



# ANNUAL REPORT 2019





## EDITORIAL

**A**n unprecedented health crisis shakes our world. This crisis highlights the dramatic consequences of a race for growth and technical progress disconnected from genuine concern for man and the common good.

*"We have gone ahead at breakneck speed, feeling powerful and able to do anything... We carried on regardless, thinking we would stay healthy in a world that was sick"<sup>1</sup>,*

declared Pope Francis on March 27, 2020 in a deserted Saint Peter's Square, as the pandemic hit Europe head-on.

In his encyclical *Laudato Si*, the Pope already denounced what he calls the "*rapidación*"<sup>2</sup> : the unbridled acceleration of the rhythms of life, of technological developments, of the circulation of goods and of information.

This race forward inevitably leaves the weakest and the poorest on the side of the road: in a constantly accelerating world, inequalities are constantly widening, causing deep social unrest. The year 2019 thus saw the proliferation of political and social crises all over the planet: in France with the Yellow Vests movement, but also in Lebanon, Venezuela, Chile, Algeria, Haiti... The Haitian crisis, which has reached a country already hard hit, touches us particularly: it has caused the repatriation of the many Fidesco volunteers present there, who could not be replaced so far.

Added to these tensions is the urgency of the environmental and climate crisis. The year 2019 was marked by fires of unparalleled magnitude across the world: in Portugal, Australia, Amazonia, Siberia, the Congo Basin...

These dramatic events, which culminate in the current crisis, must not take our hope from us. They invite us to listen to *"both the cry of the earth and the cry of the poor"*<sup>3</sup>, and to become aware of our responsibility in the care of our *"common home"*.

All over the world, this awareness is gaining ground, especially among the younger generations. More and more raise their voices, starting with Pope Francis. They remind us of the urgency of building a more fraternal world where the economy, political life and technical progress resolutely center on man, with priority attention to the most fragile and the poorest.

More and more people are becoming involved in the service of their suffering brothers and sisters. Fidesco witnessed this in 2019, with a record number of volunteers sent to the field, which allowed the opening of 24 new missions.

Today, the COVID-19 crisis further reinforces this awareness and the determination of many to commit to a more just world. It has not stopped many people from volunteering for a mission in 2020. It does not prevent volunteers in the field from courageously continuing their commitment.

On the other hand, it upsets our habits and forces us to invent new ways of *"being on mission"*. Volunteers in the field as well as the members of the Fidesco team in France, we have all had to adapt and to be inventive to continue our mission. Remote training of future volunteers, repatriation decisions, monitoring of complex situations, professional missions suspended due to the quarantine: there are many challenges to overcome!

For our volunteers in the field, the current crisis is an opportunity to enter into a deeper and more interior dimension of the mission. Limited in their professional activity, sometimes confined to their homes and neighborhoods, many had to accept being a gratuitous presence. To be there simply, to live with the local population, to share their anxieties and sufferings: in the current context, this choice has an extremely strong resonance. It deeply touches the people whom the volunteers meet on a daily basis. It strengthens our conviction that, beyond the skills deployed and the aid provided to development, it is first the human and fraternal dimension which is at the heart of the issues of international solidarity.

In this age of social distancing, volunteers testify, by their very presence, that the other is not first a risk or a danger, but a friend and a brother. The current crisis thus teaches us the deep meaning of the cooperation and partnerships that we are forging: it invites us to be together and work together, over time, in happy times as well as in times of trial.

***"The growing forest makes less noise than the falling tree"*, says an African proverb.** The many crisis of the year 2019, even the current crisis, invite us to look at the world with a look of hope, and to contribute in our humble measure to this growing forest.

This requires deepening relations with our partners, in mutual trust. It also involves the implementation of new projects, at the very heart of this troubled period: reciprocal volunteering which will make it possible to welcome young volunteers from southern countries to France; the proposal for a new mission formula for retirees; the establishment of a new partnership allowing the sending of volunteers for spiritual support missions in post-emergency areas...

All of these projects bear great hope. They testify to our willingness to work together - staff members of the Fidesco team, partners, volunteers in the field, and all those who support us - to transform the many challenges of our time into opportunities.

With all our heart, we thank all those who support us and allow us to make our contribution to the building of a more fraternal world.



**Emeric Clair**  
Director of Fidesco



<sup>1</sup> Homily March 27, 2020, extraordinary moment of prayer in times of epidemic

<sup>2</sup> *Laudato Si*, §18    <sup>3</sup> *Laudato Si*, §49



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# GROWTH

## AND DEVELOPMENT



### 101 VOLUNTEERS

In summer 2019, Fidesco sent **101 volunteers**: a record! If the efforts made last year on communication and strategies for recruitment paid off, it is above all our missionary Pope, who invites young and old to get off the couch. «Many candidates tell us that they have been deeply affected by the call from Pope Francis to 'get out of the couch'» entrusts Clémence, who is in charge for recruitment at Fidesco. The missionary impulse inflated by this call to go to the peripheries in 2016 continues to blow in the sails in 2019.

