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Annual Report

People UNITED in countries divided



## To Our CFP Family and Friends,

We write this greeting at a time when fighting in Ukraine continues unabated and divisive rhetoric in the US deepens with new levels of intolerance. We are reminded that peace for some is not peace for all and finding solutions is difficult, with conflicting social, political and cultural agendas. At CFP, we know that an effective means for peace is the patient erosion of stereotypes and fear that promotes “us vs them” mentality. Our bicomunal teams in Cyprus and Israel/Palestine show us every day how individuals and groups from divided communities can and do work well together.

### Congratulations to CFP’s Cypriot Coordinator Team

We are very proud of our Cypriot Team, which has led the CFP program in Cyprus since 2009 and took on additional responsibilities during the pandemic to ensure that both Year 1 and Year 2 programming not only occurred, but were highly substantive and effective. Thanks to their flexibility and creativity, our participants were amazed that they not only learned a great deal, but also were able to establish relationships with teens from the other community, despite the fact that some of the sessions were virtual. ***Instead of losing ground, the Cypriot team kept CFP vibrant, as evidenced by 169 applications for CFP’s 2022 program!***

### Ongoing Leadership by CFP’s US Coordinator Team

We are also proud of our US Team, who has worked diligently in the background amid many pandemic-related obstacles, coordinating, encouraging, facilitating and initiating. ***With their commitment, much has been accomplished in 2021. Successes include:***

- CFP selected its first Coordinators in Israel, allowing us to have our traditional program in the US for 2022. (page 11)
- CFP began a major initiative to reconnect and energize CFP’s alumni. (pages 4)
- CFP completed a successful pilot program to involve American teens. (page 12)
- CFP implemented a document management system to maintain CFP records and ensure secure data transmission.
- CFP established new hosting areas in Houston, Texas and Fargo, North Dakota.
- CFP joined the Alliance for Peacebuilding, a global peacebuilding influencer and change agent networking organization.



**Tammy Haas**, Executive Director  
and **Linda Ziglar**, Chair

*Thank you for making a difference in our world!*

## Creating Friendships for Peace’s Mission



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

Since 1987, CFP has been a politically neutral, grassroots, people-to-people organization. Volunteer Americans work with teens and their families in divided communities to dispel stereotypes and to rediscover our shared humanity. Working at the individual and family level, we help prepare communities for peace by encouraging mutual respect through friendship.

CFP provides a unique US hosting program in which teens of the same gender from each side of a conflict are paired. The teen pair share a bedroom and develop bonds of trust, understanding and friendship. By fostering skills in leadership and conflict management, CFP molds future leaders to be effective agents of change.

After concentrating for 20 years on Northern Ireland, CFP is now focused on Cyprus and Palestine/Israel. Our efforts are coordinated by dedicated teams of volunteers in the US and in the countries in which we work. CFP’s total programming combines local activities managed by the in-country team with a US residency experience managed by the US team. Local activities vary. The US hosting program provides a single program of advanced conflict management workshops, leadership training, as well as community service and environmental activities. Cypriot and Israeli/Palestinian teen pairs experience these activities together, learning from each other and understanding a conflict other than their own. A graduation celebration in each home country brings together the teens’ extended families and friends to mingle and witness what the CFP teens have accomplished.



# Developing CFP Alumni

2021 was an important year for alumni development, thanks to the leadership of US CFP Alumni Relations Coordinator Becky Stirn. Beginning in 2020 Becky and NH Area Coordinator Bo Dean created a team of 11 CFP alums from Cyprus, Palestine/Israel and 2 US teens to create CFP's first alumni survey. Facilitated by US Teen Liason, Alexis Eskanazi, the results of the survey showed that there was great interest in organizing alumni events and in incorporating American teens into the US program. Becky and Bo then developed the virtual US Teen Pilot Program (page 11) and incorporated alumni from Cyprus and Israel/Palestine into the curriculum as speakers. One of the alumni was Abdallah Salha, who participated in CFP's partnership with JerusalemPeacebuilders in 2018 and 2019. Abdallah is now attending Concordia College and is serving as Asst. Coordinator in the new Fargo ND hosting area.

CFP has created the Founders Peace Award to recognize CFP alumni who have demonstrated an ongoing commitment to peace with CFP's mission and values.



US CFP Alumni Relations Coordinator Becky Stirn visits CFP Alum Abdallah Salha at Concordia College, Moorhead MN.

