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CFP

People UNITED in countries divided

2025  
Annual Report

## To Our CFP Family and Friends

Despite the continuing geopolitical challenges, 2025 was a year of growth and progress for CFP, stimulated by our three-year CFP Action Plan begun in 2024. Highlights include:

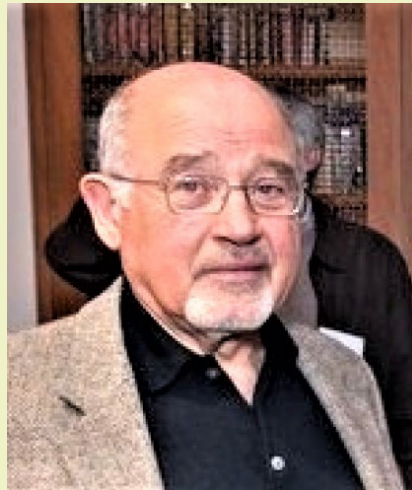
- The CFP International Alumni Association was launched with a CFP Institute providing ongoing skills development and a Cypriot alumni leadership team providing newsletters and organizing activities. Special thanks go to Becky Stirn, our Alumni Coordinator, for her diligence and inspirational management of this effort.
- The CFP program in the United States was expanded to include American high school students in our U.S. Residency program with our foreign students. This U.S. program will continue to grow as we envision an opportunity for CFP's U.S. teens to participate in a Year 2 program overseas in one of our conflict zones.
- Wilmington, NC became our newest hosting area with continuing outreach to others. New marketing materials are helping this growth effort.
- Working relationships were forged with Rotary International and Jimmy and Rosalynn Carter School for Peace and Conflict Resolution, George Mason University.
- CFP's Board of Directors began taking a greater role in leading the organization and fundraising. Two board committees were created and a special endowment fund to honor the legacy of Warren R. Muir was successfully established.



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

We celebrate the role of CFP host families in this report, those who give the CFP program its uniqueness and strength.

*Thank you for your continued support.*



### In Memoriam

## Nick Germanacos

CFP wishes to remember the life and accomplishments of Nick Germanacos, former CFP board member, educator and poet. Born in Cyprus, Nick joined the CFP board in 2011 when the Cyprus Friendship Program was formed as a U.S. charitable organization. He and his wife Anne ran the Ithaca Cultural Studies Program on the islands of Kalymnos and Crete for nearly 30 years. Nick brought this educational experience and his personal understanding of the Cyprus conflict to guide CFP policy and curriculum development. His energy, wit, and insight spurred board discussion in meaningful ways. His spirit, wisdom and humor are left for us in his four collections of poetry: *Ora et Labora*, *Potshards*, *Water Words* and *Nu? — Su?*



## Creating Friendships for Peace

### AMERICAN FAMILIES

### CFP'S "Secret Sauce"

The realities that young people are growing up in today have become more difficult and uncertain. At times, it can feel like the distance between people is only widening. And yet, we continue to see something different when individuals are given the chance to connect in a more personal and human way.

#### It begins in an American home.

Each summer, American families welcome two teenagers from opposite sides of a conflict into their daily lives. Over the course of a month, they share a room, meals, and everyday routines. What begins as unfamiliar gradually becomes more comfortable, and often, more meaningful.

Through time spent together, conversations unfold. With the support of a stable and neutral environment, the teens begin to listen in new ways and better understand perspectives different from their own, often for the first time.

This is the foundation of CFP's model and the reason it has remained effective for more than four decades. It's a simple approach to peacebuilding, grounded in relationships rather than rhetoric.

**American families have hosted over 2,700 CFP teens.**



# CFP Hosting

Peacebuilding through living

## Why do I host?

*"The enjoyment of making lasting friendships with teenagers so committed to peace in their country, and the belief that anything we can do to contribute to that is meaningful. Plus, it's so much fun!"*



Host families do not arrive as experts. They are not asked to solve conflict or mediate history. What they offer is something simple and increasingly rare: a safe, neutral space where two young people can begin to see each other differently.



What is less often said, but equally important, is that hosting changes the family as well. It becomes part of daily life, shaping conversations, perspectives, and connections that continue well beyond the program.



In that environment, something begins to shift. Over time, understanding takes hold, and what starts as an experience often becomes a lasting relationship.



## Why do I host?

*"Three reasons: the opportunity to share our lives with the teens in a peacemaking program, the family to family connections we experience with the Cypriot families, and the chance to play and enjoy teenager energy and ways of looking at the world afresh."*

## CFP Hosting

*After the summer ends.*

*Joanne Perlman and Bob Schott,  
Maryland CFP Hosts.*



While the month of July is a very special time here in MD, nothing could have prepared us for seeing the larger effects of the CFP program in Cyprus itself. After hosting for several years we finally made the trip.

