

Council of International Fellowship  
2016 Organizational Report

## Executive Summary

August 2017

This is the fourth Annual Report of CIF International. The Executive Committee, together with the Board of Directors and CIF members, has looked back at the objectives set in 2016, the progress we have made towards them, and plans for future initiatives.

The mission from the Statutes is our guideline to set objectives and translate these into actions. We would like to discuss these ideas with the Board of Directors and look forward to receiving their input. This document is updated every year, considering progress, discussions and your input. During the next Board Meeting in Kalamata, Greece, we will give an update on our progress.

### 2016 Executive Committee Members

The current EC was elected in August 2015 and will serve the organization until September 2017, when new elections will be held. Members are:

Mireille Boucher (France), CIF President

Michael Cronin (USA), CIF Vice President, New Branches, Contact Persons

David Scheele (The Netherlands), CIF Secretary

Gabi Kronberger (Austria), CIF Treasurer

Rabia Ozbas Durak (Turkey), CIF Member At Large, PEP Coordinator

Merja Niemela (Finland), CIF Member At Large, Peace Projects co-ordination and Conference Grants.

The year 2016 was an intense working year for the Executive Committee (EC) team.

The Executive Committee Meeting and the Board of Directors Meeting took place in August 2016 in Utrecht, the Netherlands. We thank CIF Netherlands for the organization, their hospitality and the great dinner they organized for their 50 years anniversary for which the EC and BD members were invited.

During the BD meeting, the new logo was voted upon and did not receive enough votes to implement it. A logo team was formed with the assignment to come up with alternatives. These will be voted upon in September 2017 in Greece.

Two peace projects were elected for funding, from Israel and Finland. We look forward to discuss their reports in Kalamata, Greece, in September.

We thank the Branches for their participation and for preparing their activity report: AAR 2016. This gives us information and enables us to get an overview of everything that is happening in the associated countries. Thanks to the Branches with a professional exchange program (PEP) to fill out the FER.

You find the results of the analysis of the AARs and FERs in this document.

Out of 32 National Branches and CIP/USA. 27 Branches and CIPUSA sent in the AAR. (totally 28 received). Five Branches did not send in the AAR: Aotearoa/New Zealand, Australia, Kenya, Lithuania and Norway.

Our EC team will change a lot in September, as Michael Cronin, Gabi Kronberger and Rabia Ozbas Durak have announced that they will not run for re-election. I thank them for their involvement, hard work and friendship.

Mireille Boucher

President CIF International



EC team 2015-2017

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## **Purpose**

The Organization is a private and not for profit, politically and religiously independent Organization.

Its purpose is to promote professional, cross-cultural and educational exchange for those working in the field of social services. The learning and sharing generated by the exchange provides opportunities for broadening professional as well as personal development and so contributes to peace and understanding.

The Organization works in collaboration with other entities sharing the same core values and respecting Human Rights, guaranteeing equal treatment to all as agreed upon in the United Nations Universal Declaration of Human Rights.

## **CIF Organizational Objectives**

- A) To maintain and facilitate relations, provide learning opportunities and the exchange of work and cultural experiences among its participants, members, host families and anyone else involved in the activities of the Organization and its National Branches.
- B) To promote and support the organization of a two-yearly International Conference, establishment of new National Branches or, where this is not possible, a Contact Person.
- C) To support the organization of International Professional Exchange Programs that combine practical and theoretical information about the social and cultural environment of the host country.
- D) To support recruitment and selection of new participants in CIF International Professional Exchange Programs and CIPUSA Programs, encourage their participation in the activities of the Organization and become members.

## Organizational Breakdown

### General Assembly

The General Assembly is the highest body of the organization and consists of all CIF members. To be a member of CIF one must be an alumnus of a CIF, CIP, or CIPUSA program or an ISP program. Members can also be individual professionals in social work, social welfare, human services and closely related fields, who support the objectives of CIF.

### Board of Directors

The Board of Directors consists of the Presidents of the National CIF Branches and a representative from CIPUSA.

The Board of Directors decides upon ongoing policy and priorities, policy implementation and the allocation of financial resources under the broad policy and priority guidelines established by the Organization.



BD meeting, August 2016

### Executive Committee

The Executive Committee is elected by the Board of Directors. The Executive Committee is authorized to act on behalf of the Board of Directors, in accordance with the policy, programs, projects and general guidelines of the organization. The Committee executes decisions of the Board of Directors and takes care of the ongoing day-to-day business.