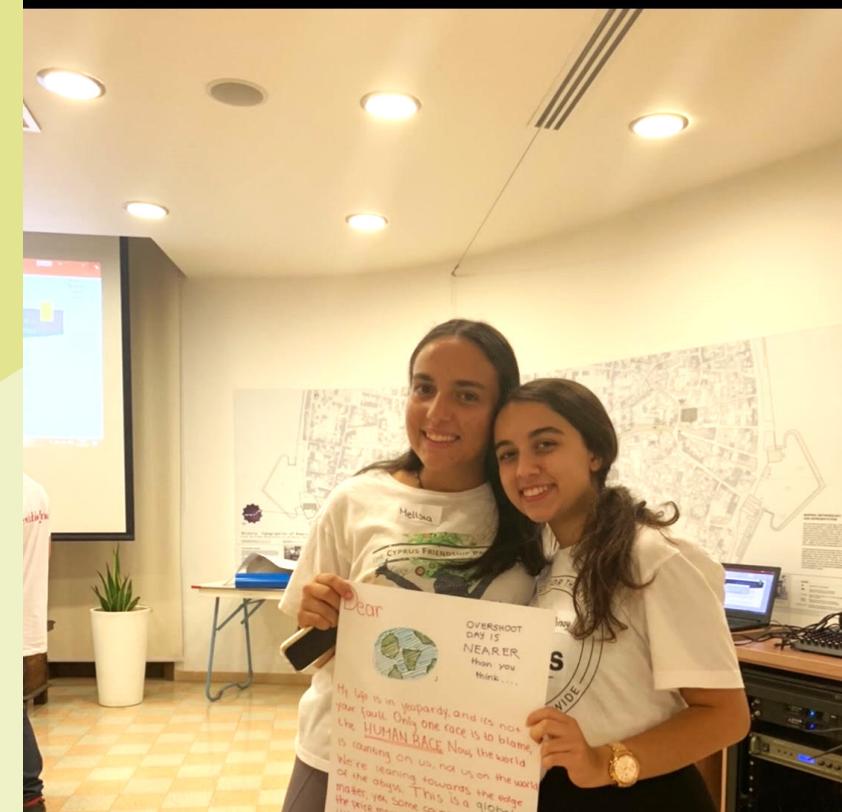


## Founders' Peace Award

An annual award given to recognize the commitment to peace by CFP participant alumni who have demonstrated the mission and values of CFP.

# Reconnecting Cypriot Alumni

While in Cyprus, US CFP Cyprus Program Coordinator Betsy Small visited Martha Petrou, one of the teens she hosted in 2016.



Cyprus Alumni Association Co-Chairs Meltsia Economou and Selinay Hurses 2019 NH Pair

The Cyprus Alumni Initiative is being led by alumnae Selinay Hurses and Meltsia Economou. The Alumni Association hosted its first virtual Academic Event that consisted of a variety of speakers. Professor Neophytos Loizides presented *Displaced Persons and Users of Properties in Cyprus: Settlement Scenarios and the Future of a Peace Referendum* and Dr. George Kyris discussed *Recognition, Efforts of International Organizations and the Opportunities Existing Within Civil Society*. Through a combination of social and academic events, CFP Alumni across Cyprus will have the chance to reconnect with their CFP roots, their pairs and friends from different graduating years. In-person events are being planned for 2022.



# Reconnecting Northern Ireland Alumni

The Alumni Initiative in Northern Ireland is being led by Meibh McKinney, who is reaching out to the 2,000 or more Northern Ireland alumni through various means, including social media. Records from the Northern Ireland program years 1987 to 2007 have been gathered and are being digitized in the United States to create databases which will be used to track and understand the demographics of the entire alumni group.

We have already discovered that many of the alumni are still connected to small groups, so the current contact information continues to expand. CFP's goal is twofold:

- Determine the interest level for future organized alumni social events
- Conduct an academic study on the impact of the CFP model



Meibh McKinney

2007 Virginia Alumni



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# Alum Stephen Armstrong Remembers

I was part of the CFPNI intake of 1999 and together with my partner Rowan Sheridan we travelled to stay with Aubrey and Rose Smith and Bill and Chloe Taylor on the outskirts of Warrenton Virginia. Northern Ireland was and, to a lesser degree, still is segregated through education. I attended a Protestant school and Rowan a Catholic School and despite living no more than 2 miles apart in the same small town of Enniskillen we had no previous interactions. I wasn't raised by my parents with any resentment towards Catholics, in fact my mum attended an integrated school (a very rare thing at that time) and they both had friends from both religions but, owing to segregation, I hadn't had the opportunity to mix and so had effectively been brought up in a Protestant bubble.