### HAITI CRISIS

Following the crisis on the island of Haiti, **12 volunteers were repatriated** in December 2019. Four of them were reassigned to other missions in other countries. It was decided by mutual agreement for the 8 other volunteers to end their mission. They have now returned to France.

### GROWING NUMBERS OF MISSIONS

More volunteers respond to new calls from the field. In 2019, **73 partners** have called on Fidesco. In all areas, needs are increasing. Some partners who called on Fidesco for a project are now able to respond to new needs.

### CHANGES AT FIDESCO

#### TWO NEW PRESIDENTS

In May 2019, after 11 years of service, Jean-Luc Moens handed over the job to **Andreas von Habsburg** who is now Chairman of the Board of Fidesco International

After 7 years as President of Fidesco France, Eric Chevalier handed over the job in July 2019. **Philippe de Boisredon** is now Chairman of the Board of Fidesco France.

#### A NEW CHAPLAIN

Father Julien Antoine, recently appointed parish priest of the pastoral sector of Fronsac and Libourne, handed over his place of chaplain of Fidesco to Father **Benoit Roze** vicar of the parish of Sainte Madeleine in Nantes.



# PORTRAITS OF VOLUNTEERS



QUIRIEN VAN BERKEL

📍 EAST TIMOR

Going on a mission with Fidesco is not just for the French! Quirien, Dutch, grew up learning the sense of service from his father, whom he helped in his small garden trade. A few years later, he felt called to priesthood. He therefore entered the seminary where he undertook studies that would lead him to Rome. As his theological cycle ended, Quirien felt the desire for a strong professional and spiritual experience. He contacted the Fidesco office in the Netherlands and was sent on mission to East Timor for a period of two years. According to Cardinal Basilio do Nascimento, Bishop of Baucau and our partner there, education is the biggest challenge in this young country. As an English teacher at the Sacred Heart of Jesus High School, Quirien humbly contributes to this challenge.



VICTOR AND CLÉMENCE DE LA GRAND'RIVE

📍 CUBA

Exactly 41 days after their wedding, Victor and Clémence take off for Cuba. It is with the Saint-Martin Community that they will spend their first two years of marriage: a solid rock for these newlyweds thirsty for adventure and encounters, and eager to anchor their new life together in service. Clémence, bookseller, puts her skills and love for books at the service of setting up a library for the neighborhood. She also coordinates the many meetings and activities of the parish, and visits the sick. Victor, a young engineer project manager, is responsible for the follow-up of the parish projects.



ADELE RIGOIGNE

📍 SOUTH AFRICA

At the half-way point of her history and philosophy studies, Adèle felt the need to take a year off, to get out of herself and to serve the most vulnerable. She lets herself be shaken by the conviction that you shouldn't wait to start loving and giving. For this gap year, she contacted Fidesco, who sent her to Johannesburg in South Africa. With her experience of scouting and volunteering with migrants, she took the risk of going off to help without a diploma and despite being the youngest of the group. A challenge that succeeds, since together with her teammate Sarah, she's able to help disabled people, some of them with multiple disabilities. *The Little Eden Foundation* hosts them. Really, a diploma is not always a condition for a departure on mission!

# MISSION OPENINGS



## TUNISIA

### DIOCESE OF TUNIS

Christians have been present for over 1,800 years in this 99% Muslim country. Among the 11 million inhabitants, there are only 30,000 Christians, who live their faith discreetly but firmly. The archdiocese called on 4 Fidesco volunteers for the management and maintenance of the real estate of the Church and the follow-up of the works. Assistance is also provided to Caritas Tunisia projects to meet the needs of the local population and migrants, focused on their human development and socio-economic integration. Finally, a volunteer was entrusted with the management of the kindergarten of a Catholic school with 180 young Muslim Tunisian students.



## TIMOR

### DILI SEMINAR

The small island of East Timor (or Timor Leste), independent only since 2002, lies between Indonesia and Australia. In this country under construction, 98% of the population is Catholic. Among the three missions in various schools, there is the *small Jesuit Seminary of Our Lady of Fatima* in Dili. It is a boarding school offering high school level academic training. Students also receive spiritual training and follow a rhythm of daily prayer. About twenty students are in the propaedeutic year. The Fidesco volunteers teach French, English, entrepreneurship and music, and thus help educate children, often from low-income families.



## LESOTHO

### PARAY MISSION HOSPITAL

A small landlocked country within South Africa, Lesotho is nicknamed «*the Kingdom under the Sky*» because of its high altitude. Life expectancy is low due to the lack of medical services. The '*Paray Hospital*', run by the Sisters of Charity from Ottawa and the diocese of the capital (Maseru), has 79 inpatient beds. The volunteers, a doctor and a midwife, exercise their profession at the service of the poorest, putting their skills at the service of the joyful and warm Basotho (inhabitants of Lesotho).



# A YEAR RICH IN CALLS



## THE MAGAZINE



### Promoting people-centered development: a Fidesco publication

In October 2019, Fidesco released a publication called: **Va!** (French for “Go!”) *An integral approach to development and international solidarity.*

This 84-page document, in the form of a magazine, is the result of a work of reflection carried out in collaboration with our partners and with other actors of solidarity in France and in the world.

