

INTERNATIONAL CAMPAIGN

for **TIBET**



ANNUAL REPORT
2003



MESSAGE FROM THE PRESIDENT

In September 1987 I happened to be in Lhasa with a friend when an uprising took place. I managed to capture historic photos of thousands of Tibetans bravely demonstrating in the streets. Hundreds of them were arrested, and I remember seeing many of their scared faces in the back of military jeeps as they were driven off to be interrogated. Then, our turn came. We were pushed into the back of a jeep, and I vividly remember the faces of Tibetans peering in at us as we were driven off.

During three days of interrogation, the officials were not so interested in why we carried “subversive” literature, such as a book by the Dalai Lama, or why we had taken pictures of the demonstration. They were more practical; they wanted names of Tibetans who we had met and talked to so that they could be arrested. They also demanded to know if we believed Tibet had been an independent country and if we were willing to defend our position.

I was scared and did not stand up for my beliefs. I wanted my passport back. I wanted to leave Tibet with the rolls of film that I had hidden after the demonstration. It is humbling to think of the many Tibetans who stood up to their interrogators while being tortured, and stuck to their beliefs. Because I was a western tourist, I was one of the lucky few who was not tortured.

My experiences in Tibet left me with a profound determination to shine the spotlight on as many Tibetan political prisoners as possible. We know that by writing letters and publicly highlighting their cases, we can improve their conditions and sometimes even gain their release. In addition, it is important to hold China accountable for each and every arrest, and for the torture of prisoners.

The year 2003 began with China sentencing two Tibetans to death. Tragically, the sentence was carried out immediately for Lobsang Dhondup. Tenzin Delek Rinpoche, a well-known and beloved Tibetan lama from Litang, was granted a two-year reprieve. We campaigned for his release throughout the year - and continue to do so now.



*His Holiness
the Dalai Lama
receives assurances of support
from President
George W. Bush,
September 10,
2003.*



(From left) Nawang Rabgyal, Representative of His Holiness the Dalai Lama for the Americas, Tenzin N. Tethong, founding President of ICT, Richard Gere, Chairman of ICT's Board of Directors, Melissa Mathison, ICT Board Member, Lodi G. Gyari, Executive Chairman of ICT's Board, and ICT President John Ackerly celebrate ICT's 15th Anniversary on March 15

Later in the year we celebrated a victory in another case: Ngawang Sangdrol, a young nun serving the longest sentence ever given a female political prisoner, was released after 12 years in prison and flown to the United States in March 2003 for medical treatment. Years of campaigning on her behalf had finally paid off.

In 2003, the International Campaign for Tibet continued to do what we do best: working to free political prisoners, promoting human rights and religious freedom and holding China publicly accountable. And with the support of our members and friends around the globe, we did so much more: provided information and expert testimony to policymakers, secured millions of dollars in assistance to Tibetans in exile and inside Tibet, pressured Nepal to allow refugees to pass unharmed to India, and continued and expanded our Tibetan empowerment and Chinese outreach programs.

In 2003 the International Campaign for Tibet became a stronger and larger organization. Our offices in Amsterdam and Germany grew, enabling ICT to open more doors in European capitols. Our Board of Directors promoted Mary Beth Markey to be the Executive Director of the Washington office and shifted my responsibilities to overseeing all three offices and starting an office in India. Our financial condition is healthy, with our revenue up to \$3,620,887, an increase of 14% above 2002 revenue. More than 80% of our revenue came from our members, and we are immensely grateful to our dedicated membership, who fund us and are advocates and ambassadors for this issue all over the country.



In 2003 ICT also celebrated its 15th anniversary. I am tremendously proud of what we have accomplished, despite the huge tasks still ahead of us. Our achievements are due to an exceptionally committed community of Tibetans, ICT staff, Board of Directors and membership. We are continually inspired by the Dalai Lama and the Tibetans people, especially those inside Tibet who are fighting on innumerable fronts to maintain their identity and dignity, and to secure their rights.

A personal highlight for me in 2003 was our Light of Truth awards, when we honored three activists for their contributions and commitment to raising awareness of the Tibet issue: Michele Bohana, former Congressman Benjamin Gilman and Professor Robert Thurman. After the Dalai Lama presented the awards, Ngawang Sangdrol closed the evening with a song that she had written and sung in prison, and for which her sentence was extended another six years:

Land of Snow, Land of Snow

My beloved country

The root-soul of the nation is Tenzin Gyatso

If each and every Tibetan unites,

One day, the sun will appear from behind the clouds.

