Bivuye:
MULINDABIGWI Ignace
Uwahoze ari Coordinateur
wa PSJR-CNJR

A traiter par ....
Date entrée : 23/1/04
N° Classement : 236/21

Bigenewe:
Perezida wa CNJR

Bimenyeshejwe:

✓-Nyakubahwa Minisitiri ufite mu nshingano ze urubyiruko.

-Bwana Umunyamabanga uhoraho wa CNJR.

- Bwana umuhuzabikorwa wa PSJR muri CNJR.

Itariki: 08 Mutarama 2004.

Impamvu: Raporo ku bikorwa bya CNJR-PSJR

Nyakubahwa Perezida w'Inama Nkuru y'Urubyiruko(CNJR),

Nejejwe no kubandikira iyi baruwa,ngirango mbagezeho mu magambo make raporo kuri CNJR-PSJR.Ibyo ndabikora nk'uwari umunyamabanga wa CNJR,ariko by'umwihariko nkaba nari nshinzwe ubuhuzabikorwa bwa Porogaramu yo kurwanya Sida mu Rubyiruko.

Mboneyeho,gushimira ubuyobozi bw'Inama Nkuru y'Urubyiruko ,Minisiteri ifite mu nshingano zayo urubyiruko inkunga batahwemye gutera Porogaramu nari nshinzwe kuyobora. Ariko by'umwihariko ndashimira abakozi b'icyicaro cya CNJR,uburyo twagiye dufatanya,bigatuma gahunda twari dushinzwe zibasha gutera imbere.
Mboneyeho kandi, kwifuriza ubuyobozi bushya bwa CNJR kuzuzuza inshingano zikomeye bufite. Nkaba nifuriza n'abakozi b'icyicaro gukomeza gutera imbere mu bikorwa byabo bya buri munsi.
Ubundi aho nzaba ndi hose,ntabwo nzahwema gukora icyo nzaba nshoboye nabona ko cyabafasha mu mugambi wanyu wo guteza imbere urubyiruko rw'u Rwanda.

Mu gihe nizeye ko,iyi raporo iri ku mugereka muyakira neza Nyakubahwa Perezida,Mbaye mbashimiye.

MULINDABIGWI Ignace.

[signature]

IBYARANZE INAMA NKURU Y'URUBYIRUKO BY'UMWIHARIKO BIFITANYE ISANO NA POROGARAMU YA SIDA (UKWAKIRA 1999-KAMENA 2003)

IGIHE	IBYAKIRANZE	INGARUKA BYAGIZE KU BUZIMA BWA BURI MUNSI BWA CNJR	ICYITONDERWA
10/99-12/2OOO	• Komite nshya yatowe mu nama ya Busogo ifatanije na bamwe mu bari bagize komiti yariho by'agateganyo ndetse na MIJESPOC,bakoresheje Inama Mpuzamahanga y'Urubyiruko. • Inama y'igihugu ku cyorezo cya sida nayo yahise ikurikiraho.Yashyizeho Gahunda y'ingamba ku cyorezo cya sida mu rubyiruko.	• Muri iki gihe, komiti nshya yagaragaje ubushake, ubufatanye n'ubwitange.	• Nyuma ya ziriya nama zombi zikomeye niho inzego n'imiryango bitandukanye barushijeho kumenya Inama Nkuru y'urubyiruko. • Inama Nkuru y'Urubyiruko yashinzwe guhuza ibikorwa bya porogaramu ya sida mu rubyiruko.
01/2000-03/2000	• Komiti mu buryo bwo kwitanga yatangiye gutegura imishinga inyuranye,	• Icyicaro cya CNJRcyari gifite abakozi bane(uwari ushinzwe gutegura imishinga,	• Mu myitegoro yo gushaka uko gahunda yo kurwanya sida yatangira, KARANGWA, MULINDABIGWI,