The Executive Committee consists of the President, the Vice President, the Secretary, the Treasurer and two Members at Large.

## Committees

CIF had various active committees in 2016:

### Election Committee

The Election Committee is a permanent committee and is composed of a minimum of two and a maximum of three members of which one shall have the function of Convener to call for nomination for membership of the Executive Committee.

### Financial Advisory Committee

The Financial Advisory Committee is also permanent, and advises and supports the Treasurer on financial matters. They have regular e mail contact.

### Special Committees

- *Public Relations Committee*
  - This committee works to promote and market the organization and its exchange programs. The aim is to increase global awareness of CIF International among target audiences
  - In 2016, the committee did not undertake many activities, as the logo issue was handled by a separate committee. Activities are on hold till a new logo is chosen. Challenges are the further development of a new website for CIF International and a standard power point presentation.
  
- *World News Communication Committee*
  - This committee was established during the BD meeting in August 2015. It will evaluate the needs for CIF to communicate news in a timely and cost-reduced manner, investigate opportunities, explore possibilities and advise on the future of the World News and possible alternatives. During the BD meeting in 2016, they reported on their progress. Two points were finished, the remaining 5 will be discussed during the BD meeting in Kalamata.

## Executive Committee 2015-2017 tasks and duties

The present committee was elected in August 2015 in Sigtuna, Sweden.

The new EC met for the first time in November 2015 in Braunschweig, Germany. In 2016 the EC had a meeting in August, before the BD meeting in Utrecht.



The position of president, secretary and treasurer are fixed roles with their own related duties. The EC has identified the following tasks/duties and these were divided amongst the EC members.

President – Mireille Boucher

Secretary – David Scheele

Treasurer – Gabi Kronberger

National Branch Projects –Mireille Boucher

Annual Report –Mireille Boucher/David Scheele

Guidelines coordination – David Scheele

Branch development & contact persons – Michael Cronin

Mentorship for new BD members –Michael Cronin

Website management –Michael Cronin

PEP coordination –Rabia Ozbas Durak

Social media – Rabia Ozbas Durak

Involvement of new participants –Rabia Ozbas Durak

Peace projects coordination–Merja Niemela

Conference Grants –Merja Niemela





## 2016 Finances

In the year 2016 CIF International did not receive any financial support from outside sources. The main income of CIF International is the yearly paid membership fee. Every National Branch makes sure that 10 Euro for every member goes as membership fee to the bank account of CIF International.

The total reported numbers of CIF members in 2016 was 764 (the five National Branches that not reacted are not included and CIF India did not give the number, so the actual number will be higher. (CIP/USA has no members).

Donations are very welcome to continue and improve the work of CIF International (see bank account information below).

The main expenses of CIF International are costs of the Executive Committee meetings and Meeting of all National Branches (Board of Directors Meeting). In 2016 the Executive Committee Meeting and the Board of Directors Meeting took place in Utrecht, the Netherlands.

The magazine of CIF International is the World News. This is also financed with the budget of CIF International. Other important expenses are the costs for public relation activities.

At the BD Meeting in Sweden 2015 it was decided that we see an important focus on peace projects. As two projects were selected in 2016, there is no budget left. Donations specifically for peace projects are most welcome.

The information of the bank account of CIF International:

Name: Council of International Fellowship e. V.

IBAN: DE02 5705 0120 0000 1884 25

BIC-Code: MALADE51KOB

Bank: Sparkasse Koblenz (Germany)

For all further information, we ask you to contact the treasurer of CIF International:

Gabriele Kronberger

treasurer@cifinternational.com

## Report on the peace projects 2016 by CIF Finland and CIF Israel

Below is an abstraction from both reports.

Finland Peace Project:

CIF Finland's objective was to implement the peace project 2017 to run through the program and find grant participants directly from EU nearby countries in unstable circumstances/direct conflicts/post conflict situations.

CIF Finland targeted the PEP17 information to Balkan countries which they had estimated to be in post conflict situation to bring personal experience from recovery of civil war thus enriching the theme in its essence.

The peace theme was implemented in the three and half weeks' PEP program and the group wrote an article after evaluation of the program.

