



CFP

2018

Annual Report

SPECIAL EDITION

*Celebrating
10 Years
in Cyprus*

People UNITED in countries divided



To Our CFP Family and Friends:

2018 was an exciting year for CFP. Our ongoing journey of building peace one pair at a time included significant steps forward in Cyprus and our inaugural hosting of teens from Israel and Palestine. By taking our unique program of teen-pair hosting and our commitment to building multi-generational friendships into a second area of conflict, CFP has broadened its name to *Creating Friendships for Peace*.

We hope you will take a few minutes to read about our 30-year journey of peacebuilding. You will discover (1) the strength and commitment of our all-volunteer team; (2) the progress and important new developments incorporated each year; and, (3) how we manage our operating expenses to get the greatest impact out of every dollar donated. We are very proud of the fact that we manage our overhead costs to only \$10,000, all of which is fully underwritten by CFP Board members, thus enabling all other donations to go 100% to funding our programs and teen transportation costs.

We know you will find our progress in 2018 to be as inspiring and motivating as we do. We encourage you to share our story with your friends, telling them that each \$5,000 allows us to train another pair of teen leaders. *Thank you for your ongoing support.*



Linda K. Ziglar
Chair

Our Mission

Creating Friendships for Peace (CFP) promotes peace and understanding by pairing teenagers with leadership potential from each side of divided communities, encouraging lifelong friendships among them, and extending these friendships to their friends and families.

Since 1987, CFP has been a grass roots, people-to-people organization – volunteer Americans working with teens and families of divided communities to dispel stereotypes and to discover the humanity we all share. By working at the individual and family level, we help prepare a community for peace, encouraging trust and mutual respect through friendships. We take no partisan positions and maintain neutrality wherever we operate.

In 2018, CFP changed its name from *Cyprus Friendship Program* to *Creating Friendships for Peace* as we expanded into two areas of conflict simultaneously. CFP remains committed to its unique U.S. hosting program through which teens from each side of a conflict are paired together, share a bedroom and develop bonds of trust, understanding and friendship. By fostering skills in leadership, conflict management and presentations, we mold future leaders as effective agents of change.

Our Journey

Our Northern Ireland Roots Still Bearing Fruit in 2018

CFP began in 1987 as the *Children's Friendship Project for Northern Ireland (CFPNI)*. Teens from both sides of the Northern Ireland conflict – Roman Catholics and Protestants – were brought to the U.S. in pairs, one Irish/Catholic/Nationalist and one British/Protestant/Unionist, to share a bedroom in U.S. host family homes for the purpose of building trust, understanding and friendship. These summer placements provided the teens a unique opportunity to know each other removed from the ongoing bombings, violence and open hostilities rife at home – an opportunity that was impossible in Northern Ireland. This program lasted 21 years, ending in 2007, nine years after the Good Friday peace accord was signed.

In total, CFPNI brought together more than 2,000 teens and connected families with friendships that continue today. The teens are now in their 20s, 30s and 40s. Ongoing relationships have contributed to the social and political integration of Northern Ireland. Some CFPNI alumni have played vital roles in this integration, including key leadership roles in creating the governmental structure in Northern Ireland required to implement the peace accord. CFP continues to apply the experience gained in the Northern Ireland transformation to our current programs.

The Cyprus Journey

2018 Status Report after 10 years

The Cyprus Friendship Program launched when community leaders in Cyprus learned of CFPNI and urged its former leaders to address the serious divide on their island. Several Cypriots from both sides of the conflict were willing to volunteer their time and energy to be Cypriot Coordinators, working with their American counterparts to provide an inaugural class of Cypriot teens in 2009 – two summers after the successful conclusion of the Northern Ireland program. Since then CFP has grown and generated other bi-communal independent organizations.

In 2009, Archbishop Desmond Tutu, UN Envoy Lahkdar Brahimi, and former U.S. President Jimmy Carter, representing The Elders, visited Cyprus and chose two CFP teen pairs for inclusion in their documentary film on Cypriot reconciliation. The next year The Elders financially sponsored three teen pairs.



CFP 2009

20 Teens hosted in Virginia



In 2012, the Friends and Family of CFP was created to provide bicomunal social opportunities for the families and continues today as the Cyprus Friendship Program NGO – a legal association which now includes the CFP Alumni Program and is open to all Cypriot adults who wish to participate in bicomunal activities.



In 2014, CFP teens produced a weekly bicomunal radio program that continued for several years.

In 2014, CFP teens created KYIRIS, a bicomunal e-newspaper that continued for several years.