	ariko imbaraga zishyirwa mu gushaka uburyo gahunda yo kurwanya sida mu rubyiruko yatangizwa. • Inama za komiti zarabaga n'ubwo bitari byoroheye abaturuka kure kugera i Kigali. • Inama nkuru y'Urubyiruko yaramenyekanye maze igatumirwa mu Manama hirya no hino mu gihugu no hanze.	umunyamabanga, ushinzwe isuku n'abazamu babiri).Abo bakozi bari bamaze iminsi badahembwa. • Biro yakomiti(Perezida,visipere zida,umunyamabanga) ndetse na bamwe muri ba komiseri nka Mwananawe na Renzaho bageragezaga kugera kenshi ku cyicaro kugirango bagitere inkunga ku buryo nta cyuho wahabonaga gikomeye.	MWANANAWE, Hon.GATABAZI na RUSIMBI babigizemo uruhare maze Gahunda y'ingamba zo kurwanya sida ijya mu nyandiko.
04/2000-08/2000	• Amanama menshi yarabaye cyane hagati ya CNJR n'abo mu muryango w'abibumbye mu rwego rwo gushaka uko porogaramu yo kurwanya sida yatangira.Muri icyo gihe ni nabwo CNJR	• Muri iki gihe ubuzima bw'icyicaro,abakozi bari batarabasha gutangira guhembwa ku gihe maze ugasanga abakorera bushake ba komiti n'abandi bakaza kubaha	• Kubera ibyasabwaga byinshi kugirango gahunda izabashe gutangizwa, Perezida wa CNJR yashyizeho ikipi y'abantu batatu bo gukurikirana ibyo uko gahunda yatangizwa.Abo ni MULINDABIGWI Ignace,

	yasabwaga buri gihe gutegura no kunoza inyandiko zijyana na Porogaramu yategurwaga.	inkunga na cyane cyane ko Inama Nkuru y'Urubyiruko yagendaga ikura bityo n'ibisabwa icyicaro bikarushaho kuba byinshi. • Abagize komiti bitangiye gushaka uko imishinga na za gahunda zatangira mu Nama Nkuru y'Urubyiruko kuko mu gihe nta mikoro menshi yariho,nibwo buryo CNJR yabonaga izakoresha ngo izabashe kugera mu rubyiruko iyobora,kandi ikarukangura ibinyujije mu bikorwa. Ndetse bamwe uko kwitanga ntabwo bari kukubangikanya n'akazi kandi bari bafite,byabaga ngombwa ko bareka akazi.Ibyo byabaye kuri MULINDABIGWI na Hon.GATABAZI.	KARANGWA Michael na MWANANAWE.Iyo kipi yari iyobowe na MULINDABIGWI. • Mu gihe akazi ko gushakisha uko porogaramu yo kurwanya sida yazatangira kagendaga kaba akaburi munsi, akandi abari bagize itsinda batatu bakaba bari bafite izindi nshingano zaburimunsi , Perezida wa CNJR yasabye MULINDABIGWI Ignace ko yaza agatanga umuganda we kugirango porogaramu izabashe gutangira.Aha jyewe nabitekerejeho niyemeza kwegura ku kazi nari mfite muri LWF, maze nkajya nza ku kazi ku Cyicaro cya CNJR mu buryo bwo kwitanga kuko ntitwari tunazi niba Porogaramu izanatangira.Ibyo byakozwe kuva muri Gicurasi 2000 kugeza mu mpera za Kanama 2000.

09/2000-12/2000	• Porogaramu yo kurwanya sida yaratangijwe imaze guhabwa bakozi bane (MULINDABIGWI, KARANGWA, mukampabuka na MUKAKAMALI). • Icyicaro cyahawe umunyamabanga uhoraho ni Hon.KABONEKA • Perezida RUSIMBI na Visiperezida GATABAZI bagizwe abadepite bahagarariye urubyiruko mu nteko.	• Abo bakozi bashya batumye ku kicaro ubuzima bubaho koko maze haba urujya n'uruza rw'urubyiruko n'abayobozi barwo cyane mu bari baritangiye kugira za "initiatives"zo kurwanya sida mu rubyiruko. • Umunyamabanga uhoraho yakoranye neza n'abakozi ba porogaramu ya sida,barafatanya. • Kuba CNJR yari ibonye abadepite byatumye irushaho kugira agaciro maze aho kwinjira bigoye abadepite bajyayo bigashoboka.Aha hakorwaga gahunda maze buri wese	• Porogaramu yatangiye ku nkunga ya UNAIDS yacaga muri UNICEF.Iyo nkunga niyo yavagaho imishahara y'abakozi,ibikoresho by'ibanze byo mu biro n'amafaranga ajyana n'ibikorwa byo kuri "Terrain". Nakwibutsa ko mbere yuko Porogaramu itangira, MIJESPOC yiyemeje gutanga aho gukorera n'ibikoresho bimwe na bimwe nk'ameza n'intebe naho UNICEF-UNAIDS bigatanga amafaranga y'ibikorwa n'imishahara y'abakozi mu gihe cy'intangiriro'