Out of the evaluation came the following:

*The CIF program is a critical tool and a mechanism to promote peace. There are several elements which contribute. First, the international group of participants allows the breakdown of stereotypes as we mix and meet each other as people. Further, we exchange knowledge about our countries and can appreciate that we all share the mutual desire for peace. From that point we can develop empathy and understanding.*

*Next, the CIF element of housing participants with host families is essential as it further promotes peace.*

*Suggestions for improvement are:*

- *allow time after each learning program for the delegation to discuss, exchange and reflect on ideas learned*
- *do not underestimate the value of fun as it is the opportunity to dialogue, casually and more freely, to share experience and gain friendship.*

Israel Peace Project:

Objective of the Israeli project was:

Expose our PEP participants in diverse fields of social work and education to the Arab-Jewish conflict in Israel, the impact of the political, social and cultural situation on two million Arabs as well as Jews who are Israeli citizens living and working together'

Activities to meet these objective were:

- Two workshops to discuss and share thoughts, values, beliefs and feelings about conflict situations and how own leadership can influence communities and people.
- Collaboration with a well-established Arabic-Jewish social workers' organization to recruit new members for CIF.
- Visits to agencies and institutions in cities and towns – both Arab and Jewish – with mixed populations such as Jerusalem, Nazareth, Accra and Haifa as well as visits to separate Arabic and Jewish agencies and institutions.
- Host living with Arabic and Jewish families to experience different cultures.

Participants were exposed to every aspect of day by day life.

The project enabled many cultural and social discussions on a personal and professional level. All participants pointed out significance of their exposure to the complexity of the conflict and to its outcome dilemmas.

Outcomes:

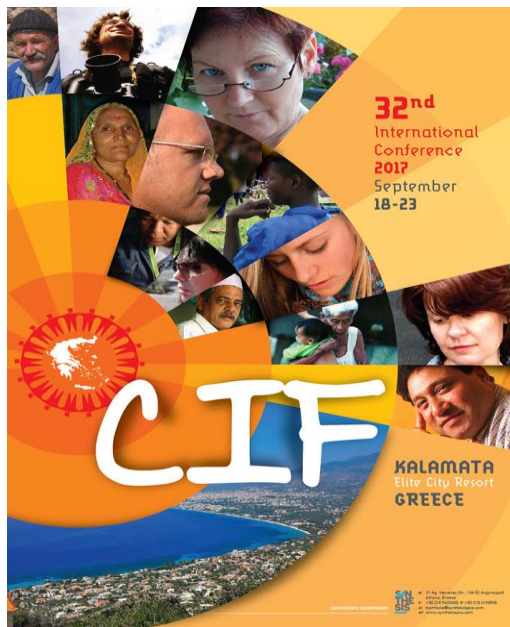
The Peace Project exposed CIF participants to the different problems and confrontations. Social workers encounter working in a society with diverse cultures within a tense political environment.

Members from "Ossim shalom" organization joined CIF Israel to support and Join further CIF activities in the future.

## **World News Magazine**

The World News is a magazine produced three times a year (Fall, Winter and Spring) with the purpose of informing CIF members and the general public of all of the “doings” and “happenings” of the organization, including information on events, issues, accomplishments, projects, and more.

The World News serves as public information for all members and people around the world with the aim to help them understand what our organization does, and how they can become members of this worthwhile organization.



Our goal is to make the World News more attractive to young professionals because they are the future and the leaders of tomorrow.

## CIF Worldwide

### CIF National Branches

CIF now has a total of 32 National Branches plus CIPUSA. No new Branches were established in 2016. Czech Republic decided to put the Branch on hold for the time being, because of lack of time of the board members. Therefore, they are not included in the National Branch list.

Of these National Branches, 19 Provided a Professional Exchange Program. CIPUSA hosts programs throughout the year. Other Branches have shorter programs. Each program is designed to provide a professional in the human services field a training program, host family living, and opportunities to participate in cultural activities.

CIF National Branches include:

Aotearoa /	France	Latvia	Spain
New Zealand	Germany	Lithuania	Sweden
Argentina	Greece (Hellas)	Morocco	Switzerland
Australia	India	Nepal	Taiwan
Austria	Israel	Netherlands	Turkey
Cameroon	Italy	Norway	United States
Cyprus	Japan	Russia	CIPUSA (U.S.)
Estonia	Kenya	Scotland	
Finland	Kyrgyzstan	Slovenia	

# CIF Organizational Report 2016

## The Council of International Fellowship

### CIF Contact Persons

A CIF contact person (CP) is a former participant of a CIF or CIPUSA professional exchange program in a country without a national branch. The criteria are that the person be recommended by a CIF National Branch or CIPUSA, and is willing to devote volunteer work for the promotion of CIF International and its professional exchange programs (PEPs). Some of the duties of a contact person are, that they communicate with former PEP participants in their country and organize regular meetings for them. Contact persons will distribute the World News and other pertinent information and be responsible for writing recommendation letters for those applying for PEPs from their country.