Its objective is to transmit the convictions that drive us and that guide our work: to serve the poorest of the poor; to promote a development resolutely centered on the human person, at the service of all people and of people in all their dimensions; to raise awareness of the importance of commitment in the countries of the South and of cooperation

between peoples to build a more just and more fraternal world.

Through testimonies and reports, these pages also talk about the concrete experience lived in the field by those who commit themselves daily to serve among the poor: it's an experience of meeting together that transforms, of reciprocal giving, of joy and of hope in contact with the most deprived.

Aimed at a wide audience, the “Va!” is available online, in French, at: <https://www.librairie-emmanuel.fr/va-une-approche-integrale-p-150793>

Some chapters have been translated in English and can be obtained by sending an email to [contact@fidesco.fr](mailto:contact@fidesco.fr)

## NAÏM ESPÉANCE PARTNERSHIP



### Naïm Espérance : a new mission proposal in the post-emergency zone

In 2019 a new proposal for Fidesco volunteers was born: **the Naïm Espérance (Naïm Hope) mission.** The fruit of a partnership with Sister Carine Salomé Neveu, a consecrated lay sister of the Community of the Little Sisters of the Lamb, and the diocese of Avignon/France, *the Naïm Espérance mission* aims to reach those who suffer as a result of armed conflict, forced exile, natural disasters...

*The Naïm Espérance mission* was born from a double observation. While distress and poverty are striking in emergencies, the needs remain immense in post-emergency situations, to recover from trauma, to lay the foundations for true peace and to allow everyone to rebuild. For this, it is

not enough to meet the physical and material needs of the poorest: we must also take into account their needs for friendship, sense, hope and reconciliation, by providing them with fraternal and spiritual support.

Concretely, *the Naïm Espérance mission* offers volunteers to leave for 2 to 6 months to join Sister Carine Salomé in the post-emergency zone and take part in her mission.

In the field, volunteers take part in the following actions: visits to families, visits to prisons, visits to street children, establishment of prayer rooms in prisons and refugee camps, animation of activities for children.

In 2019, a first *Naïm Espérance* volunteer was trained by Fidesco, with a view to a departure in January 2020 for the refugee camps in Juba, the capital of South Sudan.

# VOLUNTEERS IN NUMBERS



**232**  
**VOLUNTEERS**  
at work in 2019

**212**  
**FRENCH**  
volunteers

**9 NATIONALITIES**  
among the  
volunteers \*

\* German, Austrian, Belgian,  
Chilean, Luxembourgian, Dutch,  
Polish, Portuguese