		akamenyeshwa icyo yifuzwaho.Muri iki gihe hari ubufatanye busesuye.	
01/2001-06/2001	• Muri iki gihe umunyamabanga uhoraho yakemuye ibibazo by'ihembwa ry'abakozi basanzwe b'icyicaro maze batangira kugira lisiti bahemberwaho buri kwezi.Ndetse hananyuzagamo hakaba ibindi bikorwa bito byateguwe na komiti ifatanije n'umunyamabanga uhoraho. • Muri iki gihe porogaramu yo kurwanya sida yari irimo igenda ishinga imizi hirya no hino mu gihugu dore ko FOJAS zari zaratangiye kujyaho mu kwezi kw'Ugushyingo 2000.	• Ubuzima ku cyicaro bwari buhari, ubufatanye hagati ya komiti bwariho kuko no mu bikorwa bya porogaramu yo kurwanya sida, komiti ntabwo yabihezwagamo.Ndetse bamwe mu bagize komiti batangaga amahugurwa bafatanije n'abakozi ba porogaramu.Aha navuga nka Habinshuti Pierre, Dushimirimana Straton,Hon.Giovani na Mwananawe Aimable ndetse na Perezida na Visiperezida iyo babaga babonye akanya. Ndetse n'umunyamabanga uhoraho nubwo yabaga afite akazi kenshi iyo yabonekaga	• Muri iki gihe rero hatangiye kugaragara utubazo dushingiye mu gushaka kugaragara mu ruhame,cyane cyane hagati y'abayobozi bakuru muri CNJR. Maze bitangira gukurura ko buri wese yifuzaga kuba ariwe wajya aho ibikorwa bitangirizwa cyangwa bisorezwa. Ibyo byatumye ubufatanye muri komiti butangira kugabanuka.

	• Ubwo FOJAS zatangiye kugirirwa n'amahugurwa ku nzego z'intara. • Ubufatanye n'inzego zitandukanye bwahawe imbaraga.	yazaga kunganira abakozi ba Porogaramu.	
07/2001-12/2001	• .Umunyamabanga uhoraho yahamagariwe indi mirimo maze mu gihe kitarambiranye aza gusimburwa n'undi ariko utarakoze igihe kinini kuko nawe yahise ajya mu yindi mirimo. • Ibikorwa bya porogaramu byakomeje gukura, maze itangira no kugirana ubufatanye n'inzego zitandukanye (Leta, Agences za Coopération bilatérale,UN,ONGs). • Muri za ONGs harimo John Hopkins University.Iyi yateguye igitaramo cyo gushakira inkunga centre	Ku kicaro hari ubuzima nubwo ibikoresho n'amikoro byari bikiri bikeya cyane.	• Mu gihe igikorwa JHU yateguye cyo gushaka inkunga yo kubaka ikigo cy'urubyiruko ndetse n'inama ya Durban byarangiraga, haje umwuka w'ubwumvikane buke bikaba byaratewe n'ibyavugwaga k' uwari Visi perezida wa CNJR muri icyo gihe. Ibyo byose byatumaga rero ubufatanye mu Nama Nkuru y'Urubyiruko buhungabana.

	y'urubyiruko kuri Sida. • Umwe mu bakozi ba porogaramu waru ushinzwe ibyo gucunga umutungo yareguye.Ibyo bituma ikipi isigara ari nto kandi akazi ko kari kenshi cyane muri ibyo bihe. • UNICEF yamenyesheje MIJESPOC na CNJR ko ihagaritse imishahara y'abakozi ba Porogaramu ya sida maze MIJESPOC yiyemeza kuzabahemba ku nkunga isanzwe itera CNJR.		Ibyo byavuzwe hejuru byagiyze ingaruka ku buzima bwa CNJR. • Ubwitange kuri bamwe mu bagize komiti mu bikorwa by'Inama Nkuru y'Urubyiruko harimo nyine n'ibya sida bwatangiye kuba bucye.
01/2002-06/2002	• Umukozi wa Porogaramu wari ushinzwe ibikorwa byo kuri "Terrain"/Field Officer yareguye.(muri Mutarama 2002)	• Muri iki gihe ibikorwa byarahungabanye cyane kuko habuze abakozi benshi ku kicaro kandi mu gihe kimwe.Ariko bake bari bahari bakoraga amanywa n'ijoro kugirango cyane cyane abaterankunga batadutera ikizere.	