When Rowan and I arrived in Dullas airport, my first sarcastic reaction walking off the plane to 30°C heat was "just like home," however the next six weeks would be anything but. We had had some getting to know you events at home in Enniskillen prior to leaving for the states but it was still a little daunting leaving with this "Stranger" from "the other side" to go live with some people we also didn't know some 3000 miles away. Our hosts soon allayed our fear and were brilliant, they looked after us like their own children organising activities and shepherded us to the various organised CFPNI activities including meeting Hilary Clinton on and as much as we enjoyed the organised trips in Aubrey and Rose's pond or BBQing with Bill and critical to the success. We also had 2 other CFPNI ups, some of which are still close friends. I actually as I was having the best time and it felt like a free was soon forgotten about as we were free to just get then but the programme was working.



I also understand now while writing that the CFPNI experience opened up paths I may have turned down previously. After I returned from Virginia I decided I would look to take a University place in England rather than Northern Ireland. Religion in England, particularly at University, was neither here nor there and so it was a continuation of my time in Virginia, living away from home with new people from differing backgrounds. As part of my degree the course also included an opportunity to return to the States and study for a year in Penn State, where I met my Catholic wife. Ramani and I now have 3 kids, the rest as they say is history.

It seems silly now that I would have thought there would be some monumental difference between two people because of their incredibly similar religion but the problem was you just never knew as you weren't given the opportunity to mix with Catholics. School kids were also great at making up "fake news", Catholics within my school peers were considered at best mysterious or at worst evil two headed monsters. All this fuelled by the ongoing conflict. In many ways it was sad that it took the trip to America for me to realise that there really was no difference but it did. Thankfully things are improving in Northern Ireland in large part due to groups like the CFPNI who worked for so many years to bring about change. Young people in Northern Ireland have an increasing awareness of the world beyond and it feels like a growing desire for a joint future owned without the burden of previous generations segregation, fear and ignorance.

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CONNECTING



## 2021 Highlights Cyprus

- » 97 applications
- » Year 1 — Virtual Camp attended by 46 teens
- » Year 2 — Virtual and in-person workshops with facilitators and participants attended by 51 teens



## 2021 Highlights Israel/Palestine

» CFP Middle East  
Coordinator Team  
created



CFP Middle East Team Co-Coordinators Debbie Roth and Yasmine Masri enjoying dinner together in Israel with US CFP Middle East Program Coordinator Tamera Drozd.

### *Middle East Team*

#### **Debbie Roth**

Debbie Roth is originally from Sao Paulo, Brazil, and has been living in Israel for over 11 years. She holds a BA in Portuguese and German Literature and Linguistics from University of Sao Paulo, and an MA in English Linguistics from University of Haifa. She lives in a kibbutz located in the Northern area of the country, and teaches English and Diplomacy in a local High School. Debbie believes that the key for building a better society is coexistence and cooperation. She has become involved with CFP through an enthusiastic friend who promotes MUN in Israel. Debbie is looking forward to cooperating with the organization and bringing teenagers from both sectors together.

#### **Yasmine Masri**

Yasmine Masri is an Israeli-Arab/Palestinian English teacher. She has been an English teacher since 2011 in Deir Al-Asad Comprehensive school. She finished her English Master in Tel-Aviv university in TESOL. Since 2015 she has participated in the Access program that develops English language skills amongst economically-disadvantaged youths. It introduces and exposes them to the American culture and society through enhancement activities. In 2018, Yasmine was selected by the staff of the U.S embassy in Israel to participate in IVLP exchange program. Through short-term visits to the United States, participants (English teachers) had professional meetings that reflected their professional interests and supported the foreign policy goals of the United States.