In 2014, CFP was recognized as the only organized group of bicomunal teens and was invited to provide bicomunal delegations to such events as the Junior Achievement Entrepreneurial Competition and the EU Euroscola program in Strasbourg – we continue to enjoy this distinction and the ability to participate in events which previously had been open solely to schools.



In 2013, a camp site in the Troodos Mountains of Cyprus was donated by the village of Ayios Nicolaos to allow us to include a Peace Camp for 50 teens in addition to those coming to the U.S. – this generous donation has continued every year since that time.

In 2013, two CFP mothers began the Cyprus Friendship Women's Association which continues today under the name Peace 2 Peace.

Every step is a story...

On March 15th, the 68 CFP teens selected for the 2014 group had their first pairing meeting so they can choose who their roommate will be in July. After lunch they watched the documentary about the missing persons in Cyprus that the Elders did with CFP teens. Then they were asked to separate. Turkish speaking Cypriots on one side of the room and Greek speaking Cypriots on the other. Between the two sides an empty wide corridor. Watching each other in strange silence. Like the wall separating us. The CFP coordinator asked those teens who had relatives who were missing to step in the middle. After a very brief moment of hesitation, about 15 teens from both sides of the room started taking slow, heavy steps and stood in the middle of the room.

Every step is a story. Then those who lost family members in the war were asked to move to the middle of the room. And those whose families were uprooted from their homes. In a few condensed minutes from being 'two sides,' our teens, all of them, were in the middle of the room. And they embraced each other.

2014 CFP Spring Newsletter



In 2016, CFP's lead Cypriot Coordinators were awarded a prestigious Stelios Foundation grant for building Cypriot bicommunal cooperation through CFP



In 2017, CFP teens were regularly seen attending rallies to encourage the negotiation process between the two Cypriot leaders. U.N. Special Advisor Espen Barth Eide showed his appreciation for their efforts.





In 2018, CFP was given permission by the Ministries of Education on both sides of the island to make presentations in public schools and several schools actually allowed us to do so! Prior to this, CFP had to present in homes, union halls, restaurants, community centers and a few private schools.

In 2019, CFP's U.S. program for Cypriot teens has been restructured to provide more advanced leadership and peacebuilding skills uniformly across all hosting areas – this enhanced Cyprus Friendship Program is now a two year program with the first year participants attending the Peace Camp in Cyprus and the second year attending the U.S. Residency portion – the U.S. Residency will now include a week of camp in the U.S. for all Cypriot teens, followed by three weeks of hosting with American families, and ending with a four day wrap up seminar for review and future planning.



CFP Count by 2018

484 Teens hosted in New Hampshire, Maryland, Virginia, Oregon/SW Washington, San Francisco, Atlanta, Maui

286 Teens attended Peace Camp in Cyprus

2018 Applicants from 35 schools
19 Public & 15 Private
1 Homeschooled

During our decade of involvement in Cyprus, we have seen the relationships between Greek-speaking Cypriots and Turkish-speaking Cypriots improve significantly. We have witnessed more and more people crossing through the check points of the U.N. buffer zone to visit the other community. We have been made aware of business collaborations between the two communities in various fields.

And we have experienced greater acceptance of ourselves as American volunteers. In 2015, much of the international funding for peacebuilding in Cyprus ended and many NGO's left. CFP has been applauded by our U.S. Ambassador and the U.N. Special Representative to Cyprus as true examples of how civil organizations operate and how they can strengthen democracies. Please take a look at Our Team, which begins on page 10, and notice the many Cypriot volunteers who have joined us to make the Cyprus Friendship Program so successful.

CFP's Journey into Israel and Palestine

2018 Status

In early 2018, the opportunity presented itself for CFP to apply our unique hosting program in a new conflict zone, creating home pairing for Israeli/Palestinian teen pairs as a two week extension to an existing two week camp program run by Jerusalem Peacebuilders in the U.S. The CFP Board agreed to a one-year trial to determine if two weeks of camp plus two weeks of hosting could generate the same level of friendships as our one month hosting program.

Eighteen teens from Israel and Palestine were hosted in Maryland and New Hampshire for two weeks. Their exit surveys expressed the same positive comments as those of our Cypriot participants, resulting in unexpected friendships among those who experienced quiet time discovering their differences and similarities. These bonds of friendship and trust were evident seven months later when a graduation ceremony was organized for the teens and their families in Jerusalem. The joy of these teens coming together was extraordinary! One mother said that her daughter communicated with her "pair" every day, either by phone or by social media. She said, "They are inseparable." Another mother brought a gorgeous cake for all to share. This was an excellent beginning.