07/2002- 12/2002	• MIJESPOC yiyemeje ko abakozi batari bahari basimburwa. • Hashyizweho ikipi yo gutegura neza « Manuel des procedures admnistratives et financieres »za CNJR,aho hagombaga no gusobanuka neza imikorere n'imikoranire.Iyo kipi yakoze kuva mu kwezi kwa Gashyantare ntabwo yarangije akazi kayo kugeza ubwo abakozi bashya bazaga. • Hashyizweho umunyamabanga uhoraho mushya Bwana RWAGITARE Claude.Hanashyirwaho abakozi ba Porogaramu basimburaga abagiye.Bityo MWANANAWE Aimable ahabwa kazi na UWAYEZU Martine.	• Inama ya biro,bamwe mu bagize komiti n'umunyamabanga uhoraho bakoze amanama abiri yose ntibumvikana ku mikorere n'imikoranire muri CNJR. • Amanama ya komiti make yarabaga,cyane mu bihe twabaga hari igikorwa runaka gitegurwa. • Bitewe n'uburyo porogaramu yagendaga ikura, buri wese muri	• Mu rwego rwa porogaramu bakomeje kugendera kubyari bisanzwe byakozwe porogaramu igitangira hanyuma kubijyana na"Procedures Financieres"hakagenderwa ku bisanzwe ariko hakanubahirizwa ibyo uwateye inkunga asaba CNJR mu rwego rwa porogaramu ya sida. • Mu bihe bimwe na bimwe twagiye tugira akazi kenshi,tukitabaza n'abakozi b'abanyabiraka kugirango ibyo twabaga twasabwe cyane n'abaterankunga bibashe bitangwe ku gihe.

	• Muri iki gihe ibikorwa bya buri munsi ku Cyicaro byari byinshi,haba mu rwego rw'ibikorwa rusange haba no mu rwego rwa porogaramu yo kurwanya sida mu rubyiruko. • Muri iki gihe kandi niho ku bufatanye na Coady Institute yo muri Canada,twabonye umusore wari warize ibya "computer sciences",bityo adufasha mu bikorwa bimwe na bimwe birimo ikoreshwa rya za computer ku bakozi muri CNJR.	komiti yashakaga uburyo abona umwanya wo gukorana nayo,bituma porogaramu nayo igira amaboko.Ndetse n'abaterankunga bagenda biyongera. • Kuko muri kiriya gihe n'icyicaro nyirizina cyagiye cyongererwa uburyo,ubuzima ku cyicaro bwabayeho.	
01/2003-06/2003	• Hakozwe ibikorwa byinshi muri rusange no muri gahunda ya porogaramu ya sida mu buryo bw'umwihariko. Aha tukaba tunakomeza	• Amanama ya komiti ntabwo yabaga buri kwezi bityo bigatuma abantu badasangira amakuru n'igihe abagereyeho	

	ubufatanye dusanganywe na UNICEF, UNFPA na PACFA. • Ku mushinga igihugu cyari cyaratanze muri “GLOBAL HEALTH FUNDS” no muri “WORLD BANK” , CNJR/Programme Sida yari ifitemo umugabane,bityo rero amafaranga y’icyicaro cya mbere cya GLOBAL HEALTH FUNDS yageze kuri konti yihariye mu gihembwe cya kabiri cya 2003.Yagombaga no kutubashisha kongera ubushobozi mu nzego zitandukanye, harimo no gushyiraho abakozi ku rwego rw’intara n’umugi wa Kigali.ndetse n’abakozi babiri mu rwego rw’igihugu(Ushinzwe Information na Documentation ndetse na caissier.).	akabageraho atinze.	