The sun will appear from behind the clouds.

Thank you for helping Ngawang Sangdrol to be able to sing this song in freedom - and for all of your support for this great organization.

Sincerely,

John Ackerly,
President



Senate leadership welcomes the Dalai Lama to the Capitol: (L-R) Minority Whip Harry Reid, Majority Leader Bill Frist, Minority Leader Tom Daschle and Sen. Patrick Leahy, talking about his trip to Tibet.



Sen. Dianne Feinstein presents a copy of Senate Resolution 212 to the Dalai Lama. Lodi Gyari, Special Envoy of the Dalai Lama, is at right.

GOVERNMENT OUTREACH

In 2003, ICT made critical interventions on Tibetan issues to Congress, the State Department, and the United Nations at its annual meeting of the Human Rights Commission in Geneva. These efforts were carried out against the backdrop of continuing human rights violations, the negative effects of unchecked Chinese migration and development with “Chinese characteristics” in Tibet, and a deteriorating situation for Tibetan refugees transiting through Nepal. ICT helped the U.S. Government better understand the significance of the May-June visit of His Holiness the Dalai Lama’s envoys to China and to prepare to welcome the Dalai Lama for a series of high-level meetings in September.

As in previous years, ICT made considerable efforts to ensure that U.S. government funding for Tibetan programs continued and grew in amount, as appropriate and reflecting the concerns and priorities of the Dalai Lama and the Tibetan exile government. These programs include humanitarian assistance and scholarships for Tibetan refugees, and programs that promote human rights and democracy, cultural and educational exchange and economic development for Tibetans inside Tibet. U.S. programmatic support and numerous expressions of U.S. political support, including the Tibetan Policy Act, which established in the position of the U.S. Special Coordinator for Tibetan Issues, have institutionalized U.S. interest in Tibet -- a message clearly conveyed to Beijing. This year, the U.S. government additionally issued its first report on its efforts to promote dialogue between the Chinese and the Tibetans: “The Status of Tibet Negotiations.” As President Bush affirmed in this report, encouraging substantive dialogue is a “key objective” of his administration’s policy and a lack of resolution to the Tibetan problem will be a “stumbling block to fuller political and economic engagement between the United States and China.”



CROSSING THE LINE: CHINA'S RAILWAY LINE TO LHASA

In 2003, ICT published an in-depth report finding that the railway China is constructing across the Tibetan Plateau to Lhasa is being built mainly for political reasons and not to benefit the Tibetan people, as the Chinese government consistently claims. The 70-page study analyzes the economics of transportation, and demonstrate through interviews with transportation experts and the use of satellite imagery the negative consequences for the Tibetans of the railway.

POLITICAL PRISONERS

The U.S. government's decision not to sponsor a resolution critical of China at the 2003 meeting of the U.N. Human Rights Commission was based in part on the release of several prominent Tibetan political prisoners in 2002. However, U.S. hopes for continued releases in 2003 were disappointed and the trend reversed. In January, China executed Lobsang Dhondup in spite of assurances provided the United States that a lengthy review would be given in his case. The State Department reported that unrepentant political prisoners were mistreated by torture and other physical abuse. Ngawang Sangdrol, a 26-year old Tibetan nun and one of Tibet's most well-known political prisoners, was released to the United States in March, five months after her parole from Lhasa's Drapchi prison in October 2002. Sangdrol has since been in the care of ICT in Washington, D.C. where she is studying English and preparing to resume her own campaign for political freedoms in Tibet. ICT continues to press for the release of all Tibetan political prisoners by highlighting solid source material to influential audiences, working in coalition with other human rights organizations, and crafting campaigns that target Chinese authorities.



*ICT report,
Crossing the Line:
China's Railway
to Lhasa, Tibet.*



*Recently released
political prisoner
Ngawang Sangdrol
raises a picture
of the Dalai Lama
after arriving in
Washington, DC,
on March 8.*





Image from ICT's postcard campaign on behalf Tenzin Delek Rinpoche.