Alliance for Peacebuilding

2021 Highlights United States

## Successful US Teen Pilot Program

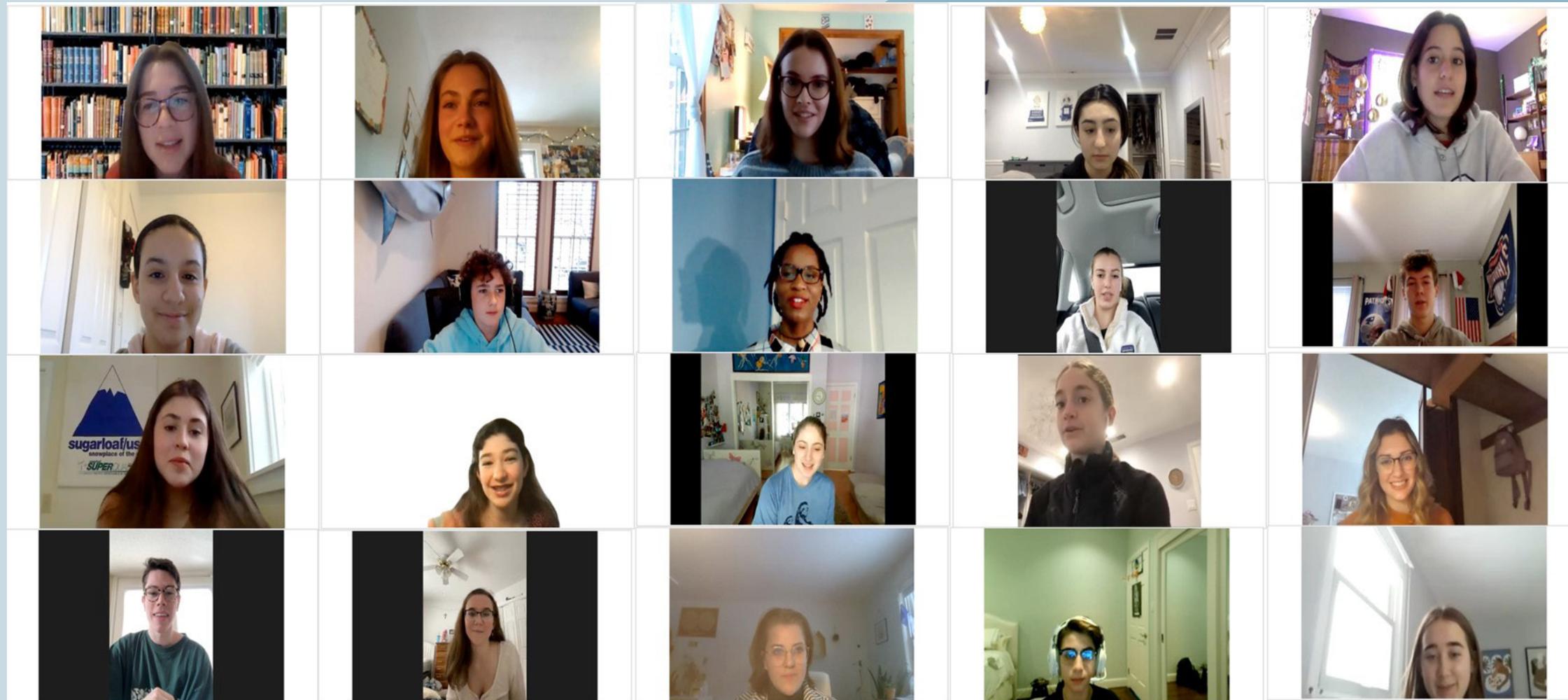
In an effort to broaden the role of US teens in hosting CFP pairs and to teach peacebuilding skills to US teens, CFP launched the 2021 US Teen Pilot Program in the spring. Limiting enrollment to 20 participants, CFP successfully recruited teens from California, Maryland, New Hampshire, New Jersey, the Pacific Northwest, Texas, and Virginia.

The nine-sessions involved thought leaders in conflict resolution; historical perspectives on the conflicts in Cyprus, Israel, and Palestine; communication skills; active listening; and free vs. responsible speech. Experts in these fields volunteered their time and included

- Dr. Fred Luskin
- Dr. Shani Robbins
- Rhonda Gassow, JD/mediator
- Dr. Eleftheros Michael
- Dr. Warren Muir
- Gordon Atkinson, JD
- and CFP alumni from the areas of conflict we serve.

During the final session, the US teens presented what they learned. Given the very positive survey results and the potential for US teen hosts to improve alumni connections throughout their lives, CFP's leadership team is assessing opportunities to carry forward this training of US teens.