average age  
**33** years  
old

Age of  
the oldest  
**65** years  
old

age of  
the youngest  
**21** years  
old

**28%** are  
singles

**14%** are  
couples

**59%** are  
families

**55%** are  
women

**45%** are  
men



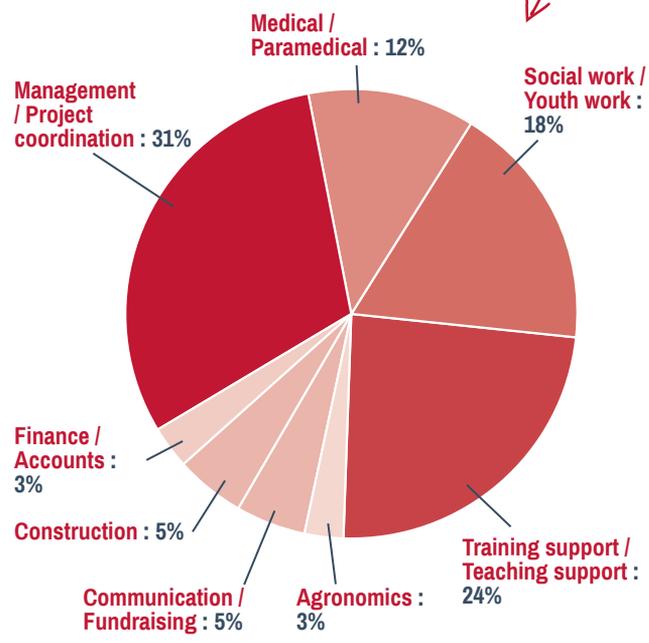
**Africa**  
**53%**  
of volunteers

**America**  
**31%** Latin  
and Caribbean  
of volunteers

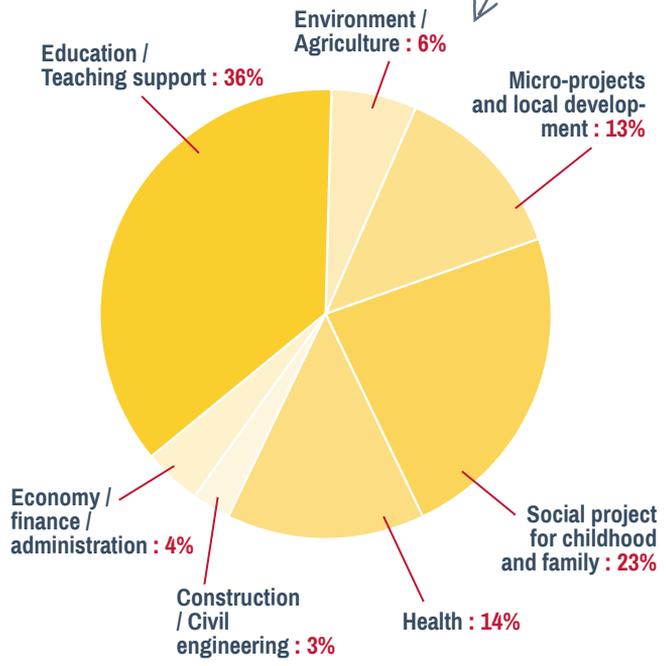
**Asia**  
**14%**  
of volunteers

**Middle**  
**2%** East  
of volunteers

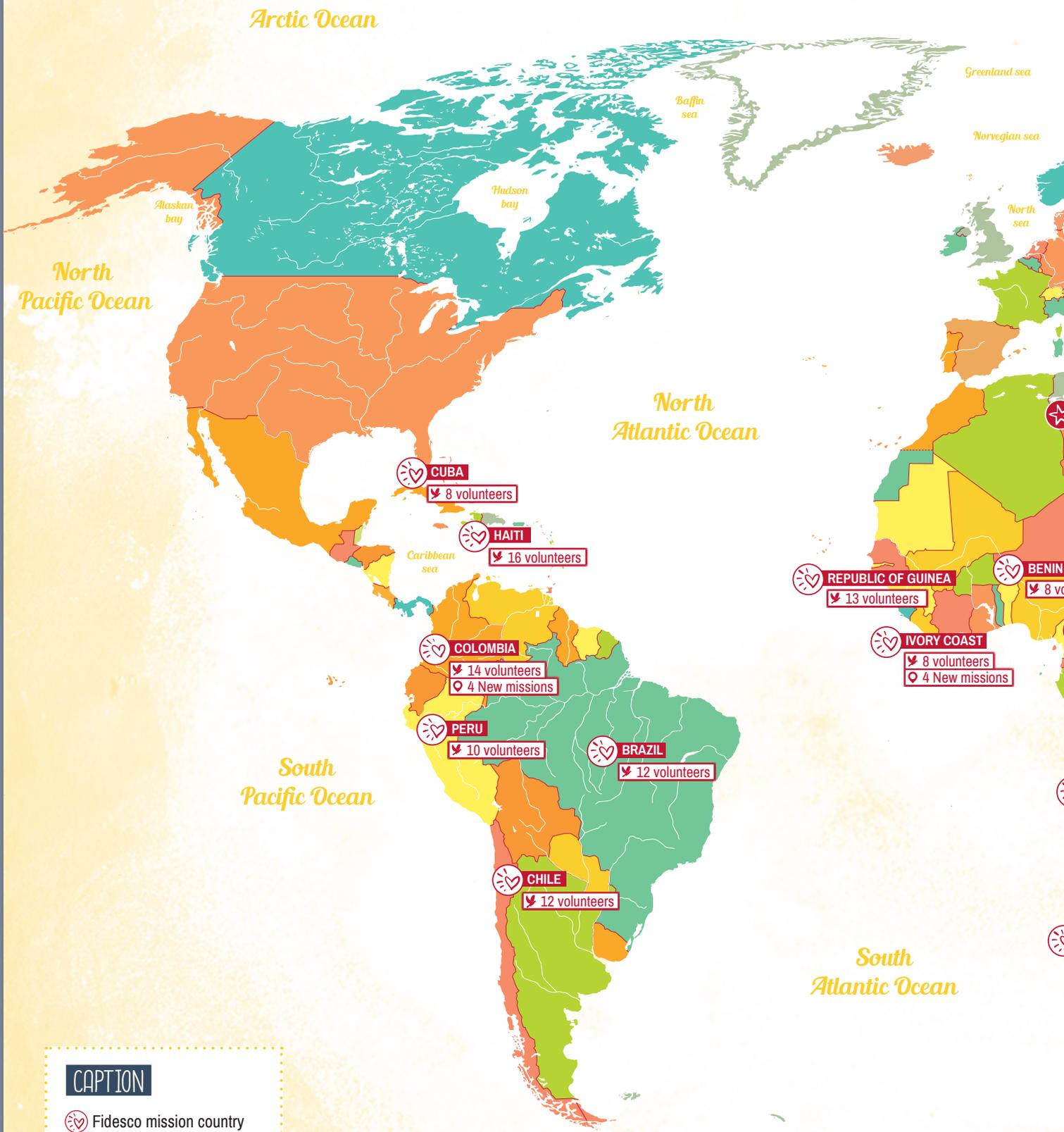
## FIELD OF ACTIVITY



## PROJECT AREA



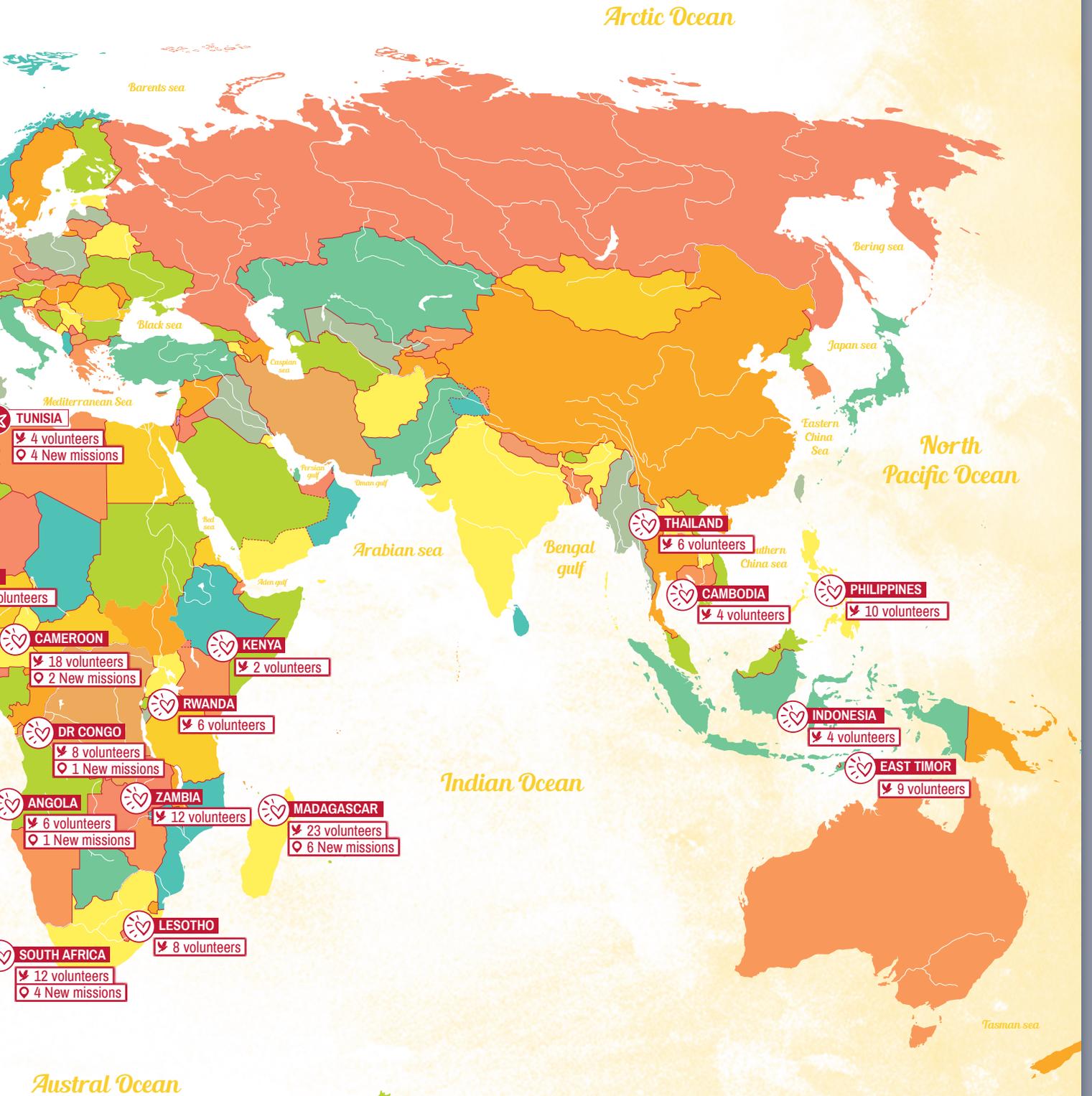
# FIDESCO MISSIONS



**CAPTION**

- Fidesco mission country
- Opening missions in 2018
- New mission country

**In 2019, Fidesco worked on missions in a wide variety of fields.**  
 This year was particularly marked by an important increase of the volunteers number, allowing the NGO to answer new projects and new partners.







# TRAINING

IN 2019, MORE THAN 100 VOLUNTEERS WERE TRAINED

In 2019, the **training cycle**, consisting of 1 discernment session (offered in February and April), 1 departure preparation weekend and a 6-day send off session in Paray-le-Monial, had more than 100 volunteers in attendance.

The training is also available for **interns**, sent to the field with our partners according to their needs, for durations of a few months.

Boy and Girl **Scout** troops also had the opportunity to undergo specific training, before going to our volunteers for a few weeks, where the needs were during summer.

**2019 also saw the return of the volunteers sent in 2017.** We welcomed them upon their return at a **weekend for returning volunteers in October, extended by 1 day of special "back to work" coaching.** Nearly 30 former volunteers wished to benefit from this day, which aims to help them enhance their mission on the job market.

## IN-HOUSE TRAINING

In order to always better serve the populations of the countries of the South, the entire Fidesco team was able to benefit in 2019 from **training days on development**, offered by the Pedro de Béthencourt Institute of IRCOM (school of communication and humanities).



## FIELD TRAINING

In 2019, volunteers in the field were able to benefit from **online training**, via a special site, through several modules sent during their first year of mission. These four modules go deeper into the themes taught during the training before departure, and give the volunteers keys to help them adjust their positioning and gain a different perspective about their mission.