IMYANZURO

- Ibikorwa byose byagezweho muri kiriya gihe Inama Nkuru y'Urubyiruko yabigezeho kubera ubwitange bw'abayigize ndetse n'ubufatanye n'izindi nzego haba Minisiteri y'Urubyiruko Siporo n'Umuco, ,CNLS,Amashami y'umuryango w'abibumbye,za Agences za cooperation,za Ongs n'imiryango n'amashyirahamwe by'urubyiruko.aha naboneraho no kuvugako umushinga PACFA w'umufasha wa Nyakubahwa perezida wa Repuburika wateye inkunga ikomeye CNJR mu bijyana na gahunda yayo yo kurwanya sida.Ibyagezweho kandi byashobotse kubera ubwitange bw'urubyiruko mu nzego z'intara n'uturere tutibagiwe n'abayobozi batandukanye kuri ziriya nzego.
- Mu gihe ibikorwa bigenda biba byinshi ni ngombwa kurushaho kongera abakozi n'ubushobozi bwabo.
- Ni ngombwa kandi kongerera ubushobozi inzego zo hasi (Intara n'uturere) kuko aribyo byegereye urubyiruko.
- Ni ngombwa gushingira kubyo urubyiruko rwitekerereje (Initiatives) kuko nibyo bizaba inkingi y'ibikorwa birambye.
- Mu bikorwa byose ni ngombwa guhana amakuru mu nzego zose.

URUHARE NAGIZE MU MICUNGIRE Y'UMUTUNGO

Mu gihe namaze mu Nama Nkuru y'Urubyiruko ,nk'uwri umunyamabanga mukuru wa CNJR mu kazi ak Komiti nkaba n'umuhuzabikorwa wa PSJR mu bijyana n'akazi ka buri munsi,nariumwe mu basinya ku makonti ya CNJR atandukanye.

1.Umutungo ukomoka ku nkunga ya Minisiteri y'Urubyiruko.

Ayo mafaranga twayabonye mu byiciro bitandukanye.
-Mu cyiciro cya mbere(Igihembwe cya mbere cya mbere cya 2000). Raporo y'ikoreshwa ryayo yakozwe na Nyakubahwa GATABAZI wari Visi perezida wa CNJR.

-Mu cyiciro cya Kabiri,cyatanzwe na cyo muri 2000.Raporo yakozwe na Nyakubahwa KABONEKA wari umunyamabaga uhoraho.

-Mu gihembwe cya mbere cya 2002,hari amafaranga ibihumbi ijana na mirongo irindwi (170.000),byahawe CNJR,ayo yo umunyamabanga uhoraho wa CNJR,Bwana Claude RWAGITARE,yasanze atarakoreshwa akaba yarakoze raporo y'ikoreshwa ryayo.

-Nyuma ya kiriya gihe,amafaranga ava ku nkunga CNJR yagenewe na MIJESPOC, umunyamabanga uhoraho uriho ubu ayafitiye "Détails" y'uko yagiye aza n'uko yakoreshejwe.

2..**Amafaranga ajyana n'ibikorwa by'igihe gito(Activités ponctuelles)** muri rusange.

Aya mafaranga yazaga ku gikorwa runaka,umurongo wariho wari ugukora igikorwa,hanyuma cyarangira hagatangwa raporo y'imicungire,igahabwa uwateye inkunga ku gikorwa.Kenshi byarakozwe,ariko hakaba n'igihe " pieces "zitaboneka cyangwa zikaboneka impitagihe.

3.**Amafaranga yakoreshejwe mu rwego rwa Porogaramu yo kurwanya sida mu rubyiruko**

kuva porogaramu yatangira yari ifite abakozi bane,barimo ushinzwe gucunga umutungo. Nyuma yo kuzuza impapuro za ngombwa amafaranga yarasohokaga, maze ushinzwe umutungo akayakorera raporo,ikazagezwa ku muterankunga. Ntabwo igihe cyose " pieces "zabonekeraga igihe bitewe cyane cyane n'amafaranga yabaga yaroherejwe mu nzego z'intara n'uturere kandi nta buryo buhagije bwo kugerayo.

NB

- Amafaranga yavuye muri Parking ya CNJR

Aya mafaranga mu gihe CNJR itari yakagira uburyo bwo kugura ibikoresho by'ibanze, nubwo yari make cyane ,yakoreshwaga mu kugura ibikoresho byo ku cyicaro.Umunyamabanga niwe wayacungaga,akanayakorera Raporo.

Nyuma parking,yaje guhabwa uwikorea ku giti cye,agirana contrat na CNJR.