- » US Teen Pilot Program
- » 2 New Hosting Areas — Houston, Texas and Fargo, North Dakota
- » Document Management System



## Creating Friendships for Peace, Inc. Board of Directors

<b>Linda Ziglar</b> , <i>Chairman</i>	Potomac, MD/Singer Island, FL, USA
<b>Warren Muir</b> , <i>Chairman Emeritus</i>	Wolfeboro, NH, USA
<b>Tammy Haas</b> , <i>Executive Director</i>	Battle Ground, WA, USA
<b>Warren Belmar, Esq.,</b> <i>Secretary</i>	Palm Beach, FL, USA
<b>Sharon Moore, CPA,</b> <i>Treasurer</i>	Mountain Brook, AL, USA
<b>Amb. Susan Elliott, Ret.</b>	New York, NY, USA
<b>Nick Germanacos</b> , <i>Director Emeritus</i>	San Francisco, CA, USA/ Crete, Greece
<b>Rev. Dr. Everett Goodwin</b>	Fairfax, VA, USA
<b>Simge Kahvecioglu</b>	Nicosia, Cyprus
<b>Mary Kurucz</b>	Cape Elizabeth ME/Singer Island, FL, USA
<b>Michael Liatsis</b>	Nicosia, Cyprus
<b>Tom McCarthy</b>	Brookeville, MD, USA
<b>John McKinney</b>	Omagh, County Tyrone, Northern Ireland

CFP Parents and Friends Association President Michael Liatsos and CFP Chairman Linda Ziglar visit the construction site of the Kormakitis Cooperation Center with US Amb. Judith Garber and British High Commissioner Stephen Lillie. Funded by the European Union, the Center is being built for reconciliation and coexistence in the service of the aims, purposes and objectives of a unified Cyprus. CFP hopes to use the Center as a future site for CFP Peace Camps.



## Our Finances

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 US dollars.

### Statement of Financial Position

(as of December 31, 2021)	Assets	Liabilities & Net Assets
Cash & cash equivalents	188,083	
Contributions receivable	10,100	
Deposits & prepaid expenses	5,646	
Unconditional promises to give	7,500	
Investments	158,865	
Net assets		
Accounts Payable		1,979
Without donor restrictions		365,715
With donor restrictions		2,500
<b>Total</b>	<b>370,194</b>	<b>370,194</b>

### Statement of Activities

(year ended December 31, 2020)	Without donor restrictions	With donor restrictions	Total
Support & Revenue			
Contributions	84,235		84,235
Dividend Income	1,642		1,642
Unrealized Gain (Loss)	32,638	-	32,638
Released from Restrictions	15,250	(15,250)	
Total Support & Revenue	133,765	(15,250)	118,515
Expenses			
Program Services			
Cyprus	6,822	-	6,822
Middle East			
Supporting Services			
Management & General	18,308	-	18,308
Fundraising		-	
Total Expenses	25,130		25,130
<b>Change in net assets</b>	<b>108,635</b>	<b>(15,250)</b>	<b>93,385</b>
<b>Net assets, start of year</b>	<b>257,080</b>	<b>17,750</b>	<b>274,830</b>
<b>Net assets, end of year</b>	<b>365,715</b>	<b>2,500</b>	<b>368,215</b>

## United States Volunteer Staff

<b>Tammy Haas</b>	<i>Executive Director</i>
<b>Becky Stirn</b>	<i>Alumni Relations Coordinator</i>
<b>Betsy Small</b>	<i>Cyprus Program Coordinator</i>
<b>Tamera Drozd</b>	<i>Middle East Program Coordinator</i>
<b>Kim Bell</b>	<i>Transportation Coordinator</i>
<b>Dianna Cook</b>	<i>Transportation Coordinator</i>
<b>Mike &amp; Carolyn Becraft</b>	<i>Fargo Co-Coordinators</i>
<b>Abdallah Salha</b>	<i>Asst. Coordinator</i>
<b>Melanie Coe</b>	<i>Houston Coordinator</i>
<b>Bo Dean</b>	<i>New Hampshire Coordinator</i>
<b>Vern Haas</b>	<i>SW Washington Coordinator</i>
<b>Becky Stirn</b>	<i>San Francisco Coordinator</i>
<b>Cynthia Hunter Lang</b>	<i>Asst. Coordinator</i>
<b>Wendie Bernstein Lash</b>	<i>Asst. Coordinator</i>
<b>Melody Stone</b>	<i>Oregon Coordinator</i>
<b>Valerie Brennan</b>	<i>Finance Manager</i>
<b>Celia Larsen</b>	<i>Metrics</i>
<b>Karen Miller Lamb</b>	<i>Communications</i>
<b>Sharon Harroun Peirce</b>	<i>Strategic Advisor</i>
<b>Monica Randolph</b>	<i>Archivist</i>
<b>Charlotte Rich</b>	<i>Donor Communications</i>
<b>Dotty Scott</b>	<i>Website Manager</i>
<b>Kathy Valyi</b>	<i>Development Advisor</i>
<b>Alexis Eskenazi</b>	<i>US Teen Liaison</i>
<b>Meibh McKinney</b>	<i>Northern Ireland Liaison</i>