RELIGIOUS FREEDOM

Tibetan Buddhism is the core of the unique Tibetan identity and, as such, has been severely and continually assaulted by Chinese authorities. ICT places particular emphasis on the issue of religious freedom in Tibet and in 2003 focused on the most blatant, as well as many subtle, expressions of religious persecution in Tibet. At the forefront of ICT's efforts was the case of the Panchen Lama, whose status remains unknown, in spite of constant inquiries by the United States, the European Union and several other western countries about his well-being and whereabouts in the context of their bilateral human rights dialogues with China. The U.S. Commission on Religious Freedom was extensively briefed by ICT on the Panchen Lama case before their scheduled visit to China and Tibet at year's end.

ICT members continue to register their outrage over the disappearance of the Panchen Lama by mailing affirmations of religious freedom to U.S. authorities and urging Chinese leaders to allow access to him by international rights monitors or humanitarian organizations. Similarly, in an urgent coalition campaign, thousands of post cards have been sent by ICT members to the Chinese Foreign Ministry on behalf of Tenzin Delek Rinpoche, a popular lama arrested without evidence, tried without due process and arrested for "incitement to separatism" and "crimes of terror" on April 7, 2002. Tenzin Delek Rinpoche was sentenced to death on December 2, 2002, with a two-year reprieve.





Wangchuk Tsering, Representative of His Holiness the Dalai Lama introduces ICT-led congressional staff delegation to more than 500 newly arrived Tibetan refugees at the Transit Center in Katmandu, Nepal.

REFUGEES

ICT released an updated 2003 report on conditions impacting the flight of Tibetan refugees called *Dangerous Crossing*, which was prepared by members of our Washington staff based on fact-finding trips to India and Nepal and with additional information from the field. The 2003 report focuses on the deteriorating situation in Nepal as a result of heightened collusion between the Nepalese and Chinese authorities. Following the forcible repatriation of 18 Tibetan refugees from Kathmandu in May, ICT worked to get the news out and campaigned aggressively to bring pressure on the Nepal government. Preferential tariff legislation for Nepal was withdrawn by its U.S. Senate sponsor in response to the deteriorating situation for Tibetan refugees in Nepal. And, in

a significant victory for the Tibet movement, Nepal responded by adopting a new policy of protection for Tibetan refugees that codified the informal “gentlemen’s agreement” providing for the safe transit through Nepal of Tibetan refugees, in cooperation with the U.N. High Commissioner for Refugees.



*ICT Germany's Director,
Dr. Gudrun Henne, at ICT
Germany's inauguration
on May 9, 2003.*

ICT-EUROPE

In 2003, ICT-Europe worked in Brussels and in European capitals to secure a cohesive strategy for Tibet in Europe. For the second year, ICT-Europe pursued the appointment of a European Special Representative for Tibet, and these efforts resulted in the adoption of a resolution by the European Parliament and the authorization of funds by the EU Commission. ICT-Europe made a substantial contribution in support of European Parliament conferences on Tibet and launched an electronic newsletter for European parliamentarians to facilitate communication and coordination of political activities for Tibet among parliamentarians throughout Europe.

In the spring, ICT Europe worked intensively at the 59th session of the UN Commission for Human Rights, highlighting the status of civil, political, economic, social and cultural rights of the Tibetan people. In July, ICT Europe held the inaugural European Tibetan Leadership Training Program in Brussels with 23 young Tibetans from across Europe. In 2003, ICT-Europe continued to look for innovative ways to mobilize its members to take action and, by year's end, was the largest and most effective membership organization for Tibet in Europe.



ICT-DEUTSCHLAND

ICT-Deutschland opened in April 2003. Eleven months later, the small team of two staff plus one volunteer had put in place a fully operational office in Berlin in the middle of the city - close to the German Parliament (*Bundestag*), the government and other key German decision makers.

After the office inauguration with special guest Prof. Samdhong Rinpoche, head of the Tibetan exile government, ICT-D began activities. At the end of May, it participated in the nationwide ecumenical event, "Church Day," displaying a huge Panchen Lama exhibition and capping off an exciting three days with an audience with His Holiness the Dalai Lama. Tibetan nun and former political prisoner, Ngawang Sangdrol, came to visit in June, and ICT provided a forum for her remarks and a reception.

The fall was dedicated to several public events where ICT-D could lay a foundation for its political work: ICT-D introduced itself to the Intergroup on Tibet in the German Parliament, published its first newsletter, and participated in various political events. The year ended with the visit of Kelsang Gyaltzen, Envoy of His Holiness the Dalai Lama in Europe, where he reported on his May-June 2003 visit to China. This attracted much attention and helped explain the political situation, of which many politicians still lack a sufficiently deep understanding even as they are generally supportive of Tibetan issues.

