

## Appendix 4 – Biography of authors

**Jonathan BOWYER** (writing) works in the field of personal and organisational development through his consultancy “The View From Here”. This includes work on mentoring, business planning and partnership development. Jonathan has wide experience as a manager, trainer and funding advisor – both as a volunteer and as a paid professional in the voluntary, statutory and commercial sectors. Since 2003 he has been the editor-in-chief of Coyote Magazine and was editor and contributor to T-Kit No1 on Organisational Management.

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**André DERIDDER** (writing) has worked as Information Officer in the European Foundation Centre (EFC) in Brussels since 1995. In this position he manages the research library and the information system for the EFC staff, members and the general public. His work involves organising monthly fund-raising seminars and handling research requests. He is also responsible for developing information services and publishing a quarterly newsletter.

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**Tobias FLESSENKEMPER** (editing and writing) worked for several years in the European and international youth sector, from 1998 to 2001 as Secretary General of the European Youth Forum in Brussels. Today he works as a manager and consultant for international organisations in the field of political and social development, including youth issues. Among other things he is an expert member of the International Council of National Youth Policy.

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**Kinga KEREKES** (writing) works as fundraiser at the Romanian Foundation for Children, Community and Family (FRCCF). She is also active as a freelance trainer and consultant. She has twelve years of experience in working with non-governmental organisations. She has been actively involved in Youth Action for Peace (YAP) since 1992, as volunteer, member of staff and trainer. Kinga is a member of the Trainers’ Pool of the Directorate of Youth and Sport of the Council of Europe.

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