CFP is actively recruiting a volunteer group of Coordinators in the Israeli/Palestinian area to help us develop a program there. Just as we brought the essentials of the Northern Ireland program to Cyprus, adapting the basic elements to the situation in Cyprus, we will bring lessons learned from Cyprus to Israel and Palestine and will adapt our proven methods to a program for these teens and their families, in collaboration with our Coordinator team.





Projecting into 2019

This summer, our American families will be hosting 40 Cypriot teens and 20 Israeli and Palestinian teens. In addition, 53 Cypriot teens will be attending the CFP Peace Camp in Cyprus in July and a second Peace Camp is being planned for August to accommodate the many applications received this year. Most U.S. hosting areas will have teen pairs from Cyprus and Israel/Palestine, allowing us to provide opportunities for the teens to learn even more from each other.

Our enhanced *Creating Friendships for Peace* program, which will be launched this summer, and our continuation of the pilot program with Jerusalem Peacebuilders will keep us all busy – working to expand the teen training, and to raise the funds needed to support our programs in both areas of conflict.

Our Team

Consistent with our roots, CFP's team is comprised of carefully recruited volunteers who bring the necessary skills, expertise and commitment to this program. Among our volunteers are Board members, organizational executives, area coordinators, hosts, professional instructors, professional counselors, experienced trainers and others contributing to our program in a variety of ways. Our volunteer team includes faculty at U.S. universities, experts in conflict resolution and forgiveness, teachers, lawyers, accountants, artists and many other backgrounds and talents. The following two examples are illustrative: Stanford University faculty and staff have trained or involved CFP students in conflict resolution/forgiveness, transitional justice, diverse cultures and nationalities and international relations. A lawyer with special expertise in teen mediation through the juvenile justice system teaches teens how to resolve disputes and to understand their own and others' natural conflict resolution styles. This and all other areas rely on professional volunteers to help CFP teens develop lifelong leadership and peacebuilding skills.

United States Volunteer Staff

Don Guzewicz	<i>Executive Director</i>
Kim Bell	<i>Transportation Coordinator</i>
Dianna Cook	<i>Transportation Coordinator</i>
Tammy & Vern Haas	<i>Oregon/SW Washington Coordinator</i>
Melody Stone	<i>Asst. Coordinator</i>
Irene Trent-Valencia	<i>Asst. Coordinator</i>
Tom McCarthy	<i>Maryland Coordinator</i>
Drew McGinnis	<i>Host Family Recruiter</i>
Carol Armstrong-Moore	<i>Host Family Recruiter</i>
Bo Dean	<i>New Hampshire Coordinator</i>
Becky Stirn	<i>San Francisco Coordinator</i>
Cynthia Hunter Lang	<i>Asst. Coordinator</i>
Wendy Acosta	<i>Maui Coordinator</i>
Judy Marsh	<i>Outgoing Treasurer</i>
Charles Lewis	<i>Metrics</i>
Elizabeth Kassinis	<i>Communications</i>

Cyprus Bicommunal Volunteer Staff

Ioanna Skordi	<i>Co-head Coordinator</i>
Simge Kahvecioglu	<i>Co-head Coordinator</i>
Maria Asvesta	
Maria Filippou	<i>Technology Coordinator</i>
Merve Guralp	
Lambo Rayia	
Cise Sakalli	<i>Communications Coordinator</i>
Katia Solomides	<i>Presentations Coordinator</i>
Fuat Emirtaneoglu	<i>Camp Coordinator</i>
George Koumandaris	<i>Camp Coordinator</i>
Hilmi Arica	<i>CFP Alum Camp Helper</i>
Ahmet Yaniker	<i>CFP Alum Camp Helper</i>
Yasemin Aygün	<i>CFP Alum Camp Helper</i>
Anita Skoullou	<i>CFP Alum Camp Helper</i>
Beliz Süreç	<i>CFP Alum Camp Helper</i>
Athina Stavrou	<i>CFP Alum Camp Helper</i>

2018 Host Families

San Francisco, California

Ellen Curtis & Wallace Murfit
Lisa & Mike Fremont
Alison & Ralph Ho
Bridget & Brian Madigan
Helen & Brad Miller
Betsy Morgenthaler
Becky & Brad Stirn
The Woodruff Family

Maui, Hawaii

Gary & Mary Albitz
Michael & Tammi Villaren
Wendy Acosta
Laura Rosenthal
Richard & Lynn Rasmussen
Steve & Valorie Spence