UNITED NATIONS

ICT was successfully involved in ensuring that the critical human rights situation in Tibet was raised in government and NGO statements at the annual meeting of the UN Human Rights Commission in Geneva. ICT joined Tibetan former political prisoner, Takna Jigme Sangpo to celebrate his first year of freedom by directly addressing the Commission. The Special Rapporteurs on Housing Rights, Religion and Belief, and Torture included substantive sections on Tibet in their written reports to the Commission, and several governments spoke of Tibet in their statements. ICT and several other NGOs partnered to convene a roundtable discussion with various governments providing an opportunity for NGOs and partners of China's human rights dialogue to exchange views on the efficacy of the dialogue process. Some of the representatives had been delegates to the earlier "Bern Process" meeting designed to share information and forge cooperation between dialogue partners, and they urged that the NGO roundtable discussion be regularized in Geneva.



Tsering Jampa, Executive Director of ICT-Europe, addresses the UN Human Rights Commission on April 3. Jampa spoke about the last 10 years of Chinese repression in Tibet.

CHINESE OUTREACH

In 2003, ICT expanded its outreach program to the Chinese community by expanding our quarterly Chinese language journal *Liaowang Xizang "Tibet Observer"* to a bimonthly and by testing a mass email service to people in China and Tibet. We also strengthened our presence on the internet and helped the Laogai Research Foundation in publishing a Chinese translation of the biography of a Tibetan political prisoner. Our program aimed at providing Chinese speakers with greater access to uncensored information about the Tibetan people and the situation in Tibet.

ICT staff participated in a series of meetings in Washington, D.C., New York and Boston with Chinese scholars and intellectuals, including a meeting for a select group of Chinese with the Dalai Lama, as part of our attempt to develop bonds of trust between Tibetan and Chinese peoples.

At a different level, ICT provided support to the Special Envoy of His Holiness the Dalai Lama in his efforts to establish contact with the Chinese leadership to resolve the Tibetan issue.

MEMBERSHIP

ICT membership remained strong in 2003 at about 55,000 members in the United States. ICT-Europe's membership grew to 28,500, and donors to ICT-Deutschland number 3,400. ICT members sent thousands of postcards, petitions and letters in 2003, making their involvement critical to the effectiveness of ICT initiatives. ICT member donations continue to be the bedrock of ICT's revenue.

In 2003, ICT placed new emphasis on involving members in the work and vision of the organization through a series of special events in Washington, D.C. and other cities where members, staff, and Board could get to know one another better and share ideas and a sense of mission.

ICT ONLINE - WWW.SAVETIBET.ORG

In 2003, ICT's website www.savetibet.org averaged nearly 2,000 visitors a day and 677,000 hits per month, up from 140,000 in 2002. On average approximately 50,000 people visited www.savetibet.org website each month. ICT increased online membership to nearly 35,000 and maintained regular web-based communication with online members through bi-weekly E-MAIL UPDATES (consisting of news, action items and other features) and ACTION ALERTS (fast-response notifications for urgent actions). Online members took some 30,000 actions on a wide variety of issues through our ONLINE ACTION CENTER. The ICT-Europe and German-language ICT-Deutschland sections of www.savetibet.org were expanded and two new sections were created: ICT CAMPAIGNS, for campaigns and action-related content, and ICT PROGRAMS, which highlights the Tibetan empowerment programs.

ICT IN THE NEWS

In 2003, ICT continued to raise the profile of Tibet and Tibet-related issues in U.S. and international media. ICT-generated stories were featured in major U.S. print outlets such as *The New York Times*, *The Washington Post*, *The Washington Times*, *The Los Angeles Times* and *Boston Globe*, periodicals such as *Newsweek* and *Foreign Policy* and international outlets from *The Daily Telegraph* to *The Hindustan Times*. ICT was quoted extensively by wire services such as the Associated Press (AP) and Agence France Presse (AFP) and covered by worldwide outlets such as CNN International. In addition to Tibetan-language coverage by Voice of America (VOA), Radio Free Asia (RFA) and Voice of Tibet, ICT stories were picked up by Chinese-language outlets including VOA, RFA, BBC, *The World Journal*, *Beijing Spring*, *China Observer*, *Tibet Bulletin*, and *Chinese News Net*.