## Cyprus Friendship Program Bicommunal Volunteer Staff

### TEEN COORDINATORS

<b>Simge Kahvecioglu</b>	<i>Co-head Coordinator</i>
<b>Maria Asvesta</b>	<i>Co-head Coordinator</i>
<b>Vangelis Evangelou</b>	
<b>Maria Filippou</b>	<i>Technology Coordinator</i>
<b>Merve Guralp</b>	
<b>Lambo Rayia</b>	
<b>Cise Sakalli</b>	<i>Communications Coordinator</i>

### CAMP COORDINATORS

<b>George Koumandaris</b>
<b>Hilmi Arica</b>
<b>Merve Guralp</b>
<b>Evdokia Loizou</b>
<b>Yasemin Aygin</b>
<b>Maria Chrisanthou</b>
<b>Vangelis Evangelou</b>
<b>Ayse Kacar</b>
<b>Ahmet Yaniker</b>

## Cyprus Friendship Program Parents & Friends Association Board of Directors

<b>Michael Liatsos</b> , <i>President</i>
<b>Yiota Afxentiou</b> , <i>Vice President</i>
<b>Renos Konstantinou</b> , <i>Treasurer</i>
<b>Rita Pantazi</b> , <i>Secretary</i>
<b>Areti Hadjigeorgiou</b>
<b>Christina Valanidou</b>

## Cyprus Friendship Program Alumni Association

<b>Meltsia Economou</b>	<i>Co-Chair</i>
<b>Selinay Hurses</b>	<i>Co-Chair</i>

## 2021 Financial Supporters



### THANK YOU

#### \$10,000 and above

Anne & Nick Germanacos  
Al & Nancy Jubitz

#### \$5,000 — \$9,999

Mariyn Larsen  
Tom McCarthy & Ann Laprade  
Sharon Moore  
Becky & Brad Stirn  
Jon & Christy Ziglar  
Linda & Jim Ziglar



#### \$1,000 — \$4,999

Anonymous, Naples, FL  
Susan Bennett  
Shirley & Dennis Bloomquist  
The Chapin Foundation  
Peter & Susan Converse  
Jean & Robert Cook  
Susan Elliott  
Steve & Tracy Eskenazi  
Fred Feldman  
Everett & Jane Goodwin  
Olin & Donna Herndon  
David & Sondra Mack  
John & Anne McKinney  
Glenda Oakley  
(in memory of Donald T. Oakley)  
KP & Phoebe Tsolainos Foundation  
Rita Mendl & David Ward  
(Mendl Ward Charitable Fund)  
Warren & Jeannie Muir  
(Warren Muir Charitable Fund)  
William & Glenna Shawn  
Steve & Donna Suddeth  
Marie Weigl  
Jeff & Kelly Ziglar

*\$25,000 underwrites an American Hosting Area of 10 teens.*

## With Special Appreciation to Anne and Nick Germanacos



**CFP has been successful due to the commitment and strength of character of our volunteer leaders. These qualities extend to our board, and CFP would not be the organization it is today without the support and encouragement provided since 2009 by Nick and Anne Germanacos.**

**Nick and Anne ran the Ithaca Cultural Studies Program on the islands of Kalymnos and Crete for nearly 30 years. Born in Cyprus, Nick brought this educational experience and his personal understanding of the Cyprus conflict to guide CFP policy and curriculum development. Born in San Francisco, Anne is a respected philanthropist in the areas of human rights, social justice and the arts. She has provided annual funding to CFP and her gifts of stock have quadrupled over the years, constituting CFP's reserve fund and providing ongoing financial flexibility and sustainability. Both Anne and Nick are strong advocates of bicomunal work in Cyprus and in Israel, and CFP is grateful for the gifts of themselves and their resources to the cause of peace.**



