to empower and connect a new generation of young political leaders to achieve greater influence in political life and represent the youth of Vojvodina through constructive engagement in the local community, but also at the national level. The project was designed for young politicians from the democratically oriented political parties and was implemented in Vojvodina



## Cooperation with the Political Academy Progress of the Institute for Social Democracy from Macedonia

In 2009, Center of Modern Skills continued the cooperation with the Political Academy Progress of the Institute for Social Democracy from Macedonia. Political Academy is an educational project designed as an academic course and training with the aim to educate individuals from the social democratic political parties, NGOs and trade unions, who with their daily activities affect the political decisions and programs in Macedonia. This Academy provides theoretical knowledge and develops practical skills in the fields of Political Systems, Social Democratic Ideology, Management in Politics and Party, Political communication and Public relations. We're very pleased that our trainers had become a substantive part of the lecturing team of this educational program.

## "Promising Politicians" in Bosnia and Herzegovina

Friedrich Ebert Foundation in Bosnia and Herzegovina had continued a program of education and training of the youth of social democratic parties - "Promising politicians". Cooperation of the Friedrich Ebert Foundation Office in Bosnia and Herzegovina and the Center of Modern Skills had continued, thus our trainers held lectures and workshops in the field of political communication skills. The project "Promising Politicians" began in 2006, with the aim to educate new young politicians in both entities in Bosnia and Herzegovina, primarily by linking the social democratic ideological platform and practical political skills.

## I Want To Know! Informational and Educational TV Series

As partners of the Center for Development of Serbia we have been participants in the project "I want to know!" - Informational and educational TV series. Lack of information and positive social model, as well as the lack of a healthy value system in Serbia, has brought young people into a position of ignorance, willingness, limitation, lacking of creativity and powerlessness. Young people have the desire to be active, the willingness to learn, but not where to see how they can do something on their own. The main aim of the project is to provide relevant information and knowledge, as well as examples of positive models to young people through information - educational TV series "I want to know" and complementary Internet portal. TV series will process 5 important topics for young people: social activism, entertainment, education, career management and entrepreneurship and promotion of health.

## Education for Newly Elected Councilors

"Education for Newly Elected Councilors" from the Democratic Party Center for Education and Center of Modern Skills was a project designed as a series of trainings for the 1.600 newly elected councilors. Newly elected councilors, most of whom are doing councilor jobs for the first time, found themselves in the situation where they are not sufficiently informed about assembly procedures as well as legislative and other opportunities for promoting modern and open local government.



The seminars were organized in two rounds with the different topics. Each round had 40 seminars. More than 950 councilors participated in these seminars. The theme of the first round of seminars was "Presentation of Communication Strategies: Public Appearance; Short Statement and Interview". These seminars were conducted from May to July, and they were held in Novi Sad, Bor, Zrenjanin, Bac, Aleksinac, Pozarevac, Leskovac, Kraljevo, Loznica, Nis, Kragujevac, Sokobanja, Kursumlija, Cacak, Sabac.... The theme of the second round of seminars was "Promotion of local government work and civic participation and public debate about next year budget". These seminars were conducted from the end of September to November, and they were held in Novi Sad, Bor, Zrenjanin, Pozarevac, Sombor, Ruma, Leskovac, Kraljevo, Valjevo, Loznica, Nis, Kragujevac, Cacak, Sabac, Uzice.... The manual, which finally sublimated the contents of both trainings, represents the first manual issued within the DP and intended for councilors. This manual in extended form elaborates the topics presented in seminars. Among other things, the topic of on line communication, role and responsibility of councilors, techniques for public appearance, exercises for improvement of public appearance etc. For councilors who attended the seminars, it represents an additional literature. After completion of seminars, the manual will be handed out to all DP councilors.

### **Raising Capacity of Democratic Party Local Branches - Training of president and deputy president of DP local branches**

Within project "Training of president and deputy president of DP local branches - raising capacity of Democratic Party local branches" we organise three rounds with five one-day seminars in each round. Totally, 15 seminars were held in different cities in whole Serbia. Every round had separate topic: modern leadership, team work and promotion of local branches work. The main goal of this project was investing into human potential through enforcing leader potentials of president of local branches, raise their capacities, and give expert support in better conduction of their local branches and personal management improvement. Every group was on education on each topic, so all participant get full program. Thanks to good preparation, we manage to make completely representative group, to reflect structure of membership of Democratic Party. In each group we had representatives of Women's Forum and Youth. Seminar evaluation showed that participants are very satisfied with topics and organization. Some of them had remark that seminar program was too intense. Project was successfully realized and it will be continued next year with similar program for Women Forum representatives.



## Improvement

We have remained with the belief that only good team works well, that commitment can not be replaced by the trend, that experience and expertise are advantage that we are increasing every day. In the past year we had been specializing ourselves as well, by knowing the other people's experiences, improving self-knowledge. Our trainers, lecturers and consultants are welcomed collaborators in many national and international projects, and the Center is entrusted and set with the expectations that must be justified. Standards which we advocate, we put to ourselves as well with constant raising of the "bar" always to next level.

## Lecturers

CMS gratefully acknowledges the lecturers and experts on the enormous energy, dedication and great contribution without which all this would not be possible to do in such a quality manner. We tried, for each topic, to hire professionals of the highest quality such as Aleksandra Galonja, Dragana Koruga, Prvoslav S. Plavsic, Neda Arneric, Natasa Ristic, Sanja Siflis, Dragana Djermanovic, Milos Djajic, Igor Jojkic, Marijana Pajvancic, Dusan Stojanovic, Zoran Smiljanic, Goran Bukilica, Bojana Rankovic, Vukosava Crnjanski, Slobodan Markovic, Aleksandra Knez Milojkovic, Danijela Jovic, Ashok Murty , Milan Nikolic, Miroslav Ruzica, Marijana Toma, Daniela Maljevic, Gordana Comic, Dragoslav Danilovic, Vladimir Pavicevic, Dragan Vuckovic, Mihail Arandarenko, Ana Manojlovic, Danilo Milic, Tamara Tomasevic, Zoran Stojiljković, Vojin Dimitrijevic, Branka Petrovic, Josip Juratovic and many others.

## Associates

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## Volunteers

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## Partners

CMS has established cooperation and partnership with relevant institutions in the country and many international organizations, but this year were highly visible our efforts in establishing the larger network of partners with which we could achieve our mission more easily. Apart from Friedrich Ebert Foundation, which provides us with significant support from the very beginning, we organized educational seminars, trainings, instructions and other program activities in cooperation with the Belgrade Fund for Political Excellence, Public Relations Society of Serbia, the Standing Conference of Towns and Municipalities, the Center for Development of Serbia, Group 484, the Ambassadors of the Environment, the European Movement, Balkan Fund for Local Initiatives, Center for Ecology and Sustainable Development, Center for Civil Society Development "Protecta", Eco Center, District of Juzna Backa, League of Social Democrats of Vojvodina, Young Researchers of Serbia, Fund Ekotopija, O2 Agency, Agency SuperDot, Lava Group, Prime Communications Agency from Banja Luka, and many others.

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