TIBETAN EMPOWERMENT PROGRAMS

TIBETAN ROUNDTABLES

ICT Tibetan staff launched Tibetan Roundtables in 2003 as opportunities to exchange views and expertise within the Tibetan community. Three roundtables focused on topics ranging from issues for dialogue with the Chinese to scenarios for a post-settlement Tibet. ICT hopes the roundtables will foster a vibrant, intellectually inclusive Tibetan polity.

TIBETAN YOUTH LEADERSHIP

In 2003, ICT took its intensive training program for Tibetan youth to Brussels, Belgium. The program provides young participants with the opportunity to build advocacy networks, enhance their skills and become familiar with issues, important institutions and people within the Tibet movement. The four-day program consisted of workshops and discussions on Tibet in international law, including examining the principle of self-determination, Tibetan history, including China's perspective, and Tibet activism, especially campaigning effectively at the European Union and United Nations.

LIGHT OF TRUTH ESSAY COMPETITION

ICT's Light of Truth Essay Competition recognizes talented Tibetans who can articulate innovative and practical solutions to pressing issues facing the Tibetan people. Winning essays are published in the *Tibet Press Watch*. The top prize essay for 2003, "We Must Shoulder our Shared Responsibility and Accomplish this Project that Opportunity Grants," was awarded to Mr. Sogzong Pochungtsang Lhadar who was brought up in Tibet. The second prize was awarded to Ms. Tenzin Dickyi, a student at Harvard University and alumna of ICT's Tibetan Youth Leadership program. The third prize essay was awarded to Mr. Sonam Dorjee. The 2003 competition judges were: Ven. Achok Rinpoche, Director of the Library of Tibetan Works & Archives, Dharamsala; Professor Samten Karmay, Director of Research - National Centre of Scientific Research, Paris; Kasur Tenzin Tethong, The Dalai Lama Foundation, California; and, Ms. Tsering Yangdon, Instructor, University of Medicine and Dentistry of New Jersey and Board Member of Tibet Fund, New Jersey.



European Tibetan Youth Leadership Program participants in European Parliament Conference.



Members of the Rowell Fund for Tibet Board of Advisors - Jimmy Chin, Rick Ridgeway, Conrad Anker. - proudly display a Galen Rowell photograph of Tibet with ICT President John Ackertly (third from left).



ROWELL FUND FOR TIBET

The Rowell Fund was established by ICT's Board of Directors and the Rowell family and friends following the tragic deaths of Galen and Barbara Rowell in August 2002. The Fund serves as a legacy for Galen and Barbara's attention to the threatened ecosystem and culture of Tibet by providing small grants to Tibetans in the language and visual arts. Over 50 grant applications were received at ICT and forwarded to the Rowell Fund Advisory Board for review and selection. In 2003, \$37,240 in grant funds was distributed to twelve awardees, as follows:

- Ngawang Choephel, documentary film on ethnomusicology in Tibet
\$4,500
- Tashi Tsering, Tibet Justice Center, Berkeley, environmental project
\$2,500
- Tibetan Alliance of Chicago, Tibet archive and photo exhibition project
\$1,350
- Samphal Wangyal, London, documentary film on Tibetan antelope (chiru)
\$4,500
- Tibet Translation House, India, Chinese translation of the Dalai Lama's speeches
\$2,970
- Tibetan Women's Association, India, leadership training for women
\$4,500
- *Tibet Times*, India, book translation of Martin Luther King's speeches
\$2,250
- *Confidential at the request of applicant*, Tibetan-Chinese book publication
\$3,600
- Tibetan Children's Village, Dharamsala, photography club
\$3,600
- *Confidential at the request of applicant*, field research on education
\$2,250
- Gedun Rabsel, book on "Aku Pema: A Blind Translator to Tibetan Officials"
\$2,970
- *Confidential at the request of applicant*, research and book publication
\$2,250

LIGHT OF TRUTH AWARDS

His Holiness the Dalai Lama presented ICT's 2003 Light of Truth to Michele Bohana, the Honorable Benjamin Gilman and Prof. Robert Thurman during his Washington, D.C., visit in September 2003. Addressing ICT's 350 guests, the Dalai Lama hailed the awardees as people who believe in truth and justice and work with compassion and wisdom to transform principle into action. Michele Bohana is the Director of the Institute for Asian Democracy and a founding member of ICT, Benjamin Gilman is a former U.S. Representative of New York's 20th congressional district and served as Chairman of the House International Relations Committee, and Robert Thurman is the Jey Tsong Khapa Professor of Indo-Tibetan Buddhist Studies at Columbia University and co-founder of Tibet House in New York City.