Currently there are seven (7) contact persons. The contact persons from both Luxembourg and Brazil have resigned and have requested to be deleted. The CP from Croatia was also deleted as there has been no contact received back in more than 2 years. A new CP from Tunisia was appointed. All contact person information has been confirmed and updated and posted to the CIF International website.

There have been two inquiries to become a CP, from Ghana and Bulgaria. Criteria and procedures have been communicated to both interested persons. No responsive actions to report at this time.

Like the Branches, contact persons are requested to report on their activities. A survey report of activities and plans was received from 6 CPs this year. Pakistan did not send in a report.

Names and e mail of the contact persons are published on the CIF International website and in the World News. CIF has now CP's in the following countries:

Algeria	Madagascar	Palestine	Tunisia
Jordan	Pakistan	Serbia	

Most contact persons focus on promoting CIF PEPs and recruitment of participants. Some are also looking into establishing a CIF Branch.

## International Professional Exchange Programs (PEP) in 2016



In 2016, 19 CIF International Professional Exchange Programs (Int. PEPs) were organized by 18 NBs and CIP USA.

CIF Taiwan held its first International Professional Exchange Program in 2016.

CIF Estonia and CIF Latvia had a joint program.

CIF Russia held its first standalone program.

Although announced, CIF India and CIF Turkey International Professional Exchange Programs could not be organized in 2016 due to lack of applicants.

### Candidates and Participants in 2016

109 people applied to CIF International 2016 professional exchange programs, 92 accepted, 69 completed the programs.

## CIF PEP: Benefits and Experiences

### Participant Feedback

- Development on a personal and professional level
- Gaining an understanding of different cultures and the challenges different countries face
- International, professional and cultural exchange with fellow participants,

- Opportunity to observe daily work of professionals from different countries,
- Learning about social welfare systems and services, policies, procedures and working practice in a different culture
- Having a great experience in a unique setting
- Experiencing the host family living
- The diversity of field visits
- Sharing ideas about the political and cultural influence on social work;
- Being able to compare your own professional work in the hosting country
- More reflection, gathering ideas and increased enthusiasm to take back to your own work;
- Making lasting friendships
- Refreshing theoretical knowledge

### Success Stories in 2016 Programs

One of the participants of CIF Argentina gave a lecture at the university, it was for students and professors, and it was a very successful experience.

CIF Estonia & CIF Latvia's Facebook group is still working and news is shared within this group: new fellowships in a modern way.

In CIF Finland's program the cooperation between Tanzanian participant Angela and her field placement city Lappeenranta in education continued in practice after the program is over.

The operating group around in CIF Germany managed very efficiently the program finances.

The students, involved in the first period of CIF Netherlands program were very much engaged. They also gave the participants a look in their lives as student. CIF Netherlands have a new hostfamily who is willing to host participants in the future.

CIF Russia managed to organize the professional part of the program taking into account of the completely different interests of each participant.

Participants continue to maintain contact with CIF Scotland and with each other by email and Facebook; all report they have developed personally and professionally as a result of their experiences.

CIF Switzerland provided the chance to CIF Taiwan program coordinator, to participate in their 2016 PEP as an observer. This was a very good way to help new national branches to gain experience in organizing their programs.

CIF Germany and CIF Taiwan participants' experiences were published in World News.



## Summary of the CIF Branch activities

Currently CIF has 32 Branches and CIP/USA. 27 Branches and CIP/USA provided information by sending the Annual Activity Report (AAR) back. The following five Branches did not send it in: Aotera/New Zealand, Australia Kenya, Lithuania and Norway.

Information and numbers are therefore based on the 28 answers provided.

### Members

The total reported numbers of CIF members in 2016 was 764 (the five National Branches that not reacted are not included and CIF India did not give the number, so the actual number will be higher. CIP/USA no fees so no members).