\$500 — \$999

Warren Belmar  
 Brad & Julia Boss  
 Mary Bunting  
 Rhonda Gessow  
 KP & Phoebe Tsolainos Foundation  
 Mary Kurucz  
 Richard & Harriet Larsen  
 Richard & Mary Reinthaler  
 Sally Blackmun & Michael Ellsbery  
 Mike & Melody Stone

## THANK YOU

### 2021 Supporting Rotary Clubs

Rockville Rotary Club Foundation  
 Portland Rotary Charitable Trust  
 Rotary Foundation of Lake Oswego  
 Olney Rotary Club  
 Montgomery Village Rotary Club Foundation



*\$5,000 = another pair of teens for peace!*



## CFP Remembers

CFP was blessed and privileged to witness and benefit from the wisdom, moral power and personal warmth and charm of Archbishop Desmond Tutu during our early years in Cyprus from 2009 – 2011. He made indelible impressions on two CFP teen pairs, when he, UN Envoy Lahkdar Brahimi, and former U.S. President Jimmy Carter, representing The Elders, visited Cyprus to create a documentary film on Cypriot reconciliation. The four teens were included in the film and were guests of The Elders at the debut showing in London. They share their thoughts as follows;

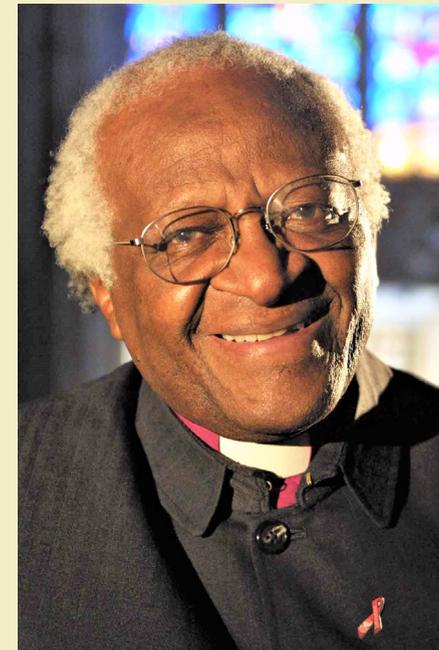


**Idil Cazimoglu:** “Archbishop Desmond Tutu did not run away from adversities. Instead, he used his understanding of the feelings of communities torn by conflict to advocate for peace and to help them undertake difficult healing processes. His strength, frankness, and caring will continue to be an inspiration for us all.”

**Thalia Ioannidou:** “I will forever be grateful for the time he took to visit my small island and the encouragement he offered to us then, as young teenagers, to continue to believe in and fight for our vision of a united island. A true inspirational leader whose wisdom and words will forever be remembered.”

**Tayfun Altaner:** “One of a kind soul that touched my heart while filming in Cyprus. Wise and understanding. I am truly honoured to have had a chance like this. The memories that we created will be in my heart forever. Thank you for inspiring me, Desmond Tutu.”

**Michael Panayi:** “Archbishop Tutu had an uncanny ability to make people feel comfortable in uncomfortable situations. I always thought it was just an endearing quality of his – I realise now it was at the very core of the peace he irradiated. His peace-building was local, personal, and intimate.”





## THANK YOU

### Up to \$500

Megan Adamson  
 AmFam Agents  
 Robert & Linda Ayotte  
 David & Ria Breed  
 Linda Carnine  
 William Dean & Nancy Pariser  
 Bill & Esther DePasquale  
 William Diamond  
 Peter & Nina Fitzgerald  
 Barbara & Joel Gereboff  
 The Hon. Denis & Karen Lamb

Cynthia Lang  
 Don & Celia Larsen  
 Art Milholland & Luann Mostello  
 Demetrios Papademetriou & Margie McHugh  
 Jacqueline & W. Curtis Schade  
 Liz & Les Swenson  
 Randall & Darlene Teague  
 Katherine Valyi & Peter Nulty  
 Rebecca Willey & Phillip Sherman  
 David and Judy Williams  
 Jim & Louisa Ziglar

*\$2,500 provides the opportunity for one more teen to befriend "the other."*

## US Hosting Areas



Creating Friendships for Peace, Inc.  
P. O. Box 981  
Wolfeboro, NH 03894

[www.friendships4peace.org](http://www.friendships4peace.org)