We were picked up at the Larnaca Airport and greeted with enormous warmth and excitement. The very next day a lunch had been arranged at the Paragadi, a Nicosia restaurant and families from the North and South came together to enjoy good food and good company.

Most families were keen for us to stay with them so we thought we should stay in a hotel so as not to offend anyone. Well it turned out that staying in a hotel would offend everyone!



The parents of each pair already knew each other because the program requires that families, not just the teens, get to know one another. When we were there, the families whose teens we hosted were also coming together to welcome us and express their appreciation.

Being a host family is a very rewarding experience in and of itself. For anyone interested in promoting peace in the world this is one way wherein your efforts can be seen and felt directly.

If you never have the privilege of visiting Cyprus, I can assure you that your efforts as a host family have far-reaching effects well beyond the group of teenagers you will meet and come to love.

## Another host family shares their perspective

*Insights from Tom and Julia Miller, Virginia CFP Hosts*

Our family of four arrived in Cyprus on Christmas and were met at the airport by an enthusiastic 20-year old Sotiris along with his beautiful mother Penelope. Our sons, aged 7 and 13 were delighted to once more see their “big brother.” We have been a CFP host family for three years and in 2011, Sotiris, and his partner, Ali Berk, were the first two Cypriot teens to spend a month with us in our Virginia home.

Sotiris took us to meet his family who up to this point we had only met through emails and occasional Skype conversations. They were as kind and sincere as Sotiris and proceeded to exhibit the legendary hospitality of the Cypriot people.

Greek speaking or Turkish speaking, the families of these young men were similar. These are the true Cypriots: overly hospitable and generous, profoundly appreciative of our contribution, and sincerely interested in seeing their divided island reunited.

Unfortunately, as we expanded our experience beyond our CFP families, it became apparent that not all Cypriots were ready to reunite the country. There is much resentment from people displaced or who had lost loved ones during the war.

We gradually grew to understand the necessity for CFP. The program is the epitome of grassroots. It focuses on Cyprus’s open-minded youth who are one generation removed from the conflict. A former stranger becomes their closest friend and closest connection to home. It’s a beautiful revelation to witness.

It is a pleasure to be a part of this Cyprus Friendship Program, and an honor to host these young adults in our home.

*“It has been our experience that when these young adults are placed in our home, far away from the prejudice that divides the island, they quickly realize just how much they have in common.”*

## CFP Hosting

*Lasting relationships*

In 2001, Tamera and Joe Drozd hosted their first teens, Lynn and her pair, Andrea. Their experience was so magical that it set them on a journey to hosting 51 teens (from 14 countries) over the span of two decades and was the beginning of a career of working with teens that Tamera passionately lives to this day.

During a two-week golf trip to Ireland and Northern Ireland, Joe arranged to meet with Lynn, her parents, Willie and Dorren, and her children! Joe and Willie have a special relationship that has developed over the years and they move mountains to see one another when possible.

*Tamera & Joe Drozd, 2022*



In 1996, two boys from Enniskillen, Northern Ireland came to spend the summer with the Heyl family in Austin, Texas. Nicholas McCready and Ciaran McLernan were warmly welcomed by Pat and Barbara Heyl and their six children. Nine-year-old Catherine never forgot that summer and recently visited Belfast on a business trip, where she reconnected with Ciaran. Thanks to Lilah Graham, former CFPNI Coordinator in Enniskillen, Catherine now has contact information for Nicholas and hopes to reconnect with him too.

*Catherine Heyl Crowley, 2025*

From a parents note to host family Anne and Paul Clifton-Waite:

I picked up two of the happiest girls from the airport last week. You are one of the people who made them happy. We taught our daughters to love people irrespective of their religion, race, and language. You two showed them that there are good individuals all over the world. Irmak felt like she was at home when she was in your house, and she returned with beautiful memories. This made me so happy. She cannot stop talking about you and the whole experience. We are so grateful that you took part in the programme. Now you have a family in Cyprus. We can't thank you enough for making this unforgettable for Irmak.