## Public relations

Many Branches have contact with Associations of Social Work in their country. Articles are published about the experiences of participants and also in specialized newspapers for social workers.

Some Branches have exchanges between participants and Universities during the PEP program to promote CIF.

Several Branches were involved in public events, organized by the University of Social Work, like conferences, lectures and workshops.

Most Branches have contact with their National Association of Social Work and are able to publish articles about the experiences of participants. A few Branches have contact with organizations with similar goals as CIF.

Promotion during meetings in agencies.

Some Branches have a Facebook page, a blog. Some Branches have a website.

Past participants are encouraged to share their experiences with colleagues.

### Some other PR initiatives:

- ❖ CIF Austria organized events during the PEP program to promote CIF with the university.
- ❖ CIF Estonia renewed their website
- ❖ CIF France had activities on their Facebook page and group and was involved in local events at the school of social workers
- ❖ CIF Israel had meetings and supported articles about CIF
- ❖ CIF Morocco developed contacts to promote CIF
- ❖ CIF Spain made a presentation of CIF and promoted CIF around Spain
- ❖ CIF Switzerland developed a new website and promoted CIF to about 100 agencies
- ❖ CIF Taiwan has a Facebook page
- ❖ CIF Turkey has a Facebook group.

## National and international projects

Every Branch is doing different projects. We had the EC and BD meeting in Utrecht, organized by CIF Netherlands.

- CIP USA organized new programs with new countries
- CIF France was involved in the European Project ERASMUS: project EDWOD
- CIF Germany developed activities for the PEP with the members around Germany
- CIF Hellas was busy with preparing the CIF International conference in Kalamata

- CIF Austria maintained a good cooperation with the University and works with former participant from Kirghizstan
- CIF Cameroon began to build a website
- CIF CYPRUS was involved in exchanges with the Erasmus program and the University
- CIF Estonia hosted the CIF Baltic Nordic meeting; CIF Finland participated
- CIF Germany worked on their new statutes and their homepage
- CIF Morocco prepared a proposal to host the BD and EC meeting in 2020 and organized their first PEP program;
- CIF India prepared also a proposal to host the EC and BD meeting in 2020
- CIF Nepal tries to set up the cooperation with universities
- CIF Spain and CIF Argentina met in Madrid and Malaga and worked on their PEP
- CIF Taiwan had meetings with the alumni's

#### New opportunities:

- ❖ CIF Italia: work with the president of IASSW
- ❖ CIF France work with the School of Social Workers and the Region as a new partner
- ❖ CIF Russia and CIP USA work together for developing CIF
- ❖ CIF Scotland developing a new facebook page and work with partners
- ❖ CIF Israel recruiting Arabic and Jewish social workers into the Branch
- ❖ CIF Nepal and CIF Netherland work with universities.

#### Challenges

The Objectives of a lot of NB's: more participants, more host families, more active and younger members. Besides this:

CIF Argentina: developing co-operation with other border countries in South America

CIF Germany: share experiences around social work with refugees

CIF Hellas: organizing the next CIF International Conference 2017

CIF Spain: preparing the first PEP

CIF Switzerland: more outgoing participants

CIF Taiwan: more outgoing participants

#### Aims and goals:

Many NBs want more people involved, more members and people to organize the PEP.

- ❖ CIF Argentina: more people involved in the NB and for the PEP
- ❖ CIF Cyprus: create a PEP in relation with Erasmus+

- ❖ CIP USA: new program models
- ❖ CIF Estonia and CIF Latvia: Organize a new PEP
- ❖ CIF France: work with CIF Morocco for a program and work with the “Conseil Regional” to finance some PEP participants
- ❖ CIF Hellas: organizing the CIF International Conference
- ❖ CIF Italia: organize the Peace Project
- ❖ CIF Kyrgyz Land: organize a PEP
- ❖ CIF Morocco: preparing a PEP
- ❖ CIF Sweden: planning a Romania project
- ❖ CIF Taiwan: organize first PEP
- ❖ CIF Turkey: developing the PEP also in other cities.

#### Co-operation between the Branch and CIF International

Most Branches have no comment on this. Those who reacted find the co-operation good and approved the work of the team and the fast reactivity. Continual support of the PEP in the different countries is found important.

### **CIF International Conference**

In 2016 there was no Conference, as this is a bi annual activity.

[www.cifinternational.com](http://www.cifinternational.com)