## TRAINING OF FIDESCO COUNTRY COORDINATORS

In 2019, Fidesco put the emphasis on the **training of Fidesco Country Coordinators**, volunteers who are an integral part of the Fidesco team. The mission of the country coordinator is to follow and support the volunteers throughout their mission. On a field trip at least once a year, and one weekend a year in France, they are, in turn, supported in their mission through training modules that they can follow-up at a specific site. This training is focused on the main missions entrusted to them, in order to better follow-up the missions and the volunteers, together with the Fidesco paid staff.

# OUR PARTNERS

**In 2019, Fidesco continued consolidating ties with its partners**, based on trust, dialogue, permanent adaptation to the needs in the field and long-term collaboration. To do this, Fidesco has never ceased to meet with them in an effort to respond to their appeals, sometimes expressed over a long time. Today there are more than 70 parishes, dioceses, congregations, associations and other actors of the local Church, working with Fidesco.

**We interviewed Father Nicolas Lhernould, former partner of the missions in Tunisia, now bishop of the diocese of Constantine and Annaba in Algeria.**

***In 2019, Fidesco is opening four missions in Tunisia. Why call on Fidesco volunteers?***

**“** In 2019, Fidesco is opening four missions in Tunisia. Why call on Fidesco volunteers?

First, it's a reopening of the mission. The volunteers arrived in Tunisia in the 1990s, and the first were from Fidesco. Today, together with the Bishop of Tunis, Bishop Antoniazzi, we have identified the need of new skills. That's why we called on Fidesco again. We got more than our expectations, since we had asked for three vo-

lunteers, but there will ultimately be four. In particular, for the diocese and its structures, we needed someone who was able to follow up everything relating to humanitarian work, materials and real estate. For several years now we have had no one in this position. The arrival of Guillaume and his wife Domitille, both professionals (one is an architect, the other jobsite foreman), is therefore a very pleasant surprise. They will work together on a position originally thought for one person, but which in reality requires a dual skill that we did not expect. They will be based in Tunis in the capital, with an influence that will affect all of our structures. They will work in partnership with a whole network of Tunisian collaborators.



# FIDESCO'S WORKS



## Saint Joseph Artisan vocational school: a fruitful year in a troubled context

The Saint Joseph Artisan Vocational School was created on the initiative of Fidesco following the 2010 earthquake that ravaged Port-au-Prince. It offers an excellent training to young Haitians in plumbing, electricity, IT and refrigeration, in an integral approach: to technical training is added in-depth human training, which invites young people to fully engage in the development and reconstruction of the country.

In an increasingly troubled political context, the school completed its mission in 2019. 90% of the students succeeded in passing the end-of-year exam: a growing figure, which testifies to the motivation of students. Since 2012, 423 students have been trained. Despite tensions in the country, 92 students were enrolled for the 2019-20 school year, the biggest amount of students the school has hosted.

In addition, the school continues to orient its educational project towards the most disadvantaged, with the distribution of scholarships for 47% of the students in 2019, in order to help families in need. In an increasingly difficult context, it supports all of its students in their search for internships and jobs.

In addition, the year 2019 saw the implementation of new projects:

- New training in water treatment now completes the plumbing course, combining several innovative technologies.
- The school has developed its digitalization, with an online course system to ensure pedagogical continuity during periods of unrest, as well as remote management of the school.

Unfortunately, the school was strongly impacted by the political events that led to the repatriation of all volunteers at the end of 2019. Fidesco continues to support the Saint Joseph school, to ensure continuity in the monitoring of students and staff, and to allow classes to resume as soon as the context allows.



**In the DRC**, thousands of prisoners remain incarcerated for years, in dramatic survival conditions, for lack of money for their trial. In 2003, Congolese lawyers called on Fidesco to create a free legal aid office for poor prisoners: the BAJPD.

Since its creation, the BAJPD has worked to support, assist and defend the most underprivileged prisoners incarcerated in Makala prison in Kinshasa, which has nearly 8,000 prisoners for 1,500 places.

A team of volunteers provides weekly visitation times at the prison to get to know the prisoners. 4 lawyers then take charge of prisoners who are in the most difficult situations.

In 2019, they made 180 visits, allowing 1,200 prisoners to benefit from time spent with volunteers. 146 pleas were opened, 123 pleas were argued and 83 judgments were pronounced. The work of the BAJPD thus enabled the release of 49 prisoners.

The BAJPD also carries out awareness-raising work with magistrates, lawyers, clerks, bailiffs and law students, in favor of justice which respects the human person.



## The Cyprien and Daphrose Rugamba Center (CECYDAR): for the rehabilitation of street children

In 1991, Cyprien and Daphrose Rugamba, who are at the origin of the Emmanuel Community in Rwanda, founded Fidesco Rwanda. Touched by the distress of the growing number of street children in Kigali, they plan a small center to welcome them.

During the 1994 genocide, they were murdered with their six children. At the end of the war, the Cyprien and Daphrose Rugamba center (CECYDAR) opened its doors. CECYDAR works for the welcoming, education, and physical and psychological rehabilitation of street children in Kigali.