*Ahmet & Lutfiye Tamel, 2023*



# 2025 Highlights



## Cyprus



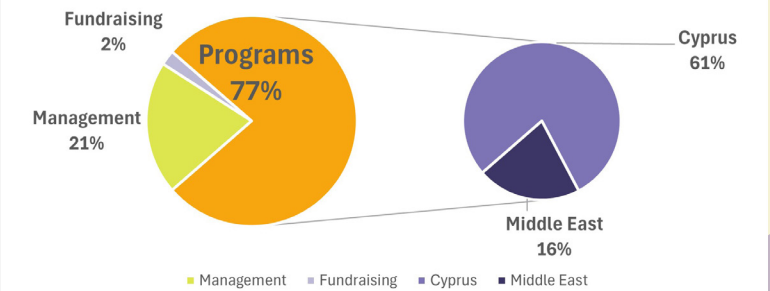
## Middle East



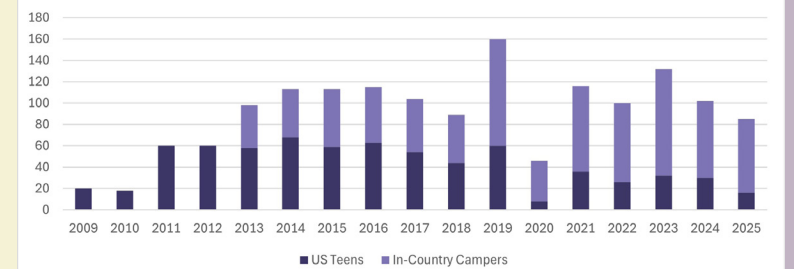
Class of 2025 = 91 Teens

	U.S. Hosted	InCountry Campers
Northern Ireland	2,007	
Cyprus + Middle East	712	825
Totals	2,719	825

### Program Expenses in 2025



### CFP Teens





# Alumni



AUGUST 31, 2025 at the Bedesten in North Nicosia, a historic cultural venue that evolved from a 6th-century chapel, over a hundred Cyprus Alumni and friends of the program came together for a night of live music and re-connection. A total of 20 alumni musicians and volunteers worked together to help organise what is the largest alumni event in years.



Check out the **New Alumni section of the website!**

<https://friendships4peace.org/alumni/>

The **CFP Institute** – connecting CFP's global network of alumni through online continuing education:

**Session 1: Conflict Resolution Styles**

Aug. 3, 2025 – featured Dr. Rhonda Gessow who trained alumni from Cyprus and the Middle East how to discover their natural styles and how to use them most effectively

**Session 2: Language as a Tool for Peace**

Nov. 23, 2025– showed how two organizations, **Hade** and **Cylingo**, are using languages spoken in Cyprus to connect all Cypriot communities and actively advocate for peace.



## Meet Our Alumni

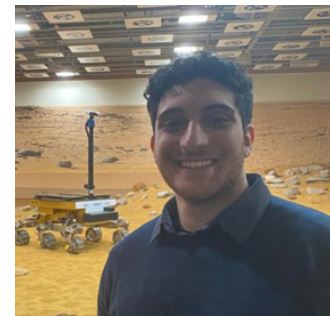


Isabel Irwin was born in Nicosia, in 2004. In 2019 she spent a month in San Francisco with her pair Melin. The two are still close friends and avid travellers, having spent last summer backpacking through Southeast Asia, together. Isabel is also an anthropology major at Princeton University, where she co-founded a bi-communal Cypriot society. She has spent the past two months in Cyprus, filming a documentary about bi-communal spaces and movements.



solidarity, without great, big walls preventing us from meeting a friend we could keep for a lifetime. That's what CFP has taught me and I couldn't recommend it enough.

San Francisco 2019 alum Doruk Ekingen who, along with childhood friend Ugurcan Karsili, has co-founded Cyprus's first-ever bi-dialectal digital dictionary, Cylingo, an initiative to protect and revitalise the endangered dialects of Cyprus. It now forms Cyprus's first-ever bi-communal digital dictionary and learning platform, aiming to bridge cultures and celebrate linguistic diversity on the island to record, categorise, and explain Turkish and Greek Cypriot dialect words and expressions, as well as Sanna (Cypriot Maronite) grammar. The website is a growing archive of idioms, cultural expressions, and folk knowledge, constantly evolving to expand its educational offerings.



Our host parents were the most kind-hearted, generous, and simply the loveliest people one can meet. Opening up their homes and hearts to us, they treated us like we were their own, while simultaneously providing us with the - and I can't stress this enough - perfect Oregon experience. I did things I never imagined myself doing and I owe it all to them: Jeanne, Jon, and Kathy. Our conversations around the dinner table would last hours.