Maryland

Robert & Sarah Gerrett
Pallavi Belur
Robert T "Bob" Johnson
Harvey & Catherine Randazzo
Michael & Maura Ordovensky
Arthur & Jennifer Lolli-Hall
Alfred & Mary Liepold
Lauri & David Rodich

New Hampshire

Wendy Dwyer
William Dean & Nancy Pariser
Dwight & Debra Bowie
James & Betsy Small Campbell
Joanna Andros

Oregon/SW Washington

Irene Trent-Valencia & Dave Valencia
Mike & Melody Stone
Jane Van Dyke & Bronson Potter
Brian & Jo Dee McMillen
Mike & Phyllis Robinson
Aaron & Cindy Reiter and family

Creating Friendships for Peace, Inc. Board of Directors

Linda Ziglar , <i>Chairman</i>	Potomac, MD/Singer Island, FL, USA
Warren Muir , <i>Chairman Emeritus</i>	Wolfeboro, NH, USA
Don Guziewicz , <i>Executive Director</i>	Bolivia, NC, USA
Mehmet Betil	Washington, DC, USA/Istanbul, Turkey
Xenia Constantinou	Nicosia, Cyprus
Nick Germanacos	San Francisco, CA, USA/ Crete, Greece
Tammy Haas , <i>Incoming Exec. Director</i>	Battle Ground, WA, USA
Simge Kahvecioglu	Nicosia, Cyprus
Mary Kurucz , <i>Secretary</i>	Cape Elizabeth ME/Singer Island, FL, USA
Alexandra Matsis	Nicosia, Cyprus
John McKinney	Omagh, County Tyrone, Northern Ireland
Donna Suddeth , <i>Treasurer</i>	Naples, FL, USA

Cyprus Friendship Program NGO Board of Directors

Xenia Constantinou , <i>President</i>	Nicosia, Cyprus
Yiota Afxentiou , <i>Vice President</i>	Nicosia, Cyprus
Renos Konstantinou , <i>Treasurer</i>	Nicosia, Cyprus
Rita Pantazi , <i>Secretary</i>	Nicosia, Cyprus
Maria Matsis	Nicosia, Cyprus
Christina Valanidou	Nicosia, Cyprus
Areti Hadjigeorgiou	Nicosia, Cyprus
Michael Liatsos	Nicosia, Cyprus

Our Finances

While many of our operating expenses are donated by local businesses and host families, airline tickets and other travel expenses must still be provided, so our need for financial contributions remains critical. We have no payroll costs as most of our volunteers are professionals who donate their time and talents to our organization. This incredible generosity from all those involved in our program enables us to keep overhead costs to around \$10,000 a year — all of which are underwritten by CFP Board member contributions.

*These statements are summarized from the financial statements audited by Georgen Scarborough Associates PC
243 Church Street NW Suite 100E, Vienna, VA 22180. All amounts for CFP's fiscal year are in U.S. dollars.*

Statement of Financial Position

(as of December 31, 2018)	Assets	Liabilities & Net Assets
Cash & cash equivalents	72,693	
Contributions receivable	11,287	
Deposits & prepaid expenses	3,348	
Unconditional promises to give	20,000	
Investments	87,753	
Net assets		
Accounts Payable		1,379
Unrestricted net assets		173,702
Temporarily restricted net assets		20,000
Total	195,081	195,081

Statement of Activities

(year ended December 31, 2018)	Unrestricted	Temporarily restricted	Total
Support & revenue			
Contributions	103,238		103,238
Dividend Income	1,917	-	1,917
Unrealized Gain (Loss)	(692)	-	(692)
Net assets released from restrictions	25,000	(25,000)	-
	129,463	(25,000)	104,463
Expenses			
Program Services	101,001	-	101,001
Supporting Services			
Management & general	12,679	-	12,679
Fundraising	-	-	-
	113,680		113,680

Change in net assets	15,783	(25,000)	(9,217)
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Net assets, start of year	157,919	45,000	202,919
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Net assets, end of year	173,702	20,000	193,702
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Our Financial Supporters

Our profound thanks to all of you who have been philanthropic investors in CFP peacebuilding this year. We have been good stewards of your gifts – using every dollar to develop future leaders committed to peace in Cyprus and Israel/Palestine.

As we grow, CFP recognizes the need to increase revenues and reserves. Since we accept no contributions from governments or any sources that might jeopardize CFP's commitment to neutrality, CFP is actively seeking additional contributions. We are grateful for your continuing support and would welcome any introductions to your friends or other potential donors.