CECYDAR enforces an integral pedagogy, which includes the welcoming and accommodation of children, physical and psychological care, support for their schooling, until their reintegration into their families if possible.

In 2019, CECYDAR welcomed 203 children and supported 140 families, 48 of whom received emergency aid. This work of supporting families was one of the major axes of 2019.

CECYDAR continued and improved its methodology, based on



capacity building for families. The lasting improvement in the living conditions of families prevents many children from returning to the streets. This pedagogy is implemented through training sessions for families, who are encouraged to join a local associative network, as well as through the implementation of micro-credit projects.

The second highlight of 2019 was the attention to the accompaniment of the girls hosted at CECYDAR. After the foundation of the reception center for girls in 2018, a study was conducted in 2019 to answer the specific issues of their welcoming and accompaniment, to avoid their returning to the streets, more numerous than with the boys. The presence of two Fidesco volunteers is a precious support for the implementation of these various projects.



## Created by Fidesco in 1987 at the request of Cardinal Sarah, the Saint Gabriel maternity and dispensary, located on the outskirts

of Conakry, offers the poorest of the poor quality welcome and care: child and adult consultation, vaccinations, maternity ward, nutrition program, follow-up of patients with HIV...

2019 was a record year in terms of attendance, with 140,000 people being seen at the clinic, an increase of 12% compared to 2018.

Sanitation works have improved hygiene on the site and the proper disposal of wastewater. The previously dark and cramped treatment room has been refurbished and significantly improved, and an access ramp has improved access to the maternity ward.

The dispensary's policy of helping the most disadvantaged, with exceptionally low prices and a fund for the destitute, that allows welcoming the poorest, was maintained despite the rise in drug prices.

A team of 5 volunteers supports the management and operation of the dispensary and the maternity ward.



# RECOGNITION OF FIDESCO BY INSTITUTIONAL AUTHORITIES

## INSTITUTIONAL GROUPINGS

- ▶ **FIDESCO** is a **NGO** recognized as an association under the French law of 1901.
- ▶ **FIDESCO** has in France the statute of a **charitable organization** since 1991.
- ▶ Since 2006 **FIDESCO** is approved by the **French Ministry of Foreign Affairs** to send International Solidarity Volunteers.
- ▶ **FIDESCO** is a member of the **Voluntary Commission of the French Ministry of Foreign affairs**.
- ▶ **FIDESCO FOUNDATION** was created in 2012, under the auspices of the **Caritas France Foundation**. This structure allows the donators, subject to the tax on property, high incomes or fortunes, (IFI) to generously support the work of Fidesco serving the poorest in the world.
- ▶ **FIDESCO** is on the steering **committee of France Volontaires** (French Volunteers), contributing in France to the development of various forms of voluntary commitment at an international level.
- ▶ **FIDESCO** is a member of the **Liaison Committee of NGO Volunteers** (CLONG Volunteering). The committee brings together associations that send volunteers on cooperation missions in developing countries. As a place to share experiences and good practices, this group enables a dialogue and consultation with the public authorities.
- ▶ **FIDESCO** is also a member of **Coordination SUD** (National Coordination of French International Solidarity NGOs) Coordination Sud facilitates the professionalization of French NGOs and ensures their advocacy with public and private institutions in France, Europe and worldwide.
- ▶ **FIDESCO's** German Office obtained the "**DZI-Siegel**": a German certification necessary to obtain public funds.

## AT THE HEART OF THE CHURCH

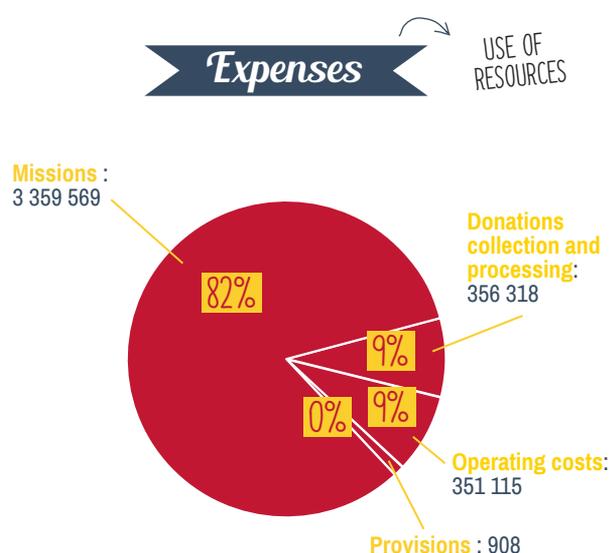
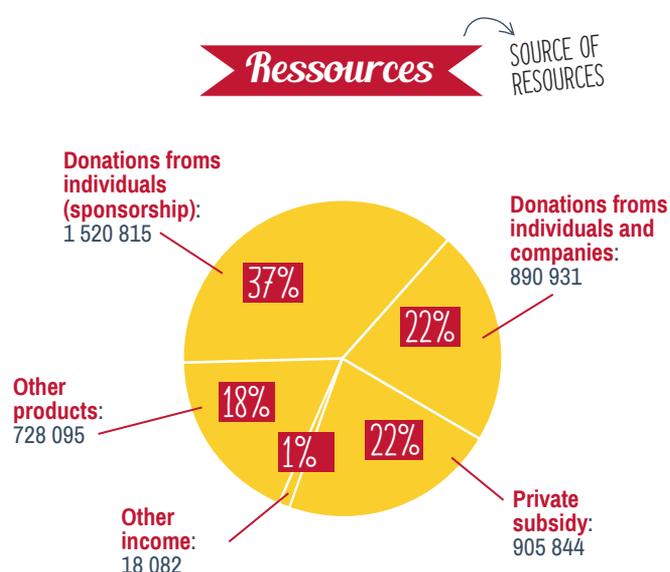
- ▶ **FIDESCO** is part of the **National Council of Solidarity** created in 1989 at the General Assembly of the Bishops of France. The Council coordinates reflection and oversees the work of the main charitable bodies of the Church of France.
- ▶ **FIDESCO** was founded by the **Emmanuel Community**.