- Ntabwo muri iyi raporo nagiye njya muri “Détails” kuko nta “documents”mfite.Ndeste hari aho nshobora no kuba nibeshye nko ku mibare cyangwa se ku bihembwe.
- Niteguye gusubiza ibibazo byaba bindeba mu byabaye mu gihe na muri CNJR.

IBIJYANA N'AMAHUGURWA NAKOREYE MURI CANADA

Amahugurwa nagiyemo mu gihugu cya Canada,yabereye ahitwa Antigonish muri Coady Institute ya St Francis University.Ayo mahugurwa yatangiye muri Nyakanga arangira mu Ukuboza 2003.abakurikiye ibyigisho muri rusange ni abantu bafite nibura uburambe mu kazi muby'iterambere,kandi bakoranye na “Community” nibura mu gihe cy'imyaka itanu.Kandi muri kiriya cyiciro'harimo abaturuka mu bihugu bisaga makumyabiri bo mu migabane ine y'isi(Amerika,Afurika,aziya na Ostrariya).
Ibyigisho binyuranye byatanzwe byari bishingiye kuri “Community-based Development”
Mu gihe cy'amezi yenda gushyika atandatu namaze muri Coady,nize ibyigisho bikurikira:

- Adult education and community-based development.
- Gender and development.
- Philosophy of development.
- Globalization and development.
- Capacity Building for community-based development
- Participatory planning and management
- Participatory approaches and methods
- Organizational development

- Human relations
- Training of trainers
- Community health and development

Nakurikiye n'ibyigisho bifitanye isano na Management of development Organizations.
Mu buryo bukoreshwa bwo kwigisha,an\bahugurwa bahabwa umwanya munini wo kungurana ubumenyi,bahereye kubyo bakora mu bihugu byabo.Ibyo bigatuma buri wese amenya ibikorerwa ahandi.

NB:Ndimo gutegura raporo yihariye ku mahugurwa nakoze,aho nzaha kopi n'abateye inkunga CNJR ngo inyohereze.

CONTACTS NAKOZE MURI CANADA

Uwo nahuye nawe	**Ibyaganiriweho**	**Icyitonderwa**
Hon. Susan E. Wehelan wari Minisititiri w'ubutwererane mpuzamahanga wa Canada	Twaganiriye ku bikorwa bya CNJR muri rusange,namushishikariza ibikorwa byo guteza imbere Gender.	Nasabye umushinga wa gender wari warakozwe,sinawubona.Ubu muri guverinoma iriho kuva m'Ukuboza ntabwo uriya mu minisitiri yasubiyemo.
Mademoiselle Colleen Cameron,inzobere mu bya gender akaba anigisha muri ST Fx	Uburyo yafasha CNJR,gutegura gahunda ya gender.	Uyu kumubona,biroroshye umuntu anyuze kuri Coady.Nanjye nabashakira e-mail address ze.

University		
Madame Leona Purcell,umuhuzabikorwa wa Guysborough youth health&services Centre	Ikigo ayobora gikorana n'urubyiruko,cyagirana ubufatanye na CNJR mu gihe izaba yatangije ibigo mu bya sida cg se ubuzima bw'imyororokere. Narabasuye,bafite documentation nziza.Banafasha urubyiruko mu kwirinda ibiyobyabwenge.	E-mail ye ni : Leona.Purcell@publichealth.ns.ca
Michael Kafula Mwanachongo,ashinzwe amahugurwa mu kigo cya MINDOLO muri Zambiya.	Iki kigo gihugura Bantu mu by'iterambere.Harimo amhugurwa y'igihe gito n'ay'igihe kirekire.Kirazwi cyane muri Afurika y'amajyepfo n'iy'iburasirazuba.	Yaboneka kuri mef@zamnet,zm

AMAHUGURWA ABERA MURI COADY INTERNATIONAL INSTITUTE

Usibye ibyigisho by'amezi atandatu bitangira muri Nyakanga,bigatanga Diplome muri Community Development,hari n'andi mahugurwa y'igihe gito.Ayo mahugurwa muri uyu mwaka ,azaba mu bihe bitandukanye kandi azatngira mu kwezi kwa gatanu aya mbere. Umuntun yabona ibisobanuro birambuye kuri iyi site: www.stfx.ca/institutes/coady/