**United States  
Volunteer  
Staff**



**Tammy Haas**  
**Betsy Small**  
**Becky Stirn**  
**David Rodich**  
**Kim Bell**  
**Amanda Van Dusen**  
**Jessica Ambrose**  
**Brooke Anderson**  
**Jon Berger**  
**Keegan Noble**  
**Ashley Bell**  
**Ken Crognale**  
**Heidi Ziglar**  
**Celia Larsen**  
**Dotty Scott**  
**Kathy Valyi**  
**Meibh McKinney**  
**Alexis Eskenazi**

*Executive Director*  
*Former Executive Director*  
*Alumni Relations Coordinator*  
*Middle East Program Coordinator*  
*Transportation Coordinator*  
*Houston Coordinator*  
*Portland/SW Washington Co-Coordinator*  
*Portland/SW Washington Co-Coordinator*  
*North Carolina Co-Coordinator*  
*North Carolina Co-Coordinator*  
*Donor Communications*  
*Treasurer*  
*Public Relations Coordinator*  
*Communications Manager*  
*Website Manager*  
*Development Advisor*  
*Northern Ireland Liaison*  
*U.S. Teen Liaison*

*Thank you*  
**2025 Host Families**

**Houston, Texas**

Eric & Elise May  
Jennifer Lorenz  
Aparna Millilineni & Ravi Bikkina  
Amanda & Sergio Van Dusen

**Oregon/SW Washington**

David Goode & Liz Rogers  
Fawaz & Alia Alhumaid  
Thomas Croft & Marjorie James  
MacKay & Rebecca Olson  
Kelly & Sarah Briggs  
Jessica & Derrick Ambrose

**North Carolina**

Tim & Wendy Hunt  
Mary Baggett  
Laurie Janus & Tod LaMaskin  
Ellen Hunt





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

<b>Linda Ziglar</b> , <i>Chairman</i>	Potomac, MD, USA
<b>Amb. Susan Elliott, Ret.</b> , <i>Vice Chairman</i>	New York, NY, USA
<b>Michael Panayi</b> , <i>Secretary</i>	London, England
<b>Kenneth Crognale, CPA</b> , <i>Treasurer</i>	Troy, NY, USA
<b>Tammy Haas</b> , <i>Executive Director</i>	Whitehouse, TX, USA
<b>Rev. Dr. Bob Baggott</b>	Singer Island, FL/Victoria, MN, USA
<b>Jonathan Berger</b>	Wilmington, NC, USA
<b>Simge Kahvecioglu</b>	Nicosia, Cyprus
<b>Mary Kurucz</b>	Cape Elizabeth ME/Singer Island, FL, USA
<b>Michael Liatsos</b>	Nicosia, Cyprus
<b>Tom McCarthy</b>	Brookeville, MD, USA
<b>John McKinney</b> , <i>Director Emeritus</i>	Omagh, County Tyrone, Northern Ireland
<b>Warren Muir</b> , <i>Chairman Emeritus</i>	Wolfeboro, NH, USA
<i>In Memoriam</i>	
<b>Nick Germanacos</b> , <i>Director Emeritus</i>	San Francisco, CA, USA/Crete, Greece



## Our Finances

*These statements are summarized from the financial statements audited by Georgen Scarborough Associates PC.*

### Statement of Financial Position

(as of December 31, 2025)	Assets	Liabilities & Net Assets
Cash & cash equivalents	124,574	
Contributions receivable	3,725	
Deposits & prepaid expenses	2,737	
Unconditional promises to give	15,000	
Investments		
Anne & Nick Germanacos Fund	386,496	
Warren R. Muir Endowment	31,023	
Net assets		
Accounts Payable		3,430
Without donor restrictions		509,002
With donor restrictions		51,123
<b>Total</b>	<b>563,555</b>	<b>563,555</b>

### Statement of Activities

(year ended December 31, 2025)	Without donor restrictions	With donor restrictions	Total
Support & Revenue			
Contributions	119,964	34,950	143,644
Dividend Income	10,165		10,165
Unrealized Gain (Loss)	66,152	6,173-	72,325
Released from Restrictions	5,000	(5,000)	-
Total Support & Revenue	201,281	36,123	237,404
Expenses			
Program Services			
Cyprus	104,078	-	104,078
Middle East	28,215		28,215
Northern Ireland			
Supporting Services			
Management & General	35,107	-	35,107
Fundraising	3,932	-	3,932
Total Expenses	171,332		171,332
<b>Change in net assets</b>	<b>29,949</b>	<b>36,123</b>	<b>66,072</b>
<b>Net assets, start of year</b>	<b>479,053</b>	<b>15,000</b>	<b>494,053</b>
<b>Net assets, end of year</b>	<b>509,002</b>	<b>51,123</b>	<b>560,125</b>