# ACCOUNTS

RESSOURCES (Euros)	2018	Distribution	2019	Distribution
<b>Income related to public donations</b>	<b>2 749 856</b>		<b>2 429 828</b>	
Donations from individuals	2 290 339	58%	2 411 746	59%
Donations from companies	0	0%	0	0%
Bequests	7 491	0%	0	0%
Grants from other associations (expense transfers to non-French FIDESCO)	452 026	12%	18 082	0%
<b>Public subsidies</b>	<b>687 771</b>		<b>905 844</b>	
French Ministry of Foreign Affairs	687 771	18%	905 844	22%
Others	0	0%	0	0%
<b>Other income</b>	<b>483 494</b>		<b>728 095</b>	
Financial income	6 537	0%	6 332	0%
Miscellaneous income	182 567	5%	147 294	4%
Reversal of provisions	59 790	2%	100 833	2%
Recovery of funds related to deferred liabilities	234 600	6%	473 635	12%
<b>TOTAL RESSOURCES</b>	<b>3 921 120</b>		<b>4 063 767</b>	

EXPENSES	2018	Distribution	2019	Distribution
<b>Social missions</b>	<b>2 725 850</b>		<b>2 887 103</b>	
Africa	1 476 945	38%	1 465 646	36%
Latin America	766 221	20%	910 045	22%
Asia	302 057	8%	336 957	8%
Middle East	8 266	0%	1 390	0%
Communication to applicants and volunteers	172 360	4%	173 065	4%
<b>Donation collection and processing costs</b>	<b>335 618</b>	8%	<b>356 318</b>	9%
<b>Headquarters operating costs</b>	<b>282 964</b>	8%	<b>351 115</b>	9%
<b>Provisions</b>	<b>101 581</b>	2%	<b>908</b>	0%
<b>Future commitments</b>	<b>473 635</b>	12%	<b>472 466</b>	12%
<b>TOTAL EXPENSES</b>	<b>3 919 648</b>		<b>4 067 909</b>	



Fidesco's 2019 financial statements have been validated by the auditors of the Cabinet *Deloitte et Associés*. Detailed information is available from Fidesco on request.



## FIDESCO

**PRESIDENT:** Philippe de BOISREDON

**DIRECTOR:** Emeric CLAIR

### RECRUITMENT AND FORMATION HUB:

Director: Clémence PONIATOWSKI

Training director: Olivia BALAYN

General recruitment: Marie-Apolline DE TAILLANDIER

Recruitment and training: Clémence ALLUT

### MISSIONS COORDINATION AND VOLUNTEERS FOLLOW-UP:

Director: Pierre-Yves FRACHON

Latin America and South Africa: Axelle NOYER

Africa : Angélica RAOBELINA and Jean-Baptiste LAREIGNE

Asia : Cécile KUTSCHRUITER

Fidesco Country Coordinators in charge of the volunteers follow-up: a 50 volunteers crew

### SUPPORT HUB – MISSIONS

#### COMMUNICATION AND FUNDING:

Director: Bertrand CARRON

In charge of sponsorship: Marion DELAMARCHE

In charge of editorial and digital communication:

Marine CLERC

In charge of communication: Sophie SOLEIL

#### PROJECTS COORDINATOR:

Tasnim RASIWALA

#### VOLUNTEERS:

An 80 volunteers of former volunteers network make the link between local partners and Fidesco, visit our missions once a year, support the volunteers training, organize events and testimonies in different regions.

#### CONTINENT MANAGERS:

Montse HUIX (America)

Pierre-François et Christine GRAFFIN (Africa)

Philippe et Florence de BOISREDON (Asia)



## FIDESCO INTERNATIONAL

**PRESIDENT:** Andreas VON HABSBURG

**DIRECTOR:** Emeric CLAIR

**INTERNATIONAL COORDINATOR:** Karel DEKEMPE

There are local Fidesco offices in 7 countries around the world : Belgium, Austria, Germany, The Netherlands, Poland, USA and Portugal

### FIDESCO

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