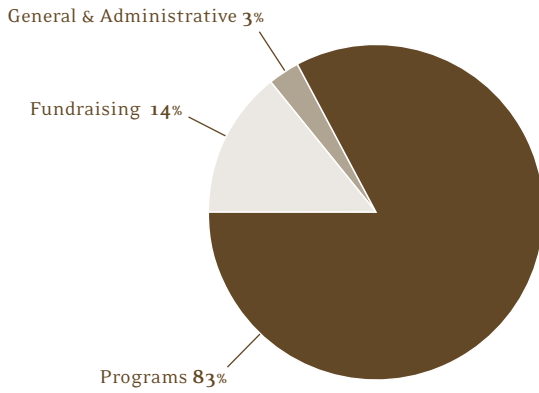


His Holiness the Dalai Lama with Light of Truth Award recipients Robert Thurman, Benjamin Gilman and Michele Bohana (from left).

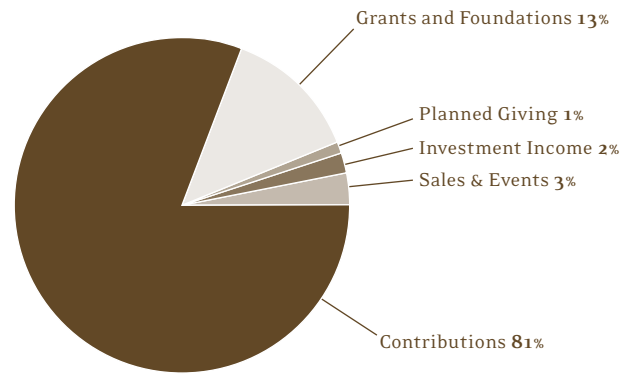
FINANCIAL CONDITION

In 2003, ICT's financial condition remained stable and was marked by a 14% increase in revenue compared with 2002. ICT's membership program remained strong, accounting for 77% of ICT's revenue. As a revenue breakdown, 83% was spent on programs and 17% on fundraising and administrative expenses. 6% of ICT's budget was spent on direct and indirect lobbying, well below the 20% allowable by law for ICT as a 501c(3) organization. ICT has no debt.

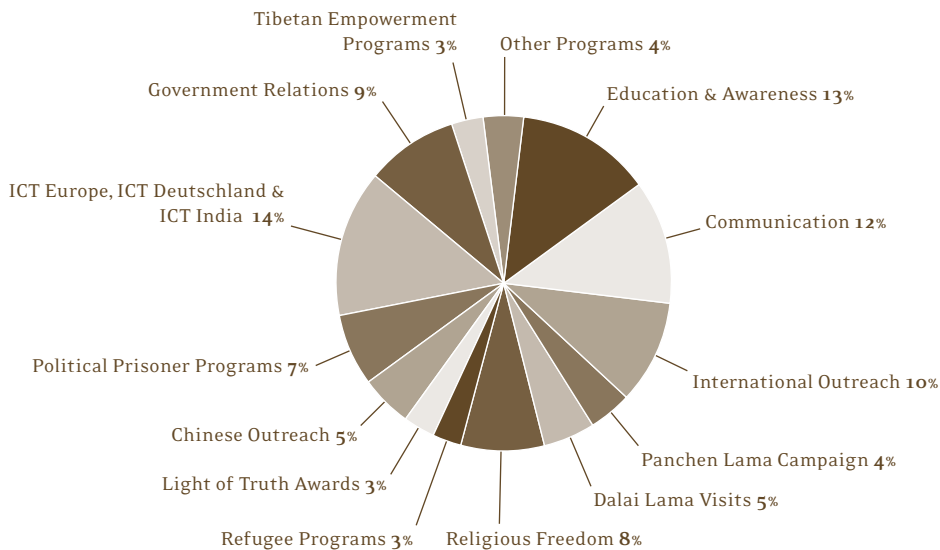
2003 EXPENSES



2003 INCOME



2003 PROGRAM EXPENSES



STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2003

ASSETS

CURRENT ASSETS

Cash and cash equivalents	920,223
Accounts receivable	13,000
Contributions receivable	73,743
Grant receivable	35,000
Prepaid expenses	40,785
Total current assets	<u>\$1,082,751</u>