# 2025 Financial Supporters

# Thank you

## \$25,000 and above

Anne & Nick Germanacos  
Becky & Brad Stirn  
Linda & Jim Ziglar



## \$10,000 — \$24,999

2025 CFP Parents  
Rotary Club of Lake Oswego



## \$5,000 — \$9,999

Thomas Croft  
Marilyn Larsen (In Honor of Linda Ziglar)  
Thomas McCarthy and Ann Laprade  
Catherine Miller  
Jim & Louisa Ziglar  
Anonymous

## \$2,500 — \$4,999

Everett & Jane Goodwin  
Ron Lerner (In Memory of Jane H. Lerner)  
Rockville Rotary Club Foundation Inc.  
William & Glenna Shawn  
Jon & Christy Ziglar

## \$1,000 — \$2,499

Megan Adamson  
Joan & Ed Barksdale  
David & Lina Blair  
Rev. Deborah Cochran  
Peter & Susan Converse  
Susan Elliott  
Frederick Feldman  
Force4Giving Red Robin  
Anonymous  
Donna Herndon  
Felton & Susan Jones  
KP & Phoebe Tsolainos Foundation  
Mary Kurucz  
Mendl Ward Charitable Fund  
Murray & Florence Schott Charitable Foundation  
Warren Muir  
Glenda Oakley  
Rotary Club of Olney  
Victoria Sheffield (In Honor of Howard Pyle)  
Lucia Spotte

## \$500 — \$999

Akram Elias  
Anonymous  
Leslie Bruner  
Mary Catherine Bunting  
Delaware Otsego Corporation  
Nathan Fenno  
Denis & Karen Lamb  
Celia & Don Larsen  
Richard & Harriet Larsen  
David & Sondra Mack  
Thomas & Lisa Shaheen  
Unitarian Universalist Church in Reston

## In Kind Contributions

Georgen Scarborough Associates PC, Vienna VA  
The Pinnacle Group, Virginia Beach, VA  
Will & Jennifer Duensing, WA  
Rhonda Gessow, CA  
Jesse Sondheimer, CA  
Gateway Productivity, CA  
Hasan Ekingen, Cyprus  
Costantinos Pavlou, Cyprus  
Dilek Türker of Şefler Patisserie and Catering, Cyprus  
EVKAF, the Bedesten, Cyprus

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

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



# Thank you

## Up to \$500

Abby Ridge-Anderson  
 Robert & Linda Ayotte  
 Jonathan & Liz Berger  
 Kenneth Crognale  
 Bill & Esther DePasquale  
 Idil Djazimoglu  
 Kathleen Doherty  
 Ibrahim Firat  
 Hal & Sally Furman  
 Barbara & Joel Gereboff  
 Janet Hazel  
 David & Sandra Kochman  
 Stan & Sandy Ladner  
 Cynthia Lang

Edward & Sharon Montero  
 LuAnn Mostello &  
 Arthur Milholland Fund  
 Christoph Mann  
 Gregory Muir  
 Michael Muir  
 Michael Panayi  
 Maya Plotkin  
 Portland Rotary Charitable Trust  
 Cindy Price  
 John & Charlotte Rich  
 Stella Stylianilou  
 Donna & Steve Suddeth  
 Les & Liz Swenson

Ozge Tahiroglu  
 Randall & Darlene Teague  
 The Branson School  
 Irene Trent-Valencia  
 Mark Vinson  
 Tom & Bev Westheimer  
 Katherine A. Wood

## HOST A PAIR OF TEENS

By opening your home in July to a pair of teens who have grown up in countries divided by conflict, your hospitality will provide a haven where they can reconcile differences and develop trust and lifelong friendships that will be transformative for each other, their families, and their communities back home, providing hope for their country's future.

With CFP's support and encouragement, you can become a "second family" to your teens and aid their development as future leaders and peacebuilders, while you and your family benefit in new perspectives and understanding alongside other families in your hosting area.

## JOIN THE CFP TEAM

- Join the leadership team in your hosting area
- Join the national team
- Join the CFP Advisory Board
- Follow us on LinkedIn, Facebook and Instagram

## HELP RAISE FUNDS

- Host an event to share CFP's story
- Create a fundraising event on social media and invite your friends to participate
- Become a monthly donor
- Arrange a planned gift to CFP to include peacebuilding in your legacy



# GET INVOLVED

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



Creating Friendships for Peace, Inc.  
1320 19th Street NW, Suite 800  
Washington, DC 20036

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

*Creating  
Friendships  
for Peace  
Legacy Circle*

***Does your legacy include future peacebuilding?***

Please consider joining the Creating Friendships for Peace Legacy Circle  
by including CFP in your will.

For more information, please visit: <https://friendships4peace.org/planned-giving/>