\$5,000 = another pair of teens committed to peace

Benefactors (\$10,000 and up)

Anne & Nick Germanacos
Whitney & Elizabeth MacMillan
(WEM Foundation)

Sponsors (\$5,000 - \$9,999)

Anonymous
Joanne Kagle
Lynn Larsen
(in honor of Dag Larsen)
Pearson Financial Group
Linda & Jim Ziglar

Supporters (\$1,000 - \$4,999)

Linda & Andrew Ach
(Rosenberg Ach Foundation)
Edco & Cecilia Bailey
Shirley & Dennis Bloomquist
(in honor of Linda Ziglar)
Gross Family Fund
Dave & Mary Hankowski
John McKinney
Warren & Jeannie Muir
(Warren Muir Charitable Fund)
St. John Evangelist RC Church
William & Glenna Shawn
Susan Speicher

Friends (Under \$1,000)

Wendy Acosta
Susan Bennett
Jeanette Borchardt
Mary Bunting
CFP Parents
Bill & Esther DePasquale
Rhonda Eldridge
Mary Kurucz
Stephen & Barbara Spangler
Becky & Brad Stirn
Donna & Steve Suddeth
K.P. & Phoebe Tsolainos Foundation
Sage Wheeler & Richard Pendleton
David & Judy Williams
Jim & Louisa Ziglar

Supporting Rotary Clubs

Portland Rotary Charitable Trust
Rotary Club of Carroll Creek
Lewis River Rotary Foundation

Our In-Kind Supporters

U. S. Program

Betsy Small Campbell, MA, M Ed, Milford, NH
Edgewood Solutions, Wilton, NH
Georgen Scarborough Associates PC, Vienna, VA
Southern Printing, North Palm Beach, FL
Velocity Design Group, Washington, DC

Jerusalem Friendship Program

St. Georges College, Jerusalem

Cyprus Friendship Program

Near East University, Nicosia, Cyprus
Home 4 Cooperation, U.N. Buffer Zone
U.S. Embassy, Nicosia, Cyprus
KANAL SIM, Nicosia, Cyprus
Village of Ayios Nicolaos, Cyprus
Sarper Ince, Nicosia, Cyprus
Sotia Adamidou, Nicosia, Cyprus
UNICYP, U.N. Buffer Zone

Hosting Area Gifts of Goods & Services

Currier Art Museum , Manchester, NH
Cindy Thibeault , Manchester, NH
Auntie Gordean Bailey, Maui, HI
YMCA Camp Keanae, Maui, HI
Maui Ocean Center, Maui, HI
Pro Arts Theater, Maui, HI
George Kahumoku, Maui, HI
Steve & Valorie Spence, Maui, HI
Paia Youth and Cultural Center, Maui, HI
Marela Crockett, Maui, HI
Lona Ridge, Maui, HI
Hawaiian Canoe Club, Maui, HI
Hope Chapel, Maui, HI
Soul Purpose, Maui, HI
Kione Cadman Surfing, Maui, HI
Peaceworks, Maui, HI
Amber Hill, Maui, HI
Mika & Tammi Villaren, Maui, HI
Nancy & Rick Arthur, Brookeville MD
Rotary Club of Carroll Creek, Frederick MD
Rotary Club of Olney, Olney MD
Tom McCarthy, Brookville MD
Calvary United Methodist Church, Frederick MD
St. John the Evangelist Catholic Church, Columbia MD

Detroit Pizza, Battle Ground, WA
Landmark Ford, Portland OR
Cheron Calder, Portland, OR
Conrad Pearson, Lake Oswego, OR
Anonymous, Woodside, CA
Diane & Robert Coleman, Woodside, CA
Anne S. Cunningham, Saratoga, CA
Rhonda Gessow, Woodside, CA
Wendie Bernstein Lash, Palo Alto, CA
Maya Carter, Facebook, Menlo Park, CA
Mobius Fitness, Redwood City, CA
Stanford University, Faculty and Staff, Stanford, CA
Marilyn & Charles Dyer, Atherton, CA
Janet Larson, Atherton, CA
Kimberley McMorrow, Woodside, CA
Eleanor & Gary Missel, Redwood City, CA
Cris Gebhardt Photography, San Rafael, CA
Douglas L. Peck Photography, Menlo Park, CA
Ted Miller, Woodside, CA
Save The Bay, Oakland, CA
Koimonia Conference Grounds, Corralitos, CA
Glide, San Francisco, CA



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