PROPERTY AND EQUIPMENT

Building	1,351,413
Furniture and equipment	85,343
Less accumulated depreciation	(73,955)
Total property and equipment	<u>\$1,362,801</u>

NONCURRENT ASSETS

Investments	727,270
Deposit	6,743
Total noncurrent assets	<u>\$734,013</u>

TOTAL ASSETS

\$3,179,565

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable and accrued expenses	201,168
Total current liabilities	<u>\$201,168</u>

NET ASSETS

Unrestricted net assets	2,932,954
Restricted net assets	45,443
Total net assets	<u>\$2,978,397</u>

TOTAL LIABILITIES AND NET ASSETS

\$3,179,565

STATEMENT OF ACTIVITIES

Year Ended December 31, 2003

REVENUE

Contributions	2,924,634
Grants and Foundations	478,352
Planned Giving	24,000
Investment Income	73,458
Sales and Events	120,443
Total	\$3,620,887

EXPENSES-PROGRAMS

Education and Awareness	390,356
Communication	359,752
International Outreach	294,012
Panchen Lama Campaign	126,507
Dalai Lama Visits	137,718
Religious Freedom	253,852
Refugee Programs	91,459
Light of Truth Awards	84,128
Chinese Outreach	142,542
Political Prisoner Programs	209,312
ICT Europe, ICT Deutschland & ICT India	209,312
Government Relations	262,649
Tibetan Empowerment Programs	97,885
Other Programs	107,879
Total Program Services	\$3,003,121

Supporting Services	
Fundraising	510,476
General & Administrative	114,591

Total Expenses	\$3,628,188
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CHANGE IN NET ASSETS	(\$7,301)
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NET ASSETS, BEGINNING OF YEAR	\$2,985,698
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NET ASSETS, END OF YEAR	\$2,978,397
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*The Dalai Lama visits
the site of ICT's new
Washington office with
ICT staff and friends.*

PEOPLE AT ICT

John Ackerly, *President*
Bhuchung Tsering, *Director*

STAFF, ICT-US

Mary Beth Markey, *Executive Director*
Kelley Currie, *Director of Government Relations*
Lesley Friedell, *Associate Director (Special Programs)*
Joel Gysan, *Membership Coordinator*
Evan Field, *Communications Coordinator*
Lisa Sock, *Campaigns Coordinator*
Rinchen Tashi, *China Analyst*
Richard Nishimura, *Economic and Policy Analyst*
Tenzin Dhongthog, *Office Manager*
Van Ly, *Program Associate*
Michelle Lee, *Membership Associate*

STAFF, ICT-EUROPE

Tsering Jampa, *Executive Director*
Myra de Rooy, *Membership Coordinator*
Susan Mizrahi, *Program Coordinator*
Rutger Brouwer, *Assistant Membership Coordinator*
Mira Nurmiaho, *Assistant Program Coordinator*

STAFF, ICT-DEUTSCHLAND

Guhrun Henne, *Director*
Dechen Pemba, *Campaigns Coordinator*
Valentin Passoni, *Assistant*
Yuldon Gyanatshang, *Associate*
Birgit Gangl, *Membership Coordinator*

CONSULTANTS AND PRO BONO SERVICES

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Beth Grupp, John Jenson, Rachel Lostumbo,
Wolf, Keens & Company, Perlman & Perlman,
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Rebecca Howley
Nana Kessie
Thant Kyaw
Carl VonRuden



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Ven. Lama Zopa Rinpoche

2003 HONOR ROLL

THU JE CHE! (*Thank You!*)

ICT would like to thank all of our members and donors for their continuing support throughout the year. Your steadfast interest and financial support enables ICT to protect and preserve the identities of the Tibetan people both with in Tibet and in exile.

GIFTS OF \$25,000 & ABOVE

Anonymous (2) ■ Richard Gere ■ John A. Jancik ■ The Heron Foundation

GIFTS OF \$10,000 - \$24,999

Richard Blum ■ Mr. & Mrs. David Bonderman ■ Kathleen Gallagher ■ Pat Godfrey ■ Margaret Kerndt ■ Dr. Nancy Martin ■ Jim O'Malley ■ Ruth Scott ■ Isdell Foundation ■ Thomas Lundstrum Irrevocable Trust ■ Swiss Army Brands, Inc. ■

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